

Benefits to employers of Workplace Learning Advocates

“Provides opportunity for cross department interaction which would not normally take place

*People learn from differing styles – informal learning offers employees who may not otherwise engage in learning an opportunity to participate. In addition, people are learning new skills that help them in everyday as well as at work” HR Director, **RPC Oakham***

*“One of the difficulties facing [our organisation] is how we get people interested and involved in learning. Since the WLA training, we now have the ability to find learning opportunities that suit everyone, including free courses. We will encourage everyone to take control of their own learning and development and hopefully, through the four informal learning events planned this year, we will be able to engage everyone in the learning process! The WLA project has been good for Mortons, it has reinvigorated the Out Club and both Jayne and Fran have gained much from it. Mortons will be all the richer for that.” **HR Manager, Lincolnshire and Rutland***

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*“WLA training has given me the motivation and a buzz about training again. There will be much more focus on training and support for members of staff who are wishing to participate in training in the future within the company.” **Workplace Learning Advocate, North-East***

"I attended a unionlearn conference at TUC HQ which was great for further networking and developing a further understanding of youth unemployment which was the final confirmation that putting focus into an Apprenticeship scheme was the right thing to do." **'Lead'**
Workplace Learning Advocate, North West

"NWT set up an informal series of monthly lunchtime lectures allowing staff and volunteers to get together over their lunch whilst learning about a subject within a different team, sharing knowledge and getting staff together

NWT's volunteers have come forward on numerous occasions to say that the informal lunchtime lectures are an eye opener and have on some occasions inspired them to look further into the subject and request to be involved more as their confidence has increased, taking the strain off overburdened staff members.

The learning opportunities that we offer NWT volunteers make our volunteers feel valued and thanked for the time they have committed" **Northumberland Wildlife Trust**

*"Learning as a team helps quieter members become more vocal and increases confidence and self esteem. It's **NOT** what we say but **HOW** we say it that's makes the difference in a learning environment. Praise and recognition of what's been achieved regardless of how small goes a long way in helping people to feel valued.*

Knowing that there is someone in the organisation with the knowledge and skills of how learning can be accessed is beneficial in any working environment. First point of contact – WLA's have knowledge and are able to update, advise and guide colleagues etc in right direction. WLA's relieve the pressure from Line Managers having to fulfil this role

Gives volunteers the opportunity to meet other volunteers working in the Centre that they may not necessarily meet as they work different days/times. By bringing together and accessing same courses leads to the sharing of information, supporting others and making new friends. Whether formal or informal we all learn something new every day and by providing the right facilitator/tutor and environment people will enjoy and want to learn more which in turn increases their thirst to look at further learning opportunities"

Crownway Community Centre, Newton le Willows in Merseyside