

Welcome...



... and thank you for taking part in our first ever online H&I Conference. The programme recognises the hard work and achievements of learners, Union Learning Reps, Project Workers, learning providers and partners who have contributed to the incredible programme of learning that has been delivered across Highlands and Islands over the past year.

Our Conference themes of Upskilling, Reskilling and Recovery reflect not just our response to the challenges presented by COVID-19, but point to how SUL's work will contribute to a positive future for Highlands and Islands as we move towards what we all hope are better times.

Speakers

Today's guest speakers will expand on these key themes and we give sincere thanks to **Roz Foyer**, **Richard Lochhead MSP** and **Wendy Burton** for taking time from their busy schedules to address the Conference.

Workshops

In Highlands and Islands, where we have an ageing workforce, the learning needs of older workers are particularly relevant, so we are delighted to have **Age Scotland** along to deliver a workshop on Age Inclusive Workplaces.

Also, as life, including work, moves ever more online, the importance of staying safe in our virtual spaces has never been more relevant. It's a particular area of expertise for **Digital Skills Education**, and their Conference workshop is not to be missed.

Our afternoon workshop is a **panel discussion** involving the learning co-ordinators from the trade unions currently working in Highlands and Islands. It is an opportunity for us all to discuss the learning needs of workers and workplaces in the sectors across Highlands and Islands as we go forward towards recovery.

You will find more details on all the workshops below. Joining instructions for each of the sessions can be found on the final page of this Pack. In addition, the Zoom links for each session have also been emailed to the address you registered with.

Interacting

Highlands and Islands conferences are about discussion, sharing ideas and making new connections. Being online won't change that one bit and we encourage all delegates to share their thoughts and ideas with us throughout the day, either during workshop discussions, or through the reflective activities we have arranged.

And finally...

... we hope you have an enjoyable and productive Conference and look forward to seeing you in each of the day's sessions.

*Best wishes
from Scottish Union Learning.*

SUL H&I

2019-2021

1772

It may be a result of digital technology, but we have had our highest participant numbers ever in the last year

LEARNERS



COURSES



150

Between April 2019 and March 2021 SUL organised 150 courses across Highlands and Islands

7

LEARNING PROJECTS

NUJ, SAU, RMT UNISON and Unite operate learning projects co-ordinated by Project workers



UNION LEARNING REP EVENTS IN THE LAST 12 MONTHS

12

Our network of dedicated ULRs continued to meet, learn and organise throughout the pandemic, switching to digital platforms

**RECOGNITION SHOULD GO TO
PROJECT WORKERS, ULRs AND
PARTNERS FOR THEIR EFFORTS
THROUGHOUT THIS MOST
CHALLENGING OF YEARS**



Programme

9.30am - 10.30am

Welcome

Craig Finnie, Development Officer for Highlands and Islands, Scottish Union Learning

Roz Foyer, STUC General Secretary

Richard Lochhead MSP, Minister for Just Transition, Employment and Fair Work

10.45am - 11.30am

Workshop

Age Inclusive Workplaces

11.45am - 12.30pm

Workshop

Staying Safe Online

1pm - 2pm

Panel Discussion

Meeting the needs of workers in H&I through trade union learning

2pm Closing Remarks

Wendy Burton, Director, Scottish Union Learning

Workshops



10.45am - 11.30 am: Age Inclusive Workplaces

Highlands and Islands has an ageing workforce, and age-bias is a significant barrier to older workers' wellbeing, progression and development. This workshop, delivered by **Age Scotland** - the National Charity for older people - will encourage us to understand, and recognise, ageism so that we can begin to build inclusive strategies which are consistent with Scotland's Fair Work Framework.

11.45am - 12.30pm Staying Safe Online

We all use public Wi-Fi networks in coffee shops, on trains, or hotels. If that network is set up in an insecure way, criminals can intercept all messages going between your devices and the router. This might include watching what websites you are visiting, capturing the passwords you type in, or reading private messages or emails. This workshop will show you how to use Virtual Private Network software to keep your connection secure. This is a great way to up your cyber security knowledge and confidence. You don't need any technical knowledge or experience to take part.

The workshop will be presented by Craig Steele, Director of **Digital Skills Education**.

1pm - Panel Discussion: Reskilling and upskilling in H&I

You are invited to take part in a discussion on actions we need to take in support of workplaces, communities and individuals across H&I as we move forward, with specific focus on the roles and responsibilities of trade union learning across the region. The session will take a 'Question Time' format and questions are invited from everyone who is taking part. Our panellists are:

Kirsten Body, Learning Manager, Scottish Artists Union

Marta Chaba, UNISON Regional Learning and Development Organiser in H&I

Catherine Deveney, NUJ Project Worker in H&I

Dan Henderson, RMT Learning Organiser in H&I

Pauline McColgan, EIS Professional Learning Co-ordinator

Wendy Skinner, Unite Learning Organiser in H&I

We will also have contributions from ULRs, learning providers and other stakeholders.

If you would like to put a question to the panel, please email it to cfinnie@stuc.org.uk by 5pm on Thursday 23rd September.

SUL Projects in H&I



Educational Institute of Scotland

EIS' H&I project has developed in response to demand amongst members across the region. The Project's objectives focus on meeting the needs of teaching professionals in remote areas. Key strands of the Project's programme are Health and Wellbeing, Mental Health Awareness and Additional Support, within which a wide range of courses on a variety of subjects are planned to help members progress in their professional roles.

