

2009 - 2010 Annual Report

Scottish Union Learning

“ Celebrating 10 Years
of Union Learning ”

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Introduction

Anne Douglas, Chair
Scottish Union Learning Board

Over the past year, Scottish Union Learning has continued to support unions in the increasingly important task of sourcing and funding learning opportunities for trade union members. In establishing the Development Fund and the Learning Fund, Scottish Union Learning has had a substantial and positive impact on the ability of unions to improve their learning infrastructures, to identify learning needs, and to deliver workplace learning across Scotland. As workforces across Scotland continue to be threatened with cuts and job losses, the argument for growth



Photo by Alan Wylie

through a better skilled and better paid workforce is indisputable. ULRs provide learning opportunities and help to up-skill union members, equipping them to cope with changing job circumstances. These objectives directly link to the STUC's "There is a Better Way" campaign and the wider role of union reps in the workplace. There is an on-going need for workers to improve their Everyday Skills, and to acquire or develop skills to cope with the increasing demands of information communications. This need is particularly difficult to meet during a period of public spending cuts, but will remain a priority for Scottish Union Learning, as it is for many trade unions in Scotland.

Scottish Union Learning welcomed the additional funding which was provided by the Scottish Government in November 2010, which allowed further learning to be delivered for union members across the country. As we await decisions on future financial support, Scottish Union Learning will continue to work with trade unions and partner organisations to promote union-led learning in Scotland and take forward the STUC's agenda for learning and skills. We will continue to support unions in delivering their own learning strategies so they may continue to provide learning opportunities to union members across Scotland.

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Aims and Objectives

Scottish Union Learning supports trade unions in accessing skills and lifelong learning opportunities that contribute to collective prosperity, fairness and equality, for workers across Scotland.



Scottish Union Learning provides a strategic direction for union learning in Scotland, managing the funding and services that are available to STUC affiliates and establishing partnerships with organisations across Scotland that are involved in learning.

The Scottish Government allocated £4.2m from 2008-2011 to Scottish Union Learning. This includes funding for SULF 7 and for TUC Education in Scotland, which supports the TUC Education programme of union rep training to develop and support union reps in the workplace.

Scottish Union Learning is responsible for the administration of the Scottish Union Learning Fund (SULF), the Development Fund and the Learning Fund. Key areas of work also include the integration of Everyday Skills within union lifelong learning activity and supporting and stimulating lifelong learning initiatives specific to the Highlands and Islands.

The aims and objectives of Scottish Union Learning are to:

- develop and promote trade union-led learning and skills development in line with STUC Policy on learning and skills;
- support unions in identifying and meeting the skills and learning needs of their members and in organising workplace learning opportunities across Scotland, with specific resources dedicated to the Highlands and Islands;
- assist unions in identifying the needs of ULRs and provide appropriate support;
- provide assistance to unions in accessing Everyday Skills opportunities for their members;
- ensure that the requirements of Scottish Government and ESF funding are met;
- establish relationships with partner organisations in the provision of skills and learning;
- continue to develop the Scottish Union Learning website and other resources for ULRs and learners;
- work with the TUC in ensuring the provision of a comprehensive trade union education service suitable to the needs of unions in Scotland;
- improve the skills and knowledge of all union reps in the workplace and in their union by participation on the TUC Education Programme;
- continue the development of Scottish Union Learning.

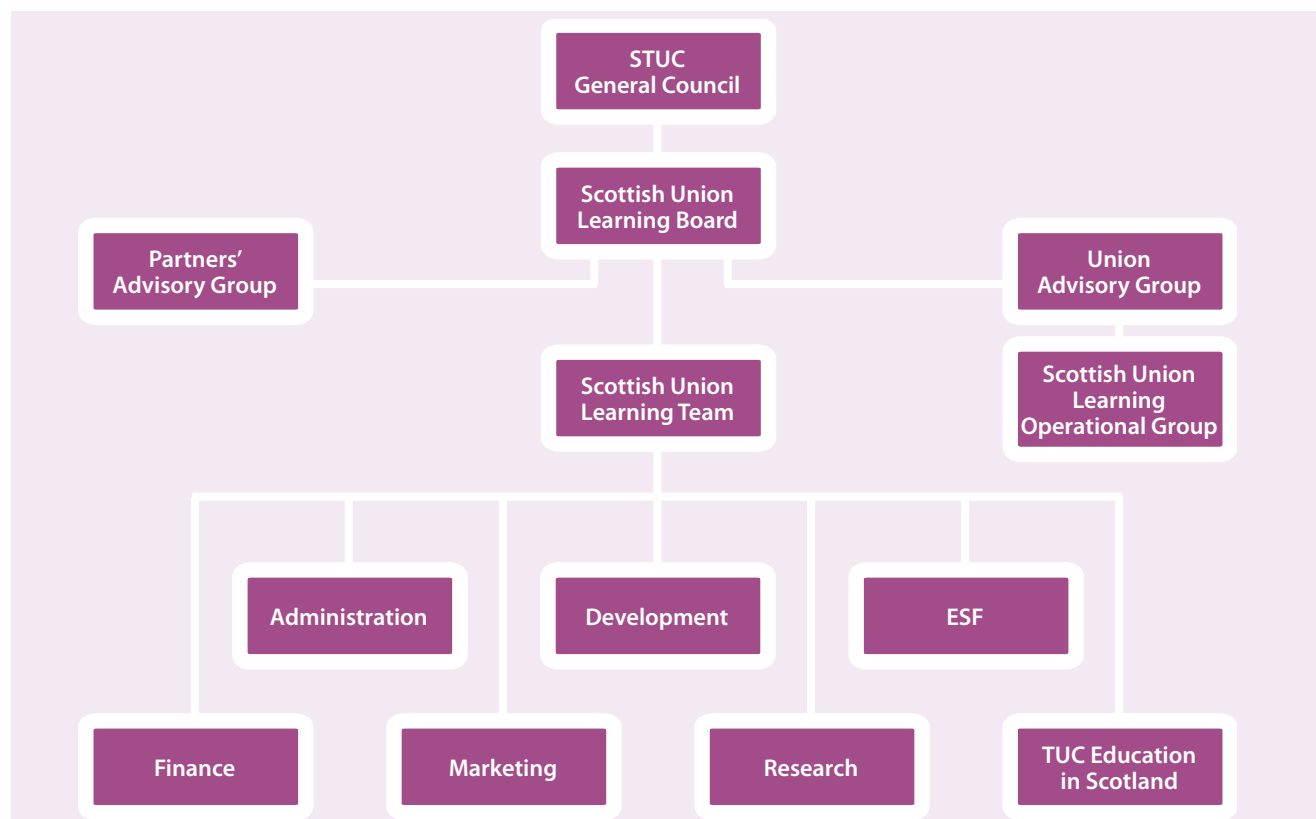


Structure

The role of the STUC is to co-ordinate, develop and articulate the views and policies of the trade union movement in Scotland and through the creation of real social partnership, to promote trade unionism, equality and social justice, the creation and maintenance of high quality jobs, and the public sector delivery of services. The STUC represents over 652,000 trade unionists from 37 affiliated trade unions and 24 Trade Union Councils. The launch of Scottish Union Learning fulfilled the STUC General Council's pledge to establish a learning services structure to mirror the TUC's unionlearn.

Scottish Union Learning works within the structure of the STUC to engage with all affiliated trade unions to develop a strategy for union-led learning in Scotland and to support unions to provide services to their members that helps to give workers access to learning and development opportunities.

The work of Scottish Union Learning is directed by its Board, which is



appointed by the STUC General Council from General Council members, representatives of affiliated trade unions, the STUC General Secretary and a TUC nominated member. The Scottish Union Learning Board oversees the development and implementation of the organisation's strategy for advancing union-led learning in Scotland. The Board is supported by a Partners' Advisory Group, which brings together representatives of partner organisations to work with the Board in promoting the value of union learning

across Scotland. The Union Advisory Group provides advice to the Board as required, based on operational experiences of providing learning in the workplace. This assists the Board in developing future strategy for Scottish Union Learning.

The Scottish Union Learning Operational Group considers operational issues in relation to SULF, the Development Fund, the Learning Fund and Everyday Skills. Where appropriate, it refers issues to the Union Advisory Group.





The Board

The Scottish Union Learning Board governs Scottish Union Learning by agreeing and monitoring its business, operational and financial plans.

