

NIC ICTU Union Learning Conference 2023

31st March, The Mac, Belfast



Upskilling Opportunities with SERC

Jenny McConnell

Deputy Head, School of Business, SERC



Upskilling Opportunities @ SERC

Jenny McConnell





Courses @ SERC

- FE Curriculum
- HE Curriculum
- Apprenticeships (FE & HLA)
- Access to University
- Adult Education & Essential Skills
- Business services programmes
- Check out our courses @ www.serc.ac.uk



Partnership working with ULF

Putting you at the centre to further
develop your career and skills



Professional upskilling

Work with ULF to date



Professional Courses (Business)

- CMI Level 3 Award Project Management
 - Completed in 4 wks
- CMI Level 3 Award Principles in Leadership and Management
 - Completed in 6 wks
- CMI Level 3 Award in Coaching and Mentoring
 - Completed in 6 wks
- OCN NI Level 3 Award in Learning and Development (old TTT)
 - Completed in 3 days



Our Vision and Mission

CMI Vision

Better led and managed organisations

CMI Mission

Increase the number and standard of professionally qualified managers

CMI
Chartered
Management Institute



CMI Values

CMI aims to be a dynamic social enterprise that's both well-managed and true to our values. Our values mean that even if you've never worked with us before, you'll know what to expect.



Professional

To be authoritative and credible we have to be judged by the highest standards. In all things we say and do we are accountable and ethical, always adhering to our code of conduct and practice.



Progressive

We are committed to inclusivity and we look forward with an unshakeable belief that everyone can do better. Sometimes this means challenging the status quo and being controversial but always with the desire to create a better future.



Passionate

Our energy, enthusiasm and belief in making a positive difference to the skills of managers and leaders means we are always giving our best to deliver value to our stakeholders.



Practical

Our knowledge and expertise makes us smart and quick to respond in a way that is grounded in the real world. This enables us to simplify complex issues to promote understanding and best practice.

12,000+
Chartered
Managers

108k+
social media
followers

180k+
membership
community

100k
Active
learners

Each Chartered
Manager boosts their
businesses revenue
£310k
over 5 years

7,972
Apprenticeship
End Point
Assessments
carried out

729 partners
delivering CMI
training and
qualifications

31,192
Active
apprentices



Why upskill?

- Professional development
- Develop personal skills
- Build CV profile
- Network
- New learning
- Formalise what you do



Celebrating success Fallon McCrea

USDAW

CMI L2 Award in Team Leading

CMI L3 Award in Coaching and mentoring

The background of the slide is a dark, textured surface filled with numerous question marks of varying sizes and shades of gray and brown, creating a sense of depth and inquiry.

Thank you for listening
Questions?

Royal Literary Fund

Katharine McMahon

Head of Outreach, RLF



Union Learning Your Rights - Your Opportunities

Róisín Graham

NIPSA ULF Project Manager & ICTU SERC Tutor

Union Learning

Your Rights – Your Opportunities

Opportunities for Organising

Roisin Graham

NIPSA UL Project Co-ordinator

ICTU SERC Tutor

History

- ULF 2002 – 20 Years in 2022
- ULR Tutor – 2008 – 15 Years
- Need to Review the ULR Role
- Need to know your Role/Functions
- Need to look for Learning Opportunities
- Need to use those Opportunities for Organising

BACK TO BASICS!

TU Reps & ULRs

The 2 Key Pieces of Law

1. The Industrial Relations (Northern Ireland) Order 1992:
 - guidance on time off for Trade Union Reps and Members
2. The Employment (Northern Ireland) Order 2003:
 - guidance on paid time off and training for union learning representatives

Union Learning Reps

The Law – ULR Functions

1. analysing learning or training needs;
2. providing information and advice about learning or training matters;
3. arranging learning or training;
4. promoting the value of learning or training;
5. consulting the employer about carrying out any such activities;
6. preparing to carry out any of the above activities;
7. undergoing relevant training

1. analysing learning or training needs

- this could, for example, include understanding the different methods for identifying learning interests or needs, being able to identify effectively and record individual learning needs or being able to draw up a plan to meet identified learning requirements;

2. providing information and advice about learning or training matters

- including, for example, the development of communication and interviewing skills;
- knowledge of available opportunities, in order to be able to provide accurate information to members about learning opportunities within and outside the workplace;
- the ability to signpost members to other sources of advice and guidance where additional support is needed, for example, basic skills tutors or fuller, in-depth, professional career guidance

3. arranging and supporting learning and training

- for example, obtaining and providing information on learning opportunities including e-learning where available, supporting and encouraging members to access learning opportunities and helping to develop and improve local learning opportunities

