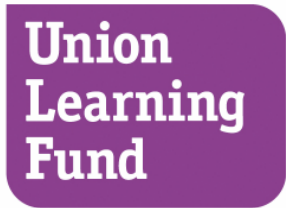


Learning Needs Survey
Results 2008



with unionlearn

Hampshire Fire & Rescue
Service



I would like to thank everyone for their participation in Learning Needs Survey carried out in Hampshire.

We have had over 300 replies to the survey, which is a great response and allows the Learning partnership to gain a valuable insight into the learning needs of the workforce.

The Fire Brigades Union (FBU) has been proactive over the past four years (throughout the UK) in promoting and delivering an ethos the lifelong learning should be an integral part of the FBU and Fire and Rescue Services (FRS) training and development for all staff.

Hampshire Fire and Rescue Service have recently signed the 'Skills Pledge' and have also signed up to the 'Go Fire Award' which highlights their commitment to the learning agenda. A Learning Forum has been established and is now meeting on a regular basis which allowed for the FBU and HFRS Management to sign a learning partnership agreement to develop future opportunities.

Part of my work was to help set up the Deaf Awareness Sessions carried out across the service, over 100 sessions have now been carried out, with well over 1000 participants. The sessions provided by Hampshire Deaf Association have been funded through bids submitted by local Union Learning Reps (ULR) to the TUC and SEEDA. These would not have been such a huge success if it was not through the partners working together and every single person who attended taking such an active part.

Please do not hesitate to contact myself or any other of your Brigade Officials to find out how to become a ULR, get trained and support others.