The Board's remit is to oversee the operation of Scottish Union Learning, with responsibility to:

- agree its strategic objectives and set and monitor its business and operational plans;
- set and monitor the annual budget of Scottish Union Learning;
- approve funding applications;
- oversee the allocation of SULF, ESF and any other funds obtained to support learning by union members;
- oversee the allocation of funds to support the trade union education provided by TUC Education in Scotland.

Chair

Anne Douglas, Prospect

Vice Chair

Kevin Lindsay, ASLEF

Members

Harry Donaldson, GMB

Harry Frew, UCATT

Lynn Henderson, PCS

Simon Macaulay, EIS

Andy Kerr, CWU

Mark Lynch, Young Workers' Representative

John Keggie, UNISON

Agnes Tolmie, UNITE

Grahame Smith, STUC General Secretary

Liz Rees, TUC Education Manager

Staff

Sylvia O'Grady, Lifelong Learning Manager

Harry Cunningham, TUC Education Officer: Scotland

Ann Garscadden, Admin Officer/Secretary to the Board

Observers

Hugh McAloon, Scottish Government





Advisory Groups

Partners' Advisory Group
Union Advisory Group

Both Advisory Groups have a role in advising and informing the Board on issues that influence strategic direction, give practical advice in relation to operational issues and champion union learning.

Partners' Advisory Group

The Partners' Advisory Group meets bi-annually and with a remit to:

- ❖ contribute to discussions about the strategic direction of Scottish Union Learning;
- ❖ advise Scottish Union Learning on ways in which it can develop in order to better achieve its objectives and further its role;
- ❖ champion the value of union learning in the wider world of learning and skills.

Chair

Grahame Smith, STUC General Secretary

Membership

Alliance of Sector Skills Councils
Dyslexia Scotland
Dyslexia Scotwest
Highlands and Islands Enterprise
Inverness College/UHI
John Wheatley College
Open University
Scottish Adult Learning Partnership
Scottish Enterprise
Scottish Government
SCQF
SCVO
Skills Development Scotland
SQA
Stow College
WEA

Union Advisory Group

The Union Advisory Group meets quarterly and its remit is to:

- ❖ provide advice to the Scottish Union Learning Board based on operational experiences of providing learning in the workplace;
- ❖ provide feedback to the Scottish Union Learning Board, as requested, to assist the Board in developing the strategy for Scottish Union Learning;
- ❖ provide the Board with examples of good practice in trade union learning in the workplace to assist in the development of the future strategy for Scottish Union Learning.

Co-Chairs

Sylvia O'Grady, Lifelong Learning Manager
Harry Cunningham, TUC Education Officer
Scotland

Membership

Membership is open by nomination from all STUC affiliated unions.





TUC Education

TUC Education has an unrivalled reach into Scotland's workplaces to provide education and training for workplace representatives. In 2009, TUC Education in Scotland trained nearly 3,000 reps through its partnership with five colleges across Scotland.



Number of Reps Trained

Overall, UK figures for union reps training have produced another record-breaking year with 58,321 workplace representatives accessing TUC training.

Both Scottish and UK figures represent a continuing increase in numbers and scope, with more courses and more flexible ways of accessing training to suit the needs of union reps. However, the increase in numbers is levelling off as the economic downturn begins to bite.

The vast majority of affiliated unions participate in the programme, with some unions commissioning tailored programmes to meet their specific needs.

The TUC Education Programme

TUC Education runs a fully accredited programme for union reps, and course enrolments have risen again for the 11th consecutive year. Accreditation is widely taken up by workplace reps and their achievement is recognised within the Scottish Credit and Qualifications Framework (SCQF).

Continuing difficulties for trade union representatives in obtaining paid release and the decline of industries and sectors with strong, traditional release

arrangements mean that the 10-day union reps programme and the 5-day course for Union Learning Reps continue to show a slight downward trend, despite the fact that there are legal rights to paid release in place to support them.

Short courses are now vital to the programme, supporting TUC Education priorities and the work of affiliates. The wide range of short courses offered varies from 'Coping with the Economic Downturn' through to 'Handling Grievance and Disciplinary Procedures'. The hard work and dedication of TUC tutors, union education officers and their colleagues is vital to the success of the delivery of trade union education and remains key to maintaining high levels of quality and demand.

TUC Education Online

TUC Education Online is now established as a genuine alternative to its classroom based equivalent. It offers a convenient and effective solution to union reps who seek to develop their skills and knowledge.

Over 500 learners in Scotland accessed TUC Education training online in 2009. Piloting has taken place in 2009/2010 to enable union officers and other professionals to access the TUC Diploma courses online.

Course Development

A new version of Union Learning Reps Stage 1 was piloted in 2010 and is now available across Scotland. The new course has a strong rep focus and is combined with a new rep portal that contains tailored and contextualised information for union reps as part of their continuing development.

The short course programme for Union Learning Reps has now been reviewed and a new five-day course, Union Learning Reps Stage 2, is now available. This course will take ULR development further by capturing some key learning issues, such as dyslexia and Everyday Skills. Stage 2 for ULRs is designed to respond to the needs of ULRs in the same way similar TUC programmes support other workplace reps.

A new partnership with Macmillan Cancer Support has enabled TUC Education to develop a course and a workbook on Cancer in the Workplace. This course is designed to assist union reps in supporting members with cancer or caring responsibilities for family members. To improve take up of paid release, a new booklet, 'An Employers Guide to Trade Union Training', designed to be a tool for reps, will be published in late 2010.

Equalities and Equality Reps

Equality is a key theme integrated in all

areas of the TUC Education Programme and every effort is taken to mainstream equality issues within the programme as well as in the more specific courses on race, gender and disabled workers. In recent years, TUC Education in Scotland has linked into a range of capacity building projects around the issue of equality reps. In 2009, union officers attended briefings on the new Equality Act and Equality Reps. A Diploma in Equality will be developed in 2010 as a progression for Equality Reps. This will be offered through college partners.



Union Learning Representatives

In 2009, TUC Education in Scotland trained 122 Union Learning Reps and a further 130 reps also completed additional Everyday Skills training. Numbers for 2009 compare well with the previous year. However, ULRs are reporting increased pressure on release for training. This reflects a trend across Scotland and the wider UK that ULRs are finding increasing difficulty in obtaining release for training beyond their statutory rights.





Highlands and Islands

Regional Support

A key aim of Scottish Union Learning in the Highlands and Islands is to support trade union members and ULRs in the region with the aim of encouraging and helping workers based in the area to develop their learning and skills.



In acknowledging the unique geographical, economic and cultural characteristics of the Highlands and Islands, Scottish Union Learning has a dedicated Highlands and Islands team that is based in Inverness.

One of the ways Scottish Union Learning supports unions and ULRs in the region has been to develop a cross-union model of working, which involves trade unions, working, learning and organising together in the Highlands and Islands. In partnership with trade unions, a union learning road show was organised in the Western Isles in March 2010 by Scottish Union Learning in the Highlands and Islands. The road show visited 23 workplaces in Stornoway, Benbecula, Harris, Uist and Barra. It raised awareness of union-led learning and gave an opportunity to recruit ULRs.

Through this model of partnership working with trade unions, Scottish Union Learning in the Highlands and Islands also launched 'Trade Union Nights' at Inverness College in September 2010, which provides trade union members in the Inverness area with the opportunity to gain new skills in IT.

The main priorities for Scottish Union Learning in the Highlands and Islands are to:

- ❖ support unions in increasing the number of Highlands and Islands ULRs;
- ❖ increase the number of local cross-union ULR forums in the Highlands and Islands, establish a pan Highlands and Islands ULR network and organise the annual Scottish Union Learning Highlands and Islands ULR Conference;
- ❖ assist in the development and expansion of a trade union education infrastructure in the Highlands and Islands;
- ❖ support unions, including those with SULF and Development Fund activity in the area, to increase the number of union members in the Highlands and Islands who access learning and skills opportunities through the ESF Learning Fund;
- ❖ co-ordinate and develop good practice models of cross-union working to overcome potential barriers, such as remoteness and low density population, which characterise the region;
- ❖ work in partnership with trade unions, local colleges, learning centres and other key partners to develop union-led learning across the Highlands and Islands;
- ❖ ensure the needs of the Highlands and Islands are incorporated in the development of Scottish Union Learning.