4. promoting the value of learning and training

- some examples of this activity could be understanding current initiatives for the development of learning and skills in the workplace, promoting the value of learning to members and within trade union networks and structures and working with employers to meet the learning and skill needs of both individuals and the organisation

5 – 7 Other ULR Functions

- 5. consulting the employer about carrying out any such activities;
- 6. preparing to carry out any of the above activities;
- 7. undergoing relevant training

Missed opportunities

- Paid time off to do your functions including training
- Access to Facilities
- ULRs can talk to all employees who also have a statutory right to speak to a ULR
- Mapping your workplace – where to recruit
- ULRs can Recruit members to the union with the services it offers including Union specific courses & Services
- Legal right to time off for their functions
- Communicating with members

Current perceptions of Union Learning

- Confusion between roles/responsibility of Employer and Union Learning Reps
- Confusion of what can be challenged
- Employers choosing whether or not to recognise ULRs – Benefits
- Union Learning viewed as a soft agenda by Union activists – e.g. Redundancy, Retraining for Work Changes, Privatisation, Upskilling, Inclusion & Diversity, Health & Well-Being
- Often considered by workers as irrelevant or time consuming or unnecessary - Apathy

Keep learning



Don't be afraid to try something new, rediscover an old hobby or sign up for a course. Take on a different responsibility, fix a bike, learn to play an instrument or how to cook your favourite food. Set a challenge you will enjoy. Learning new things will make you more confident, as well as being fun to do.

New Focus for ULRs

- Using their role as a chance to organise and recruit
- Be actively involved in their union committee – being an activist and advocate for Learning in all aspects of Union negotiating
- Take a Learning Perspective in everything – look at things with Learning in mind
- Create a Learning Culture in your Workplace
- Union learning renews union activism and strengthens the union voice - This in turn sustains learning activities.
- Raising awareness of equality rights for vulnerable and marginalised workers including disabled, female, migrant, part-time workers
- Making Learning become a key strand in union campaigns

New opportunities

- Covid - has heightened awareness of the value of workers voice and their learning & development
- New understanding - employer acceptance & recognition of the ULR role – go back to remind employers of the benefits to them
- ICTU ULR Handbook - revised and updated
- Free Learning Opportunities – ‘Skill Up’ / Libraries / Other Providers
- OU – Open Learn/Future Learn/Learning Hub

Proposed Trade Union Actions

- That all unions review their commitment to Union Learning and the value of developing their Union Learning Rep. numbers and structures
- That all unions commit to including Union Learning in their consideration of workplace strategies and IR training
- That, if not already doing so, Unions include elected Union Learning Representatives in their representative structures and conferences

Education & Learning

At the heart of Organising is Education & Education is at the heart of everything:

- Reps: to do their role to their fullest potential
- Members: of what the union can offer and do for them – Essential Skills – ICT/Numeracy/Literacy – other training – OU and FE Colleges
- Management: of how the union can be of benefit to them – better trained workforce
- Staff: of what is on offer to them by way of training & Learning opportunities

Education & Learning gives members empowerment, and it strengthens the Union, and Learning & Education can be used as a tool for recruiting members and retaining them

ULRs are the key to all this

EDUCAT 
AGIT  **TE**
 **RGANIZE**

Educate ... Agitate ... Organise

- Educate ... Yourselfs because we'll need all your intelligence
- Agitate ... Because we'll need all your enthusiasm
- Organise ... Yourselfs because we'll need all your strength

Learning opens a door to organise

Let`s maximise its potential'
ORGANISED WORKPLACES = LEARNING
ENVIRONMENT

Union Learning at work is a trade union
Right

Thank you



Comfort Break

Belfast Labour Market Partnership

Sinéad O'Regan

Employability & Skills Manager
Economic Development Unit, Belfast City Council



BELFAST

Labour Market Partnership

Working Together



www.belfastcity.gov.uk/labourmarketpartnership



Belfast
City Council



Reduce the economic inactivity rate to less than 23%



Increase the % of school leavers entering employment, education and training to 98%



Create 4,000 business start-ups



Reduce the proportion of working age population with no qualifications to <10%



Create 46,000 new jobs



Increase those with Level 2 and above qualifications to >82%

Labour Market Partnership

Improving employability outcomes and LM conditions through co-ordinated, collaborative, multi-agency approach to drive inclusive growth and tackle persistent challenges. Built on existing structures locally, operating in a holistic, streamlined and joined up way.