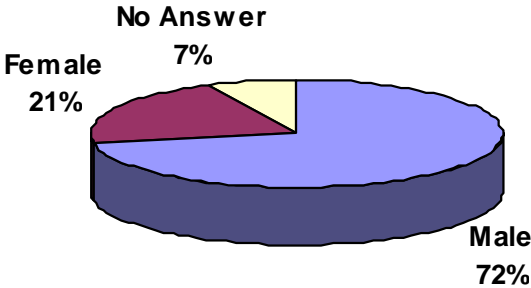


Paul Fletcher,
FBU Regional Coordinator FBU

Personal Details

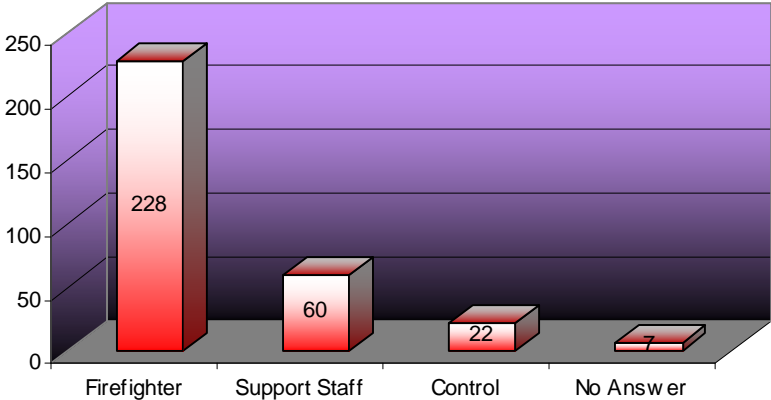
Gender

Male	228
Female	67
No Answer	22



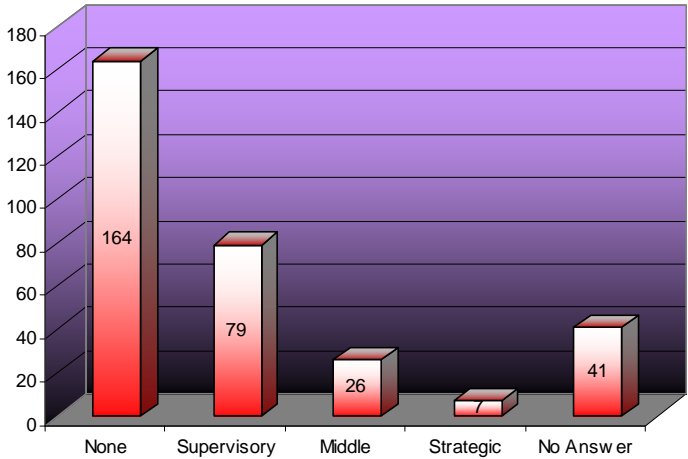
Job Description

Firefighter	228
Control Operator	60
Support Staff	22
No Answer	7



Managerial Status

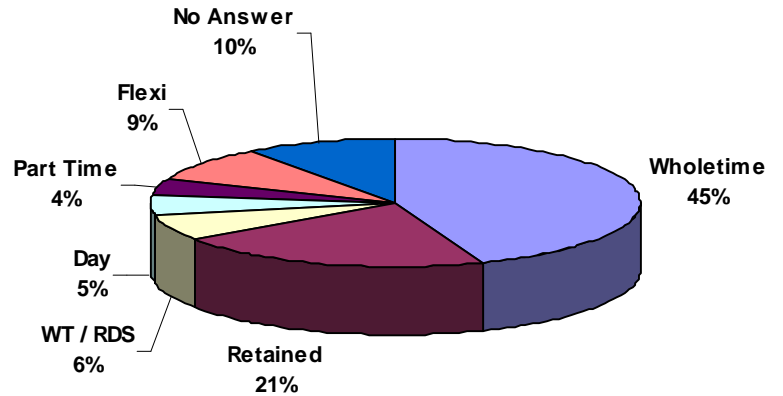
None	164
Supervisory	79
Middle	26
Strategic	7
No Answer	41



Personal Details

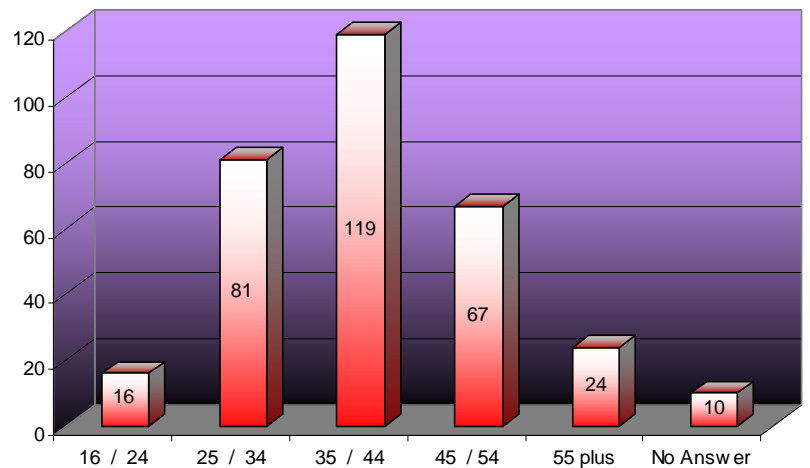
Shift System

Wholetime	140
Retained	67
WT/Ret	20
Day	17
Part Time	13
Flexi	28
No Answer	32



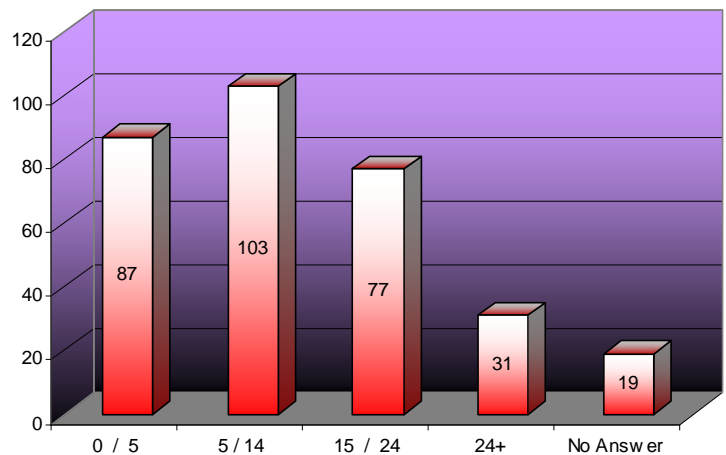
Age

16-24	16
25-34	81
35-44	119
44-54	67
55+	24
No Answer	10



Years of Service

0-5	87
5-14	103
15-24	77
24+	31
No Answer	19



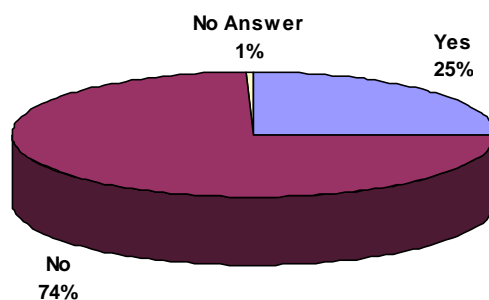
Current Learning

“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.

