

Training and support for ULR's

Union Learning Rep's receive 5 days accredited training, support from their own union as well as assistance from the ICTU Learning Project team.

Amicus ULR Eunan Friel says,

"From the ULR point of view, the training provided by ICTU was invaluable in preparing us for the role, and the support provided by the project co-ordinator ensured that any glitches were quickly ironed out."



Eunan Friel Amicus ULR

"The Amicus essential skills programme in conjunction with its lifelong learning programmes has awakened a thirst for learning within Arntz Belting and proves that when the opportunity is provided, employees/ our members, will embrace them"



STRONGER TOGETHER

CONGRESS

Irish Congress of Trade Unions
Northern Ireland Committee

If you would like more information or are interested in becoming a Union Learning Representative please contact the ICTU Learning Project team on

028 90247940

www.tradeunionlearning.org



Department for
**Employment
and Learning**
www.delni.gov.uk

What are Union Learning Representatives?



ulr
UNION
LEARNING
REPRESENTATIVE

The trade union movement has a long and proud history of providing education for working people.

Since their creation, trade unions have campaigned for better schooling, for work-based and broad social education, training for shop stewards and health and safety representatives, and more recently lifelong learning for union members. The advent of the Union Learning Representative (ULR) is the latest educational innovation to emerge from the trade union movement. ULRs are at the forefront of efforts to improve the skills of the workforce.

What is a ULR?

- ULRs are union representatives trained to support learning at work and to work in conjunction with employers for the benefit of all
- ULRs can provide initial advice and guidance to individuals and signpost them to educational organisations for additional support
- In recognition of their status and value to individuals and employers, Union Learning Representatives have been given statutory rights to carry out their roles
- Statutory rights include:
 - Paid time-off to get trained
 - Paid time-off to carry out the duties of a ULR
- A growing number of Union Learning Representatives are new union activists
- Union learning Representatives operate across all sectors

What role does a ULR perform?

- Union Learning Representatives raise employee awareness of the benefits of learning and training
- They work to identify learning and skill needs in the workforce
- Using the union structures they negotiate learning agreements with employers
- Union Learning Representatives provide learning advice and guidance on the latest training initiatives and programmes
- They may negotiate learning facilities with employers including learning centres in the workplace
- Union Learning Representatives support innovative workplace development projects
- They secure equal opportunities in learning and training

Why are ULR's so important?

- Union Learning Representatives are important partners in promoting the value of learning and training in workplaces
- Union Learning Representatives have the confidence of workers and so can play a significant role in engaging those who might otherwise be reluctant to discuss their training needs
- There is growing evidence that more individuals will undertake learning and training if offered information, advice and support from a Union Learning Representative
- Union Learning Representatives are trained to undertake their role and they have ongoing opportunities to do further related training
- Union Learning Representatives provide an additional source of information about learning opportunities and can be crucial in reaching part-time and shift workers