

**15/2009: Sustaining Learning and Skills in the Workplace  
Outcomes Report: Q8 – January to March 2011**

**Measurable outcomes Q8**

	Targets for Jan to Mar 2011				Actual
	Jan	Feb	Mar	Total	
<b>LR initial training</b>	5	5	5	<b>15</b>	13
<b>LR follow on training</b>	38	2	2	<b>42</b>	130
<b>Skills for Life</b>	6	6	4	<b>16</b>	0
<b>ICT</b>	5	5	5	<b>15</b>	3
<b>Level 2</b>	2	2	2	<b>6</b>	0
<b>Level 3</b>	2	2	2	<b>6</b>	0
<b>CPD</b>	40	40	40	<b>120</b>	83
<b>FE</b>	2	2	2	<b>6</b>	0
<b>HE</b>	20	20	20	<b>60</b>	21
<i>Total Number of Learning Opportunities Accessed (total of the above)</i>					
<b>Information, Advice and Guidance (IAG)</b>	450	400	400	<b>1250</b>	773
<b>Networking Events</b>	0	0	1	<b>1</b>	1

**Measurable outcomes at end of project**

Outcomes	Target	Total	% of target
LR initial training	120	83	69%
LR follow on training	630	580	92%
Skills for Life	100	0	0%
ICT	100	75	75%
Level 2	50	52	104%
Level 3	50	120	240%
CPD	800	920	115%
FE	40	1	0.2%
HE	400	610	152%
IAG	9000	10795	120%
Networking Events	15	17	113%

**Explanation of Outcomes**

LR Initial Training

This quarter saw another steady rise in the number of ULRs completing initial training due to the marketing campaign to recruit representatives.

### LR Follow on Training

In the final quarter the project team supported the UK Learning Representatives Committee to present three workshops at the LR Conference in London. 54 ULRs from England attended the conference and each took part in two workshops.

In addition to this ULRs attended:

- ULR Development Module in the West Midlands
- Transforming Community Services Workshop
- Masterclass in Facilitation Skills
- Portfolio Skills Workshops in the South West and Eastern Region
- Activist Development Day in the Eastern region
- Webinars exploring the on line Learning Zone and the 'First Steps' HCA online resource.

### Skills for Life

Evidence of hard outcomes remains difficult to capture. The team continue to raise awareness and offer support to ULRs and to support a joined up approach across the union.

Looking towards the next ULF project (6/2011) the project team are meeting with the Royal College of Midwives and Skills for Health to develop a partnership approach to supporting members in the workplace.

### ICT

There was a significant drop in numbers attending the RCN's training for those wanting to manage community areas on the RCN website. This was mainly due to the approach of the end of the financial year and a concentration on planning for 2011/12 delivery.

### Level 2 & 3 Vocational Qualifications

This quarter, evidence from ULRs did not show any further learners undertaking level 2 & 3 qualifications.

### CPD

The RCN continues to offer opportunities and support to members undertaking continuing professional development. This quarter saw a further 38 members use the CPD tool to update their records and plan how they will support their future CPD needs.

### Further Education

The project team have been unable to identify any learners undertaking further education courses.

### Higher Education

There was a drop in the number of learners signing up for HE courses via the OU / RCN strategic alliance. This is due to the end of the financial year and limited budget spend. It is important, however, that we continue to closely monitor this while HE is undergoing such dramatic changes in organisation and funding.

### Information Advice and Guidance

Gathering data in April has been difficult due to RCN Congress taking our ULRs away from their emails which was closely followed by the Easter and May bank holidays. We fully anticipate these figures to rise again and will be documented in the new project 6/2011. For further details of activity, see Other Outcomes.

### Dissemination / Networking Events

This quarter the team hosted a celebration event to mark the end of the project. The event was attended by staff and LR's from around the country.

## Other Outcomes

### **LEARNING REPRESENTATIVE ACTIVITY**

**Supporting Learners** - RCN Learning Representatives support learners in a range of ways. Examples (directly quoted from LR activity sheets) include:

- 1-2-1 support:
  - ~ Supported a new starter to orientate
  - ~ Talked with district nurses and student nurses about the RCN and the Open University funded modules and promoting free learning opportunities locally
  - ~ Supported a member in dispute with management re training programme.
- Larger Groups:
  - ~ Talked to staff team in team meeting about free learning opportunities and the Open University funded modules
  - ~ Arranged with Corporate Communications for an article to go in Trust Newsletter regarding e-learning opportunities available for staff
  - ~ Attended Staff Induction Event to promote RCN and LR role
  - ~ Facilitated workshop with local patch activists and RCN staff on "The RCN's Principles of Nursing Practice."

**Employer Engagement** – RCN Learning Representatives continue to actively communicate, negotiate and influence the learning agenda in the workplace. Examples (directly quoted from LR activity sheets) include:

- Meeting with Senior staff and Directors, RCN regional colleagues with Dr Peter Carter to discuss changes and challenges and good practice in Gloucestershire
- Attended Primary Care Trust Staff Involvement Forum as RCN Learning representative
- Representing the RCN at the Transforming Community Services/ Integration meetings.

### **LEARNING REPRESENTATIVES QUESTIONNAIRE (LRQ)**

The core and specific reports from the LRQ project are now available. The Core Report is uploaded onto the ULF database.

As a result of the work, RCN council have asked for an action plan, supported by each region to address the issues discussed in the paper.

### **NEXT STEPS**

**Mainstreaming the work of the project** – While there has been a delay in the publication of the standalone resources, these will be available in May 2011.

Support for learning representatives is now a work stream in ALL organisational operational plans for 2011/12.

**Future project work** - The project team are delighted to announce that there will be a further ULF funded project, commencing on the 1st April 2011. *ULF Project 6/20011: Fairness, flexibility and partnership – ensuring learning is protected during a time of 'economic uncertainty' through the development of learning agreements with employers.* A full project plan will be published in May 2011.