

Learning Needs Survey Results 2008



I would like to thank all of the Isle of Wight Fire and Rescue Service for their participation in the Learning Needs Survey.

I have had over 35% replies to the survey, which equates to 20% of the entire staff and is a great response, at least double the national average when conducting any type of survey report. Allowing us to gain a valuable insight into the learning needs of the workforce.

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

On the Island we are currently working closely with management and learning providers, hopefully to provide a wide range of courses to address the needs of all the staff within the fire service, not just FBU members. A development programme will be published in the New Year that covers all staff. The program will provide each of us with an individual plan if required, and the opportunity to gain nationally recognised qualifications that can be used in or out of the service. These will be available through our partnership providers, which include:-

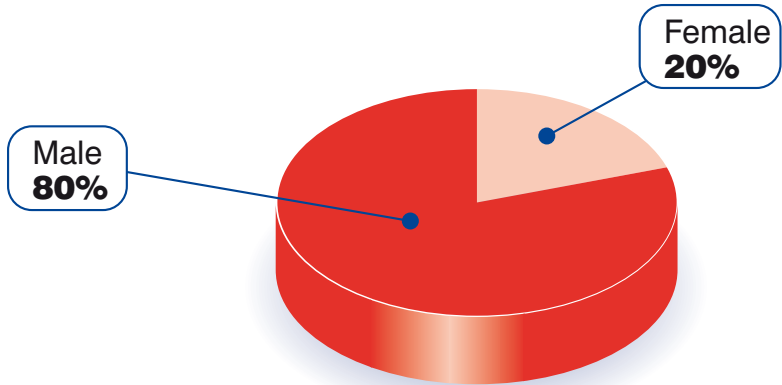
Fire Brigades Union
UNISON
Isle of Wight Fire and Rescue Service
Prison Officers Association
HTP
Train To Gain

