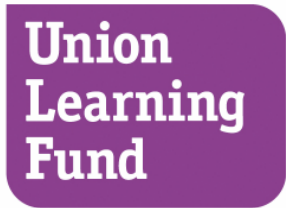




Learning Needs Survey
Results 2008



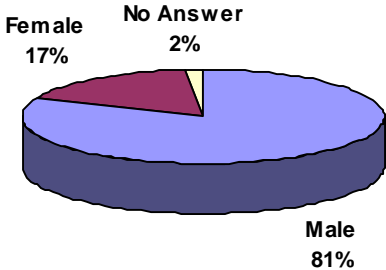
with unionlearn

Buckinghamshire Fire &
Rescue Service

Personal Details

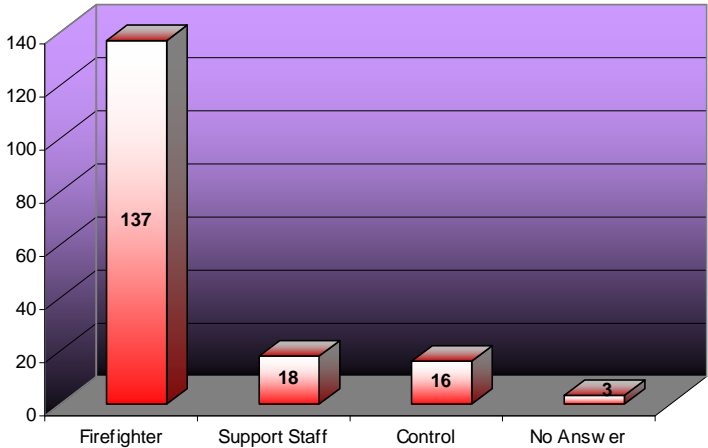
Gender

Male	141
Female	29
No Answer	3



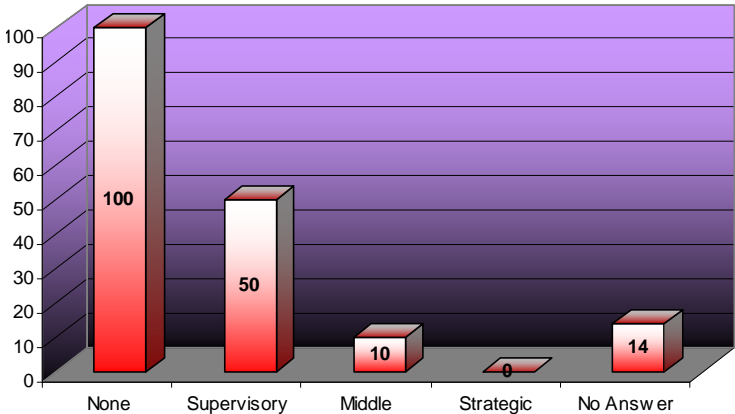
Job Description

Firefighter	137
Control Operator	18
Support Staff	16
No Answer	3



Managerial Status

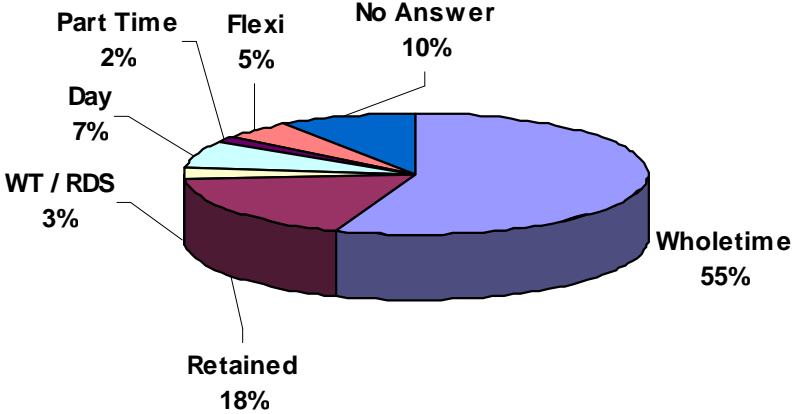
None	100
Supervisory	50
Middle	10
Strategic	0
No Answer	14



