



Changing
lives through
learning
The first 10 years

unionlearn
with the TUC

A DECADE OF ACHIEVEMENT

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This year marks the tenth anniversary of the launch of unionlearn, the TUC's specialist learning and skills organisation, and we have produced this short booklet to remind everyone just how much unions have achieved in our first decade. We can't cover everything and everyone in a few short pages, but we hope this gives a taste of what we do.

Trade unions have always recognised the value of education. Many of our earliest union banners were inscribed with the same three words: educate, agitate, organise – a 'holy trinity' that still holds pride of place on union banners today.

The creation of the Union Learning Fund (ULF) in 1998 followed by the launch of unionlearn itself eight years later has allowed unions across the country to put learning and skills within reach of literally hundreds of thousands of members. These are people who would otherwise never have had the opportunity to improve their English or maths, get to grips with computers, boost their professional skills and even enrol at university. Not only our members, of course: union learning is open to members' families,

to non-members, to local communities – we are nothing if not inclusive.

The rock on which we have built our success is our network of union learning reps (ULRs), more than 35,000 activists who work tirelessly with their employers, local colleges and other stakeholders to help their members learn what they want, in the way they choose, at times and places that suit them, for little to no cost wherever possible. Thousands of ULRs had never played a role in their union until they discovered the power of learning for themselves, and decided to volunteer their time to encourage others to do the same.

We are proud that unionlearn has maintained cross-party support throughout our first decade, a pretty

remarkable achievement when education – who gets it, who pays for it, how it's organised – can be such contested territory. But that is because we have been able to demonstrate, time and time again, that learning pays off for everyone – the learner, their employer and the country as a whole.

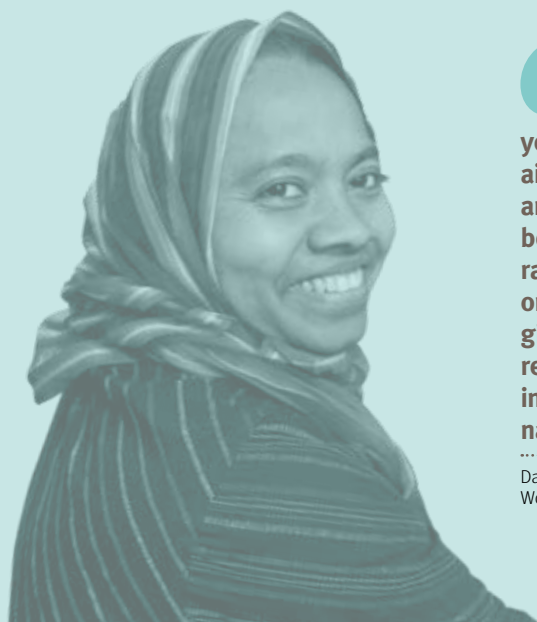
Liz Rees, Director, unionlearn



“We have worked in partnership with unionlearn for many years and on many projects, all aimed at helping working people and their families get into, and benefit from, learning for a whole range of reasons. Both of our organisations share a passion for giving people opportunities to realise their ambitions and potential in life, so working together comes naturally and works well.”

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David Hughes, outgoing chief executive, Learning And Work Institute

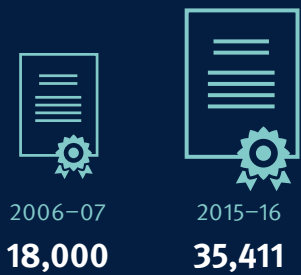


10 YEARS AT A GLANCE

Supporting hundreds of thousands of learners every year



Training more ULRs



Helping people work better

38% **62%**

Nearly two-thirds of learners (62 per cent) say they can do their jobs more effectively as a result of union learning

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016)

Encouraging non-members to join



Four in ten non-union members (43 per cent) who experienced union learning subsequently joined a union

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016)

Securing a great return on investment



For every **£1** of ULF money, learners get **£6.70's** worth in higher wages / better job prospects



For every **£1** of ULF money, employers get **£3.90's** worth in increased skills / productivity



For every **£1** of ULF money, the return to the Exchequer from increased tax is **£3.14**

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016)

“Congratulations to unionlearn on its 10th anniversary! We're proud to have worked with unionlearn since it started. Its innovative and powerful programmes and campaigns have demonstrated why it's crucial that everyone has opportunities to learn at work, and how we can transform workplaces to make this happen. We look forward to working with unionlearn colleagues for the next ten years!”