Paul Fletcher,
Regional Co-ordinator FBU Union Learning Project

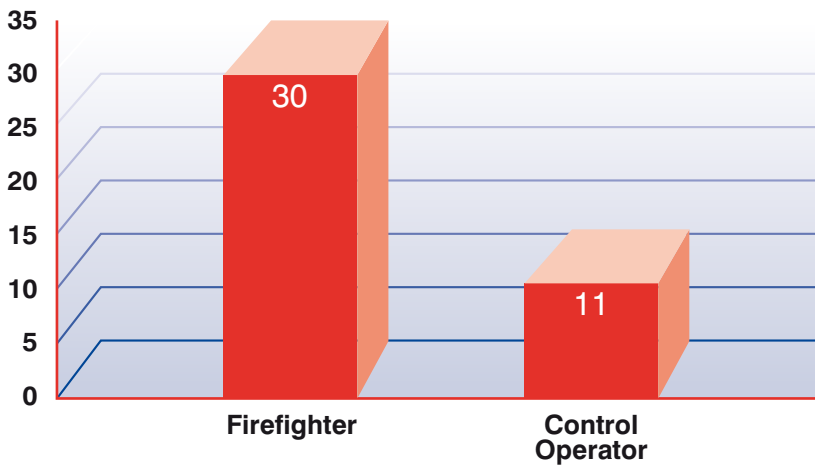
Personal Details

Gender

Male	80%
Female	20%



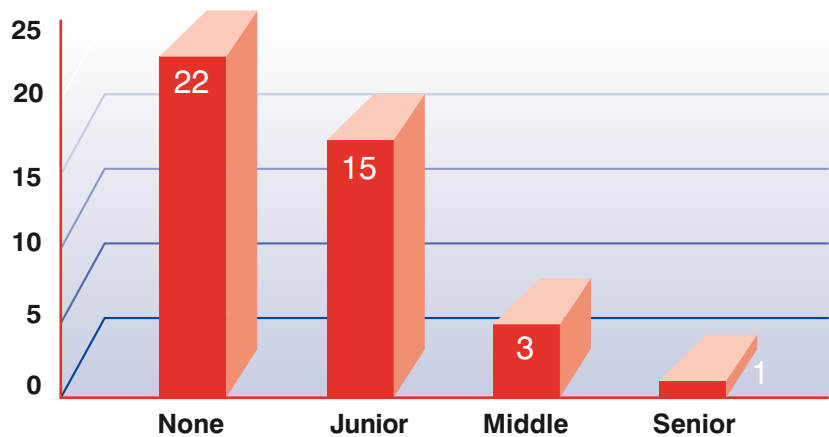
Job Description



Firefighter	30
Control Operator	11

Managerial Status

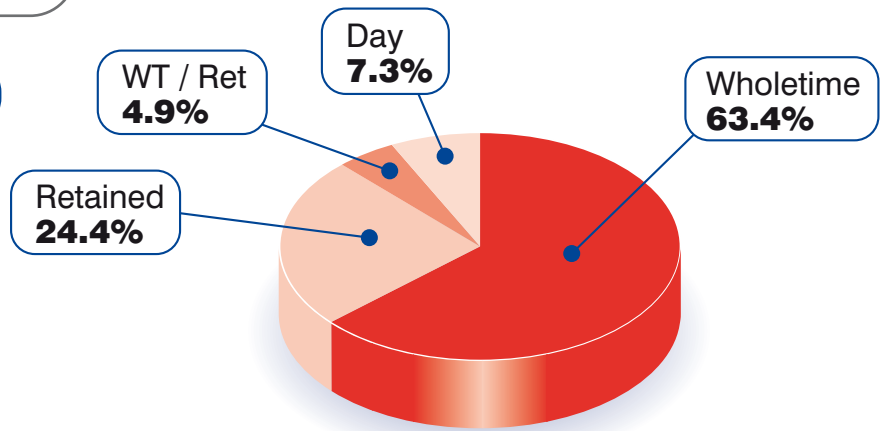
None	22
Junior	15
Middle	3
Senior	1



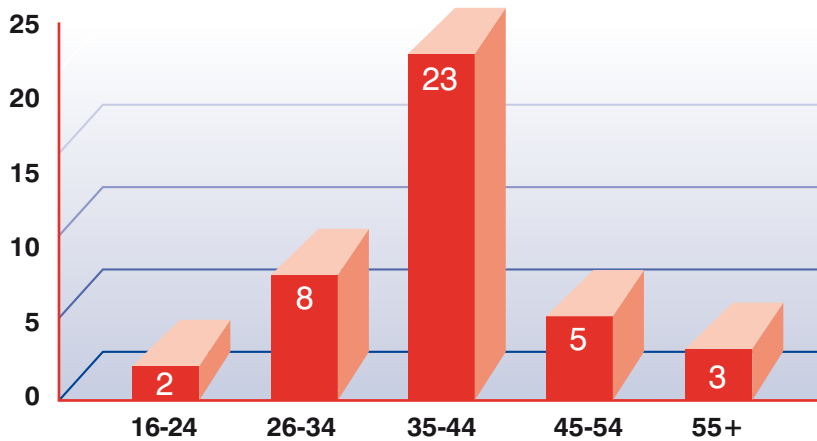
Personal Details

Shift System

Wholetime	63.4%
Retained	24.4
WT / Ret	4.9%
Day	7.3%



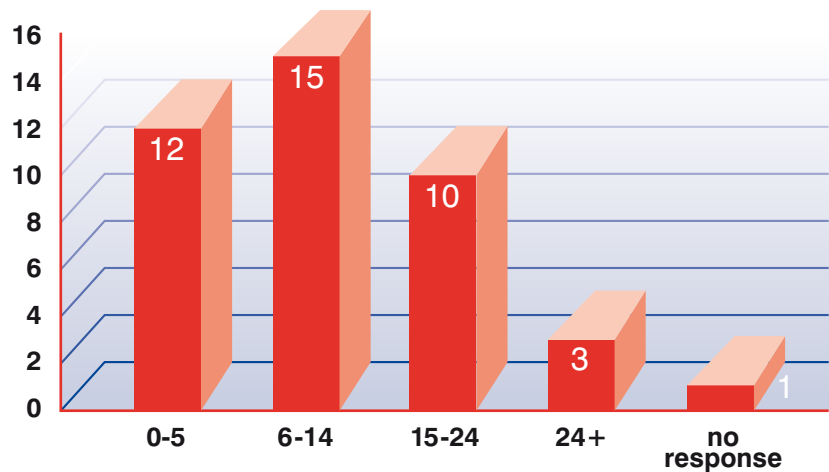
Age



16-24 years	2
25-34 years	8
35-44 years	23
