

2014 Annual Report







Union Learning: Developing Scotland's Workforce





Introduction

Anne Douglas, Chair Scottish Union Learning Board



This has been an exciting and challenging year for Scottish Union Learning; a year in which we have expanded and developed our work with unions, supporting them

in their aim of continuously developing Scotland's workforce, through workplace learning.

During the year, with support from the Scottish Government, 18 Development Fund projects in unions across Scotland were supported. These projects are in the process of delivering learning opportunities, negotiating the establishment of Modern Apprenticeships, promoting Everyday Skills and with employers, facilitating the introduction of new technology and changing workplace practices. Once again, the number of union learners and the range of courses being undertaken is greater than before.

These initiatives are not only of benefit to individual workers and employers but are of significant importance in addressing Scotland's economic challenges and opportunities.

The Scottish Government has now published the "Working Together Review: Progressive Workplace Policies in Scotland". The Review recommends that the Scottish Government should continue to support the development of union-led learning through Scottish Union Learning. The Scottish Union Learning Board welcomed the findings of the review and will work with the Scottish Government, and other partner organisations, to take forward the implementation of these recommendations as well as contributing, at both strategic and operational levels, to the implementation of the recommendations of the Commission on Developing Scotland's Young Workforce.

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Structure

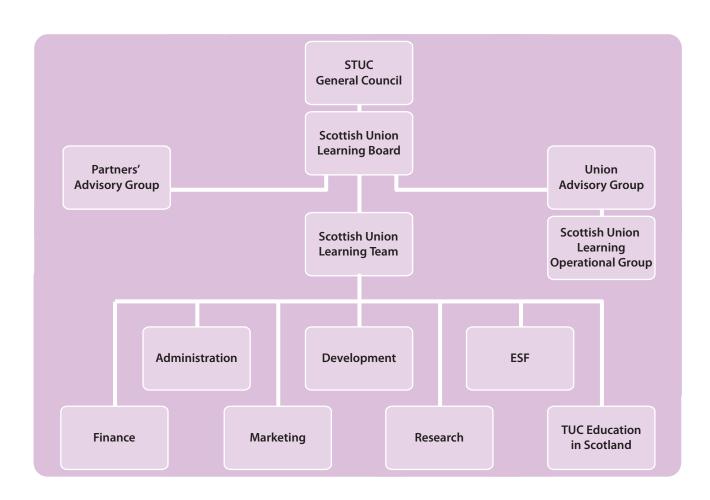
Scottish Union Learning was established by the STUC General Council to deliver, in partnership with unions, trade union learning in workplaces across Scotland in line with STUC policy on learning and Skills.

The Scottish Union Learning Board was established to direct and oversee the work of Scottish Union Learning. The Board includes members of the General Council, representatives of affiliated trade unions, the STUC General Secretary and a TUC nominated member.

The Board is supported by a Union Advisory Group and a Partners' Advisory Group which provide advice and information on strategic and operational matters.

Statement of Purpose

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



The Board

The Scottish Union Learning Board, appointed by the STUC General Council, oversees and directs the work of Scottish Union Learning.

The Scottish Union Learning Board approves the Business Plan which outlines the strategic objectives of Scottish Union Learning for the year, and agrees and monitors the annual workplan.

The Board has responsibility for all Scottish Union Learning funding. As well as agreeing the annual budget, the Board oversees the allocation of funding from the Development Fund and Learning Fund, and monitors the use of any additional funding secured to support the work of Scottish Union Learning.

Chair: Anne Douglas, Prospect

Vice Chair: John Brown, CWU

Members: Jackson Cullinane, Unite; Harry Donaldson, GMB; Karen Foster, PCS; Harry Frew, UCATT; John Keggie, UNISON; Mark Lynch, Young Workers' Rep; Lyn McClintock, EIS; Robert Mooney, Disabled Workers Rep; Grahame Smith, STUC General Secretary; Liz Rees, TUC Education Manager

Staff: Sylvia O'Grady; Harry Cunningham

Secretary to the Board: Ann Garscadden

Observer: Rona Sweeney, Scottish

Government

The aims and objectives of Scottish Union Learning are to:

- 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 Union Learning Representatives and provide appropriate support;
- provide assistance to unions in accessing Everyday Skills opportunities for their members;
- work with unions to increase digital participation in workplaces across Scotland;
- encourage and support employer engagement in delivering learning and upgrading skills;
- establish relationships with partner organisations in the provision of learning and skills;
- continue to develop resources for unions, ULRs, and learners; and
- work with the TUC in ensuring the provision of a comprehensive trade union education service suitable to the needs of unions in Scotland.



Advisory Groups

Partners' Advisory Group Union Advisory Group

The Union Advisory Group and the Partners' Advisory Group provide advice and information to the Board on strategic and operational matters.

Union Advisory Group

The Union Advisory Group supports the Board by:

- providing operational information that will inform the Board in making strategic decisions;
- identifying strategic or operational issues for the Board to consider;
- advising the Board of changes in the strategic direction of individual unions;
- providing the Board with examples of good practice in trade 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 organisations.

Partners' Advisory Group

The Partners' Advisory Group supports the Board by:

- contributing to discussions about the strategic direction of Scottish Union Learning;
- advising Scottish Union Learning on ways in which it could develop in order to better achieve its objectives and further its role;
- sharing information on the strategic direction of partner organisations;
- championing the value of union learning in the wider world of learning and skills.

Chair

Grahame Smith, STUC General Secretary

Membership

BBC

Dyslexia Scotland Education Scotland Equate Scotland Fife College Glasgow Kelvin College

Highlands and Islands Enterprise

Newbattle Abbey College

Open University

Scottish Adult Learning Partnership

Scottish Book Trust

Scottish Enterprise

Scottish Government

SCQF Partnership

Skills Development Scotland

SQA

WEA Scotland

The Board reviews membership of this group on an on-going basis.





Inspiring City Awards for CWU Learning Reps





In September 2014, Callum McLennan, Scott Taylor, Alan Summers, Willie Ferry and Derek Frizzle were announced as the Winners of the Education Category in the PEOPLE MAKE GLASGOW - Inspiring City Awards, nominated by Scottish Union Learning. The category was sponsored by Glasgow Taxis, organised by The Herald and the Glasgow Chamber of Commerce.

This group of CWU ULRs provide workplace learning to approximately 600 members at the Glasgow Royal Mail Centre in Springburn. Due to shift patterns, members are generally denied the opportunity to access traditional learning as times are not suitable for shift workers. From their learning needs analysis, the ULRs saw that there was a high demand for everyday skills courses; however, the uptake was relatively low. To address this, five CWU ULRs began studying in 2012 for an SQA Professional Development Award (PDA) in Developing Literacies Learning Programmes for the Workplace, delivered over two years by the Workers' Educational Association.