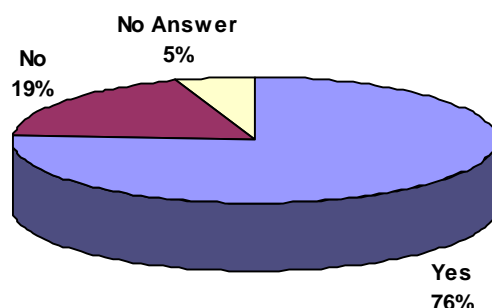
Are you studying at the moment?

Yes	80
No	235
No Answer	2



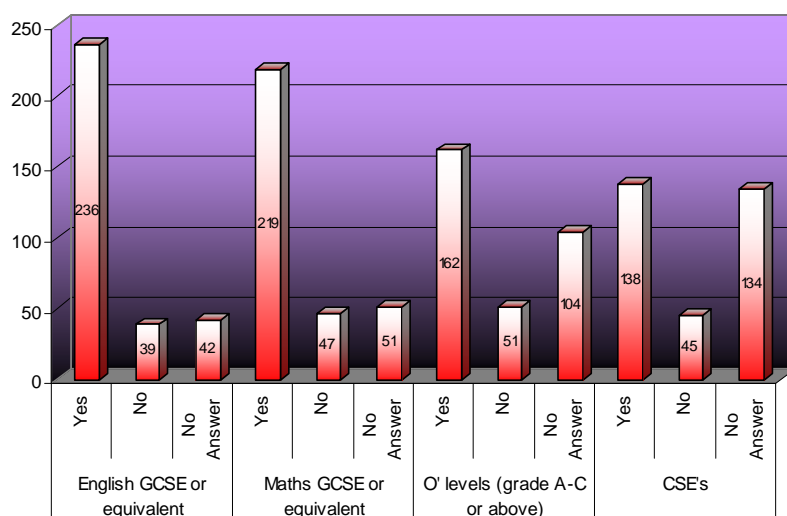
Have you gained any other qualifications since leaving full time education?

Yes	241
No	59
No Answer	17



Do you have any of the following qualifications?

English GCSE or equivalent	Yes	236
	No	39
	No Answer	42
Maths GCSE or equivalent	Yes	219
	No	47
	No Answer	51
O' levels (grade A-C or above)	Yes	162
	No	51
	No Answer	104
CSE's	Yes	138
	No	45
	No Answer	134



Obstacles to Learning

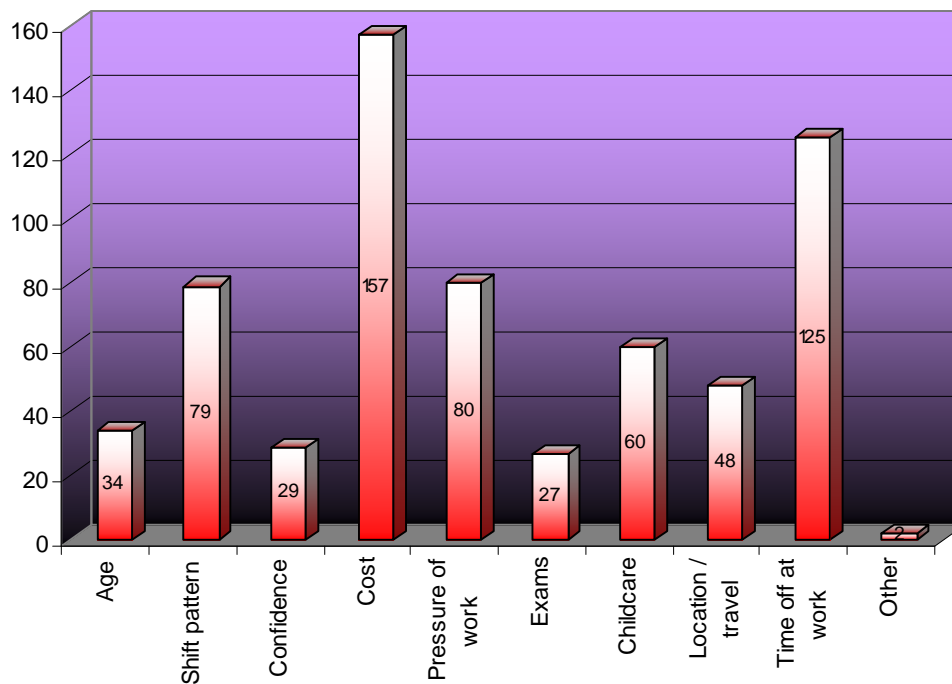
“launch a new ‘Pledge’ for employers to voluntarily commit to train all eligible employees up to level 2 in the workplace.

