


L&W LEARNING AND
WORK INSTITUTE

Forum for Adult Learning **NI** ECORYS 

L&W SEFYDLIAD DYSGU A GWAITH
LEARNING AND WORK INSTITUTE

 Scotland's Learning Partnership



Co-funded by the
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unionlearn

with the TUC

Unionlearn: Learner Survey and Update

EAAL Meeting 21/06/18

Dave Eva

National Union Learning Fund Manager

Union Learning Fund

- Established 1998
- DfE Sponsor
- Current Value £10 Million per year
- Approximately 150,000 learners per year
- Annual Bidding/Independent Chair
- Managed by Unionlearn: Learner Tracking, PBR and Performance Review
- Independent Learner Surveys conducted for last 4 Years. Methodology agreed with DfE.

Survey in 2017/8

- 2459 responses received
- 64% more than one episode of learning/33% in four or more
- 83% participated within 12 months of survey
- 63% gained a Qualification/part Qualification
- 52% had undertaken some form of on-line learning
- 86% between 25-64
- 67% permanent contract 15% agency

Some Patterns

- More women undertaking short courses that do not lead to qualification
- Older workers, people with higher qualifications and with disability more multiple episodes
- Older workers – more for interest - Younger for career progression
- BME more likely to do ESOL and functional skills
- Over 90% respondents claimed at least one skill improved

Outcomes

- 90% report at least one skill gain, 37% do job better, 35% more confident in progressing and 68% in own abilities, 46% say quality of life improved.
- Multiple episodes closely linked to gaining new job/progression/pay rise
- 70% would not have done learning without union support (79% of those without previous Quals and result even higher in disadvantaged groups)
- 28% became union reps after learning (39% more union active)

Financial Impact

- Estimate of total benefit = £1,650 million p.a.
- Net benefit to employers £650 million p.a.
- Adjusted for delivery costs etc this equates in 2017/18 to:
 - £12.24 return for every £1 ULF
 - £7.20 to employee and £5.00 to employer
- Fiscal return to the Exchequer is £3.40 for every £1 ULF.

ULF Going Forward

- **Survey results consistent**
- **Funding – discussion of new approach**
 - Multi-year Funding on current basis
 - Innovation Pot – link to new initiatives and less restrictive conditions
 - Whole ULF Learner Survey less often - more Targeted Impact Studies

Infographic



'I have massively improved my confidence and my health and well-being as a result of taking part in union learning.'

63% gained a qualification as a result of their learning.

77% were keen to undertake further learning and training.

73% were more confident in their abilities.

68% were more enthusiastic about learning and training.