Julia Wright, National Director, Campaign for Learning



BACK IN TIME TO...2006

We sign our very first Memorandum of Understanding with a partner organisation – The Open University.

HELPING LEARNERS MOVE ON – DECLAN'S STORY

WE'VE HELPED ALL THESE LEARNERS IMPROVE THEIR FUNCTIONAL SKILLS, ENGLISH AND MATHS



2006-7	31,552
2007-8	26,000
2008-9	24,445
2009-10	32,200
2010-11	17,526
2011-12	42,000
2012-13	22,000
2013-14	24,000
2014-15	16,896
2015-16	23,218



“If I listed all the qualifications I have taken since that first literacy course, it would sound like I’d been in full-time education.”

I remember taking that first step through the front door of the learning centre at Cityclean back in 2006 and getting that whole rush of memories of school, which wasn’t that great for me: I’m not a person who scares easily, but I was terrified, to be totally honest.

But the collective approach was a huge benefit: I was there with a few

Déclán MacIntyre
THEN HGV driver,
Brighton Cityclean
NOW Organiser,
GMB Southern Region

colleagues, we knew each other very well and we were all there to improve our skills. What we found was a very relaxed and friendly environment: there was no criticism, there was no punishment, there was no berating and it was a brilliant atmosphere.



Photo: Jess Hurd/reportdigital.co.uk

Photo: Howard Davies



BACK IN TIME TO...2008

The government reveals plans at our annual conference to introduce new rights to time off to train.

The tutor from Sussex Downs College made you feel at ease: I was supported with a skills assessment and a good explanation of what we'd be doing.

I gained my Literacy Level 2 in 2007, started supporting more people into learning as a ULR myself and won an Adult Learners' Week award, which was a huge uplift in terms of confidence: I'd left school with some minor qualifications on the practical side, so to have the work I'd done improving my skills recognised by an organisation such as NIACE was incredible. I still have the certificate: it means a lot to me.

From 2008, I spent two years working for rail union ASLEF's ULF project, which was a baptism of fire, a total change from any type of work I'd done in my life before. It was ASLEF as a supportive employer who paid for my dyslexia assessment: my diagnosis turned out to be quite severe.

In 2010, I moved on to the GMB's ULF project for four years, and since April this year I have become an organiser with the GMB Southern Region, which is amazing for me: I've always had an aspiration to get this role but never in a million years did I think I'd do it. It's going very well so far: I am working with some very good representatives and I'm still pushing the importance of education in the workplace.

If I listed all the qualifications I have taken since that first literacy course, it would sound like I'd been in full-time education: the most recent

was finishing the Employment Law Diploma through the TUC, something a decade ago I wouldn't have been anywhere near participating in, let alone achieving.

If it wasn't for the chance to take all these courses, there would be a huge gulf in my life: I want to continue to progress and improve myself. Everyone reaps the benefits of learning – and I'm a real example of what learning can do.

The best thing about being a ULR is the joy of inspiring people: I feel valued that people can come and ask me what they can do or if I can help because they don't know how to go about it."



Maive Coley, Royal College of Nursing ULR, named one of the top 50 Black and minority ethnic (BAME) pioneers in the NHS by *Health Service Journal*, 2014



BACK IN TIME TO...2007

We take over administration of the Union Learning Fund (originally launched in 1998).

"We've had lots of support from unionlearn since the early days of Citizen Maths, the free open online Level 2 maths course for adults at citizenmaths.com. I can't overstate how good unionlearn has been to work with: constructive, supportive and flexible, with great, committed staff who are making a real difference in workplaces throughout the country. Here's to the next ten years of unionlearn."

Seb Schmoller, Project Director, Citizen Maths

Citizen Maths was created by a partnership led by Calderdale College and involving the UCL Institute of Education and the awarding body OCR. It is funded by the Ufi Charitable Trust.