Personal Details

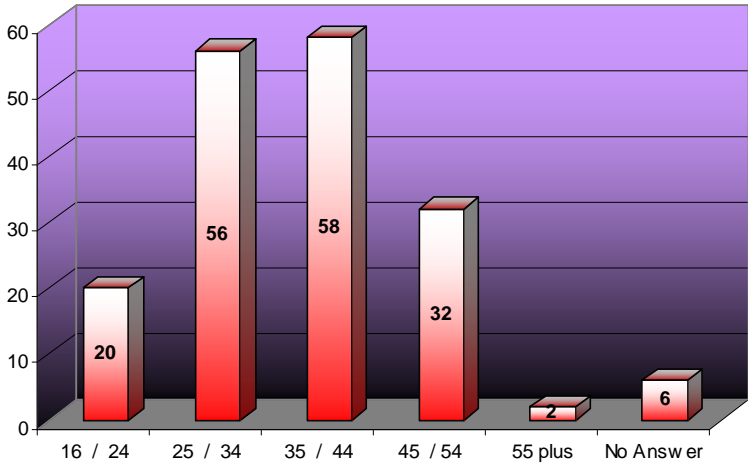
Shift System

Wholetime	96
Retained	31
WT/Ret	6
Day	12
Part Time	3
Flexi	8
No Answer	17



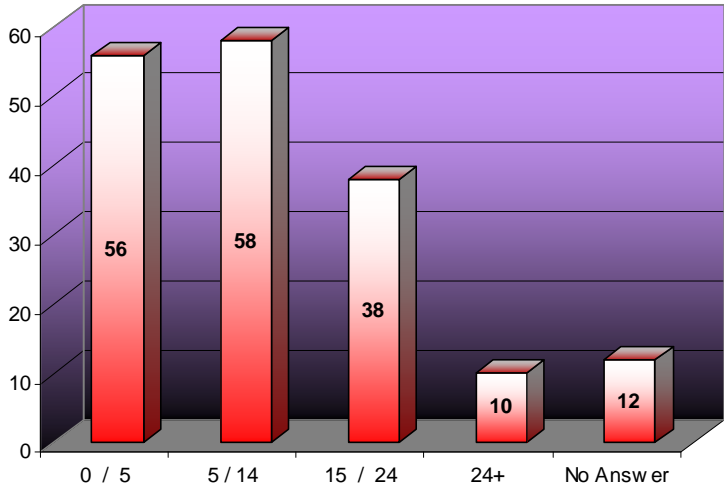
Age

16-24	20
25-34	56
35-44	58
44-54	32
55+	2
No Answer	6



Years of Service

0-5	56
5-14	58
15-24	38
24+	10
No Answer	12



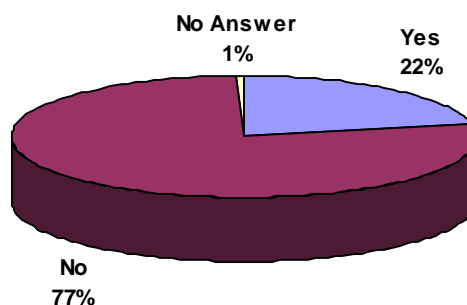
Current Learning

“Today, more than one third of adults do not hold the equivalent of a basic school leaving qualification. Almost one half of adults (17million) have difficulty with numbers and one seventh (5million) are not functionally literate. Less than 22% nationally have a level 2 or equivalent qualification in both Numeracy and Literacy.”

Leitch Review 2006.

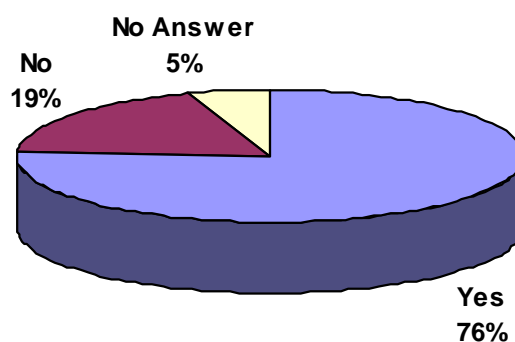
Are you studying at the moment?

Yes	38
No	135
No Answer	1



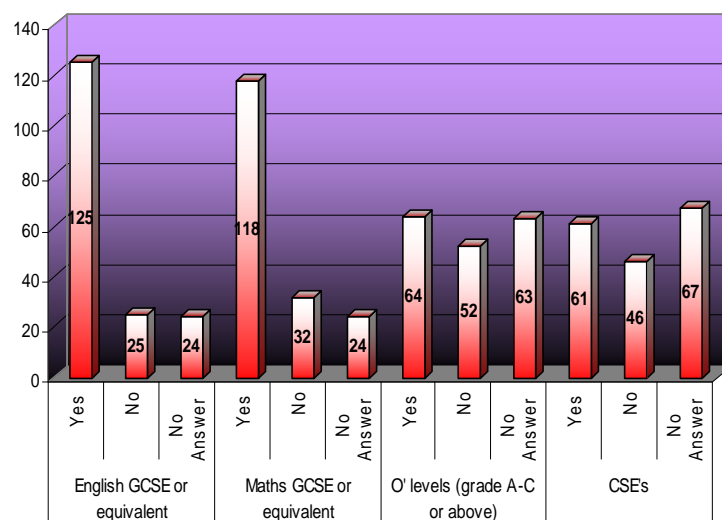
Have you gained any other qualifications since leaving full time education?