45-54 years	5
55+ years	3

Years of Service

0-5 years	12
6-14 years	15
15-24 years	10
24 + years	3
No response	1



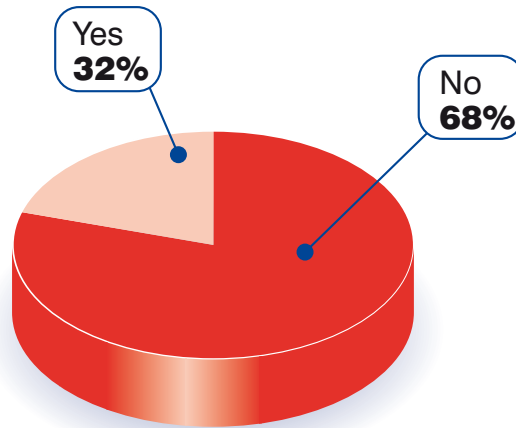
Current Learning

“ 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 (5 million) are not functionally literate. Less than 22% nationally have a level 2 or equivalent qualification in both numeracy and literacy. ”

Leitch Review 2006

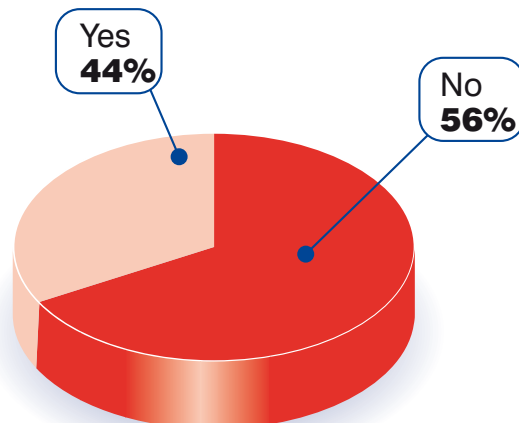
Are you studying at the moment?

Yes	32%
No	68%



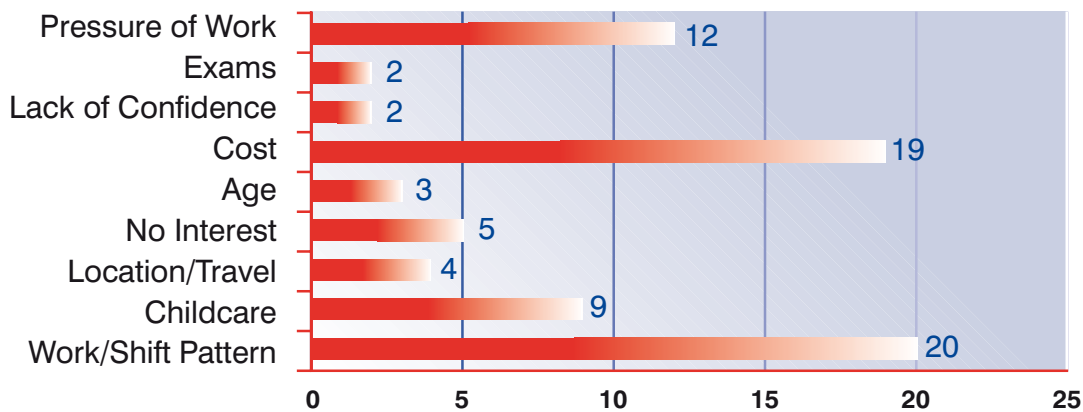
Have you taken part in study in the last two years?