Case Study

A cross-union initiative
in Inverness

Union: Cross-union

Duration: Various

Location: Inverness

Attendees: 60+

Funding: The Learning Fund



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Union members in the Inverness area are benefitting from a new cross-union relationship with Inverness College that was developed by ASLEF, Unite and UNISON, along with Scottish Union Learning in the Highlands and Islands. To promote and deliver learning for trade union members in the Inverness area, 'Trade Union Nights' were established on Tuesday and Thursday evenings at Inverness College as part of its regular evening programme. To launch Trade Union Nights, an Open Evening was held at Inverness College in September. More than 60 workers, from a range of unions, attended

the event. Through Trade Union Nights, four accredited IT courses were funded through the Learning Fund at basic and intermediate levels. These courses started in October and 46 workers in the Inverness area enrolled. To meet the needs of shift workers, the IT courses offer fixed and flexible places. "Fixed" places are for learners who can attend the course the same evening each week. "Flexible" places, on the other hand, allow learners to attend either a Tuesday or Thursday evening class, depending on their shifts each week. Trade Union Nights will offer additional courses in 2011.





Supporting ULRs

Scottish Union Learning Events

A Union Learning Representative (ULR) is a union activist who is trained to find out members' learning needs and aspirations and advise them about opportunities. ULRs add value to employers' efforts to engage workers in learning. ULRs liaise directly with fellow workers, employers, and training providers to identify a range of learning opportunities and make them available to the workforce. Additionally, ULRs support innovative workplace development, such as Scottish Union Learning Fund (SULF) and Development Fund projects.

Scottish Union Learning holds conferences and events throughout the year to support Union Learning Representatives and trade unions in lifelong learning and Everyday Skills. Scottish Union Learning also acknowledges the unique geographical, economic and cultural characteristics of the Highlands and Islands and recognises the importance of supporting ULRs in the region. That is why there is specific support available through Scottish Union Learning in the Highlands and Islands.

Scottish Union Learning Conference

The second Scottish Union Learning Conference was held in Dundee on 19 November 2009 and the theme of the Conference was "Union Learning: Contributing to Scotland's Economic Future." The Conference was sponsored by Skills Development Scotland and Scottish Qualifications Authority, and 190 delegates attended. The third Scottish Union Learning Conference was held in Edinburgh on 17 November 2010. The theme of the Conference was "Celebrating 10 Years of Union Learning." As part of the celebration, individual trade unions were presented with a certificate from the STUC to commemorate their involvement in workplace learning over the past decade. Almost 200 delegates from 18 unions attended and it was sponsored by SQA.

Scottish Union Learning Highlands and Islands ULR Conference

The third Scottish Union Learning Highlands and Islands ULR Conference took place on 11 June 2010 in Eden Court Inverness. The theme of the Conference was "Union Learning: the road to equality." Funded through ESF, the Conference was aimed at Highlands and Islands ULRs and union members interested in union-led learning. The main objective of the Conference was to provide ULRs with information on how learning and skills can help address poverty and income inequality. A total of 64 union members from across the region participated in the Conference, with representation from the following unions: RMT, PCS, CWU, UNISON, ASLEF, Unite, POA, GMB, USDAW, UCATT, TSSA and Prospect.



Scottish Union Learning Everyday Skills Event

The second Scottish Union Learning Everyday Skills Event was held in the Teacher Building in Glasgow on 25 February 2010. This annual event enables Union Learning Reps, SULF Project Workers and Trade Union Tutors to explore methods of supporting those with Everyday Skills needs and raise the profile of Everyday Skills issues in the workplace. The theme of the Everyday Skills Event was 'Improving Everyday Skills in the Current Economic Climate', and the event focused on employability and literacy, numeracy and ESOL. Delegates participated in breakout sessions and listened to speakers on a variety of Everyday Skills subjects. The third Scottish Union Learning Everyday Skills Event will take place in February 2011.



Louis Flood

Other Events

Scottish Union Learning supports and contributes to a number of events throughout the year. A few examples are:

- ❖ PCS Learning Conference, February 2010
- ❖ PACE Workstream Partners' Meeting, February 2010
- ❖ Holyrood Magazine's "Adult Learning in Scotland" Conference, March 2010
- ❖ Western Isles Road Show, March 2010
- ❖ Adult Learners' Week and Learning at Work Day, 2010
- ❖ STUC Annual Congress, April 2010
- ❖ North Lanarkshire Partners' Event, June 2010
- ❖ STUC Youth Conference, June 2010
- ❖ SCQF Event for the Recognition of the Skills, Learning and Qualifications of Migrant Workers and Refugees, June 2010
- ❖ Launch of 'Trade Union Nights' in Inverness, September 2010
- ❖ STUC Black Workers' Conference, 2010
- ❖ UNESCO International Literacy Day Conference, September 2010
- ❖ Dumfries Local Learning Forum Open Day, October 2010
- ❖ Scottish Adult Dyslexia Conference, November 2010
- ❖ STUC Women's Conference, 2010
- ❖ STUC Disabled Workers' Conference, 2010
- ❖ Scottish Parliament Trade Union Week, November 2010





Supporting ULRs

STUC Local Learning Forums

Local Learning Forums give Union Learning Representatives and other union officials who are interested in the union learning agenda an environment where they can meet and discuss the issues they face in the workplace.



Local Learning Forums meet on a quarterly basis and provide local ULRs with opportunities to share best practice, keep up-to-date with local and national union-led learning activities, meet local learning providers and organise cross-union learning opportunities for their local members. Scottish Union Learning hopes this will lead to the sharing of good practice and ultimately to cross-union work in the local area.

Lowlands and Uplands Scotland

Local Learning Forums in Lowlands and Uplands Scotland meet in Lanarkshire, Edinburgh, Glasgow, Aberdeen, Dumfries, Tayside and Fife. The Forums are chaired on a rotating basis by a local representative. The meetings include a range of political and trade union speakers and cover topics relevant to the learning agenda.

The Forums aim to build links with local Trades Union Councils. They also try to build local learning links; for example, the Edinburgh Local Learning Forum visited Newbattle Abbey in April 2010. The Forums in Tayside and Fife produce quarterly newsletters that are distributed to all local Forum members, and also run their own websites.

Highlands and Islands Scotland

In the Highlands and Islands area, Local Learning Forums are established in Inverness, Caithness, Orkney and Moray. The Forums met in December 2009, March 2010 and October 2010. Each year, video conferencing is utilised at the March meeting of the Forums. The four Forums link together via a multi-link video conference, which gives ULRs an opportunity to discuss and share best practice as well as raise and discuss learning issues that are prevalent in the Highlands and Islands. As a result of the Forums, cross-union courses have also been delivered in the Caithness and Inverness areas during 2010. These cross-union courses were paid for through the Learning Fund, which is supported by ESF.





Funding Learning

Scottish Union Learning Fund

The emphasis of the Scottish Union Learning Fund (SULF) is to build the capacity of trade unions to promote the development of people through workplace learning by encouraging and supporting learners.



The Scottish Union Learning Fund (SULF) was established in 2000 by the former Scottish Executive to help promote activity by trade unions in support of its lifelong learning programme. The last round of SULF 7 funding brings the total fund since inception to £8.75m, supporting a total of 63 projects.

This investment is recognition of the leading role trade unions can play in raising the demand for workplace learning, through partnership working with employers and other stakeholders, to motivate individuals to participate in lifelong learning. SULF ensures effective and sustainable activity by trade unions and their partners. The emphasis of the fund is on building up trade unions' capacity to promote people's development and workplace learning by encouraging and supporting learners.

SULF 7

The second year of the current round ended on 31 March 2010. A total of 16 projects were supported. The outcomes in the first and second years of SULF 7 show a significant increase from previous rounds, and some headline figures are well ahead of expectations. Nine projects continued into the third and final year of SULF 7 from 1 April 2010.

The SULF 7 Projects are:

ASLEF: Proud to Educate - Scotland
BFAWU: Foundation to Learning
Community: Strategy for Growth - Embedding the Learning Agenda
EIS: Partnership Through Professional Development
PCS: License to Skill
POA: Learning Initiative
RMT: All Aboard for Learning
TSSA: Travel Trade Learning with TSSA
Unite: Unite in Learning - Building on Good Practice
USDAAW: Integrating & Embedding Lifelong Learning within USDAAW

CWU: Learning for Life*
FBU: Recruitment to Retirement & Beyond: Addressing the 'Skills for Scotland' Needs of All Staff*
GMB: GMB Manufacturing Sector Project*
NUJ: Digital Convergence Project*
UCATT: Building Learning - Qualifying the Workforce*
UNISON: Learning (Highlands)*
UNISON: Learning (LUPS)*

*Projects were completed in 2010





Funding Learning

SULF 7 Facts and Figures

The figures for the second year of SULF 7 reflect a significant increase in activity from previous rounds.

