

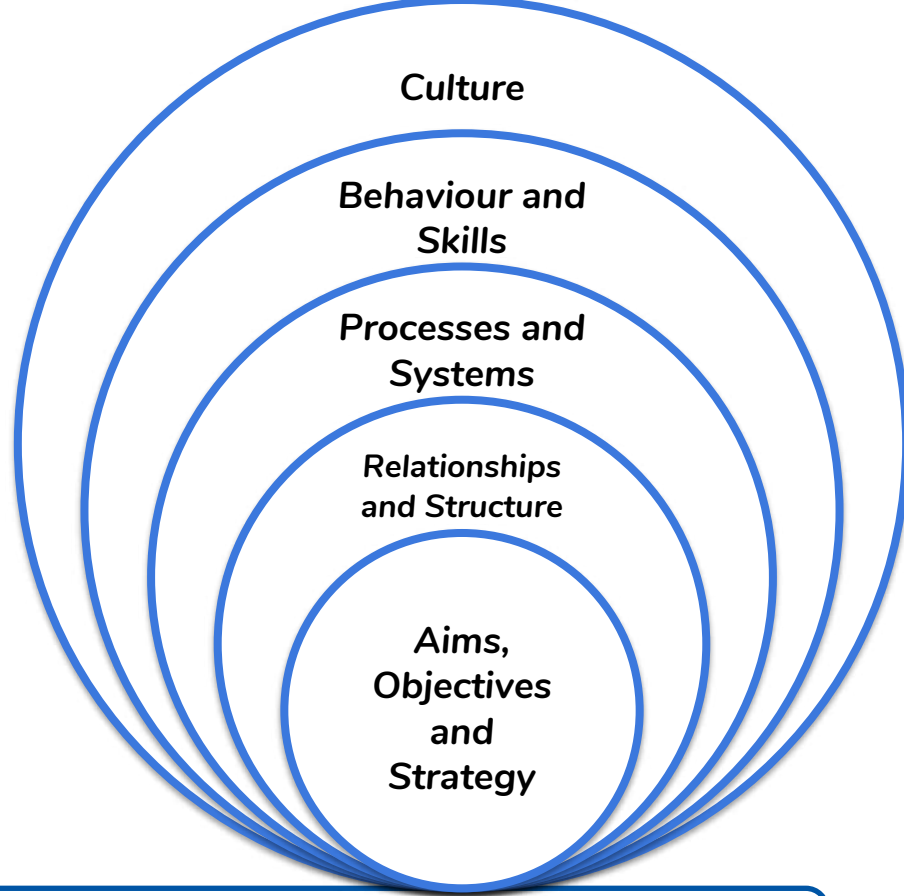
The
Charity Learning
Consortium

The Charity Learning Index

Andrew Jacobs
Llarn Learning



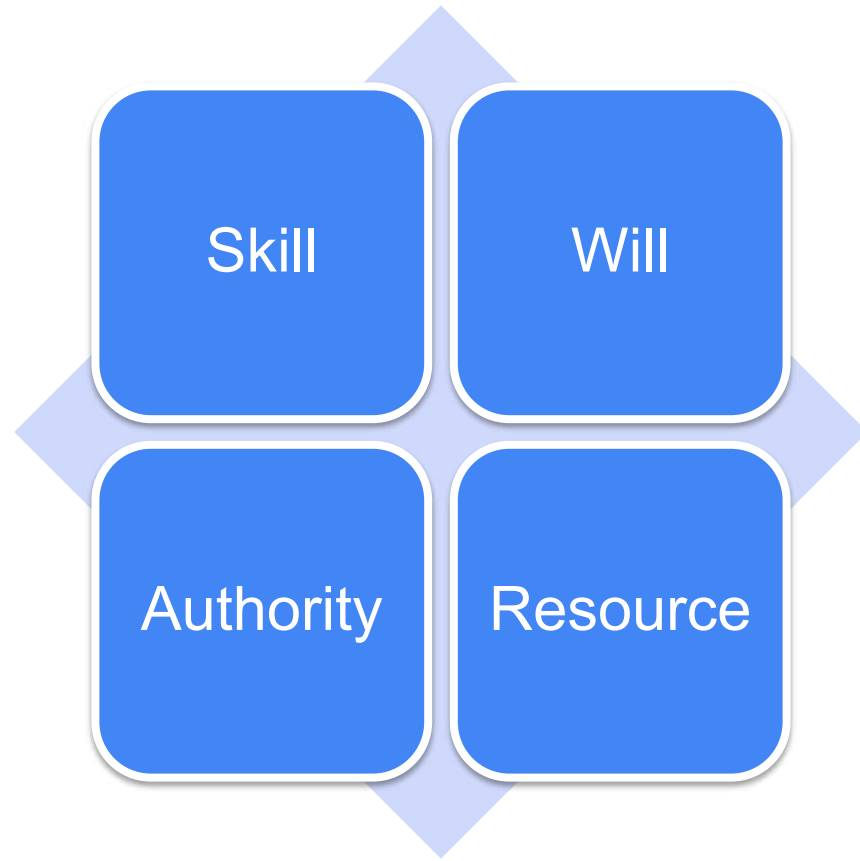
What is the Charity Learning Index?