Yes	44%
No	56%

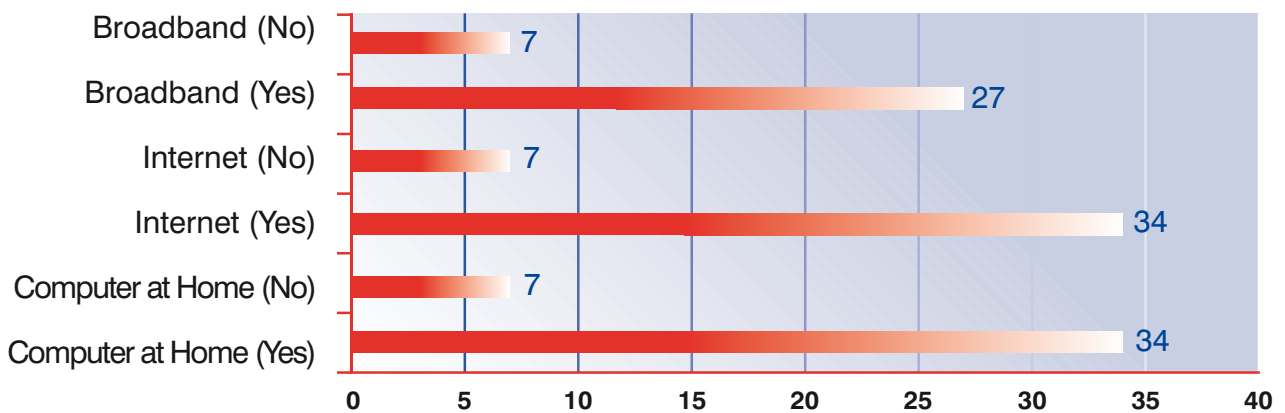


Obstacles to Learning

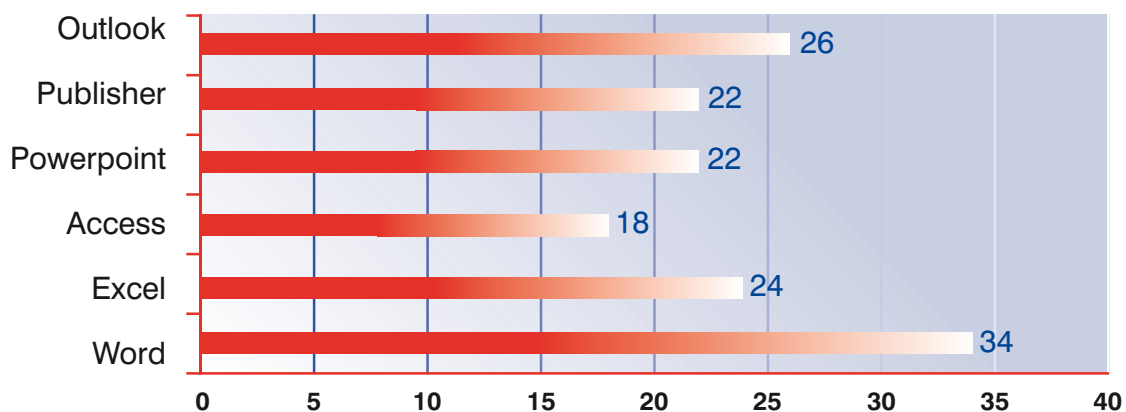
Which of the following may be an obstacle to you taking part in learning?



Access to Computers



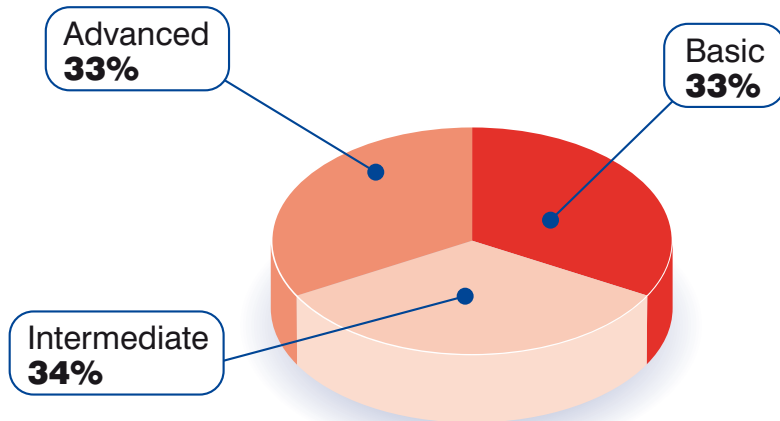
Which Programmes do you have at home?