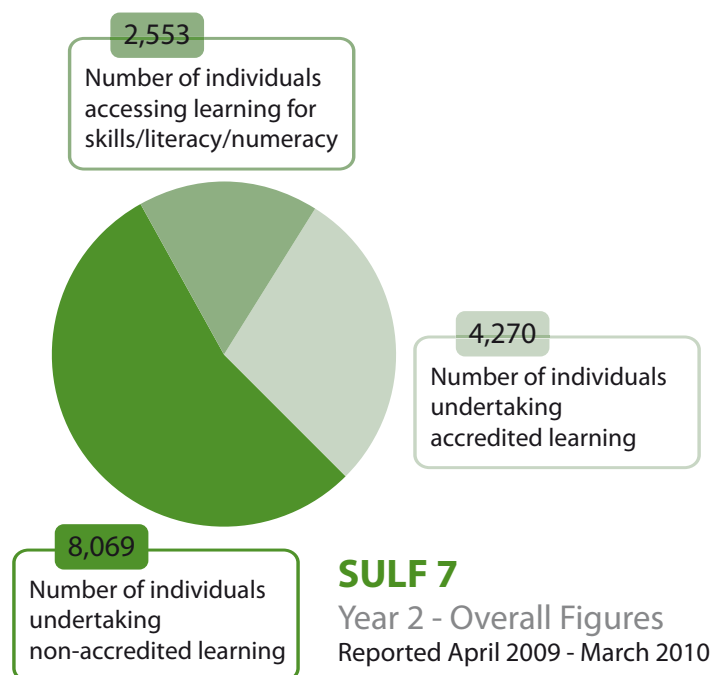


At the end of the second year of SULF 7, seven projects were completed successfully. Subsequently, the NUJ, FBU, GMB, UNISON and CWU continued with successful bids to the Development Fund.

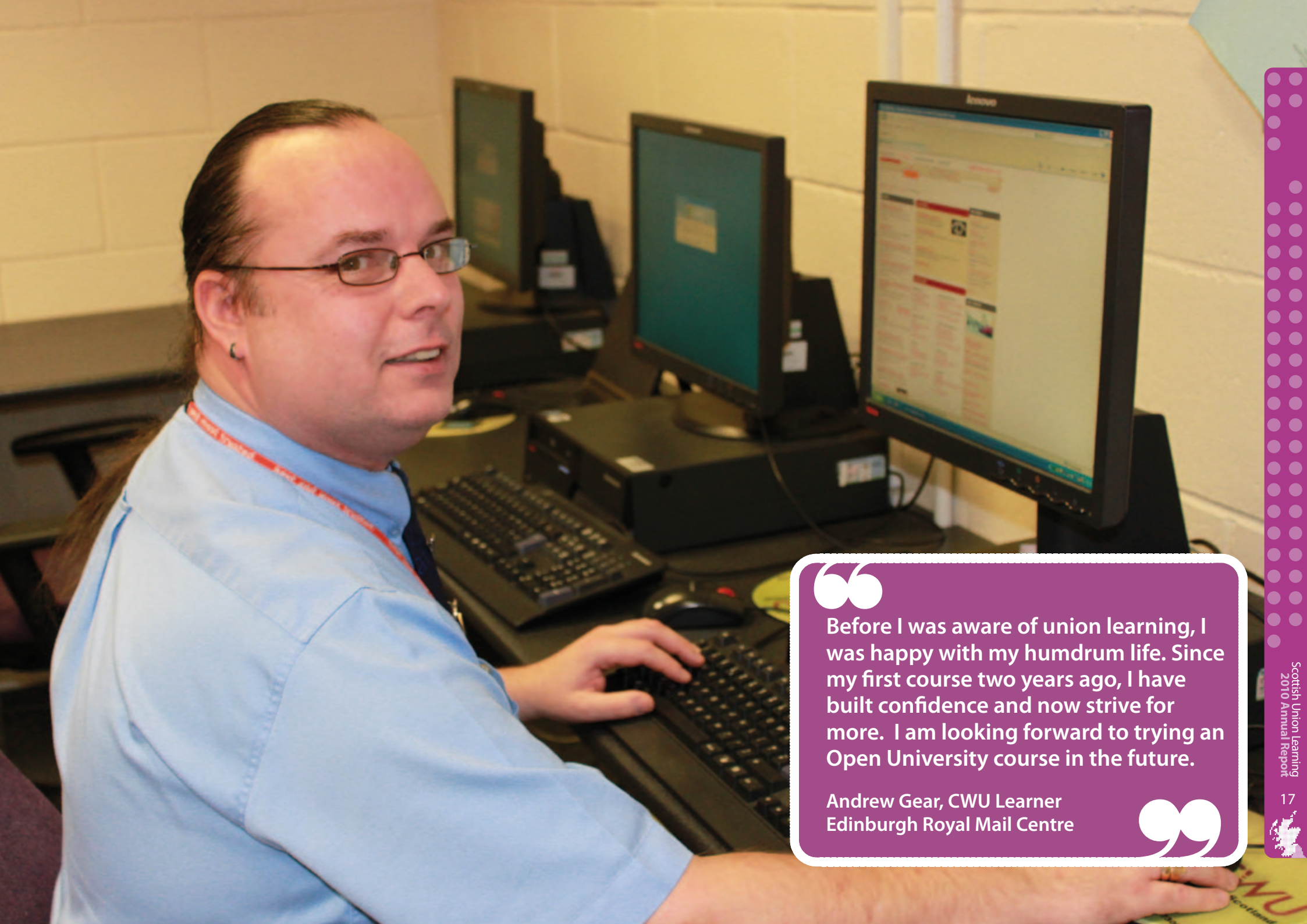
Nearly 200 ULRs successfully received initial training in the second year of SULF 7. This was achieved in a challenging climate where the statutory right to release for union reps to access training is under increasing pressure. The key activities of several SULF 7 projects have been severely affected by the worsening economic downturn and additionally, a number of the projects are in sectors that are affected by redundancies.

In the second year of SULF 7, there were 2,553 individuals who accessed learning opportunities for core skills, literacy and numeracy. Across all unions, 1,018 Individual Learning Accounts were taken up and 28 new learning agreements were signed with employers.

Experience indicates that union learners who initially access informal learning gain increased confidence to help them make the step to participate in accredited learning. The focus of unions for the coming year will be to increase the number of learners who access accredited learning.



There is an allocation of 12.5% of the total fund for specific activity in the Highlands and Islands. Out of the 16 unions which were successful in securing SULF funding, 11 of these have Highlands and Islands activity as part of their projects. The general level of learning activity in the Highlands and Islands is higher than ever before, but SULF projects which have dedicated staff in the region, which include UNISON, GMB, ASLEF and USDAW, continue to perform the best. The majority of projects with Highlands and Islands activity continue to work on a cross-union basis when targeting particular areas of the area, and this model is proving to work well.



Before I was aware of union learning, I was happy with my humdrum life. Since my first course two years ago, I have built confidence and now strive for more. I am looking forward to trying an Open University course in the future.

Andrew Gear, CWU Learner
Edinburgh Royal Mail Centre





Funding Learning

The Learning Fund

Over the last two years, with the support of the European Social Fund (ESF), Scottish Union Learning has continued to develop and embed an infrastructure to support lifelong learning in the workplace across Scotland. The STUC and its affiliated trade unions are committed towards the creation of a learning society where every adult has the opportunity to access and develop the knowledge and skills required to fulfil their individual potential and to maximise their personal contribution to a strong and stable economy.

The main objective of the ESF projects in both Lowlands and Uplands and Highlands and Islands Scotland has been to support a Learning Fund. The Learning Fund is tailored to meet the needs of learners by providing learning that is designed to meet their specific needs, in the most appropriate location and at the most appropriate time for all workers, including shift workers and those with family and caring responsibilities. It has focused on the provision of both basic and higher level skills training, training for workers with low or no qualifications, acquisition of qualifications up to SCQF Level 7 and the development of core, personal and vocational skills. The project has offered progression routes to learners, allowing the opportunity to increase their qualification levels.

Lowlands and Uplands Scotland

The introduction of a Learning Fund to assist trade unions in delivering learning to workers has involved the co-operation of affiliated trade unions, employers and learning providers to deliver learning which is flexible and responsive to meet the needs of learners. ULRs play a hugely important role in supporting their colleagues to engage in learning by meeting with them on a one to one basis and identifying individual and collective workplace needs through surveys and general discussion.

Where no alternative funding exists, applications are submitted to the Learning Fund to meet the demand for workplace learning at a time and place that suits the needs of workers.

