

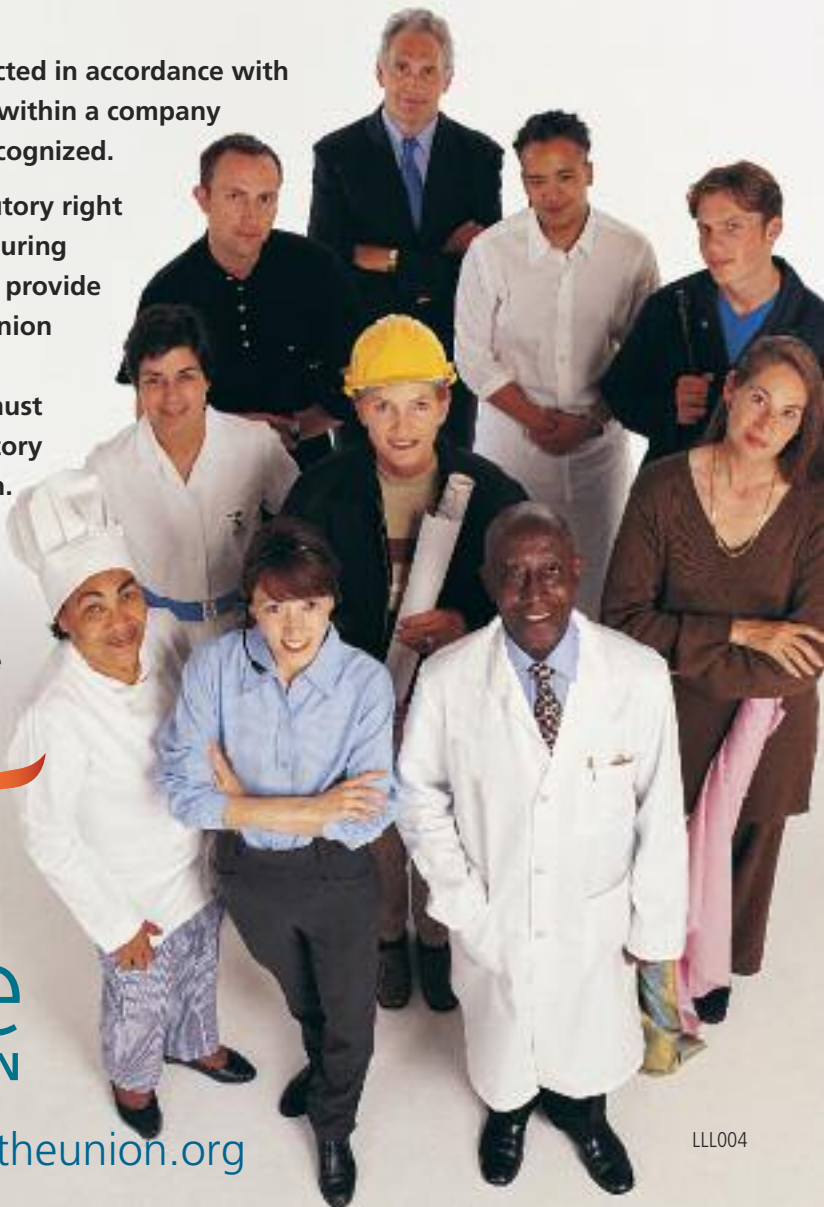
WHAT IS A UNION LEARNING REP (ULR)?

ULRs are a new type of lay union representative whose main function is to advise union members about their training, education and development needs.

They must be elected in accordance with Unite's rules and within a company where Unite is recognized.

They have a statutory right to paid time off during working hours to provide advice direct to union members at their workplace, and must have met a statutory training condition.

Union members are entitled to unpaid time off to seek advice from the ULR.



How does it work?

The TUC says 'ULRs are the key to our work because they have a unique position of trust with their colleagues. This is especially useful in situations where people have basic skills needs or where they have not engaged in learning since leaving school and have low confidence'.

The role of the ULR includes:

- Identify learning or training needs.
- Raise awareness.
- Provide information, advice & guidance about learning or training.
- Signpost learners to further learning opportunities.
- Secure equal opportunities for learning.
- Promote the value of learning or training.
- Arrange learning & training provision with providers.
- Take advantage of government initiatives to help learners.
- Assist with the provision of learning resources in the workplace.
- Consult about learning & help secure learning agreements.

Benefits for Employers

ULRs have common ground with employees through their job & union membership.

They complement employers' efforts to engage workers in learning.

Work colleagues trust ULRs and they can often engage with those who would be reluctant to admit some learning needs to their employer.

Benefits for Employees/members

There are many advantages to employees in having a trained and resourced learning representative on-site:

- Someone who is known & who may have helped them in the past;
- Someone completely independent, whose advice they can trust;
- Someone they know will treat everything they say as confidential;
- Someone to give advice in the familiar surroundings of the workplace;
- Someone to give unbiased information about learning opportunities both inside and outside of the workplace;
- Someone who is properly trained and informed, who can represent their learning interests with their employer;
- Someone with reliable information about everyday training matters as well as new learning and skills initiatives like NVQs and LearnDirect.

What help/training is available?

Unite hold residential & regional ULR training courses at Esher Place, regional offices & in local colleges.

All formal Unite ULR training courses are accredited by NOCN.

Further information is on the Unite website – www.unitetheunion.org. Follow the links through 'Resources' to the 'Education' pages. Alternatively contact your Regional Learning Organiser (RLO) at your regional office.

ULRs have access to specific web sites only accessible to registered users.