Personal Learning Needs

Computer Skills

Basic	33%
Intermediate	34%
Advanced	33%

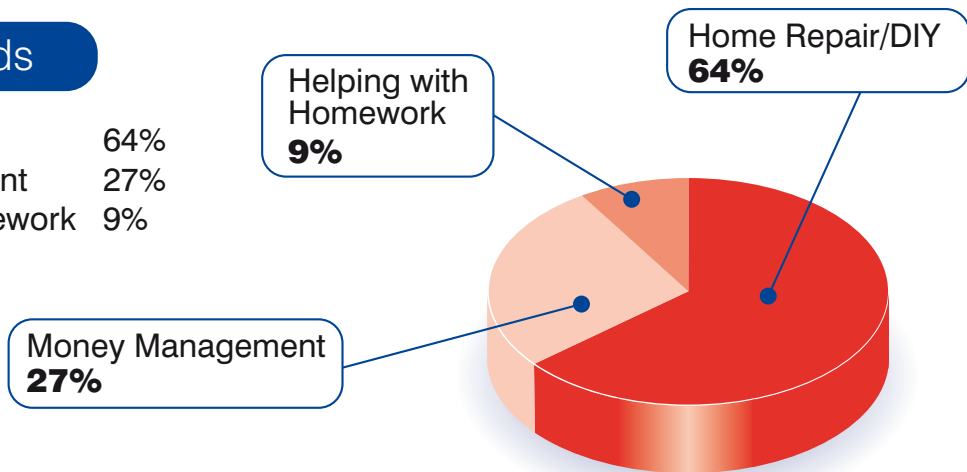


“...launch a new ‘Pledge’ for employers to voluntarily commit to train all eligible employees up to level 2 in the workplace. In 2010, review progress of employer delivery. If the improvement rate is insufficient, introduce a statutory entitlement to workplace training at level 2 in consultation with employers and unions.”

Leitch Review 2006

Home Needs

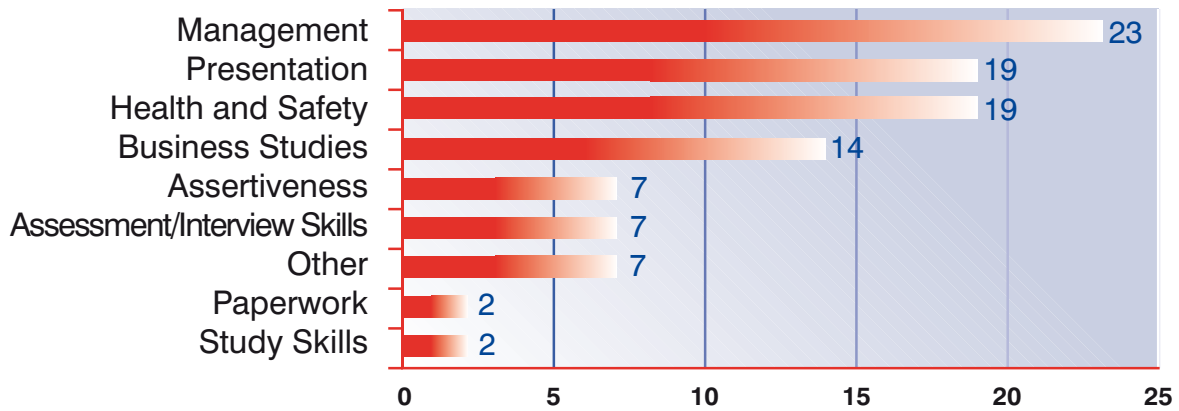
Home Repair/DIY	64%
Money Management	27%
Helping with Homework	9%