Work commitments were considerable and two ULRs had to juggle their studies with working on night shifts. The PDA was completed in March 2014, and the ULRs now understand learners' everyday skills requirements and the stereotypical barriers that prevent learners from coming forward. The PDA enables the ULRs to respond much more directly to the specific learning needs of their colleagues in reading, writing, numeracy and communication. The ULRs can now develop and deliver relevant learning programmes.

Trish Lavelle, CWU Head of Education and Training, said: "I am thoroughly impressed on a daily basis with the enthusiasm, innovation and sheer hard graft of CWU Union Learning Reps. Each year learning reps like Willie, Scott, Callum, Alan and Derek make a huge difference to the lives of thousands of our members. The Glasgow Mail Centre Learning Centre has been a real success story for the CWU and this award is fantastic recognition of the talented ULRs of the Glasgow and District Amal Branch."



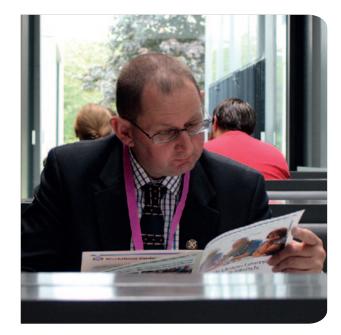


Highlands and Islands

A key objective 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.

The Highlands and Islands covers some 15,000 square miles - more than half of Scotland's landmass, includes over 90 inhabited islands, but accounts for less than 10% of Scotland's population.

Recognising both the challenges and opportunities of supporting union members' access to learning opportunities in this predominately rural, sparsely populated region, Scottish Union Learning has a dedicated Highlands and Islands team based in Inverness.



Some of 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 and develop the Highlands and Islands ULR infrastructure to create opportunities for workers to participate in union-led learning;
- Support ULR participation in union-led learning initiatives by increasing the number of local cross-union ULR forums in the Highlands and Islands and organising the annual Scottish Union Learning Highlands and Islands ULR Conference;
- Support unions, including those with 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-funded Learning Fund;
- Co-ordinate and develop good practice models of cross-union working and explore and develop innovative ways 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; and
- Ensure the needs of the Highlands and Islands are incorporated in the development of Scottish Union Learning.





Highlands and Islands Workers Tackle Business Management



Union: Cross-union

Duration: 2 Years

Location: Highlands & Islands

Attendees: 15

Funding: H&I Learning Fund

After two years of study with the Open University, the first class of HNC-level learners supported by Scottish Union Learning in the Highlands and Islands have put down their pens. The Certificate in Higher Education Open (CHEO) in Business Management course was paid for by the Highlands and Islands Learning Fund, which is funded through the European Social Fund.

In 2012, 15 workers from Orkney to Argyll were selected from over 40 applicants who were keen to take the opportunity to

gain a higher education qualification to improve their career prospects. The CHEO course comprised four modules at SCQF level 7 and concluded in October 2014. Of the 15 learners who embarked on the two-year learning journey, nine gained the full Certificate and four gained a part qualification.

Key to this success was the partnership between Scottish Union Learning and The Open University (OU). Eleanor Adam, Development Officer, worked closely with Khadija Patel, OU Project Officer, to arrange regular opportunities for the learners to get together online and at workshops hosted by Scottish Union Learning in Inverness.

Khadija said: "The Open University and Scottish Union Learning have a shared belief in lifelong learning and in supporting students to develop a strong sense of collective, as well as individual, endeavour throughout their learning journeys. These learners have shown how the CHEO qualification can be applied to the workplace as they study."





Learning Spotlight

Highlands and Islands Union Learners



Name: Irene Fox Union: UNISON Employer: Police Scotland

Irene Fox works as a Payroll Administrator at

Police Scotland, and she stepped up to become a ULR after gaining first-hand experience of union learning through the CHEO course. She said: "My role was under threat and when I started the course in 2012, I had few qualifications. I had not done any formal learning since leaving school over 30 years ago."

Since completing her initial ULR training in May 2014, Irene, has organised an information table in the atrium of Police HQ in Inverness for Learning at Work Day.

She said: "I spoke to a lot of people and generated some interest in current courses and got some suggestions for future courses."

"The large geographical area covered by Police Scotland makes organising learning challenging, both creating interest in courses and getting sufficient numbers for courses in rural and remote areas. I hope to be able to encourage people to come forward with suggestions for courses and eventually to be able to direct people to relevant courses."

She continued: "Now that I have completed the Certificate of Higher Education in Business Management, I hope to use my qualification to apply for other roles, which could be more business based, rather than financial."



Name: Sean Lafferty

Union: RMT Employer: CalMac

Sean Lafferty is a Chief Steward with Caledonian

MacBrayne and a member of the RMT union. He works on the Oban-based MV Lord of the Isles, so when the opportunity arose through his union to take part in a CHEO course, he jumped at the chance. Sean was one of 15 learners from across the Highlands and Islands who embarked on the two-year qualification with the Open University in Scotland in 2012.

Sean thinks that by gaining this qualification, it will improve his job prospects. Sean said: "My main ambition was to develop my knowledge and skills

to help me become a better manager for myself, my team and my company. Through my studies and the support I have received, I feel that my initial goals have been realised. I have one more rank to achieve within my department and will definitely be putting my name forward when the opportunity arises."

Sean gained confidence through the course, and enjoyed the learning experience so much that he enrolled in a Business Management degree.

Sean said: "I can honestly say that I would never have embarked on further education without this course and now I am a third of the way to completing my degree in Business Management, which I am committed to completing over the next four years."





2014

Annual Report

Supporting ULRs

Scottish Union Learning Events and Conferences

A Union Learning Representative (ULR) is a union activist who is trained to find out workers' learning needs and aspirations and provide advice on 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 Development Fund projects.

Scottish Union Learning organises conferences and events throughout the year to support ULRs and trade unions in lifelong learning and Everyday Skills.

Scottish Union Learning Conference

The 7th Annual Scottish Union Learning Conference was held on 18 November 2014 in the Apex City Quay Hotel in Dundee. Supported by SQA and Skills Development Scotland, the theme of the Conference was "Developing Scotland's Workforce." More than 150 delegates attended. Delegates engaged in a Panel Session on the theme, "Developing Scotland's Workforce: Future Policy and the Role of Unions," chaired by the STUC General Secretary. A range of workshops were held and the Digital Unions project was launched by Colin Cook, Scottish Government.