"At The Reading Agency, we believe that everything changes when we read. We've been delighted to work with unionlearn over several years to turn this message into a reality in workplaces across the country. We've been particularly inspired by the role of union learning reps who, together with our public library partners, have helped us to engage and support their colleagues to start their reading journey. It's a powerful model and one that we can all learn from as we encourage more people to discover that reading for pleasure can add so much to their lives and those of their families."

Sue Wilkinson MBE, Chief Executive, The Reading Agency

DID YOU KNOW?

We have a great track record of engaging disadvantaged workers:

10%

of ULF learners do not have English as their first language;

11%

are from Black, Asian and minority ethnic (BAME) communities;

12%

have no prior qualifications.

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016)

DEVELOPING THE NEXT GENERATION

“My family are proud and so am I: I really can’t believe I have had a second chance to change my life around. I am far from the person I was before I went to jail and I have to thank Crystal Palace FC Foundation for their support and encouragement to better myself and become the young woman I am today.”

Zuleika Williams, 2015, when she was a Business Administration apprentice at Crystal Palace FC; now Community Development Administrator at the CPFC Foundation

Part of the Babcock International Group since 2007, the Babcock Marine Appledore shipyard in North Devon has been working with its unions and unionlearn since it launched its high-quality Apprenticeship programme in 2009, and has recently successfully introduced a Traineeship programme to help prepare young people for possible Apprenticeships at the company.

“Our Apprenticeship programme has brought in 70 apprentices to the shipyard over the past seven years, so it takes up around a quarter of our workforce. As we are one of the larger employers in the area and one of the better paid, we get ten times as many applicants as we have places every year,” says Training Manager Tony Cole.



Photo: Babcock

The programmes take between three and four years to complete and the apprentices can reach NVQ Level 3 if they choose, which 90 per cent of them do.

Unions at the shipyard engage with apprentices as soon as they arrive, Tony says. “During induction weeks, the unions speak to the new apprentices about what

they can offer and how they can support them throughout their whole career. The unions are very proactive when it comes to trying to get more apprentices through the door: they champion increasing our Apprenticeship intake and they are very keen on high quality Apprenticeships being in place, from the employee point of view.”



Photo: Unite

“The business benefits of working in partnership with Unite on learning are clear. The Unite learning reps actively engage on a daily basis with our employees in terms of encouraging them to take up additional learning in maths, English and IT. An effectively engaged workforce that welcomes learning takes pride in building

vehicles of the right quality and standard. The learning partnership helps raise people’s motivation and appreciation of Vauxhall as an excellent workplace of choice. A learning organisation is a winning organisation.”

Val Thomas, Plant Personnel Manager, GM Manufacturing Ellesmere Port

WE HAVE SUPPORTED THIS MANY APPRENTICES



2006–07 (numbers not recorded)	2007–08 38	2008–09 2,337	2009–10 2,400	2010–11 2,500	2011–12 3,000	2012–13 4,773	2013–14 5,971	2014–15 6,561	2015–16 7,292
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“ Show Racism the Red Card (SRtRC) has developed an excellent working partnership with unionlearn over the last couple of years to the mutual benefit of both organisations. SRtRC has been able to provide much-needed educational training to union members on issues of racism. The partnership has since expanded and flourished, developing the focus of workshops on key contemporary issues for all union members, such as islamophobia and immigration, helping to tackle and challenge discrimination in our communities and beyond.”

Ged Grebby, Chief Executive, Show Racism the Red Card

SRtRC is an anti-racism education charity that uses the high profile of professional footballers as anti-racism role-models to educate against racism in society

DID YOU KNOW?

Apprentices in unionised workplaces are likely to receive significantly higher wages than their counterparts in non-unionised workplaces, thanks to the negotiating skills and organising strength of their local union branch.

“ I want to get across the message that you can do anything you set your mind to.”



BACK IN TIME TO...2009

Unite member Joanna Szmit becomes the 22,000th ULR we have trained.