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.”

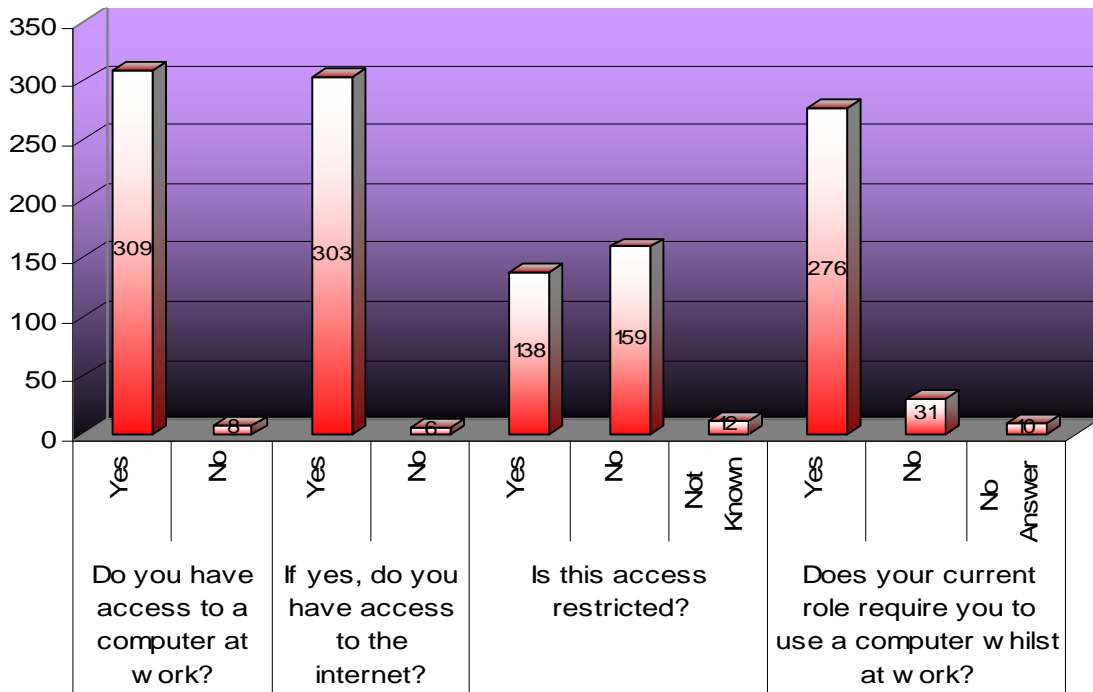
Lord Leitch – December 2006

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

Age	34
Shift pattern	79
Confidence	29
Cost	157
Pressure of work	80
Exams	27
Childcare	60
Location / travel	48
Time off at work	125
Other	2