Yes	132
No	33
No Answer	9



Do you have any of the following qualifications?

English GCSE or equivalent	Yes	125
	No	25
	No Answer	24
Maths GCSE or equivalent	Yes	118
	No	32
	No Answer	24
O' levels (grade A-C or above)	Yes	64
	No	52
	No Answer	63
CSE's	Yes	61
	No	46
	No Answer	67



Obstacles to Learning

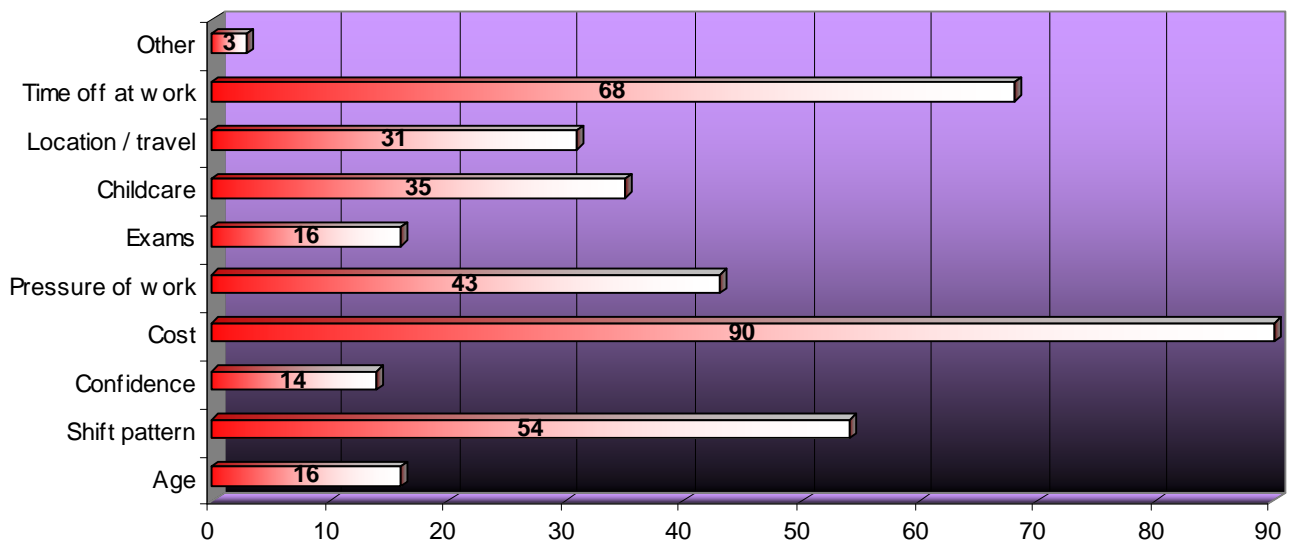
“launch a new ‘Pledge’ for employers to voluntarily commit to train all eligible employees up to level 2 in the workplace.

In 2010, review progress of employer delivery. If the improvement rate is insufficient, introduce a statutory entitlement to workplace training at level 2 in consultation with employers and unions.”