Photo: Jess Hurd/reportdigital.co.uk

STILL SPREADING THE MESSAGE

We catch up with the first three people to win the TUC's ULR of the Year award to find out what they are up to today



Photo: Jess Hurd/reportdigital.co.uk

Nikki Simpson | WINNER 2006

THEN ULR, Royal Bank of Scotland
NOW Organiser for Learning and Development, ATL Eastern Region

“Throughout all of the roles I had in my banking career, helping others develop and progress and switching on the 'learning light bulb' still remained my most rewarding activity. So when I found myself facing redundancy during the financial shake-up, I started looking for opportunities in that area – and to my delight I secured a job as a Union Learning Fund (ULF) project worker for Prospect.

I worked with an innovative team for six years, and I am proud of the extensive work we did supporting members who found themselves in redundancy situations following the spending reviews/recession. It was

very rewarding to hear that as a direct result of this work, members were able to use their transferable skills to move onto new (and sometimes more exciting) roles.

When the union's ULF funding looked like it was coming to an end, I found a new job as a learning and development organiser with ATL, which includes everything from providing top-up training on new legislation right through to classroom practice. I still get a real buzz when people come up to you at the end of a training session to say how great it was and how they have learned so much.”

Janet Johnson | WINNER 2008

THEN & NOW DWP Regional Learning Officer, PCS Yorkshire and the Humber

“I still have a passion for learning and strongly believe it can change lives. Over the past eight years, I have gained qualifications in equality, Continuous Professional Development (CPD) and leadership and taken on a number of additional union roles including equality rep, site rep and health and safety rep (and completed the required training for all of them).

I continue to be a regional learning officer (which is a lay role), working with other ULRs across the region to coordinate activities, share best

practice and run learning at work days, and I am happiest being able to develop myself and others, supporting and encouraging them to take that first step to learn new skills and gain knowledge.

I left school with O Levels and now I'm doing an MA in International Labour and Trade Union Studies through Ruskin College: that wouldn't have happened without my involvement with union learning – it has massively changed my life.”



Photo: Jess Hurd/reportdigital.co.uk



BACK IN TIME TO...2010

We launch the online Climbing Frame development tool at our annual conference. More than 6,800 learners have used it to date.



**WE HAVE TRAINED
ALL THESE ULRs**

2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
3,200	3,100	1,980	1,941	1,674	1,500	1,895	3,636	3,100	3,100

Pat McIlvogue | WINNER 2007

THEN ULR, Rolls-Royce Inchinnan

NOW Regional Industrial Officer, Unite Scotland

“When I became ULR at the Inchinnan plant, 90 per cent of the training budget was going to the chosen few: we didn't feel that was fair, right or equal, so we negotiated a learning agreement that delivered learning opportunities with paid release and progression paths for all our members. As we negotiated contributions from employers and government agencies and established collective learning partnerships with providers, our members did not have to pay a penny for these courses.

Becoming a ULR and bringing these opportunities to our members gave me the appetite to get back into learning myself, and I did a degree in trade union studies at Glasgow Caledonian University, getting my BA in 2008. The same year, I started working as a

regional learning organiser for Unite, bringing more learning opportunities to our membership throughout Scotland through collective bargaining about learning and skills, using or adapting the model we had developed at Rolls-Royce.

I've always been involved in the industrial side since my Apprenticeship, so when the opportunity arose to become a regional industrial officer for Unite, I applied and was successful. Without a doubt, my learning helped me get the job: and if you are living and breathing the stresses and strains of industrial environments on a daily basis, that's the best place to apply that academic study.”



“I became a ULR because I want to make sure people get the information they need to learn: winning the Learning Works Award is a big bonus.”

Karen King, summer 2012. At the time, Karen was a trainer for the Construction Skills Certification Scheme (CSCS); today she is learning organiser for UCATT

“The 10th anniversary of unionlearn is particularly significant for The Open University, as it also marks the 10th anniversary of the Memorandum of Understanding between our two organisations. Ten years on, we still share the same common mission to support lifelong learning and a particular commitment to helping those who have benefited least from education and training opportunities in the past. The powerful stories we hear from learners who have been able to study with the OU through our partnership are the driving force behind the exceptional relationship we are continuing to enjoy.”

