

WLAs Improving Maths Skills

At work people use maths all the time and sometimes don't even realise it. Poor maths skills can become a real barrier to employees' performance and career development. So how can Workplace Learning Advocates help?

+ **MATHS**
+ **4**
+ **US**

www.maths4us.org

WLAs and their employers know that better maths skills will help to boost economic performance and help staff to improve their confidence and take on new tasks or different ways of working. They know what works best in their workplaces.

Some WLAs and others are training as Maths Champions to promote Maths learning at work and beyond. Here are some of the things they are doing:

- Barking Enterprise Centre is holding workshops in Excel for their business network to help with Excel for business planning, accounting and invoicing.
- Alex Smiles Ltd in Sunderland is running a series of workshops for staff called Making ends meet – a series of 4 workshops helping you to manage your money.
- Maths Champions from Moving Forward in the North East are designing some simple assessments for staff and service users to find out the confidence levels and interests of both groups.
- To take advantage of our free resources log on to www.workplacelearningadvocates.org.uk/maths4us-and-wlas

People inspiring people
to learn at work

Informing, encouraging and
supporting skills development

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What is a Workplace Learning Advocate (WLA)?

Workplace Learning Advocates (WLAs) are employees in non-unionised workplaces who are trained to inform, encourage and support others to participate in learning at work.

WLAs help people at work to join in with learning and get the most from training and development opportunities available, including English and maths skills.

This can be achieved by;

- Offering information and advice to colleagues
- Organising activities designed to encourage people to improve and develop new skills
- Sharing learning activities between small companies
- Developing social or learning clubs in the workplace

WLAs take an employee led approach. Learning is designed to suit employees varying needs at times that fit in with other commitments. The WLA approach has something to offer every workplace, regardless of sector or size.

The WLA role is flexible; you can tailor the role to fit in around your other workplace responsibilities. In some workplaces it's a shared role, in others one WLA might work with a group of small businesses.

Training and resources

- A range of training options including a 2-day accredited course, short workshop and an on-line training course to help you promote a learning culture and direct your colleagues into learning
- Access to our dedicated website and our online Learning for Work series - 19 easy-to-use workbooks
- A WLA starter pack and one to one support at every step along your journey as a WLA
- To take advantage of our free resources log on to www.workplacelearningadvocates.org.uk

Benefits for employers

- Enhance workforce cohesion and team working
- Encourage and support staff to become more engaged in learning and skills development
- Foster a workplace culture of learning, coaching and mentoring
- Identify free and subsidised training opportunities to help organisations develop and grow

WLAs have helped RPC Containers to achieve its business objectives by promoting learning in an informal manner which has engaged employees in development activities in which they would not normally participate or have exposure to..

Gillian Doughty, HR Manager, RPC Containers.

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.

Northumberland Wildlife Trust