

## »» How the Climbing Frame can help all our key stakeholders

### »» For ULRs

- As a one-stop-shop of learning and skills resources and materials
- Helps raise the ULRs' profile
- Helps stimulate and drive up the demand for learning
- Can help recruit new members and ULRs
- Helps ULRs map out learning progression routes for union learners
- Can collate data on union learners
- Can produce individual action plans for union learners
- As a useful tool for monitoring and tracking learner progression
- Provides an accurate, up-to-date and accessible database of learner records

### »» For unions

- Helps raise the union's profile at the workplace
- Adds value to the union card
- Can be an aid to building workplace union organisation and growth
- Can include information about bespoke union education courses and help promote these programmes
- Provides unions with information about union learners
- Can identify workers' collective learning and skills needs so that unions can use this information for collective bargaining with employers

### »» For employers

- Can be aligned to support development review processes
- Can help promote and publicise in-house training and development programmes
- Can help drive up skills and promote a culture of continuous development
- It is easily maintained and regularly updated
- Can help identify training and learning needs that could improve the organisation's performance and productivity

### »» For Sector Skills Councils

- Can help to keep ULRs informed of new developments
- Can be customised to meet the skills needs of a particular sector and provide useful intelligence on sector-specific skills issues
- A useful tool and resource for National Skills Academies
- A valuable tool for providing sector-specific IAG to support learners
- Can supplement and support SSCs' Skills Passports work

## »» Why ULRs will benefit from the Climbing Frame

- The Climbing Frame is helping to establish a culture of learning in the workplace
- The Climbing Frame makes learning acceptable and helps group discussions
- Using the Climbing Frame attracts new people to learning and helps to recruit new members
- Learners will like the fact that it is recreational and personal not just vocational, and that they are able to indicate what type of learning they want
- The ability to print information for learners to keep for reference is very useful
- It enables ULRs to keep better and more detailed records
- The Climbing Frame can be used as a process to both register interest in learning and to track learners' progression
- The Climbing Frame could be linked to the company's own training and could, therefore, support negotiations with employers over release

ULRs and unions can use the union learning Climbing Frame or unions can develop their own bespoke Climbing Frames. Regular reports can be accessed by ULRs and unions can receive aggregated information to illustrate the profile of their learners. The Climbing Frames sit on unionlearn's server and all information is secure.

As from mid September go to [www.unionlearn.org.uk](http://www.unionlearn.org.uk) for a link to the Climbing Frame information page.

Training is being integrated into standard training for ULRs.

**For further information contact Louisa Shaw at [unionlearn.lshaw@tuc.org.uk](mailto:unionlearn.lshaw@tuc.org.uk)**

"Learners will love the Climbing Frame, because they can see how they're getting on and as a ULR, I can use it to demonstrate to the company that workplace learning really makes a difference."



## The union learning Climbing Frame

An electronic tool to help learners and promote learning in the workplace

## » Information, advice and record keeping all at the click of a mouse

The union learning Climbing Frame is an easy-to-use electronic tool which allows learning reps to create pathways of learning and action plans for individuals that can be reviewed and updated as they progress on their learning journey.

It also provides up-to-date information and advice for ULRs about a broad range of learning opportunities, and also allows individual unions to adapt it to their own needs.

In addition, ULRs can keep ongoing records of who they're working with and where they're heading, while unions can generate accurate profiles of their own learners.

It is set to make life a lot easier for ULRs and is certain to help promote the idea of learning in the workplace.

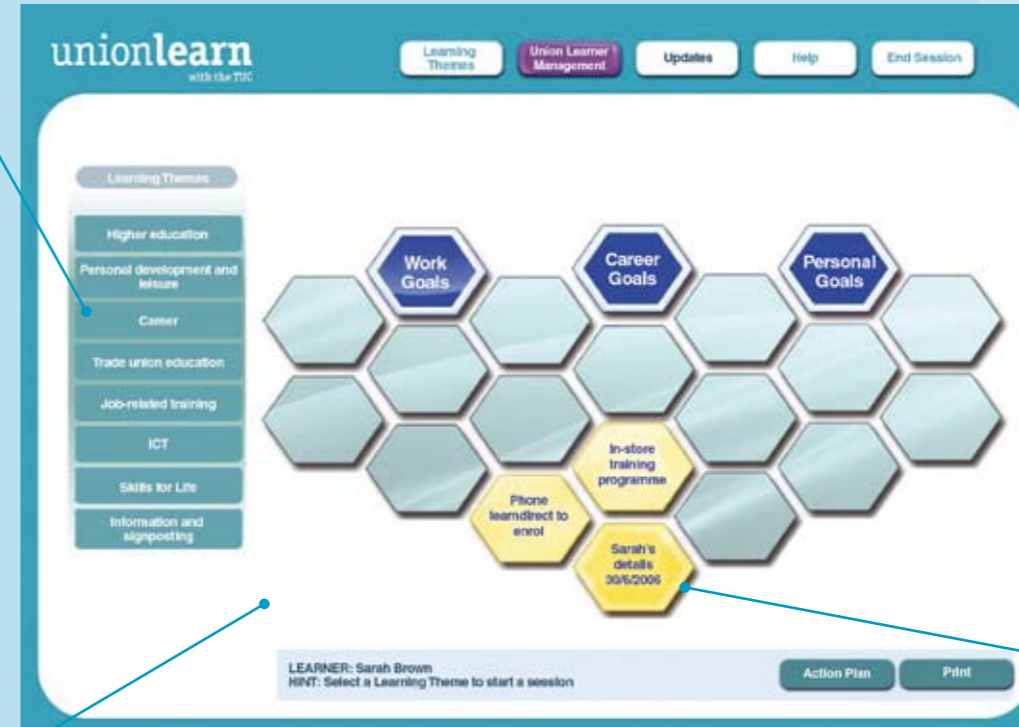
Formally unveiled at this year's TUC Congress, the union learning Climbing Frame is the latest unionlearn package to help ULRs across the movement support their members.



## » A closer look at the Climbing Frame

### » Information through the Learning Themes section

To provide a one-stop-shop source of up to date information and advice for ULRs about a broad range of learning opportunities. Each learning theme contains a library section, and a ULR notes section where ULRs can store their own information.

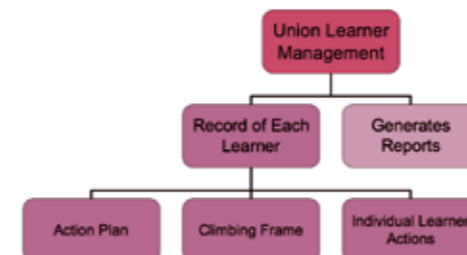


"It's great having notes about my learners and a fantastic library of information all in one place."

### » Record keeping and data collection through the Learner Management section:

- To enable ULRs to keep an ongoing record of who they have worked with, when and how often they have met and actions that have been agreed and implemented.
- To provide unions and ULRs with aggregated information to illustrate the profile of their learners.

### Learner Management structure



### » Action planning through the Learner Management section

To enable ULRs to construct a personal Climbing Frame and action plan with learners that can be regularly reviewed and updated.