Priorities:

- Economic Inactivity
- Long term unemployed
- Youth Unemployment
- Disability
- Skilled Labour Supply
- Economic Shock

Membership

DfC

NI ICTU

Belfast Advice Group

VCSE Panel

DfE

Invest NI

FSB

Chamber of Commerce

Belfast Met

Belfast Areas Partnerships

CBI

Belfast HSC Trust

Action Plan Overview

- Gateway to Choice Services
- LM Observatory
- Bridges to Progression
- Enterprise Pathways
- Employment & Upskilling Academies
 - Tech and professional services
 - Fibre, construction and logistics
 - Social care and working with children

Developmental Action Plan

LMP members working together on:

Employer Navigation Service: seamless employer-facing services

Scoping and identifying gaps to inform future activity:

- People-based approaches: disability, health and migrants
- Place-based approaches to tackle geospatial disparity in deprivation

Plus... supporting the E&S ecosystem

- Provider network and linkage through to UKSPF
- Joint delivery of jobfairs, roadshows, conferences/events etc.
- IEP membership and employability-specific qualifications
- Digital badging



Benefits

- Driving inclusive growth in business practices
- Improve chances of securing contracts that require social value
- Develop business-to-business networks
- Get know the local supplier base better
- Create a more resilient & sustainable local economy
- Become more attractive to new employees
- Ensure a diverse workforce with new ideas and thinking
- Develop greater levels of employee commitment and engagement



Belfast
BUSINESS
PROMISE

Making a better city



Shaping an inclusive city with our partner organisations



BELFAST

Labour Market Partnership
Working Together



Launch of the ICTU Learning Hub

Maggie Bates

Widening Access Senior Manager, The Open University

Launch of ICTU Learning Hub

Maggie Bates

Senior Manager Widening Access

March 2023



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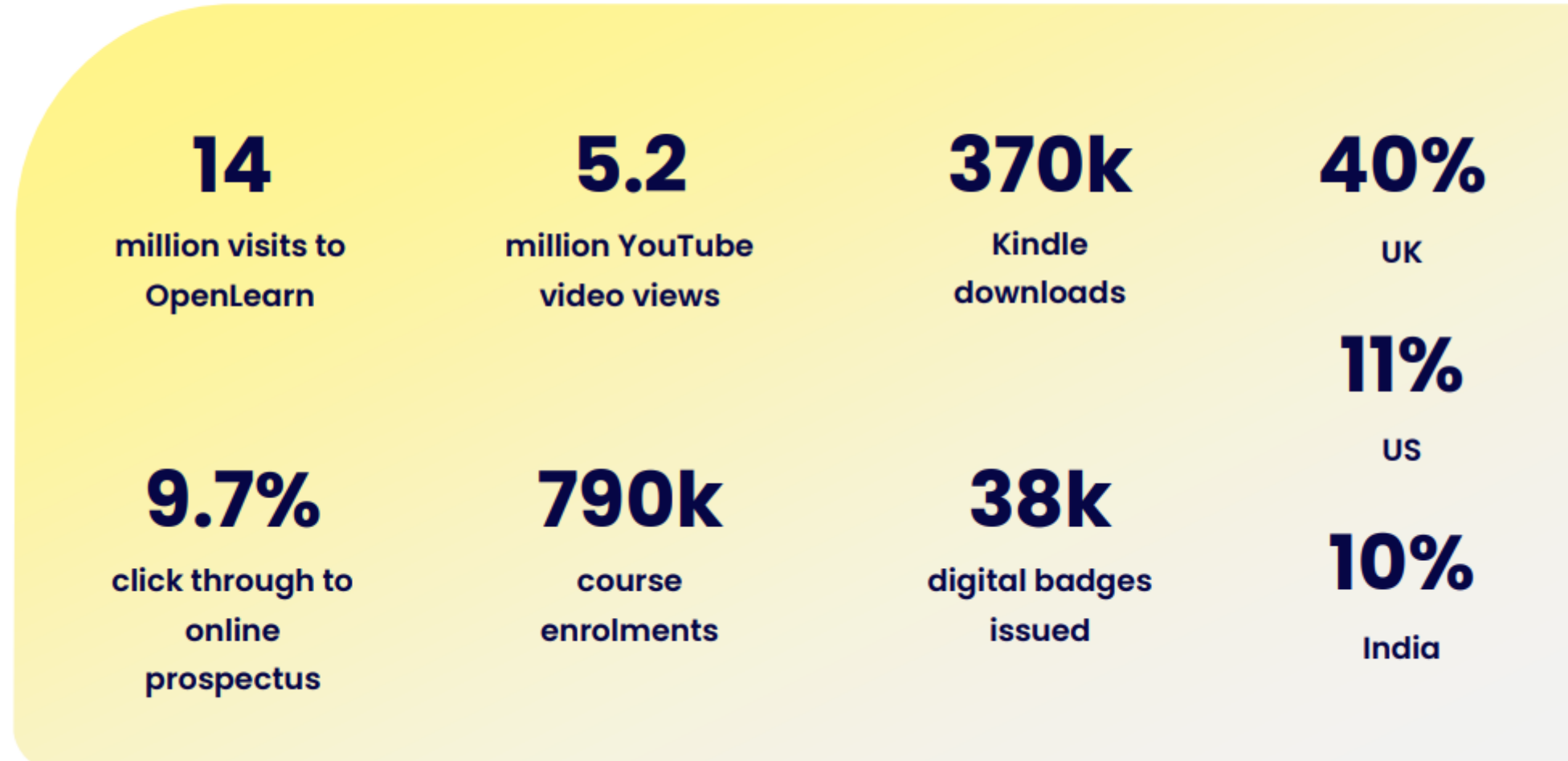
Why does OpenLearn exist?