To date, over 200 applications have been submitted to the Learning Fund. It is helping to overcome specific barriers which would otherwise prevent many workers from undertaking learning. For example, an IT course was delivered at a bakery depot three different times throughout the day to accommodate those on day, back and night shifts. Elsewhere, learning is being delivered in the workplace using existing learning centres and resources or in mobile learning buses or venues which are accessible to all workers. All this contributes to the removal of financial, time and access barriers which prevent people from learning.

On completion, the project aims to have supported 4,000 learners to access learning opportunities; some will have achieved a full qualification such as ECDL, others will have achieved a part qualification such as credits at an appropriate SCQF Level and some will have taken the first step back into education by achieving a range of softer skills, such as increased confidence and communication skills.



Highlands and Islands Scotland

As in the Lowlands and Uplands Scotland project, ESF funding is also supporting a Learning Fund to enhance access to learning for union members across the Highlands and Islands. Up to October 2010, approval has been granted for a total of 42 courses including a 'Return to Learn' course for UNISON care and health workers in Barra, basic and intermediate IT courses for workers from a range of unions in the Inverness area, and a Spanish course for call centre workers in Dingwall.

Migrant Worker Project

ESF has funded a project worker to work with migrant workers in the Highlands and Islands. UNISON, the public sector union, hosts this post for Scottish Union Learning. The project worker is employed to identify the training and learning needs of migrant workers. During 2010, 244 migrant workers, from a range of sectors, were contacted by the project and completed learning needs assessments. The learning demand from these assessments led to the organisation of six courses for migrant workers, paid for through the Learning Fund. The courses included IT, English and Emergency First Aid. The project has also recruited five migrant worker ULRs and a migrant worker Health and Safety Rep, giving a workplace structure to support migrant workers.

A Closer Look

Migrant Worker Project in the Highlands and Islands



In the Highlands and Islands, Marta Chaba is working hard to identify the training and learning needs of migrant workers.

Marta has been employed by UNISON through the Migrant Worker Project since 2009. As the project worker, she meets with migrant workers in a variety of workplaces and through local learning centres, colleges and community events, throughout the Highlands and Islands. She also works in partnership with a number of agencies and unions that target migrant workers. This enables the introduction of appropriate learning and training activities in the area.

Marta has found that migrant workers are increasingly able to articulate their training needs and express longer term goals and aims related to learning and career paths. Union courses are valued by migrant workers because this training is tailored for their needs and delivered at a convenient time. Those who have already attended union courses state that it has helped them to develop their skills and competences. Union learning helps them to build confidence and social networks, and new skills gained through the courses help facilitate progression in employment. The biggest demands are for ESOL classes, IT training and courses that enable progression in employment.

Marta said, "Migrant workers often appear to be 'the hidden workforce' and it is challenging to reach out to them, as it requires creativity and flexibility. Despite all the difficulties and barriers that must be overcome, it is very gratifying to see low paid workers developing their skills and competences, allowing them to progress in employment. It is definitely the greatest merit of my job."

A trade union model of good practice for successful social integration of migrant workers in the workplace is also being developed through the project.





Case Study

Sign and Be Heard
through PCS

Union: PCS

Duration: Various

Location: Ayrshire

Attendees: 9

Funding: The Learning Fund



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Supported by the Learning Fund, British Sign Language (BSL) classes were organised by PCS in Kilwinning. An initial 20-week Introduction to BSL course (SQA Access 3) was delivered by Sign and Be Heard. Learners later progressed to a BSL SQA Level 1 course, which was held over 16 weeks. The Level 1 course provided learners with a deeper understanding of BSL and as they progressed, they became more fluent. Learners have to complete four outcomes to achieve this qualification, which involve

personal, social and formal topics. This provides a broader vocabulary and greater confidence in conversing with a user of BSL. Sandy Welsh, PCS Union Learning Rep, is in the process of securing funding to progress some of the learners to Level 2. The BSL courses have also had a wider impact. Sandy said, "I hope the success we've had will assist a new bill in the Scottish Parliament to have BSL taught as a mandatory subject in mainstream schools and force employers to have BSL users in the workplace."



Case Study

Gaining web confidence
with UNISON and Unite

Union: UNISON & Unite

Duration: 11 weeks

Location: Midlothian

Attendees: 8

Funding: The Learning Fund



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Mike Wilkinson

In April 2010, eight Midlothian Council workers began an 'Everyday Digital Communication Skills' course. All of the learners were members of UNISON and Unite, and the course was delivered by Adam Smith College on behalf of Scottish Union Learning. The course was delivered at the Stobhill Depot in Newtongrange every Wednesday for 11 weeks. It gave an introduction to computing and mobile technologies, and was delivered in an informal workplace setting to inspire confidence in IT and social networking. The learners were from a broad spectrum of

departments, including Waste Services Drivers, Chargehands in Education and Communities, Social Work Care Support Workers, Cooks and Gardeners. The learners gained 10 credits at SCQF Level 4 and improved confidence in IT skills. One learner said, "I was not going to come on this course as I thought I was too old, but I am glad I did. Still not good at everything, but not afraid to try now." Another said, "I learned not to be afraid of computers and just press buttons to find things out!" On completion, the learners received a certificate for e-revolution from Provost Adam Montgomery.





Funding Learning

The Development Fund

Scottish Union Learning has secured funding from the European Social Fund (ESF) until March 2011 to support unions in developing their work around lifelong learning. The Development Fund commenced in April 2010.



The Development Fund does not directly fund learning, but supports activity which improves the capacity of trade unions to deliver learning and skills development, the upgrading of basic and occupational skills and the reduction of skills gaps. The Development Fund complements existing union strategies on lifelong learning. It supports developmental work which increases the capacity of trade unions to deliver courses that are funded by the Learning Fund.

The Development Fund is being delivered in Lowlands and Uplands Scotland and in the Highlands and Islands. Development activity by different unions runs in single workplaces, groups of workplaces and within certain geographical areas. In all projects, development activity explicitly leads to learning outcomes and in the Highlands and Islands, it is also used by unions to recruit ULRs who develop learning activity.

A key aim of the Development Fund is to support workers who have no or low qualifications as well as those who have literacy and numeracy needs. ESF Funding has three cross-cutting themes, including Equal Opportunities, Environmental Sustainability and Social Inclusion. Project activity contributes to these themes.

A total of £500,000 was distributed to 20 projects operating in areas as diverse as the food and drink industry to the media and journalism sector. A number of unions previously not involved in SULF, such as BECTU, the Society of Chiropodists and Podiatrists and UCU, applied for funding for the first time, while other unions used the Fund to expand their activities into new workplaces and sectors.

There is a strong focus on workplace organising and delivery, and unions are employing a range of models to deliver their projects. In some instances, unions are enhancing the role of existing ULRs through part-time secondments. Alternatively, some unions have employed staff on a full-time basis. Despite limited timescales, the Fund has proved highly successful. At the time of printing, 259 courses organised through the Development Fund have been approved through the Learning Fund. This number is expected to reach 300 approved courses by March 2011.

Scottish Union Learning aims to incorporate the best practice of the Development Fund into any future funding model.



The Development Fund Projects are:

ASLEF: Education Scottish Freight

BECTU: Shieldinch Freelance Skills Development Work

CWU: Learning@Work

FBU: Making a Difference

GMB: Tailoring Opportunities for Night Shift Workers

NUJ: New Media Channel

PCS: Accessing Learning for All @ DWP;
Accessing Learning for All @ HMRC;
Accessing Learning for All (Highlands and Islands)