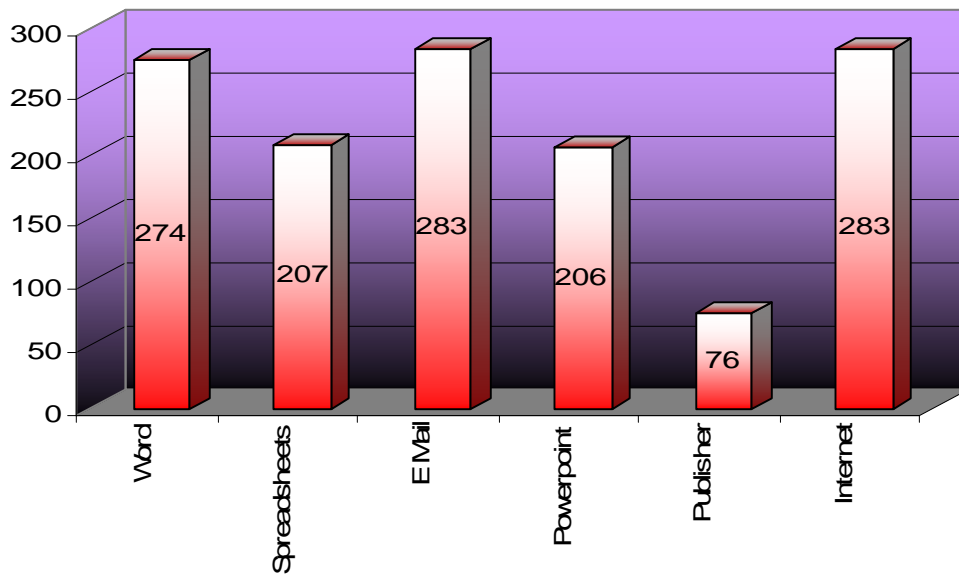


Access to computers



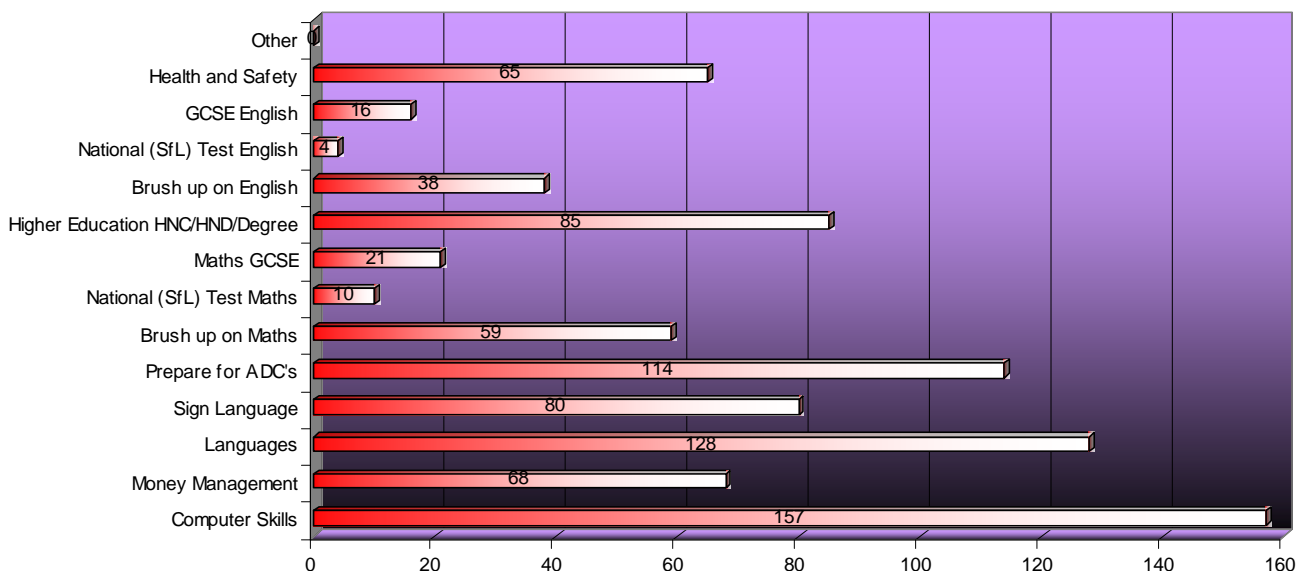
Which programmes do you have at home?

Word	274
Spreadsheets	207
Internet	283
Powerpoint	206
Publisher	76
E Mail	283



Personal Learning Needs

Please indicate the areas of learning that interest you:



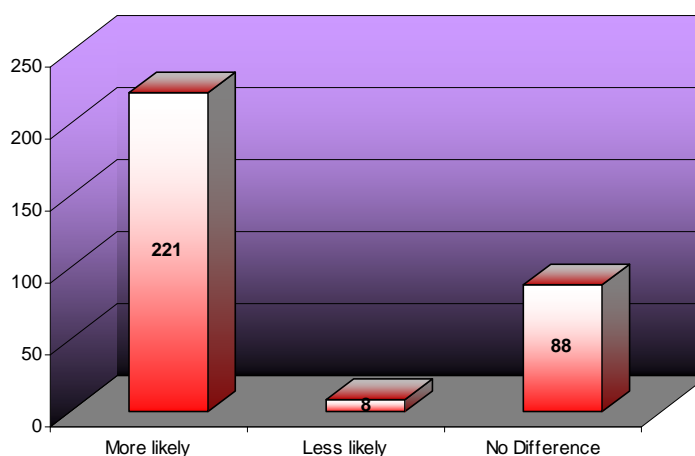
“In a Fire and Rescue Service context improved SfL are an essential element in delivering all aspects of the services and for enhancing personal development. Learning opportunities should be made available to all staff and the organisational aspiration should be the attainment on Numeracy, Literacy and 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	221
Less Likely	8
No Difference	88



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	255
Less Likely	4
No Difference	58