Our vision is to break down barriers to education by reaching millions of learners each year, through free educational resources

The history of OpenLearn

- OpenLearn is the home of free, open learning from The Open University.
- Since its launch in 2006, OpenLearn has become an integrated part of The Open University, with the site attracting over 100 million visitors.
- Many of these visitors go on to make an enquiry about becoming a formal student.
- In 2020 14% of OpenLearn users considered themselves to have a disability; for 19% English is not their first spoken language, and 15% were unwaged and/or unable to work.
- 1000+ short courses (ranging from 1 – 100 hours of study)
- Many of our free courses are adapted parts of OU modules, and all courses enable you to earn a statement of participation. Some even let you earn a free digital badge.
- [What is OpenLearn? – YouTube](#)

2022 Headline data



The ICTU Learning Hub

- This OpenLearn hub has been prepared in collaboration with the Northern Ireland Committee of the Irish Congress of Trade Unions and features free, flexible, distance learning content designed to support employability and upskilling.
- The content on the learning hub has been specifically chosen for ICTU members and will develop skills needed for study or work.
- You can access the learning hub here: [Irish Congress of Trade Unions Learning Hub – OpenLearn – Open University](#)
- Many of the courses on the learning hub link to related OU study options, e.g. [Attachment in the early years – OpenLearn – Open University](#) can lead to a pathway onto the BA (Hons) Childhood and Youth Studies.

Accessing the learning hub

- You will get the most from the learning hub if you create an account (this is free).
- Creating an account will give you full access to a range of features that are not available to guests, such as enrolling on free courses.
- From your MyOpenLearn profile, you will be able to track your progress and download an activity record.
- You do not need to create an account if you just want to read content without participating in activities.
- For more information you can visit the FAQ page: [Frequently asked questions – OpenLearn – Open University](#)

ICTU Learning Hub

**OpenLearn** | Free learning from
The Open University

Search for

HomeFree coursesSubjectsFor StudyFor LifeHelpCreate account / Sign in

Subjects > OpenLearn Ireland > Irish Congress of Trade Unions Learning Hub

Irish Congress of Trade Unions Learning Hub

This OpenLearn hub, prepared in collaboration with the Northern Ireland Committee of the Irish Congress of Trade Unions, features free, flexible, distance learning content designed to support employability and upskilling.



Numeracy ICT Union Learning Works Learn Training

Refine byReset all

Select a resource

- ☒ All content
- ☐ Articles
- ☐ Free courses
- ☐ Videos

Sort by:

Results: 52 items

GridList

**1 LEVEL**

**1 LEVEL**

**2 LEVEL**

Follow-on pathways

HE qualifications,
e.g. honours
degree, DipHE,
CertHE,

Modular study

Micro-credentials

Short courses

The Access
program

Postgraduate
courses

Fees

Part time

Part-time study is roughly equivalent to studying at half the rate of a student on a full-time course at a campus-based university.

- You'll typically study one 60-credit module a year.
- Our fee for a 60-credit module is £1,104.

	Years to complete	Cost per year*	Total cost*
Certificate of higher education (120 credits)	2	£1,104	£2,208
Diploma of higher education (240 credits)	4	£1,104	£4,416
Honours degree (360 credits)	6	£1,104	£6,624

Funding options

- Tuition fee grants and loans are available from SFNI (Student Finance Northern Ireland)
- The part-time fee grant is means tested and non-repayable. It can be used to pay for your module fees if you're studying towards a qualification:
 - A full award is made if your household income is below £16,843 or if you're receiving a qualifying benefit
- If you're not eligible for a part-time fee grant, or if your part-time fee grant does not cover the full cost of your tuition fees, you can apply for a part-time tuition fee loan
- OUSBA – credit agreement which you pay back in monthly instalments
- Employer sponsorship
- Pay up front

Any questions?



New Resources for ULRs & Closing Remarks

Julie Gorman

Union Learn Project Officer, ICTU