RCM: Personal and Professional Learning in the RCM

RMT: Onboard for Learning

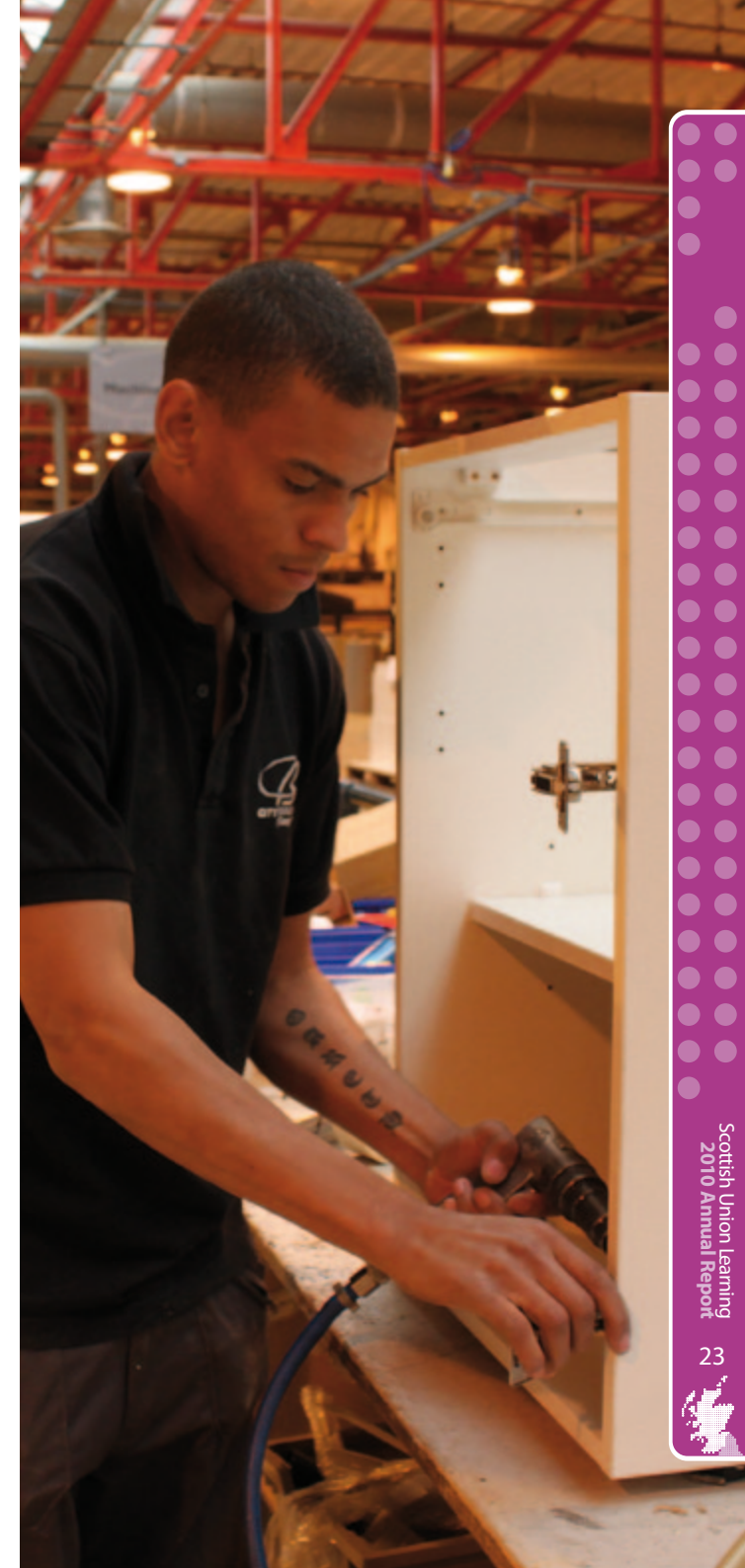
Society of Chiropodists and Podiatrists: Business Skills Needs in Private Practice

STUC Youth Committee: Supporting Young Workers Learn for Life;
Supporting Highland Young Workers Learn for Life

UCU: Supporting Learning for Casual and Vulnerable Workers in Higher Education

UNISON: Lifelong Learning Development (LUPS); Lifelong Learning Development (Highlands and Islands)

Unite: Learning for Vulnerable Workers; Learning Partnerships in Finance; Upskilling Transport and Logistics





Case Study

The Development Fund

Union: BECTU

Location: Various

Funding: ESF



During the last 20 years, television drama production has been transformed from an industry with in-house staff to one that encourages the commission of work for TV stations by external companies. As a result, the majority of workers in the TV drama sector are employed as freelancers. Drama produced locally tends to be completed by recruiting workers from outside of Scotland. TV Drama is important to the Scottish economy because a typical production employs hundreds of workers. Through

the Development Fund, BECTU is giving Scottish workers the skills and experience to gain employment in Scottish productions. BECTU works closely with industry partners including the BBC, Sector Skills Councils, and independent production companies. The project supplies learning that is quickly accessible to freelance members. Paul McManus, BECTU Scottish National Officer, said, "The project is vital to ensure we have the skills base to maintain and expand drama production within Scotland."



EUROPE & SCOTLAND
European Social Fund
Investing in your Future





Case Study

The Development Fund

Union: Unite

Location: Various

Funding: ESF



EUROPE & SCOTLAND
European Social Fund
Investing in your Future

Through the Development Fund, Unite is using learning to organise workers in the Food and Drink sector. Many employees in this sector are migrant workers, and it is challenging to organise courses as many of the workplaces are hostile to unions. As a result, creative learning environments are utilised in community centres, caravan sites where workers live, or in mobile learning buses. So far, courses have been organised in IT and ESOL in various locations, from Fife to the Scottish Borders.

Rafał Tomasiak is a Unite Learning Organiser in the Food and Drink sector. Rafał's role is to utilise learning to reach vulnerable workers. This is vital to enhancing the life chances of these workers, and to help them play a full role in Scottish society. Rafał also speaks four languages, which improves communication with potential learners in the industry. He said, "The Unite project is a practical example of how learning can be used to help organise workers. Razem możemy wygrać. (United, we can win.)"





Improving Everyday Skills

General Information

Scottish Union Learning is actively involved in Everyday Skills activity. The term 'Everyday Skills' defines the language, literacy, numeracy and basic IT skills required both in the workplace and at home.



Some examples of Everyday Skills include understanding written and verbal job instructions, reading and understanding health and safety information, writing letters and reports, completing time-sheets and rotas, working out a family budget, understanding mortgage interest rates, and helping children with their homework. Everyday Skills activity also includes English language learning for those who do not have English as their first language, and support for learners who may have dyslexia and/or other learning differences and disabilities. Scottish Union Learning can arrange support for these learners.

Scottish Union Learning is actively involved in Everyday Skills activity through SULF and Development Fund Projects, Everyday Skills Events, Learning Conferences and Local Learning Forums. Scottish Union Learning works with the Scottish Government and other partners to raise awareness of Everyday Skills needs and suitable means of support, and to assist unions in developing relationships with delivery partners; for example, Local Authority Literacies Partnerships, Workers' Educational Association and further education colleges. Scottish Union Learning offers support to unions to enable ULRs to undertake specialist training to support adult literacy learners, and learners with dyslexia.

2010 has been an important year for developments in Everyday Skills. The Scottish Survey of Adult Literacies 2009 was published by Scottish Government in August 2010. This was the first survey to be undertaken in Scotland since 1996 and was conducted by the University of Glasgow and other partners. The findings of the survey indicate that there is still a great need to improve adult literacy and numeracy skills. While the research shows that there are strong links between literacies and educational qualifications, being employed and the skill level of that employment, it also shows that those with the lowest scores are more likely to live in the most deprived areas in Scotland. The Scottish Government later published a Literacy Action Plan, which encompasses early years, school education and adult literacies.

Adult Literacy and Numeracy in Scotland Strategy throughout the last ten years has been influenced by the Adult Literacy and Numeracy in Scotland (ALNiS) Report in 2001. ALNiS led to the development of new and innovative projects, like the STUC's Adult Literacy and Numeracy Pathfinder, which enabled people in employment to improve their literacy and numeracy skills and subsequent Everyday Skills Projects, and it also helped to establish improved and accredited training for tutors. The



strategy was 'refreshed' during 2010 by Scottish Government and partners, including Scottish Union Learning, and was launched in December. However, there are still many challenges facing adult literacy and numeracy, particularly in the workplace, in terms of funding and provision. Nevertheless, Scottish Union Learning will continue to support trade unions in the exemplary work they undertake in improving the Everyday Skills of their members.

English for Speakers of Other Languages

Scottish Union Learning supports unions that require ESOL provision for migrant workers, and works with Scottish Government and other partners to ensure good quality delivery of English language learning. Scottish Union Learning was also involved in the development of the SCQF 'Scoping Study on Support Mechanisms for the Recognition of the Skills, Learning and Qualifications of Migrant Workers and Refugees', representing the STUC at Stakeholder Consultation Events and meetings. The final report was published by SCQF in July 2010.



Louis Flood

STUC Dyslexia Group

Throughout this year, issues surrounding dyslexia in the workplace have become a major focus for some trade unions. The STUC Dyslexia Group, comprising of members from various affiliated unions, the STUC Disabled Workers' Committee, Dyslexia Scotland, Dyslexia Scotwest and Scottish Union Learning, has developed a Dyslexia Guide for ULRs.