Fire Brigade Union

FBU have developed a programme of learning which is directly responsive to the specific needs of H&I members, including mental health awareness, physical health and wellbeing, everyday skills, adult literacy and numeracy, and digital and IT skills.

National Union of Journalists

A long-standing project in Highlands and Island, NUJ's H&I Project develops its learning programmes around key issues including climate change and green issues. Supporting freelance and precarious workers is also an important feature of the Project's work with a focus on widening access into the media industry, challenging stereotypes and supporting minorities.

Scottish Artists Union

Although relatively new, SAU's H&I Project has achieved a great deal in a short space on time. The Project has planned a programme of 12 courses which includes a mental health support series, sessions on sustainability and climate change, a health and safety in the arts series, dyslexia support and a disability awareness and access series.

National Union of Rail, Maritime and Transport Workers

A long-standing partnership project with a single employer, RMT's H&I Project has contributed significantly to inclusivity, apprenticeships and mental health awareness at Calmac. Recent months have seen the development of a steering group to promote inclusivity across the organisation which grew out of equalities training organised by the project. Other recent initiatives include a mentoring programme to support young apprentices, a digital skills programme and sector-specific mental health learning opportunities.

UNISON

This long-standing H&I project prioritises accredited courses to help members gain qualifications and maximise employability. The project also targets health and social care workers and early years sectors. In addition, a significant part of the project's work focuses on bringing on new learners through the development of an accessible programme of short courses and events.

Unite the Union

Demand for union learning is high amongst Unite members and the H&I project is well placed to support workers in key industries experiencing precarious work and redundancy. The project is able to access the considerable resources and expertise of Unite in meeting workers' learning needs across H&I. The project works across a number of sectors which are important to the region's economy and communities.

Speakers



Wendy Burton

Wendy joined the STUC in 2003 as Adult Literacy Co-ordinator in the Lifelong Learning Unit. In 2008, she took up the post of Development Officer, with a specific remit for Everyday Skills, within Scottish Union Learning, and in June 2015 became Director. Wendy has a BA (Hons) in Politics from Glasgow Caledonian University, and a Master of Education (MEd) from The Open University. Previously, Wendy worked in Higher Education and the NHS, and was a volunteer tutor with several adult learning projects.

Roz Foyer

Roz is the STUC's General Secretary. She has over twenty-five years' experience in the trade union movement. Roz began as a workplace activist in the Benefits Agency. After leading a successful campaign against support services privatisation, she was recruited by the printer workers union as a trainee organiser, before gaining prominence in the Scottish movement as an Assistant Secretary at the STUC. She went on to become a National Officer with the Transport and General Workers Union, later moving into Unite's National Organising Department. She excelled as a strategist who delivered a series of successful membership campaigns. Her role as General Secretary of the STUC involves representing over half a million trade unionists in Scotland, co-ordinating, developing and articulating the views and policies of the trade union movement.

Richard Lochhead, MSP

Richard was appointed Minister for Just Transition, Employment and Fair Work in May 2021. He was elected to the Scottish Parliament in 1999 and 2003 via the North East regional list. During the second session of Parliament he stood down from his regional seat and was elected as constituency MSP for Moray in the by-election in April 2006.

Workshop providers

Age Scotland

As Scotland's national charity supporting people over the age of 50, Age Scotland works to improve people's lives and promote their rights and interests, aiming to help people love later life, whatever their circumstances.

Craig Steele/Digital Skills Education

Craig Steele, as Director of Digital Skills Education, has delivered digital skills training to thousands of trade union learners across the country. All courses can be funded through the Learning Fund. To find out more visit digitalskillseducation.com



Joining instructions

All of the Conference sessions will be delivered using the Zoom platform zoom.us We recommend you use a laptop or desktop computer to attend the Conference sessions, if possible.

To access each workshop, simply click on the links below. For most of the sessions, you will be asked to confirm your name and your email address before you're provided with the link to enter the session.

9.30am - Welcome

https://us02web.zoom.us/meeting/register/tZ0ldO2pgTkpH9VTb10NjnkHvNwHjZkPI_A

10.45am - Workshop: Age Inclusive Workplaces

https://us02web.zoom.us/meeting/register/tZlIdumrqzlrHdQRwICobMePThLtpD_zy4c

11.45 - Workshop: Staying Safe Online

Join Zoom Meeting

<https://us06web.zoom.us/j/89116464080?pwd=eTRtaFdMd1hBYWVlVempwaiszWHZwZz09>

Meeting ID: 891 1646 4080

Passcode: staysafe

1pm - Panel Discussion: Reskilling and upskilling in H&I

<https://us02web.zoom.us/meeting/register/tZAlcuqrrjgrGNBfzp4JDysBzFhfgDSxWI32>

These links have also been sent to the email address you used when registering for the Conference on [Eventbrite](#).

Support

If you anticipate any difficulties in accessing any of the sessions and/ or require support or assistance, please **contact the SUL H&I Team** ahead of the Conference:

Fiona Cormack, Funding and Admin Assistant, H&I - fcormack@stuc.org.uk

Craig Finnie, Development Officer, H&I - cfinnie@stuc.org.uk