Liz Marr, Director, Centre for Inclusion and Collaborative Partnerships, The Open University

“Without a doubt, my learning helped me get the job.”



BACK IN TIME TO...2011

We launch the first eNote, our popular series of bite-sized interactive briefings on key workplace issues – No 1 was on paternity leave.

Photo: Jess Hurd / reportdigital.co.uk



OPENING OUR DOORS TO ALL

WE HAVE OPENED ALL
THESE WORKPLACE
LEARNING CENTRES



2006–07	81
2007–08	99
2008–09	83
2009–10	102
2010–11	74
2011–12	115
2012–13	115
2013–14	68
2014–15	70
2015–16	179

Community and Trade Union Learning Centre, Olympic Park

Nearly 600 people working on or living near the Olympic Park gained vital English, maths and ICT qualifications before, during and after London 2012, thanks to the free courses at the Community and Trade Union Learning Centre (CTU) on the site.

Officially opened by Olympics Minister Tessa Jowell in January 2010, the CTU attracted existing workers on the Olympic Park itself, including many of the 600 apprentices, and helped dozens of local people work as security guards and cleaners on the site by enabling them to gain the English and maths qualifications they needed.

The centre also successfully engaged with local off-site employers such as Stratford Fire Station, Leyton Tesco, Thames Water, East Coast Trains and Veolia, offering a range of learning to their staff.

CTU staff also developed a very successful community engagement

programme in east London, with a women-only English class for women whose culture would have prevented them from attending mixed groups becoming one of the most successful.

“Some of the people in the group couldn’t have been helped anywhere else because their skills were below entry level, so they would come with friends or family members who were more fluent in spoken English,” explains Jane Warwick, CTU learning support officer at the time. “They had nowhere else to go unless they paid so we were really meeting a need: they would turn up week in, week out – they were such a dedicated group.”

Centre staff also worked off-site, running regular English, maths and IT groups for parents of children at Maryland Family Centre in Forest Gate, Ellen Wilkinson Family Centre (now Beckton and Royal Docks Family Centre) in Newham, Morningside

 This was recognised as an outstanding project.”

Children’s Centre in Hackney and Rokeby Secondary School in Canning Town. At many of the schools, staff also ran employability sessions to help parents improve their CVs, submit better job applications and practise their interview skills.

Jointly financed by unionlearn (who covered the staffing costs) and the Olympic Delivery Authority (who provided the centre and the equipment), the CTU was recognised as an outstanding non-commercial project by the London 2012 Inspire programme.



Photo: Jess Hurd/reportdigital.co.uk

DID YOU KNOW?

50%

of our community learning centres are located in the top 30 per cent most deprived areas of the country.

Eastchurch Learning Centre, HMP Stanford Hill, Isle of Sheppey, Kent



“The ethos behind POA Learning is to encourage as many people as possible to engage in learning, so we work with a number of other unions and local organisations, such as the local health and regeneration charity Sheppey Matters, to promote our courses within the community,” says POA Learning Regional Centre Manager Gareth Williams, pictured with learner Lauren Greenham.

Since its opening in February 2010, the centre has provided a diverse range of learning opportunities. It offers one-to-one sessions to functional skills learners, one-day workshops on different themes such as attention deficit hyperactivity

disorder (ADHD) awareness and sign language and various self-directed distance learning courses, providing support to learners should it be required.

Attending the centre can sometimes be an issue due to the shift patterns and unsocial hours worked by Prison Service staff, so it stays open two evenings a week to ensure that the centre is available to as many staff as possible.

As the Isle of Sheppey has high unemployment rates, the centre tries to engage with those members of the community who are seeking employment, helping them develop an effective CV and gain

qualifications that will enable them to find work. Many community members access the courses as there are only a few local adult education providers providing free accredited training courses on the Island.

“The key to a successful union learning project is to have a hard working team of people who are passionate about learning,” says Gareth. “POA Learning are extremely lucky as we have this in abundance! Workplace learning centres are a great resource to both staff and employers; the union learning project has helped thousands of workers access high quality learning opportunities that they deserve.”