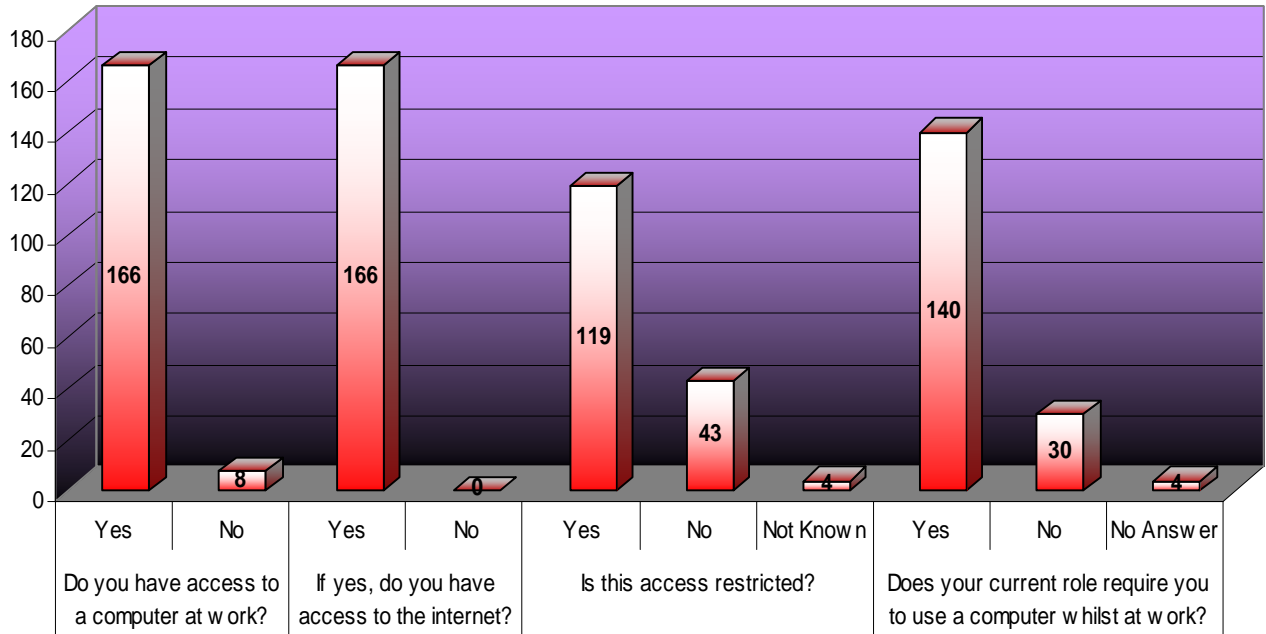
Lord Leitch – December 2006

Which of the following may be an obstacle to you taking part in learning?

Age	16
Shift pattern	54
Confidence	14
Cost	90
Pressure of work	43
Exams	16
Childcare	35
Location / travel	31
Time off at work	68
Other	3