Scottish Union Learning Highlands and Islands ULR Conference

The 7th Scottish Union Learning Highlands and Islands ULR Conference took place on 13 June 2014 in Eden Court, Inverness. The theme was "Trade Unions Working, Learning and Organising Together in Highlands and Islands". The Conference was supported by the European Social Fund. Conference delegates participated in a range of conference activities including a practical session on 'Tablets and Apps' and a speed networking session informing delegates of where to access funded learning opportunities, as well as workshops on coaching techniques and using union-led learning as an organising tool in the workplace. A total of 51 participated in the conference with representation from 10 trade unions.

Scottish Union Learning Everyday Skills Event

The 6th Annual Scottish Union Learning Everyday Skills Event was held in the STUC in Glasgow on 27 February 2014. The theme was "Everyday Skills: The Way Forward." The Event was attended by 70 delegates from 14 trade unions who were addressed by Colin Cook, Head of Digital Strategy and Programmes, Scottish Government. Also, the 'Union Learning and Everyday Skills Learner Case Studies' publication, supported by Skills Development Scotland, was launched. Delegates were invited to attend breakout sessions on "Understanding Pensions," facilitated by the Workers' Educational Association and the STUC; "Supporting Workers with Dyslexia," facilitated by Dyslexia Scotland; and "Digital Skills," facilitated by Learn with Unite.



Other Events in 2014

Scottish Union Learning supported and contributed to many events, such as:

- Scottish Government Digital Workshop, January
- SCVO 'The Gathering', February
- Zero Waste Scotland SWITCH Forum
- Newbattle Abbey National Adult Learning Conference, March
- STUC Annual Congress, April
- 100 Learners' Voices Event, April
- STUC LGBT, Youth, Black Workers', Disabled Workers', and Women's Equalities Conferences
- Learning at Work Day, May
- PCS Learn @ Sidlaw House Day, May
- NUJ Digital Journalism Modern Apprenticeship Launch, May
- Get Connected Skills Development Scotland Event, May
- Scottish Parliament Cross Party Group on Skills, May
- Modern Apprenticeship Week, May
- Launch of Statement of Ambition for Adult Learning, May

- CWU Learner Presentations at Cardonald College and the WEA, June
- Open Scotland, June
- Education Scotland ESOL Strategy Refresh, June
- Unionlearn Conference, June
- EIS Conference, June
- SCVO Digifest 14, June
- UCATT Modern Apprentice Meeting with First Minister at Bute House, July
- Sport, Trade Unions and the Workplace Event at the Commonwealth Games
- Scottish Learning Festival, September
- FORMULA Project Information Event, October
- Open Education Practices in Scotland Forum, October
- STUC 'Decent Work, Dignified Lives' Conference, October
- Community Learning & Development Managers' Annual Conference, October
- Dyslexia Awareness Week, November
- Scottish Government Digital Workshop
- Modern Apprenticeship Awards Dinner
- SQA Star Awards, November
- Book Week Scotland, November



Supporting ULRs

Scottish Union Learning Local Learning Forums

Local Learning Forums give ULRs and others interested in union learning an environment where they can meet and discuss workplace learning issues.

Local Learning Forums are an important vehicle for bringing together ULRs on a cross-union and cross-workplace basis. ULRs are then able to swap good practice and learn more about opportunities in other parts of their locale. Inclusion of the local TUC provides a link in other aspects of trade union activity.

Lowlands and Uplands Scotland

In Lowlands and Uplands Scotland, Local Learning Forums take place in Dumfries, Edinburgh, Fife, Glasgow, Lanarkshire and Tayside. Although the Forums all have distinct identities, there are clearly areas of overlap due to the role of the ULR. At all six of the forums in Lowlands and Uplands Scotland, sessions have been delivered on Modern Apprenticeships.

Dyslexia Awareness sessions that included the 'Rethinking Dyslexia' film were also delivered, facilitated by Scottish Union Learning and Dyslexia Scotland. Other subjects included how the arts are used as a vehicle for trade union organising and education, as well as Bite Size Briefings on Case Studies and Surveys.

Highlands and Islands Scotland

In the Highlands and Islands area, meetings of the Local Learning Forums in Inverness, Caithness, Orkney and Western Isles were arranged for March and in September/October 2014. A Highland and Islands-wide Learning Forum was organised in November, which focused on short development/training opportunities for ULRs. As well as inviting speakers on topics such as 'Understanding and supporting workers with visual and hearing impairments, the Forums also arranged local cross-union courses. Courses organised in Inverness included Digital Photography and Creative Writing; in Caithness, an Awareness of Environment Technologies; and in Orkney and the Western Isles, CMI Management.





Highlands and Islands Research into Local Learning Forums

In February and March 2014, a survey of Highlands and Islands ULRs was undertaken by Scottish Union Learning which included seeking ULRs' views about their perceived benefits of attending Local Learning Forums. There was an even split of respondents between those ULRs who attended Forums and those ULRs who either very rarely or never attended (Figure 1). The main reasons ULRs did not attend Forums were due to being unable to secure time off work and no Forum in their local area (Table A).

However, for those who did attend Local Learning Forums, over three quarters of ULRs strongly agreed or agreed that there were a number of perceived benefits of attending Forums (Table B).

Figure 1: Do you noramlly attend Local Cross-Union Learning Forums?

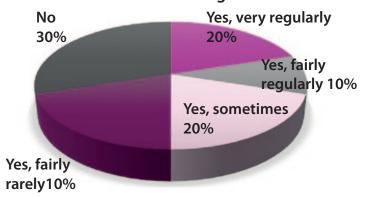


Table A: Reason for non-attendance at ULR Forums				
There is not a local ULR Forum in my area.	40%			
Unable to secure time off work to attend.	50%			
Do not think it would be of interest to me.	0.0%			
Used to attend, but didn't think meetings were useful.	10%			
Total	100%			

Table B: Perceived Benefits of Attending Local Learning Forums by ULRs					
Local Cross Union ULR Forums help me in my ULR role because:	Strongly Agree	Agree	Neither Agree or Disagree	Disagree or Strongly Disagree	
The Forums allow me to engage and network with other ULRs which would otherwise not happen.	58%	26%	16%	0%	
I have learnt from the experiences and knowledge of other ULRs I have met at Forums which has helped me in my ULR role.	48%	26%	26%	0%	
The Forums provide me with an opportunity to meet with people who share the same values and beliefs I have in unions/union-led learning.	37%	53%	10%	0%	
The Forums provide me with an opportunity, through cross-union courses, to bring some types of learning to the workers in my workplace which otherwise wouldn't happen.	53%	26%	21%	0%	



Funding Learning

The Learning Fund Lowlands and Uplands Scotland



The Learning Fund is part funded by the European Social Fund (ESF), under the Scottish European Structural Funds Programme 2007-2013, and is also supported by the Scottish Government.