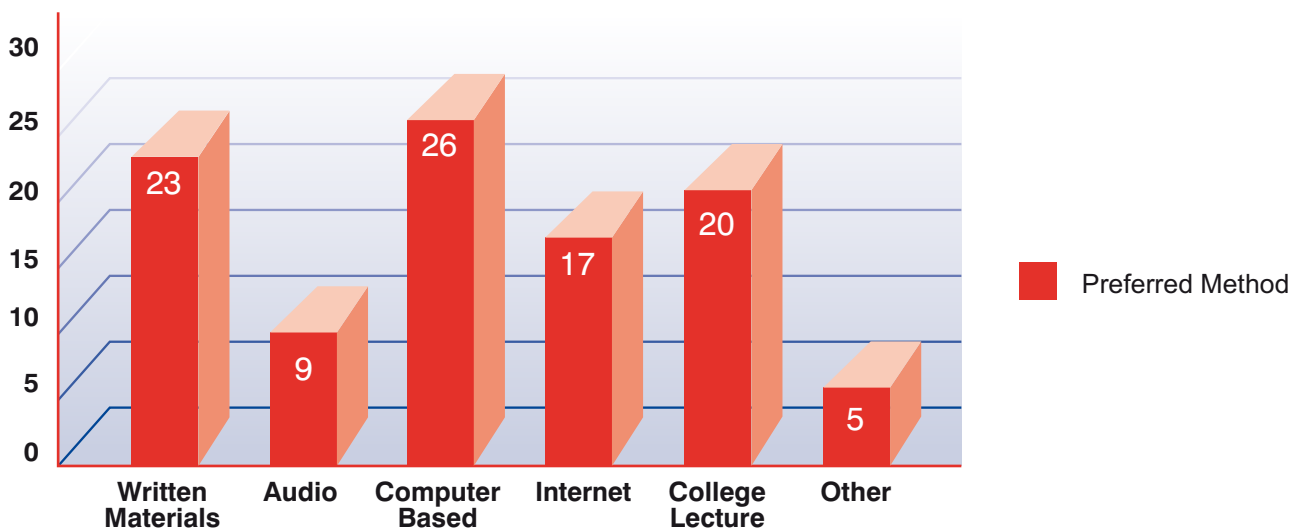
Personal Learning Needs

Vocational Needs

Management	23%	Assessment/ Interview Skills	7%
Presentation	19%	Other	7%
Health and Safety	19%	Paperwork	2%
Business Studies	14%	Study Skills	2%
Assertiveness	7%		



Learning Methods you Prefer

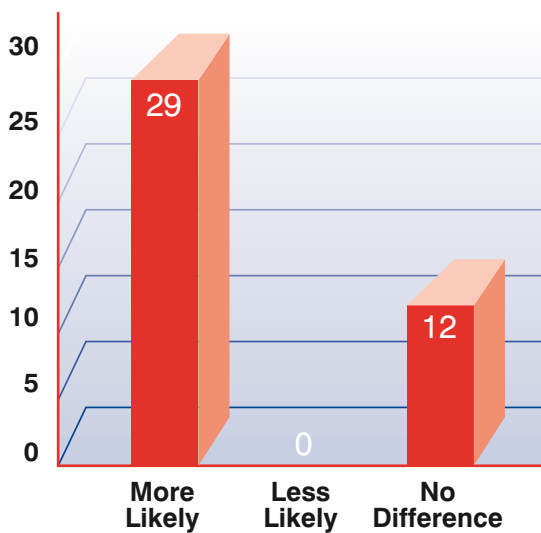


Personal Learning Needs

“ In a Fire and Rescue Service context improved SfL are an essential element in delivering all aspects of the services objectives and for enhancing personal development. Learning opportunities should be made available to all staff and the organisational aspiration should be the attainment of numeracy, literacy and ICT 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?

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 MP, Secretary of State for Education and Skills 2006