How will it support us?



How will it support us?



What does it look like?

A close-up photograph of a blue needle and thread. The needle is positioned vertically, and a single strand of blue thread is looped around its eye. The background is a soft, out-of-focus light blue gradient. The overall aesthetic is clean and professional.

What is Skill?

DREAM
BIG.

What is Will?



Influence.

What is Authority?



What is Resource?

SKILL 1-6

- 1 Personal development is supported in the team**
People in the learning teams are supported to develop their skills and given capacity to work in different ways.
- 2 Professional development is supported in the organisation**
Professional qualifications are available and funded across the organisation. The learning team has influence over what is being accredited.
- 3 The team are working towards qualifications**
The learning team are completing funded qualifications. These don't have to be simply learning qualifications; they may include digital, audio, video, management, or other creative accreditations.
- 4 The team have qualifications**
The learning team have completed qualifications relevant to their role. This doesn't just mean learning though – digital design, video production, etc are incorporated into their work.
- 5 The way we work leads the way in our sector**
When compared to the way other organisations support learning, the team are front runners. The team invest in skills development more than other similar organisations, not in terms of monetary cost, but in applying modern learning approaches.
- 6 Principles of modern learning – including peer to peer, curiosity and social learning are key to our design**
The learning offer is more than face to face and e-learning. Capacity is built in for, inquiry, self-determination and social aspects.

WILL 7-12

- 7 The team has clear performance goals for every activity**
The team can describe what the expected outcomes are for the work being undertaken and explain their contribution to them.
- 8 The team celebrates their success across the organisation**
The team acknowledge the contribution of others and recognise it across the organisation.
- 9 The team celebrates their success across the industry**
The team advertise their successes outside their organisation, gaining recognition from external bodies and other organisations.
- 10 The team are committed to do what's best for the team**
The team can describe how the ways they work support the development of team capability – capacity and ability.
- 11 The team are committed to do what's best for the organisation**
The team can describe how the ways they work support the development of organisational capability – capacity and ability.
- 12 Capability – capacity and ability – are part of every intervention**
The development of capacity - creating space for people to change their ways of working, processes, relationships and culture - is supported as much as the development of ability, i.e. behaviours and skills.

RESOURCE 1-6

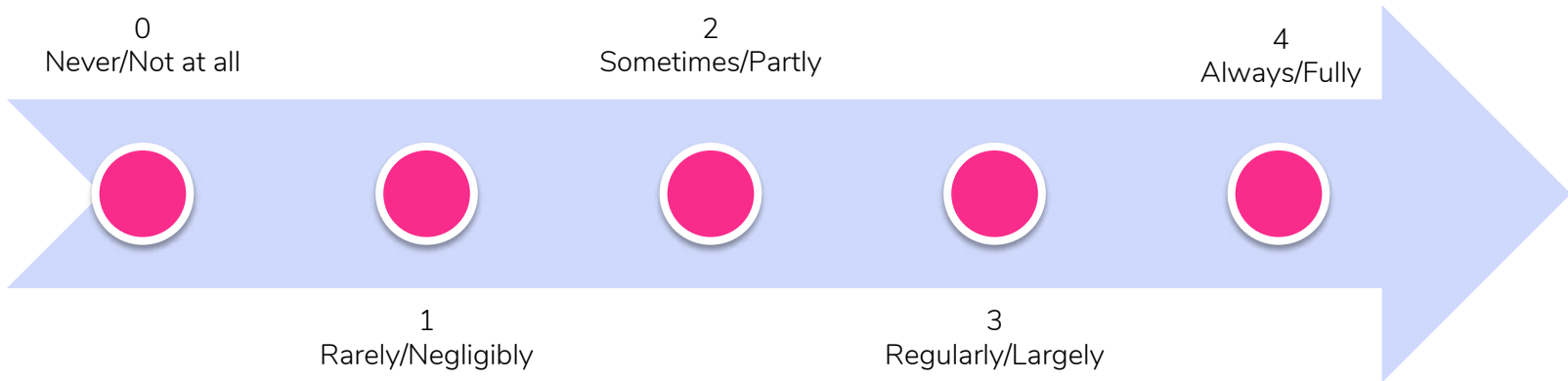
- 1 Learning materials are used in different ways**
Learning resources are used and re-used. Recycling content is common where appropriate.
- 2 The number of available pieces of content is monitored**
The learning team can explain exactly which resources are available within the learning offer. This includes self-produced and user generated content.
- 3 The number of pieces of content that are used is collected**
Usage data, e.g., number of entries, exits, shares, and content completions is recorded.
- 4 Outcome and impact are reported**
The performance of people post-learning is reported. This includes performance to estimation, performance results, contextual and qualitative performance data, etc.
- 5 The team always provides a realistic timetable to deliver**
Scoping, design, delivery and evaluation timetables are always produced and incorporated in the learning team's activity.
- 6 Estimated time to delivery is always met**
The team is reliable and, where timings can't be met, agrees revisions.