The project is supported by Priority 5, the Strategic Skills Pipeline which looks to "equip individuals with the flexible competencies they require to access and hold onto jobs now and prepare them for the job opportunities of the future". The project has a core aim of providing learning opportunities for 5,702 individuals, enabling them to upskill and remain competitive in the current and future economy. The STUC secured an extension to the funding of the current project by Scottish Union Learning until 31 December 2014.

the course content and reference material. The tutor was excellent and brought the subject to life with interesting and humorous real life examples."

Aegis Union Learner Feedback Certificate in Requirements Engineering AEGON UK, Edinburgh

Learning Fund Applications Oct 2013 to Sept 2014

Course Type	Number of Courses		
British Sign Language	15		
IT (including European Computer Driving License (ECDL) and Microsoft Office)	73		
New Technology	27		
Modern Languages	4		
Everyday Skills (Including ESOL and Employability Skills)	83		
Vocational Training	80		
Personal Development	4		
Total (all LF)	286		

The Learning Fund is an innovative source of funding which allows learning to be taken to the learner in the workplace and delivered at a time and place which suits their needs. The approaches of individual unions have reflected the diversity in the needs of workers and resulted in a wide range of learning provision, including support with literacy skills, IT, personal development and vocational training. There is a huge demand for learning in the workplace across Scotland and there is much that still needs to be done to ensure that lifelong learning opportunities are accessible to all workers who want to develop and progress.





The types of course applications received from projects in Lowlands and Uplands Scotland are detailed in the table (on previous page). The current ESF project, which commenced in April 2011, has supported over 5,600 learners to access training and learning opportunities. This is towards an approved target of supporting 5,702 by 31 December 2014. In addition, over 700 learners have attended more than one course or undertaken a progression route in order to achieve a recognised qualification. A total of 873 applications were submitted to the Learning Fund from April 2011 to September 2014. Of these, 444 were for non-accredited training and 429 were for accredited training leading to a full or part qualification.

The project also aims to support 2,327 workers to achieve a part qualification and 654 people to achieve a full qualification during the current period, providing people with a recognised qualification to support their progression through employment.

"I really enjoyed the session and learned so much. I really enjoyed the tools which I will be using."

RCM Union Learner Feedback
Time and Stress Management Skills
NHS St John's Hospital,
Livingston



Painting and Decorating the Future with UCATT





Union: UCATT

Duration: 14 hours

Location: Glasgow

Attendees: 23

Funding:

Painters and decorators from City Building Glasgow benefited from Muraspec courses organised by UCATT, paid for through the Learning Fund in June 2014. Eleven attendees who participated in the course learned about the practical application of wide width paper-backed vinyl and wide width fabric-backed vinyl.

The Learning Fund

David Bell, a UCATT member, said: "There was lots of in-depth information on primers, adhesives and applications. The tutors show you how to properly apply Muraspec, which is really informative. The

union's support in getting the course up and running was particularly helpful."

Danny Green, one of the course tutors from Muraspec Ltd. was very positive about the participants' attitude and ability. He said: "Delegates were enthusiastic, eager to participate and they quickly picked up on the techniques demonstrated to them."

A second group of 12 South Lanarkshire Council staff also participated in Muraspec courses in September 2014, organised by UCATT through the Learning Fund and delivered by South Lanarkshire College. Michael Conroy, UCATT Learning Organiser, said: "The learners were genuinely interested in the course content and tutor delivery. They particularly enjoyed the practical demonstrations."

This specialist type of learning enhances the trade skills of the learners but also helps to diversify the type of work the employer can undertake in the future.







Unite ULRs Drive Forward AutoCAD for Rolls-Royce Workers





Union: Unite

Duration: 30 hours

Location: East Kilbride

Attendees: 14

Funding: The Learning Fund

A group of Unite members at Rolls-Royce East Kilbride and Inchinnan successfully passed an AutoCAD course facilitated by Unite in November 2014. The course was delivered by the East Kilbride Group Training Centre, and on completion, all learners were presented with an AutoDESK certificate, which is an industry-recognised qualification. This is the second AutoCAD course delivered for this workplace, due to the success of the first course, which was delivered in June 2014.

The success of these courses is a result of the hard working team of ULRs at Rolls-Royce: Brian Ronald, Mark Tweddle, Scott Lennox, Robert Imrie, Claire Meiklejohn and Tom Vint. The team worked with Unite to obtain funding through the Learning Fund which is administered by Scottish Union Learning, and also with management to secure release for those attending the training.

The attitude and application from the students themselves were extremely positive. Robert Imrie, Quality Engineer and Unite ULR, said: "It was a thoroughly enjoyable course, great content and another great example of what Unite Union Learning can provide in terms of "upskilling" members." Another Unite ULR, Brian Ronald, said: "It was probably one of the best and most informative courses that I have been on so far. I'm looking forward to the 3D modelling course, it's a great skill to have!"



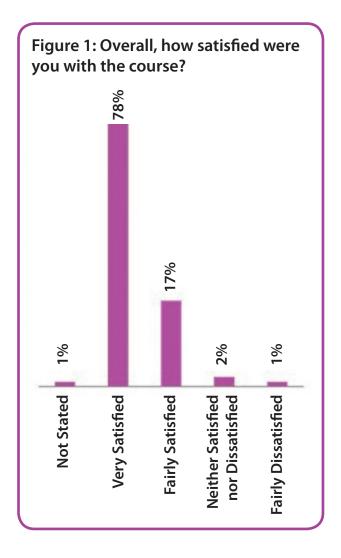
Funding Learning

The Learning Fund Highlands and Islands Scotland



The Scottish Union Learning Highlands and Islands Learning Fund supports the collective provision of learning that is not the responsibility of the employer, and that contributes to the overall aim of upskilling the workforce.

Courses supported by the Learning Fund range from one day courses such as 'Team Building' or Emergency First Aid to a two-year HNC level business management course. Two thirds of all the courses supported by the Learning Fund are accredited, leading to workers gaining a full or part qualification and courses have been delivered all over the Highlands and Islands. During the last year, 60% of all learners were female, repeating the pattern of the previous two years.







