

inclusivelearning

e-bulletin/May 2019

Hello.

This month we introduce you to our latest ULF project, which we hope will help us to continue to support our members to access the learning they need in our fast changing world. We also feature Darlington Borough Council, the latest local authority to sign an agreement with UNISON on apprenticeships.



JESS HURD/REPORTDIGITAL.CO.UK

Martin Russo, Inclusive Learning Project Manager

If you have trouble clicking through the links on your e-bulletin email (perhaps because your employer has set up a firewall), you can download the complete PDF from bit.ly/2EHr8NJ

DARLINGTON AGREEMENT RECOGNISES HIGH-QUALITY APPRENTICESHIPS

UNISON has signed a local apprenticeship agreement with Darlington Borough Council that recognises the north-eastern local authority's high-quality apprenticeship programme.

"The apprenticeship agreement recognises Darlington Borough Council's apprenticeship scheme as investing in future careers rather than cheap labour, while also providing appropriate job supervision, pastoral support and clarity about rights and responsibilities," says UNISON Regional Organiser Duncan Rothwell, who signed the agreement with Council Leader Councillor Stephen Harker in March.

More than 100 apprentices are currently on the council payroll across a range of departments, including customer services, finance, human resources

and legal services, as well as in some skilled trades.

The apprenticeship programme, which is set to further expand in the future, is open to existing staff keen to improve their skills and gain work-based qualifications, as well as to new entrants.

"UNISON will be actively engaging with the apprentices and will be running a work skills workshop as part of the apprenticeship programme, which will focus on knowing your rights and responsibilities at work and also understanding your payslip," says Duncan.

"UNISON will also be there to support apprentices with any issues or questions they may have which they do not, initially, feel comfortable raising with their employer."

For further information contact: 020 7121 5116



Follow us on facebook [/unisonlearning](https://www.facebook.com/unisonlearning)
Follow us on twitter [@unisonlearning](https://twitter.com/unisonlearning)

Union
Learning
Fund

with unionlearn

inclusivelearning

e-bulletin/May 2019

Welcome to our new ULF project

Welcome to the first year of our three-year Union Learning Fund (ULF) project, Building and Developing A Skilled Workforce, in which we aim to focus our support on young workers and older workers in the public services who need to improve their skills to keep ahead of automation.

This may be Round 20 of the ULF, but we know that many of our members are facing big issues at work that learning could help them deal with by boosting their confidence, sharpening their skills and helping them secure qualifications that will help them in the jobs market.

According to the preliminary analysis we have been able to conduct of the record-breaking results of our Skills for the Future survey earlier this year:

- 62 per cent of our members fear they could be made redundant within the next three years
- 57 per cent believe automation is putting public service jobs at risk
- 46 per cent observe the number of people doing the same work as them has fallen
- 46 per cent note that IT equipment and/or automation has been introduced in their workplace.

We also know that many UNISON members are still not offered the training they need to carry out their work by their employers, as was demonstrated by the results of the survey of healthcare assistants (HCAs) we conducted this time last year.

The new project will use all the data we have collected through all our member surveys to develop a learning strategy that targets the sectors and occupations in greatest need of help with learning and training.

Over the course of this new project, we will:

- focus on reaching the most disadvantaged groups and learners with qualifications below Level 2
- launch a campaign to support learning for young members
- support older workers, especially women aged 50-plus
- develop bespoke informal learning activities in support of functional skills



JESS HURDREPORTDIGITAL.CO.UK

- run more digital skills sessions and promote the role and contribution of Digital Champions

We will also be developing learning activities that help NHS support staff get the best out of their personal development reviews (PDRs) and job applications, now that Band 1 has been closed to new entrants. And we will be exploring working with organisers to promote learning to schools staff.

Our first key project goal will be to meet 40 per cent of our project outcomes in digital skills, maths, English, Level 2 & 3 qualifications (NVQ), apprenticeships and traineeships by the second quarter in September.

We plan to build the capacity of the project by appointing new project workers in the East Midlands, South West (Cornwall) and Yorkshire & Humberside to address the issues in those particular regions; and grow the national network of branch-based seconded project workers.

It is important to note that while this is a three-year project, each year will be subject to a Payment By Results (PBR) review by the Department for Education (DfE), which could impact funding in future years.

However, the audit of the previous project year awarded us a green rating, which was particularly good for the size of the project and the additional requirement to be GDPR compliant.

For further information contact: 020 7121 5116



Follow us on facebook [/unisonlearning](#)
Follow us on twitter [@unisonlearning](#)

Union
Learning
Fund

with unionlearn