Congratulations to unionlearn on its tenth anniversary! I've been so impressed to see the work of union learning reps as I've visited workplaces up and down the country for The Reading Agency. Reading changed my life and I can see that their support and enthusiasm for programmes like Reading Ahead and Quick Reads is changing hundreds of other lives too.”

Andy McNab, author



BACK IN TIME TO...2012

The OECD recognises unionlearn's role in supporting UK skills development in its report *Better Skills, Better Jobs, Better Lives*.

DEVELOPING PARTNERSHIPS WITH EMPLOYERS



BACK IN TIME TO...2013

We enable apprentices to feed their experiences into the Richard Review of Apprenticeships by sitting them down with civil servants at the Department for Business.

Photo: Jess Hurd/reportdigital.co.uk



Royal Mail managers at Swindon's Isambard Learning Centre recognise the benefits of the full range of courses that have been offered to staff and managers since the joint venture opened seven years ago.

"The learning centre creates positive working relationship between Royal Mail and the CWU and enhances performance as it gives people something else to think about," says line manager Phil Uren.

His colleague Tracey Emsley agrees. "The courses are fantastic – great for growth and for self-improvement," she says.

Swindon postal workers can currently improve their English and maths with the help of a tutor onsite every Friday, can work on their holiday Spanish with

another tutor on Mondays and will be starting French later this year.

Through distance learning provider Tribal, many people have been able to achieve Level 2 qualifications in a range of subjects, including mental health, nutrition, diabetes and advice and guidance.

In 2011, 1,000 people attended an exhibition celebrating art in the workplace at Steam, the Museum of the Great Western Railway, which was put together by a coalition of unions led by Swindon CWU lead ULR Sandra Absalom, and last year the centre organised a community event in a local Methodist church to promote health and well-being with the support of Royal Mail and unionlearn.

“For the last ten years, we’ve worked in partnership with Usdaw through its Check Out Learning campaign to make learning opportunities more accessible to our colleagues. Together, we’ve supported over 400 stores to become actively involved in the campaign, learning new skills such as British Sign Language or improving maths, English and digital skills. It’s not only our colleagues who benefit from this: we have seen demonstrable benefits for Tesco through better trained, more confident and more motivated colleagues, and a fair share of promotions as a result.”

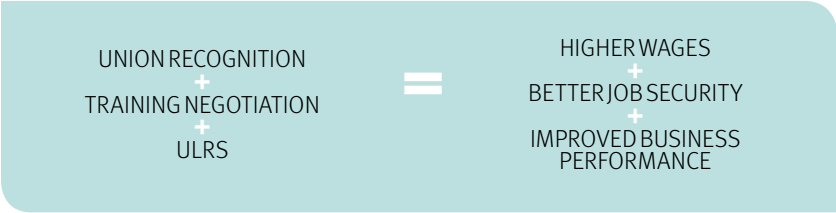
Lesley Scriven, People Partner – Union Relations UK Retail, Tesco



Photo: Jess Hurd/reportdigital.co.uk

DID YOU KNOW?

Unite aims to cover one million workers with its own and multi-union learning agreements by the end of 2017.



(source: CERIC, 2015)

“We are delighted to be working in partnership with UNISON on the lifelong learning programme, which offers an enriching curriculum ranging from conversational Spanish to sewing. These courses help to boost confidence.”

Dorothy Hosein, Chief Executive, Queen Elizabeth Hospital, King's Lynn



BACK IN TIME TO...2014

We launch our interactive card game Value My Skills, which proves a very popular tool for helping learners to identify their transferable skills.

“National Numeracy has worked closely with unionlearn to put a spotlight on the issues of poor numeracy in the workplace since our inception in 2012. Unionlearn has been a constant supporter, commissioning the Challenge Champion mentoring programme for ULRs, along with regular blogs, newsletters and promotional activities. We look forward to the next 10 years, working together to improve colleagues’ numeracy, which OECD data suggests is the best protection against unemployment, low wages and poor health.”