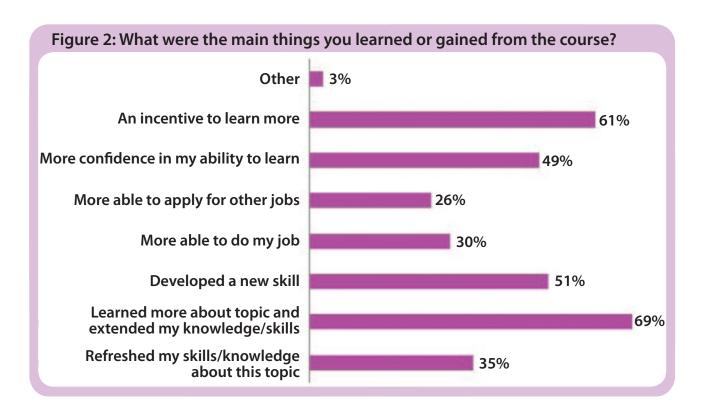


Figure 2 demonstrates the range of benefits workers perceived they gained or learned (learners were asked to tick a list of options and all that apply) from the courses indicating that:

- two thirds of learners were able to extend their skills and knowledge (69%) and half (51%) developed a new skill;
- nearly two thirds (61%) advised they were incentivised to continue learning;
- just about half (49%) had increased confidence in their ability to learn; and
- almost one in three (30%) felt more able to do their job as a result of the learning undertaken and a quarter (26%) felt the skills and knowledge gained would aid them in applying for other jobs.

Interestingly, for those who stated 'they felt more able to do their job,' while this may be expected where the course was more work related; for example, a locksmithing course for joiners, the data shows that this applied to a wide range of courses, including IT at all levels, British Sign Language, Intermediate Maths, Management and Social Networking.

"This is the third course for me, and I am looking forward to the fourth part to complete the Passport. Tutor made it enjoyable and easy to learn. Highly recommended."

UNISON Union Learner Feedback PC Passport: IT Software -Spreadsheets and Databases Unit NHS Highland, Wick



Funding Learning

The Development Fund

The Development Fund supports trade unions to establish learning infrastructure and build strong relationships and structures with employers. 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 both the Learning Fund and external funding for learning that unions can access. It is also used to support unions with a range of other activities such as skills utilisation, employer engagement, Union Learning Rep training, opening up new sectors and developing new innovative approaches to delivery.

A total of £728,000 was allocated to a total of 18 projects that started in the period 2014/2015. Fifteen projects are in the Lowlands and Uplands Scotland area and three are in the Highlands and Islands. Projects are delivering in a range of sectors from retail and transport to media and journalism. Unions continue to use the fund to expand their activities into new workplaces and sectors.

Lowlands and Uplands Projects

Aegis: Developing Skills in Financial

Services

ASLEF: ASLEF Education
BECTU: BECTU Vision Project
BFAWU: Union Growth Through
Learning and Employer Engagement
Community: Engaging with Employers

to Drive Skills

NUJ: Evolving Skills in Digital Journalism

PCS: Licence to Skill

POA: The Professional Approach RCM: Personal and Professional Learning in the RCM Scotland RMT: Developing Skills in Rail

Infrastructure

TSSA: Building and Delivering Better Skills For Workforce Development in Scotland

LICATT I

UCATT: Increasing Workplace Skills in

Construction

UNISON: Workforce Development

Unite: Learn with Unite Usdaw: Enhancing Skills and Employability through Digital Participation and Literacy

Highlands and Islands Projects

NUJ: Meeting the Demands of New

Media Markets

RMT: All Aboard for Learning

UNISON: Enhancing Lifelong Learning in the Care Sector in the Highlands





RMT Developing Maritime Apprenticeships in CalMac



Union: RMT

Location: Highlands & Islands

••••••

Funding: The Development Fund

Since 2012, the RMT union has worked through its Development Fund project to influence Caledonian MacBrayne to introduce Maritime Modern Apprenticeships to provide much-needed quality career opportunities for young people in the Highlands and Islands. Dan Henderson, RMT Learning Project Worker, said: "There was a pressing need to provide a sustainable solution to acknowledged industry problems such as an ageing workforce and skills shortages."

The RMT gained the commitment of the company to progress the Maritime Occupations Modern Apprenticeship Framework as the standard for future deck and engine ratings. The first cohort of 10 ratings were recruited in 2013; however, no Scottish colleges were able to meet the demand to deliver the programme. The RMT raised the local training provision issue through many channels, including the Modern Apprenticeship Group. This led to a meeting convened through UHI with the RMT, CalMac, Skills Development Scotland and learning providers. Two key issues emerged: the lack of an engine room pathway and qualification within the Maritime Modern Apprenticeship Framework, and the need for demonstrable ongoing employer demand to support the development of the engine room pathway so that colleges would invest in resourcing the programme. The RMT then liaised with the Maritime Skills Alliance to support the development of the pathway and is working closely with the Maritime Education Foundation to promote Modern Apprenticeships to employers. Ten apprentices were hired in 2014 and by 2015, it is anticipated that there will be local college provision, securing CalMac's operations into the future.



Stepping Up for Freelancers with BECTU





Union: BECTU

Location: Glasgow and Shotts

Funding: The Development Fund

So much about drama production can only be learned through hands-on experience. As the basic process of producing a drama remains very similar regardless of scale, a short film can give workers an opportunity to step up to a position they would not necessarily be entrusted with on a bigger budget, longer form production.

Stepping Up # On Screen provided an opportunity for 25 participants to work at the grade above their current one in a structured, supportive environment to enhance their professional skills. It was not only a training exercise, but a serious production that allowed existing workers to "step up" in more advanced roles to organise and produce a short film.

These established professional workers in film and TV drama benefitted from learning from experienced industry mentors provided for each department. Produced over the course of five weeks, the short film, called "The Romance Class," is a warm-hearted look at what romance is and how it can be found in unexpected places. It will premiere in Glasgow in 2015.

Paul Robbins, Location Manager, said: "This programme was made for someone like me. I really felt that I had a better grasp of the position, but that was not the case. I was taken out of my comfort zone and challenged. It was a great success and I would recommend it to anyone."

The Creative Skillset Drama Training Plan is a scheme funded by Scottish Union Learning, BBC Scotland, Creative Scotland, Creative Skillset, BECTU, and Skills Development Scotland. The pilot initiative was organised and brokered by the BECTU Development Fund project through the Creative Skillset Skills Investment Fund, with match funding from BBC Scotland.





Improving Everyday Skills

General Information

Scottish Union Learning promotes Everyday Skills activity through Development Fund Projects, Everyday Skills Events, Learning Conferences and Local Learning Forums.

Scottish Union Learning works with the Scottish Government, Education Scotland and other partners to raise awareness of Everyday Skills needs and suitable means of support.