In addition, the STUC Dyslexia Group has organised dyslexia awareness sessions for unions, employers and workers. Some ULRs have now enrolled on the SQA Professional Development Award: Supporting Adults with Dyslexia, in order to specialise in this area and support those with dyslexia in their respective workplaces.





It is good to see both unions and employers working in conjunction with each other to make people aware of dyslexia in the workforce. As a ULR, I've found dyslexia sessions to be very useful in understanding the issue so that I can help raise awareness.

Willie Rankin, ULR, USDAW





Case Study

Everyday Skills in the FBU

Union: FBU

Location: Tayside

The 2009 Scottish Survey of Adult Literacies found that 26.7% of adults in Scotland face challenges in Everyday Skills.

Annette Munn left school without any formal qualifications. She was not interested in education and just wanted to go out to work. Married with three children, Annette found it difficult to find work that would accommodate her available hours to fit around the family lifestyle. Annette now works in administration and she was encouraged to go down the learning road when she saw a union learning poster in her workplace. She took part in a learning needs analysis, which was run by the FBU

SULF Project. At first, Annette did not think she would cope doing new courses because she had been so long out of learning since her school days. Annette said, "At my age, I thought it might be difficult to get back into learning." Together with her ULR, Annette decided to take a mini literacy and numeracy challenge which showed she was working at Level 2 (SCQF Level 5). Through her union, she embarked on an ETHOS "Customer Care" course. Annette enjoyed her foray back into learning and achieving

a distinction pass helped her tremendously. Annette completed more ETHOS courses, gaining distinction passes in "Developing Personal Skills," "Supervisory Management," "Manager as a Developer" and "Professional Development." Annette has since been to the local college and has undertaken courses for which she has paid for herself, including SAGE Accountancy. Annette said, "I believe learning has been a great benefit to me overall; I am more content. It has also given me more confidence in my work life."





Modern Apprenticeships

Developing Union Activity

The Modern Apprenticeship Project with Scottish Union Learning began in June 2010 to develop and increase trade union activity and engagement with the Modern Apprenticeship programme in Scotland.



The Modern Apprenticeship Project will:

- identify the level of union awareness of and involvement in the Modern Apprenticeship programme in Scotland;
- identify examples of good practice by unions in engaging and supporting apprentices and build a national bank of such case studies;
- raise awareness levels amongst unions of the benefits of Modern Apprenticeships through the development and delivery of workshops and seminars;
- support unions to raise awareness of workers rights and the role of unions with Modern Apprentices;
- raise awareness of equality and diversity issues in Modern Apprenticeships; and
- develop resources for union negotiators and reps.

Skills Development Scotland provided funding to support the project, in partnership with Scottish Union Learning.

www.scottishunionlearning.com/apprenticeships

There are a number of ways in which trade unions are engaging with the Modern Apprenticeship Project, such as providing Case Studies to promote trade union engagement with the Modern Apprenticeship programme. The Modern Apprenticeship Project has also been involved in a number of trade union events to help promote its aims to union reps.

Scottish Union Learning is undertaking a Modern Apprenticeship Project survey that is designed to find out about union awareness of, and involvement in, Modern Apprenticeships. Scottish Union Learning will use these results to support unions in working with Modern Apprentices. The survey is on-going and the results will be published in 2011.





A Closer Look

Modern Apprentices in
Sectors throughout Scotland

Modern Apprenticeships
provide the chance to 'earn and
learn' in a wide range of jobs and
sectors and give the apprentice
a chance to develop skills,
experience and qualifications.

Skills
Development
Scotland

MODERN
➔ APPRENTICESHIPS

GMB: Stephanie MacPherson

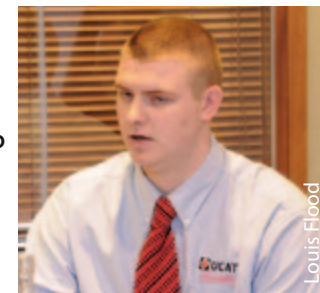
Stephanie MacPherson is a Marine Engineering/Steelwork Fabrication Modern Apprentice with BAE Systems in Govan. She is also a member of GMB. Her ambition was to follow in her grandfather's footsteps by working in the shipyards on the Clyde. Stephanie was encouraged to pursue her dream when she attended a career presentation given at her school on engineering apprenticeship opportunities. In 2009, she was presented with the 1st Year 'Apprentice of the Year' Award by BAE Systems Surface Ships. She regularly returns to her old school to talk to other pupils who are ready to consider career choices. Stephanie said, "I hope to encourage others to consider an engineering apprenticeship as a career path."

Prospect: Julian Davis

Julian Davis, a member of Prospect, is the Health & Safety Coordinator for Ordnance Survey's Field surveyors across the UK. He became a Health & Safety Rep in 1997. He took the role further by undertaking a Modern Apprenticeship in Occupational Health & Safety Practice. Julian is also a ULR and said, "I got a lot of opportunities out of my trade union activities. I'm determined to give something back; to spread the learning message to inspire others to follow suit."

UCATT: Mark Lynch

Mark Lynch became a Modern Apprentice with City Building LLP in Glasgow, and went on to win awards at Scottish and UK levels. He is now a qualified Joiner. As a member of UCATT, he is a Health & Safety Rep, Shop Steward and convener of the STUC Youth Committee. Mark said, "I really enjoy helping to look after members in the workplace, and I have gained so much through my apprenticeship programme. My priority now is to try to get apprentices and the union to work more closely together."



Louis Flood





STUC Union Rep Awards

The STUC Union Rep Awards consist of three awards: the STUC Helen Dowie Award for Lifelong Learning, the STUC One Workplace Equality Award and the STUC Health & Safety Award. The STUC Helen Dowie Award was established in 2006 to recognise outstanding trade unionists who demonstrate their commitment to the union-led learning movement in Scotland.

stuc *Union Rep Awards*
Helen Dowie Award for Lifelong Learning

**Skills
Development
Scotland**



A group of seven ULRs from Unite and UNISON were chosen to receive the 5th STUC Helen Dowie Award for Lifelong Learning and received the award at the STUC Annual Congress in April 2010. Sponsored by Skills Development Scotland, the award was presented by First Minister Alex Salmond MSP. The ULRs successfully incorporated learning into core union business within the past year at Strathclyde Partnership for Transport (SPT) in Glasgow. In September 2008, the unions signed an historic learning agreement with SPT. The

employer now recognises learning as a collective bargaining issue. SPT covers a wide geographical area and the ULRs have arranged learning on-site at shift-friendly times, including on the night shift. In the past year, there have been 2,138 hours of learning: 1,528 in company time, and 610 in the learners' own time. The award recipients are Subway workers Brian Stewart, Sonny Singh, Harry Copland, Ian Findlay and Brian Conner of Unite, Buchanan Bus Station's John Lennon also of Unite, and IT worker Gerry Hastings of UNISON.

Louis Flood



Knowledge Management

Background

The Knowledge Management Project, a joint venture between the STUC and the University of Strathclyde, began in June 2010 with the task of providing a professional in-house knowledge management system that would support the strategic development of union-led learning activities.



University of
Strathclyde
Glasgow

The term 'Knowledge Management System' can be understood as an IT-based system that manages knowledge within an organisation and has the capacity to support the creation, capture, storage and sharing of information. An example of such information includes policy documents, academic research, press releases and statistics.

Scottish Union Learning recognises that knowledge on skills, learning, and union-led learning is central to its aim of expanding union-led learning in the workplace, and that this particular project will help them to achieve this.

This project will provide Scottish Union Learning with a valuable resource: a contemporary national and international evidence base on learning, skills and union-led learning that will enable them to build a credible case that will persuade government, unions and employers to provide the necessary funding to broaden and deepen union-led learning activities.

The Knowledge Management system will also have the capacity to identify gaps or weaknesses in current learning provision in Scotland, and help Scottish Union Learning and the STUC to collectively influence learning and skills policy and shape its future direction.

Working in partnership with the University of Strathclyde and co-funded as a Knowledge Transfer Partnership by the Technology Strategy Board, this project will allow Scottish Union Learning and the STUC to tap into the expertise of the academic community and will facilitate a broad union-academic network that will enable them to become an authoritative voice on learning and skills.





Working with Partners

Scottish Union Learning can better meet its objectives by working with partner organisations. That is why it has established a number of programmes of work with many leading organisations. In addition to the examples in this section, Scottish Union Learning works with many additional partners including various departments of the Scottish Government, Workers' Educational Association, Learning and Teaching Scotland, TUC Education Colleges, further and higher education colleges, universities and other providers.