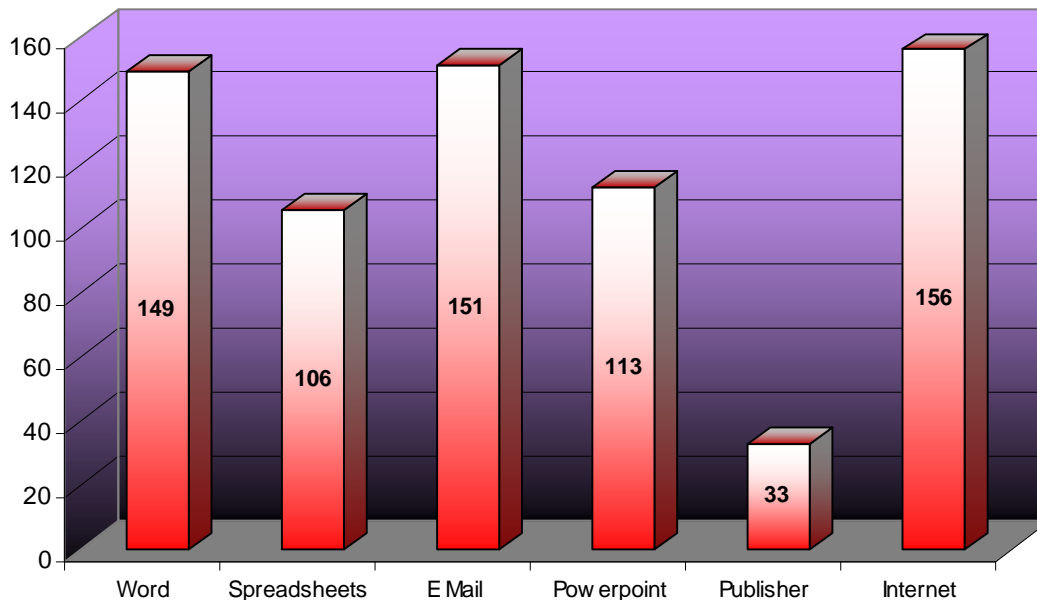


Access to computers



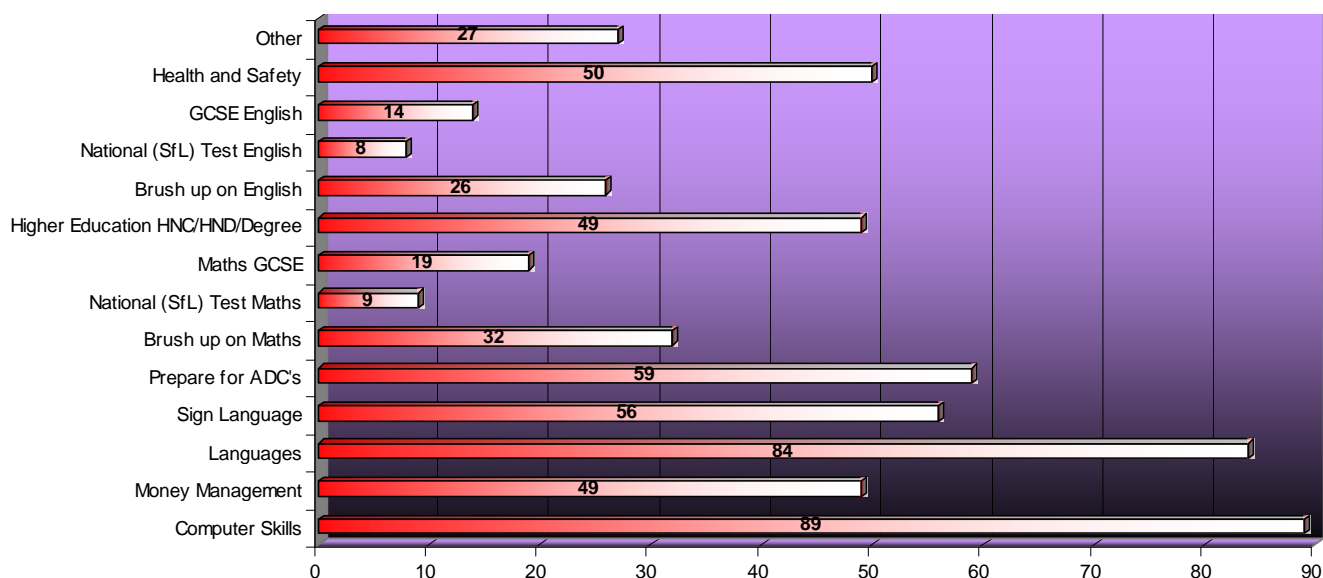
Which programmes do you have at home?

Word	149
Spreadsheets	106
Internet	156
Powerpoint	113
Publisher	33
E Mail	151



Personal Learning Needs

Please indicate the areas of learning that interest you:



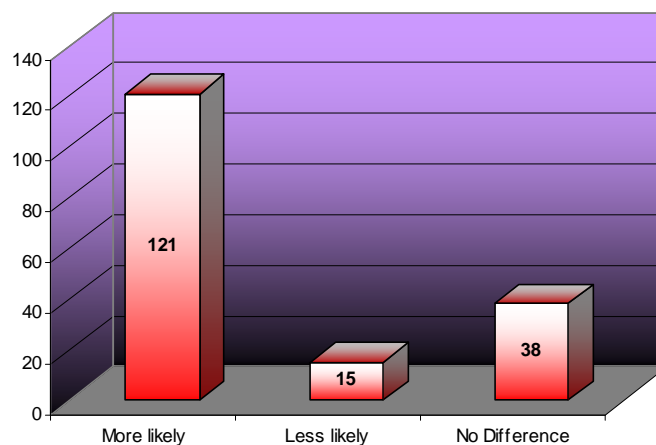
“In a Fire and Rescue Service context improved SfL are an essential element in delivering all aspects of the services and for enhancing personal development. Learning opportunities should be made available to all staff and the organisational aspiration should be the attainment on Numeracy, Literacy and IT skills at level 2 for all staff. From recruitment to retirement SfL improvement should be encouraged, supported and developed.”

FBU ULF Project Staff and Project Partners

Workplace Learning

If you could access learning from a dedicated workplace learning centre i.e. at a Fire Station would it make you more or less likely to take up learning opportunities?

More Likely	121
Less Likely	15
No Difference	38



Qualification

*“Union Learning Reps are an extraordinary plus for the Trade Union Movement”
‘..you can have all the managers and men and women in suits lecturing people and trying their best to enthuse people about picking up new skills, but Union Learning Rep - the person you trust, who’s got no angle in this, who gets no bonus out of it - is enormously powerful’.”*

Alan Johnson PM, Secretary of State for Education and Skills 2006.

If you were to take up study in the future would you like to receive a recognised qualification for your work?

More Likely	142
Less Likely	4
No Difference	28