Scottish Union Learning Everyday Skills Group

Through the Scottish Union Learning Everyday Skills Group, unions are encouraged to engage with Scottish Government strategies, such as Adult Literacies in Scotland (ALiS) 2020 and Digital Participation: A National Framework for Local Action. Unions are also supported in participating in national initiatives such as Adult Learners' Week, Book Week Scotland and Dyslexia Awareness Week. The Group is comprised of members from affiliated unions, Scottish Union Learning and some partner organisations, and meets quarterly to discuss all aspects related to workplace literacies, digital participation and dyslexia, and is also responsible for planning the annual Everyday Skills Event.

Everyday Skills

Scottish Union Learning defines Everyday Skills as the language, literacy, numeracy and basic IT skills required both in the workplace and at home. 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 Digital Unions Project

A major Everyday Skills outcome in 2014 was the development of a Digital Unions project, in partnership with Scottish Government and the Scottish Council for Voluntary Organisations (SCVO), to improve the digital skills of workers throughout Scotland. During the year, plans were taken forward to develop a project that will enable workers to gain basic online skills. The project was launched at the Scottish Union Learning Conference in November 2014. Learning will take place between January and March 2015, with the potential for future funding. Through this project, Scottish Union Learning will be able to support trade unions in improving workers' online skills, and to promote the benefits of digital participation to employers.





Embracing the Digital Divide with ASLEF



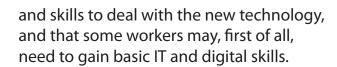
Duration: 2 days

Location: Glasgow

Attendees: 11

Funding: The Learning Fund

The skills required of train drivers are changing, due to advances in new technology within the rail industry. Employers are planning to introduce electronic communication systems, and drivers will be expected to operate hand-held IT devices. This is a massive undertaking in an industry with an ageing workforce, with many drivers requiring training in these new skills. Although employers will provide job-specific training, ASLEF identified the need to equip train drivers with the confidence



Through the Learning Fund, the union has taken the first steps in addressing these Everyday Skills needs by organising Digital Deficit courses. The first course was delivered in Glasgow by Glasgow Clyde College. In partnership with ASLEF, First ScotRail agreed to pay those attending the course through arrangements under the 'Earn as You Learn' model of workplace learning. The course focused on providing drivers with experience of working with tablets, and explored issues such as online safety and security, the legalities of Social Media use, particularly within the workplace, and relevant documents and apps for rail fares and train times.

Feedback from the learners suggests that it is essential that ASLEF provides learning for members who may be apprehensive in using the new technology. As a result, further courses are being delivered throughout Scotland.





Event Spotlight

Book Week Scotland

Scottish Union Learning, in partnership with Scottish Book Trust, worked with unions to promote Book Week Scotland, which took place in November 2014.

Through a programme of workplace events, unions demonstrated several approaches in encouraging people to read more and distributed the book, 'Scotland's Stories of home', which focuses on what 'home' means to people.

The CWU organised events in BT Alexander Bain House, BT Dial House and the Royal Mail in Glasgow. ULRs invited the Mitchell Library and Springburn Library to promote services to staff, which was greatly welcomed, as due to shift-work, many staff are unable to visit libraries. Workers were particularly interested in library services, including online facilities, and many promptly signed up as library members.

- Usdaw ULRs distributed over 800
 Tea Break Kits, which included a book, tea, coffee and biscuits, at 20 workplace events throughout Scotland, including Morrisons, Tesco and Tesco Bank. These kits encouraged members to 'Take a break and take a book'.
- The RCM celebrated Book Week in Aberdeen Maternity Hospital by distributing the books and a leaflet designed by the ULR which highlighted the benefits of reading with suggestions and tips. Feedback was positive, and members said it made them feel valued.
- Three transport unions, ASLEF, RMT and TSSA, worked together to promote Book Week Scotland at various train station depots throughout the week in Aberdeen, Edinburgh and Glasgow.
- Book Week stalls were organised by UNISON at Glasgow City Council, South Lanarkshire Council, Borders Council, Borders Health, NHS Lanarkshire and NHS 24.





Modern Apprenticeships

Modern Apprenticeship Equalities Project

Scottish Union Learning received funding from Skills Development Scotland to undertake work on Modern Apprenticeships with a particular focus on equalities.

In the development and delivery of the project, engagement with underrepresented groups and others was gained through consultation with affiliates and through STUC Equalities Committees. Affiliates participating in the project included ASLEF, Community, EIS, GMB, NUJ, Prospect, PCS, RMT, UCATT, UNISON and Unite.

Panel sessions, presentations and fringe meetings on Modern Apprenticeships were organised at STUC Equalities conferences and STUC Congress.
Consultation with the STUC Equalities Committees helped to develop the project. A project meeting was organised with the Wood Commission and union reps, equalities projects, and Committees within the STUC. Unions into Schools sessions on Modern Apprenticeships were delivered to teaching staff, reps and schools.

A total of 22 case studies were gathered. Specifically, case studies featured in the project included seven women in atypical roles/workplaces, four disabled workers (all men) and four BME workers (three men, one woman). Several workplaces were involved, and they were approached through the relevant unions: Babcock Marine, City Building, Edinburgh City Council, Glasgow City Council, Historic Scotland, RSBi, Registers of Scotland, Scotland's Rural College, ScotRail and the STUC.



During STUC Trade Union Week at the Scottish Parliament, Scottish Union Learning organised a session on 'Modern Apprenticeships: Focusing on Equality'. Nine apprentices attended, of whom, six were from under-represented groups. Numerous MSPs and Ministers attended the reception, including the former First Minister.

Under-representation is of wide concern amongst those participating in the Modern Apprenticeship Equalities Project. Where employers have worked with trade unions to pro-actively tackle these issues, positive results can be found. Willingness, determination and knowledge, combined with drive from people in decision-making positions to truly tackle the issues of under-representation are key factors to understanding change can be achieved. Good practice, as with bad practice, is a learned behaviour.

The Modern Apprenticeship Toolkit, Your Rights as a Modern Apprentice and Modern Apprenticeship Case Studies publications were updated and printed in April 2014. The Unions into Schools pack was also updated to include a section on Modern Apprenticeships. The publications have continued to prove very popular and are available online. The Modern Apprenticeship Equalities Project finished in April 2014.





Hannah's Historic Beginnings with UCATT

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Union: UCATT

Location: Edinburgh

Hannah Ross is a UCATT member at Historic Scotland who recently completed a four-year Modern Apprenticeship in Joinery. As a trainee, she learned traditional joinery skills with a focus on conservation.