Mike Ellicock, Chief Executive,
National Numeracy



“After finishing the TUC Health and Safety Diploma in 2010, I submitted a report to Avon Fire and Rescue Service about increasing the use of breathing apparatus to counter exposure to toxins. I could only have done this with the confidence and knowledge gained during our diploma course. Since the service adopted the proposals, the use of breathing apparatus has increased from 10 per cent to 90 per cent in the region and is now always the default option for any risk to the respiratory system. Working together, FBU safety reps and managers from the top down have well and truly embedded a culture of safety. I still hear comments from my colleagues that they can’t believe firefighters were putting themselves at so much risk to long-term health problems before. This shows the benefits that union learning can bring to the workplace – and the importance of it continuing.”

John Maggs, Health and safety coordinator /
Brigade organiser, Avon FBU

WE HAVE SIGNED THIS MANY
LEARNING AGREEMENTS



2006–07	2007–08	2008–09	2009–10	2010–11	2011–12	2012–13	2013–14	2014–15	2015–16
270	470	123	285	234	100	126	106	144	155

TO THE NEXT DECADE...



Photo: Jess Hurd / reportdigital.co.uk

I have visited dozens of learning centres over the past ten years, talking to union members who have changed their lives by improving their skills, and taking part in celebrations of achievement that many learners would never have thought possible before they took their first steps into union learning.

So many union learners who were let down by the school system when they were growing up have had to contend with the idea that learning simply isn't for them. But with the right support, excellent tutors and employer investment in their staff, they can make giant strides forward that not only help them do their job better but also give them better connections with their families and increased comfort with the digital world.

We have achieved a massive amount in the first decade of unionlearn, despite the fact that for most of our existence we have been living through the bankers' recession and its aftermath, with all its funding consequences for our work. The next decade looks set to be equally challenging. We know from independent research that increasing restrictions on facility time are making it harder to recruit and train ULRs, who have played a central role in the success of unionlearn

from the very beginning. And the shrinking pot of money available for accredited programmes for all adults is another issue, not least because it's accredited programmes that lead to better workplace outcomes and organisational performance.

But in the proud tradition of the trade union movement, we will meet these challenges as we always do, through organising, through negotiating, through partnering and above all by delivering. We have all worked incredibly hard over the past decade to expand opportunity for people who have missed out in the past but who have just as much right to develop themselves as anyone else. We have laid a firm foundation in our first decade. We will build on that in our next. Our members deserve nothing less.

Frances O'Grady
General Secretary, TUC



BACK IN TIME TO...2015

We launch the first online ULR training course – developing our learning offer for the digital era.

“I find unionlearn one of the most interesting, lively, innovative organisations I deal with and I continue to be inspired by its commitment to bringing knowledge to workers and people struggling back to work. At a time when we all need to take great care of our personal resources of health, well-being, skills and employability, unionlearn is a valuable presence and source of support to both employing organisations and workers alike.”

Chris Ball, Specialist Adviser on the Ageing Workforce, Shaw Trust



STILL MAKING A DIFFERENCE



The more courses people undertake, the better the outcomes all round.

Compared to learners who undertake just one episode of learning, learners who undertake at least three episodes of learning are:



times more likely to receive a pay rise



times more likely to be promoted



times more likely to become involved in their union



times more likely to become a ULR.

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016; numbers rounded up/down)



Employers recognise the value of unions and unionlearn promoting learning in the workplace.



per cent of employers say union learning helps to raise demand for learning among employees with little history of training/learning, while 65 per cent say this is true for employees with low literacy/numeracy skills.



per cent of employers say union learning leads to an increase in the number of employees gaining qualifications.



per cent employers say union learning helps boost take-up of job-related training, while 46 per cent say union learning helps to boost take-up of non-job-related training.



per cent of employers say union learning helps to improve employee commitment to their jobs, while 44 per cent say that it leads to better levels of trust between management and unions.

(source: Evaluation of ULF, Universities of Leeds and Exeter, 2016)



This title may also be made available, on request, in accessible electronic formats or in Braille, audiotape and large print, at no extra cost.

Published by unionlearn

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June 2016

Editorial by Martin Moriarty
Design by Rumba
Printed by College Hill Press Ltd