




**Help your
co-workers learn.**

You'll be helping yourself and your employer too.

**Union
Skills
Network**



Grow with your Union



**How would you
feel about helping
your co-workers
acquire vital
skills?**

You wouldn't just be doing your colleagues an invaluable service. You could also be making a vital contribution to the long-term viability of the business you all work for.

And you'd be helping your own career to boot.



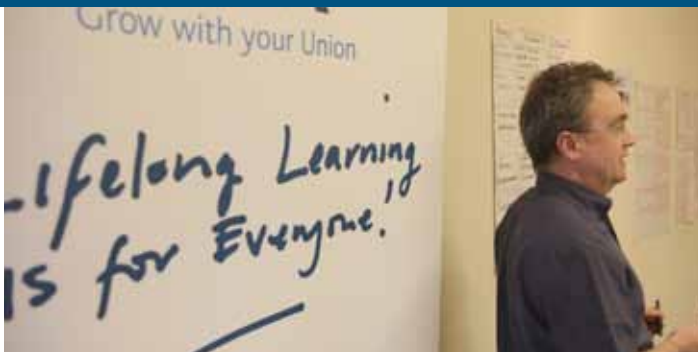
Introducing the Union Skills Network and Union Learning Representatives

The Union Skills Network (USN) is a new initiative, jointly initiated by the Irish Congress of Trade Unions and FÁS, and with the full support of IBEC, which seeks to help employers to provide training and upskilling for people in their employment.

A key element of the USN project is to identify and train appropriately skilled volunteers within workplaces throughout Ireland to become Union Learning Representatives (ULRs) who can then, with the co-operation and support of the employer, become workplace advocates for life-long learning and play a valuable role in advising and guiding colleagues on options open to them for acquiring vital skills.

As trusted co-workers and role models, ULRs are uniquely positioned to identify and work with workers with skills deficits, especially those low-skilled workers whose education below Leaving Certificate level.

We're currently looking for suitable candidates to become ULRs in their own workplaces.



But aren't there more important things to worry about these days than workplace learning?

Times are tough. Employers are quite rightly looking for ways to run their businesses more efficiently. Workers are worried about wage freezes and job losses.

By volunteering to become a ULR, you'll actually be helping both your employer and your co-workers face these challenges with more confidence.

The benefits of pro-active life-long learning programmes are well understood and accepted by employers' organisations and unions alike.

All available research suggests that workers lacking in learning are both more likely to become unemployed and will also face a greater challenge in finding a new job.

By helping a co-worker gain vital new skills, you'll be making his or her future more secure.

And it's in your employer's interests to support workplace training also. Authoritative UK research reports that companies who don't engage in staff training are a staggering 2.5 times more likely to fail than those that do [United Kingdom Commission for Employment and Skills (UKCES) 2008]. And a recent case study for the American company 1-800 Flowers revealed that undertaking staff training resulted in 15,000 hours of productivity savings annually – six times the cost of the training itself.



And what's in it for me?

Becoming a ULR is a highly fulfilling role – and not just because you're actively using your own skills to help others.

Full training on the role and functioning of a workplace learning representative will be provided without any cost. And because the training offered is fully accredited, you'll be adding to your own CV too.

You'll become a trusted role model to fellow workers.

And, by contributing to the morale and skillset of the workforce, you'll also be making a valuable contribution to your employer's business.

Could you be the person we're looking for? If so, we'd love to hear from you.

To find out more about becoming a ULR, contact the relevant person on the back of the leaflet.

**Ask your Shop
Steward or Union
based official
for further
information**

**Or contact the Union Skills Network, Regional Training
and Development Coordinator in your area.**

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