The then First Minister, Alex Salmond MSP, met Hannah in February 2014 during an event held by Scottish Union Learning during STUC Trade Union Week at the Scottish Parliament. On hearing that during her apprenticeship, Hannah had made a miniature replica of a Lorimer Table which that was then located in his residence at Bute House, he invited Hannah and her colleagues to his residence to view the table in situ. In July 2014, a meeting with the First Minister was arranged by Scottish Union Learning at Bute House to view the coffee table.

Hannah said: "It was exciting to see the work I have undertaken as part of my Modern Apprenticeship in an historically significant location such as Bute House."

First Minister Alex Salmond MSP said: "I was delighted to meet Hannah Ross, she had made a fantastic table that is now used every day in my office in the Scottish Parliament. The skill and craftsmanship that went into producing the table are simply outstanding. Hannah is an excellent role model for others considering undertaking Modern Apprenticeships. She has progressed through the modern apprenticeship programme and gained skills that she can take with her as she enters the world of joinery. This is absolute evidence of the opportunities that exist for young people, as outlined in the Modern Apprenticeship Toolkit from Scottish Union Learning."

Hannah accepted a permanent position as a Joiner (Grade B) with Historic Scotland in August 2014.



2014 Annual Report

TUC Education

Trained union reps have a key role in supporting workers in the workplace. They also bring benefits to employers and the wider community by improving labour retention and reducing absenteeism. TUC Education in Scotland provides essential education and training for workplace representatives.

The TUC Education Programme

TUC Education runs a fully accredited programme for union reps. Accreditation and gaining workplace qualifications through the TUC route is widely taken up by workplace reps and their achievement is recognised within the Scottish Credit and Qualifications Framework (SCQF). There are also legal rights to paid release in place to support reps' workplace activities. Most union reps in Scotland access union learning through the TUC Education short course programme. Shorter courses support TUC Education priorities and the work of affiliates.

Number of Reps Trained

In 2014, TUC Education in Scotland reported that some 3,000 union reps per year access TUC training through the TUC's partnership with Scottish further education colleges. Although there has been increased pressure on work release for reps, overall enrolment has held up well in the last year; however, the 10-day union reps programme and the five-day course for ULRs continue to show a slight downward trend in attendance.

Overall, the latest UK figures for union rep training show that some 43,756 workplace representatives have accessed TUC Education training.

Union Learning Representatives

Last year, TUC Education trained 150 ULRs in Scotland. Numbers are slightly down on the previous year, and many ULRs reported increased pressure on release for training. This reflects a trend across Scotland and the wider UK that ULRs and other union reps are finding increasing difficulty in obtaining release for training, even though ULRs have a statutory right to access training.

TUC Education Online

TUC Education in Scotland offers a coherent and comprehensive online offer. Union reps in Scotland can now access all core TUC courses online, which enables reps to improve their representational skills no matter where they live and work in Scotland.

eNotes

TUC Education has developed short e-learning modules for union reps who wish to study online and without the need to join a formal college course. Through eNotes, reps learn about topics such as Understanding Universal Credit, Building a Stronger Workplace Union, Facility Time and The Living Wage. eNotes can be found online at www.tuclearning.net.

TUC Education courses are supported by funding from Scottish Union Learning.



Equality Reps Training with EIS



Union: EIS

Duration: 2 days

Location: Edinburgh

Attendees: 52

Provider:

TUC Education and the EIS aim to develop trade union capacity that tackles discrimination in the workplace. The EIS has been at the forefront of the drive for equality at work, whether through the struggle for equal pay, through to tackling

TUC Education

EIS Equality Reps training, delivered by TUC Education, is split into two parts, stage one and stage two. Both stages are delivered two days face-to-face over a 12-week period, and workplace activities

racism as well as other equality issues.

are carried out during the twelve weeks by the reps. Stage 1 training enables reps to understand equality issues and the role of Equality Reps, and equips them to take on the role with knowledge, skills and confidence. Stage 2 training enables reps to understand the Public Sector Equality Duty, develop a union approach to Equality Impact Assessments, discuss and promote equality in the workplace and develop negotiating skills.

Participants were drawn from schools and colleges across Scotland, and training took place at Edinburgh College in the Autumn of 2014. Harry Cunningham, TUC Education Officer, said: "Workplace equality issues can be complex and are often fast-changing. TUC Education is delighted to be involved in this training which will enable EIS Equalities Reps to increase their effectiveness. Through this new training, EIS provides an excellent example which will hopefully encourage others to consider taking up a similar role within their respective trades union."



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Working with Partners

Scottish Union Learning works with many partners, including various departments of the Scottish Government, dyslexia organisations, Sector Skills Councils, the WEA, colleges and universities.

Scottish Government and Digital Unions

Scottish Union Learning has been working with the Scottish Government Digital Participation Team and the Scottish Council for Voluntary Organisations (SCVO) to improve the digital skills of workers throughout Scotland. During 2014, plans were taken forward to develop a project that will enable workers to gain basic online skills through the Digital Unions project. Digital Unions will run for the first quarter of 2015, with potential for future funding. Through this project, Scottish Union Learning will be able to support trade unions in improving workers' online skills, and to promote the benefits of digital participation to employers.

Scottish Book Trust

Scottish Union Learning worked with Scottish Book Trust to unions to organise workplace events throughout Book Week Scotland in November 2014. Throughout the week, workplace activities were organised by unions, which also distributed the 2014 campaign book 'Scotland's Stories of Home' to workers throughout Scotland.

National Strategic Forum for Adult Learning

Scottish Union Learning joined the Forum in 2014 and contributed to the development of the Statement of Ambition, which was launched in May.

Skills Development Scotland (SDS)

Over the last year, Scottish Union Learning has built upon a successful relationship with SDS to engage in a range of activities. Good links have been established with SDS Industry Advisers on workforce development and employer engagement. STUC General Secretary, Grahame Smith, was appointed to the SDS Board in August 2014. SDS sponsored the Scottish Union Learning Conference at which the SDS Chief Executive, Damien Yeates, was a keynote speaker. An update on the region's Skills Investment Plan was given to the Highlands and Islands Partners Group. Discussions are underway to take forward a Partnership Agreement in 2015 to cover areas of joint interest, including specific activity related to the recommendations of the Commission on Developing Scotland's Young Workforce and the Working Together Review.

The Open University (OU)

Scottish Union Learning and the OU work to increase opportunities for workers to access educational opportunities, and are currently developing a joint initiative that supports ULRs to help their members access free open learning materials.

Zero Waste Scotland

Scottish Union Learning has developed a working relationship with Zero Waste Scotland to promote Scottish Government policies such as the Zero Waste Plan (2010), Low Carbon Scotland (2013), and Towards a Litter Free Scotland (2014), to encourage Development Fund projects to explore methods of improving environmental impact and to support national initiatives. Scottish Union Learning was invited to join the Scottish Waste Industry Training, Competence, Health and Safety (SWITCH) Forum.

