

## Worker Development Programme – Information for Partnerships/LTOs

### What is the Worker Development Programme?

Our new Worker Development Programme has been set up in response to the request for ongoing support from workers. The programme will be delivered by our partners Peas in a Pod Consulting and Koreo.

### Programme Schedule

WORKERS NETWORK

| April 2024   | May 2024   | June 2024   | July 2024   | August 2024   | September 2024  |
|--|--|---|---|---|---|
| <b>Coaching Session 1:</b><br>Initial needs assessment to create your own development plan: <b>90 mins</b> | <b>In-person peer to peer facilitated full day workshop</b> including 1 employability session: <b>6 hrs + travel</b><br><br><b>Online peer problem solving facilitated session:</b> <b>2 hrs</b><br><br><b>*Specialist Coaching Session:</b> <b>1 hr</b> | <b>Online peer problem solving facilitated session:</b> <b>2 hrs</b><br><br><b>Employability Session:</b> <b>1 hr</b><br><br><b>*Specialist Coaching Session:</b> <b>1 hr</b> | <b>Online peer problem solving facilitated session:</b> <b>2 hrs</b><br><br><b>Employability Session:</b> <b>1 hr</b><br><br><b>*Specialist Coaching Session:</b> <b>1 hr</b> | <b>No scheduled sessions due to holidays</b><br><br><b>*Specialist Coaching Session</b> - if you decide you want to schedule for August | <b>In-person peer to peer facilitated full day workshop</b> including 2 employability sessions: <b>6 hrs + travel</b><br><br><b>Online peer problem solving facilitated session:</b> <b>2 hrs</b><br><br><b>*Specialist Coaching Session:</b> <b>1 hr</b> |
| Anticipated time required: <b>90 mins</b>  | Anticipated time required: <b>Minimum 8 hrs excl travel time</b>   | Anticipated time required: <b>Minimum 4 hrs</b>   | Anticipated time required: <b>Minimum 4 hrs</b>   | Anticipated time required: <b>1 hr</b>  | Anticipated time required: <b>Minimum 8 hrs excl travel time</b>  |

**To note: February – March 2024 - Expressions of interest received**

- **19 February:** expressions of interest open
- **15 March:** deadline for expressions of interest
- **26 March:** participant places confirmed

**\*3 one hour specialist coaching sessions scheduled to suit your diary between May to September**

### What are the benefits for your worker?

Participating in the programme will:

- Equip your worker with the necessary tools and confidence to effectively navigate the remainder of your Big Local delivery plan and remain focussed on closing out of the programme and/or transitioning to legacy projects with confidence.
- Provide your worker with the opportunity to meet other Big Local workers, expanding their network, and strengthening their connections.
- Create space for reflective practice and peer-to-peer learning, enabling workers to share challenges and successes, generate ideas and overcome perceived roadblocks to success.
- Support each worker's professional development, providing opportunities to refine their existing skills and acquire new ones and potentially pave the way for career advancement.
- Connect your worker to a wider national platform, creating opportunities to progress your plans for legacy.
- Provide access to one-on-one coaching to address areas for personal development and identify aspirations post Big Local.

### What are the benefits of the programme for your partnership?

- **It increases the likelihood of worker retention:** The programme is designed for workers to feel heard, seen, recognised, valued, more confident and less alone in what can sometimes be a lonely role. We aim to reinvigorate workers and focus them on closing out projects with confidence, rather than actively leaving or disengaging from the programme because they are feeling isolated.
- **It demonstrates a duty of care:** Supporting activity of this nature will demonstrate to your workers that you understand and support their professional development needs at this stage of the Big Local programme. It's a great way to give something back!
- **It is a cost-effective way of providing personalised support:** Our research, and the nature of the Big Local funding model, tells us that workers sometimes feel caught in the middle between LTOs and partnerships which can be difficult to navigate. This dedicated programme can help with personalised support and provide clarity around their role to enable them to focus on delivery. In addition, the programme is free, as the costs are met by Local Trust.
- **It increases confidence in a world after Big Local:** Workers tell us they are unsure how they will manage ongoing projects after Local Trust funding comes to an end. This can be addressed through personalised coaching and signposting to additional support.
- **It will highlight risks to wellbeing:** Our research found that Big Local workers frequently experience pressure to meet the needs of others, leaving limited time for self-care and reflection. They are also community leaders who lead through service, and can benefit from leadership development opportunities.
- **It will optimise your impact:** Big Local workers can be self-deprecating and sometimes unaware of how to promote their work and leverage their impact for the benefit of the community. By gaining increased skills and confidence through this programme, they will be able to create security for themselves and sustainability for the projects and initiatives they manage and deliver.
- **It strengthens the community development sector:** The project aims to have a ripple effect. Increasing the confidence and capacity of Big Local workers will contribute to developing champions of community-led change!

### How can you and your Big Local worker find out more?

- Full details and FAQs are [on our website](#).
- You can encourage your worker to [sign up for the webinar on 29 February, 1 – 2pm](#).
- Contact [communications@peasinapodconsulting.org.uk](mailto:communications@peasinapodconsulting.org.uk) if you have specific questions about the programme.

**The deadline for workers to submit their [expression of interest form](#) to take part in the programme is 5pm on 15 March.**