What does it look like?



Conversations
POWERED BY ActiveCampaign?

How do we do it?



The Ratings

Martin and Andrew

What the index is
Where it came from
How it was developed
What's planned next

Account Managers

How it's assessed
Questionnaires
Reporting
Raids

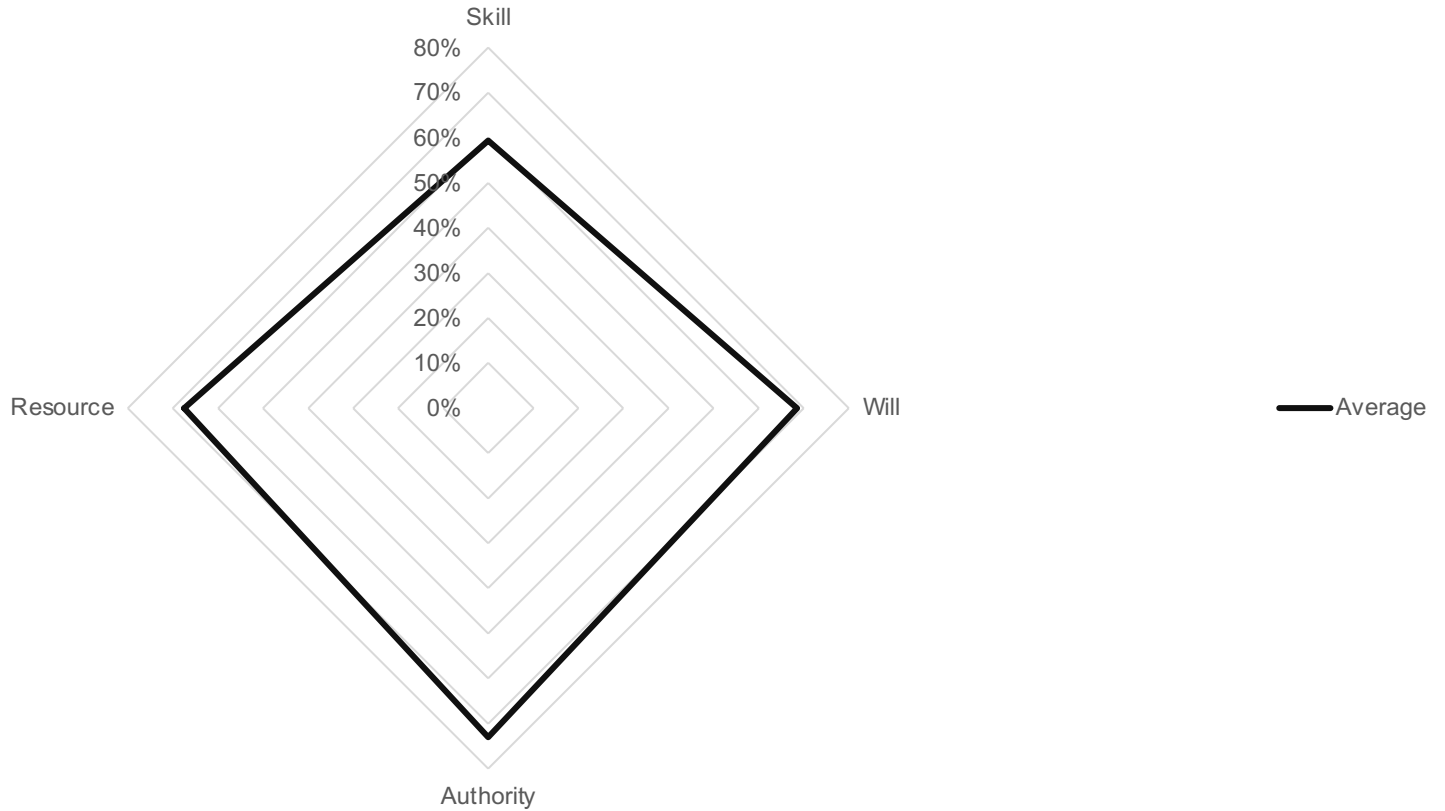
The Members

What the process is like
What preparation is needed
Who needs to be involved
The experience

Your turn!



Your questions?



What will your score look like?



Thank you!

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