Partner Spotlight

SCQF Partnership

Scotland has one of the world's most developed frameworks in credit rating learning programmes. Ranging from basic learning to doctoral degrees, the Scottish Credit and Qualifications (SCQF) Framework is an invaluable tool in describing the level of learning.

Trade unions are at the forefront of creating a just workplace that supports well paid, highly skilled employment, where workers have opportunities to develop and progress. By credit rating the learning workers undertake, trade unions are able to quantify the value of skills in driving productivity and innovation for their members.

Scottish Union Learning and the SCQF Partnership have a shared commitment to lifelong learning and have worked together over the years to bring information about the SCQF to Union Learning Reps. The SCQF Partnership has exhibited at every Scottish Union Learning Conference since the first in 2008. In 2014, the SCQF Partnership sponsored the STUC Helen Dowie Award for Lifelong Learning for the first time. Building on these ties, Scottish Union Learning and the SCQF Partnership are planning to establish a joint Partnership Agreement in 2015.

In 2015, Scottish Union Learning and the SCQF Partnership are planning a joint programme that will equip ULRs with the knowledge of what SCQF does, in order to support them in influencing employers to more formally recognise the range of training they undertake by having it credit rated.

This is part of an overall objective of increasing the demand for skills by raising employers' ambitions to create high quality recognised workplace training and learning with transparent pathways of progression from which all workers will be able to understand and benefit.









The Learner of the Year Award was introduced by Scottish Union Learning in 2011 to recognise the range of learning journeys currently undertaken by lay learners in the workplace, supported by trade unions.

Scottish Union Learning presented the 4th Annual Learner of the Year Award to CWU member, Alasdair Maclean. The award was presented at the Scottish Union Learning Conference in November by Grahame Smith, STUC General Secretary.

Alasdair was chosen as the 2014 Learner of the Year because of his strong commitment to learning, despite his physical difficulties due to Multiple Sclerosis (MS). Alasdair said: "I worked as a delivery postman for a decade before I was diagnosed with MS. Since the disease meant I was not fit to carry out delivery duties any longer, I was asked to retire at age 32 from the Royal Mail."

Instead, Alasdair asked to be transferred from a Delivery Office to the Mail Centre in November 2012, and he began work in sorting mail. There, he joined the workplace learning centre, the CWU's Key 2 Learn Centre, and met with a ULR to discuss available courses. Alasdair enrolled in Digital Photography, but it was not a smooth introduction to learning. He had to overcome problems in class, as the MS means he suffers with balance issues and stiffness.

The CWU organised an accredited computer course in ECDL (European Computer Driving Licence) and Alasdair enrolled. He completed the first three modules over 30 weeks. MS means Alasdair struggles with his speed, which is an issue as ECDL tests have a time limit. However, Alasdair was determined to continue and he completed and passed ECDL Essentials.

Despite his health, Alasdair has never missed a class. He continues to progress, and recently enrolled on ECDL Extras.





STUC Union Rep Awards

STUC Helen Dowie Award for Lifelong Learning

The STUC Union Rep Awards consist of four awards: the STUC Helen Dowie Award for Lifelong Learning, the STUC One Workplace Equality Award, the STUC Organising Award and the STUC Frank McGuire Award for Health & Safety.

The recipient of the 2014 STUC Helen Dowie Award for Lifelong Learning was Willie Brennan, a BFAWU Union Learning Representative at Dawnfresh Seafoods in Uddingston. Sponsored by SCQF Partnership, the award was presented at the STUC Annual Congress by Johann Lamont MSP.

In what is a very harsh environment for employees, with some working in freezing conditions, jobs were generally perceived by locals to be a dead end, consisting of low skilled work in a seafood factory. Willie's work in learning has dispelled this negative perception, and allowed many of

his colleagues to undertake positive steps to enhance their long-term employability. During a period of tense industrial relations, Willie persuaded management to establish a workplace learning steering group, whereby the BFAWU, employer and Scottish Union Learning could meet to discuss learning and drive opportunities forward in the workplace. As a result, there is now a route for employees to progress into management and other work within the business. In January 2014, the BFAWU organised a diversity course through the Learning Fund. The entire Dawnfresh workforce, some 260 employees, were given paid release to attend during their normal shifts.

Grahame Smith, STUC General Secretary, said: "Willie's work as a ULR in upskilling members to provide a better opportunity of career and financial progression in Dawnfresh Seafoods is particularly impressive. He has organised new members to join the Branch through learning, resulting in almost 90% union density within the company."





The Scottish Union Learning brand has grown since its launch in 2008. Scottish Union Learning has been covered in the media, as well as trade union, employer and partner publications and websites.

www.scottishunionlearning.com

The Scottish Union Learning website has received over 7,700 hits in the past year and is a targeted source of resources, publications, events and news for trade union-led learning in Scotland. It continues to be a valuable resource for ULRs and unions.

Social Media

Social media allows users to engage in two-way communication, and is increasingly becoming a tool for realtime feedback for unions. Scottish Union Learning can be found on Facebook and Twitter. There is also a dedicated Highlands and Islands Group on Facebook.

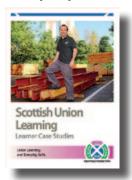
Scottish Union Learning News www.scottishunionlearning.com/ulr

The Scottish Union Learning quarterly newsletter, 'Live & Learn - Scottish Union Learning News' is aimed at ULRs and is distributed free of charge. The newsletter is printed twice per year and is available in a digital format twice per year. Demand for this publication is high in unionised workplaces throughout Scotland.

Scottish Union Learning Highlands and Islands e-news

Scottish Union Learning in the Highlands and Islands distributes an e-newsletter on a bi-monthly basis that is designed to keep ULRs in the Highlands and Islands and Development Fund 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, Development Fund Project Workers and partners in the Highlands and Islands.

Scottish Union Learning Everyday Skills Case Studies



At the Everyday Skills Event in February 2014, Scottish Union Learning launched the new 'Union Learning and Everyday Skills Learner Case Studies' publication, which was supported by Skills

Development Scotland. The publication features case studies from different trade unions and workplaces across Scotland. More case studies publications are planned to be printed in early 2015.

Scottish Union Learning Modern Apprenticeship Toolkit



The updated Modern Apprenticeship Toolkit, Your Rights as a Modern Apprentice and Modern Apprenticeship Case Studies publications were launched at the STUC Annual Congress in April 2014. The

publications have continued to prove very popular and are available online.



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