Scottish Qualifications Authority (SQA)

Scottish Union Learning has been working with SQA in supporting union learners for a number of years. Since the launch of Scottish Union Learning in May 2008, the relationship has become more structured with the development of the Scottish Union Learning Partners' Advisory Group, on which SQA is represented. Work between Scottish Union Learning and SQA includes the development and promotion of the Professional Development Awards for Dyslexia, ESOL and Workplace Literacies. SQA also sponsored the last three Scottish Union Learning Conferences.



Sector Skills Councils

Scottish Union Learning works both through the Alliance and, in some cases, directly with all the Sector Skills Councils that operate in Scotland. The UK Commission for Employment and Skills has responsibility for the funding and relicensing of the Sector Skills Councils and Grahame Smith, STUC General Secretary has served as a UKCES Commissioner since December 2007.



Skills Development Scotland

Scottish Union Learning has a successful relationship with Skills Development Scotland and has developed a close working relationship on operational issues. This resulted in a partnership approach between Scottish Union Learning and Skills Development Scotland to support a Modern Apprenticeship Project this year. Additionally, Skills Development Scotland sponsored the 2010 STUC Helen Dowie Award for Lifelong Learning. Scottish Union Learning also supports and promotes the PACE project to unions.



Inverness College

During the last two years, Scottish Union Learning in the Highlands and Islands has developed and strengthened its partnership with Inverness College to support union learners. As well as establishing one point of contact for the learning enquires of local ULRs, the college has worked with Scottish Union Learning and local ULRs to provide bespoke courses, delivered at times and places to meet union learners' needs. Union learners are also being offered IT courses through Trade Union Nights at Inverness College. The courses are funded through the ESF Highlands and Islands Learning Fund.



SCQF

There are reciprocal links between Scottish Union Learning and the SCQF partnership. Scottish Union Learning is represented on the SCQF Forum and SCQF is a member of the Partners' Advisory Group. Scottish Union Learning was also represented on the Advisory Group for the SCQF Scoping Study on Support Mechanisms for the Recognition of the Skills, Learning and Qualifications of Migrant Workers and Refugees. Joint work has largely focussed around raising awareness of the Framework with SULF Project Workers, ULRs and members. Much of this work has involved the dissemination of materials at a variety of union events and the Scottish Union Learning Conferences.

Adult Literacies Partnerships

Scottish Union Learning works with Local Authority Adult Literacies Partnerships to facilitate literacies learning services in the workplace. Throughout this year many of these partnerships have experienced reductions in funding which has led to major restructures, but Scottish Union Learning has continued to work with them to investigate alternative models of provision.



On Track

On Track supports new learners to gain the study skills required within Higher Education. Initially, the emphasis of On Track was on young university entrants. However, Scottish Union Learning contracted On Track to supply workplace tutorials that covered referencing, understanding academic questions and how to structure written assessments. As a result, three short workplace courses were developed that are delivered free, in a flexible format. The 'On Track' programme was split into three different sessions: an introduction to lectures, note-taking and tutorials; a session on information gathering and reading lists, as well as critical thinking and deconstructing academic questions; and a final session on written assignments. A leaflet has been produced and courses have been organised for the POA, CWU and the STUC Youth Committee.

Learning and Teaching Scotland

Learning Connections was incorporated into Learning and Teaching Scotland during 2010. In previous years, Scottish Union Learning worked with Learning Connections on issues related to workplace literacies, ESOL and dyslexia. Scottish Union Learning has continued this on-going work with Learning and Teaching Scotland.

The Open University in Scotland

A Memorandum of Understanding was signed with The Open University in Scotland in May 2007. As a result of this MoU, Scottish Union Learning meets bi-annually with The Open University to address the needs of learners, especially part-time learners. During the last year, trade unions have focussed on promoting the 'Openings Courses'. These introductory-level courses are designed to help learners get a taste of a subject area, develop learning skills, and build confidence. The OU provides workplace tutorials that complement the 'On Track' programme. The CWU, PCS, POA and Unite have organised OU courses in different workplaces. An event will be held in early 2011 to celebrate the 100th Open University Union Learner and it is estimated that 200 union learners will have enrolled by March.



The Open
University

Dyslexia Scotland and Dyslexia Scotwest

Scottish Union Learning works with local dyslexia organisations to increase awareness of dyslexia in the workplace. Joint work has included the delivery of dyslexia awareness sessions and the development of a Dyslexia Guide for ULRs. Scottish Union Learning also refers learners to these partners for further advice and support.





Resources and Communications

The Scottish Union Learning brand has become widely recognised since its launch in 2008, within Scotland and beyond. Scottish Union Learning has been covered in the learning media, on websites and in specialist and some national outlets as well as trade union and partner publications and websites.

Celebrating 10 Years of Union Learning

To promote the celebration of the last decade of STUC involvement in union-led learning in Scotland, Scottish Union Learning developed a special logo. Scottish Union Learning also undertook a range of promotional activities throughout the year. Trade unions were encouraged to use the logo and join the celebration at conferences and events. A union learner, ULR and Project Worker from each affiliate were also invited to receive a special certificate at the Scottish Parliament during Trade Union Week in November 2010.

www.scottishunionlearning.com

The Scottish Union Learning website has received over 4,500 hits in the last year and is a targeted source of resources, publications, events and news for trade union-led learning in Scotland. To celebrate a decade of union-led learning in Scotland, a dedicated section was developed for trade union officials, ULRs and union learners to share their 'learning stories' and share why they think union learning is important. A section on the Modern Apprenticeship Project was also developed as part of the site. This section was launched at the 2010 Scottish Union Learning Conference.



forum.scottishunionlearning.com

The Scottish Union Learning Online Forum was developed as a resource for ULRs and SULF Project Workers to discuss lifelong learning and everyday skills. To allow easy interaction with the Modern Apprenticeship Project, Scottish Union Learning has developed a section of the Online Forum where members can post questions, raise points, share experiences and start discussions around the Modern Apprenticeship programme in Scotland.

Social Media

Social media allows users to engage in two-way communication, and is increasingly becoming a tool for real-time feedback for unions. Scottish Union Learning can be found on Facebook and Twitter.



Facebook

www.facebook.com/scottishunionlearning



Twitter

www.twitter.com/unionlearning

Scottish Union Learning News

The Scottish Union Learning quarterly magazine, 'Live & Learn - Scottish Union Learning News' is aimed at ULRs and is distributed free of charge. Demand for this publication is high in unionised workplaces throughout Scotland. Scottish Union Learning in the Highlands and Islands distributes an e-newsletter that is designed to keep local union members and SULF Project Workers up-to-date with local learning activities. This is sent to every known ULR in the Highlands and Islands, local union members with an interest in learning, SULF and Development Fund Project Workers and partners in the region.



Scottish Union Learning Highlands and Islands ULR Resource Pack

Scottish Union Learning in the Highlands and Islands provides a ULR Resource Pack as a practical support tool for ULRs in the region. The Resource Pack, which is filled with practical information for ULRs in the Highlands and Islands, was updated in 2010 and has been distributed free of charge to ULRs across the region.

STUC Dyslexia Guide

The STUC Dyslexia Group has produced a publication for ULRs on dyslexia. The Dyslexia Guide is available in hard copy and also in electronic format on the Scottish Union Learning website. It contains general information about dyslexia, including how to recognise the signs, issues around assessment, the law, how dyslexia affects people in the workplace and how ULRs can support and signpost those who may have dyslexia. It also includes case studies from workers who have been willing to share their experiences of dyslexia.





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2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

2000 2000: With the establishment of the Scottish Union Learning Fund (SULF), almost 1,300 individuals undertook learning during round 1.
2010: Approaching the end of round 7 of SULF, almost 58,000 individuals have accessed learning. **2010**

2002 2002: STUC Pathfinder Project for Adult Literacy and Numeracy began.
2010: Everyday Skills support is fully integrated into the services provided by Scottish Union Learning. **2010**

2003 2003: STUC Highlands and Islands Lifelong Learning Unit was established in Inverness.
2010: Scottish Union Learning staff and trade union Project Workers dedicated to the Highlands and Islands has increased to 8 in total. **2010**

2000 2000: STUC Lifelong Learning Unit was established in Glasgow, and was integrated into the STUC Skills & Lifelong Learning Team in 2005.
2008: Scottish Union Learning was launched, integrating the services of the STUC and TUC Education in Scotland. The Learning Fund was established with £842,000 from the European Social Fund and an estimated 4,500 learners across Scotland will benefit from it by 2011. **2011**



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