



**Help your workforce learn
to help your business.**

Running a business has never been tougher than it is today. So nobody can blame you for being cautious about allocating time and people to things which don't directly improve your bottom line.

Here's one thing that does: supporting workplace learning for your staff.

**Union
Skills
Network** 
Grow with your Union

Lifelong Learning is for Everyone.

Why workplace learning benefits your business

Building the learning skills of your workforce is a key driver of long-term competitiveness, empowering your workers to work more effectively and more flexibly.

Nor should you underestimate the benefits to staff morale when your workers feel more valued and committed because of your investment in their personal development.

Workplace learning gives you a more motivated and more effective workforce – and one that's more adaptable and open to change.

Some facts and figures:

- 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*].
- 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.



Introducing the Union Skills Network and workplace learning representatives

The Union Skills Network (USN) is a **new initiative, introduced** by the Irish Congress of Trade Unions in conjunction with 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). These workplace learning advocates will, with the co-operation and support of the employer, help co-workers with low levels of educational attainment to access appropriate training.

Similar programmes in the UK and Northern Ireland have proven extremely effective in identifying and improving the skills of hard-to-reach learners within the workforce, to the long-term benefit of both employers and workers.

Sounds great – but what's it going to cost me?

More good news – the ULR campaign is underpinned by a high level of subsidisation **and the setting up of ULRs in the workplace will cost the employer nothing**. In fact, in its first phase, which targets low-skilled workers with core skill needs (i.e. those whose education is below Leaving Certificate standard), there's no cost at all to employers.

Because ULRs operate with your full agreement, any training organised as a result of their activities is specifically designed and delivered so as not to impact upon your company's operational requirements.

And it won't cost you a cent to find out more.

Contact the **UNION SKILLS NETWORK**, Regional Training and Development Coordinator in your area.

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Can you really afford not to?

