



Learning Needs Survey
Results 2008





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

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

In Oxfordshire we have started to work closely with management and learning providers. From the results of the survey and the partnerships that are forming, we will be able to provide a wide range of courses to address the needs of all the staff within the fire service, not just FBU members.

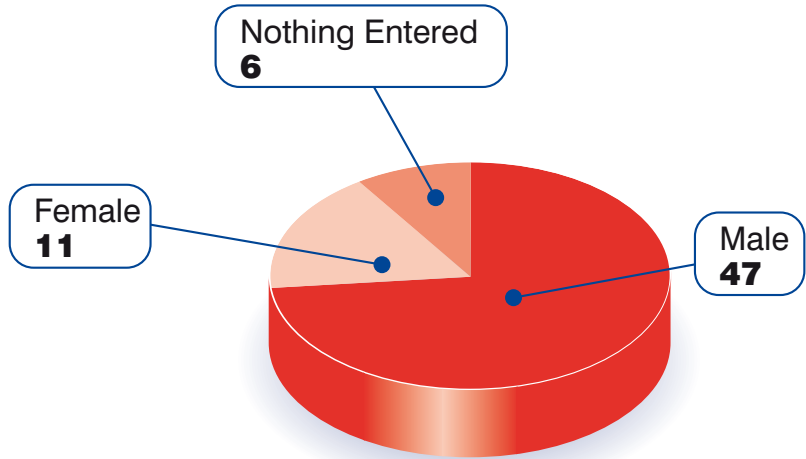
Union Learning Reps (ULR) are an essential part of these partnerships, please do not hesitate to contact me or any of your local branch officials if you are interested in becoming a ULR.

**Lee Swain,
FBU Brigade Union Learning Rep.**

Personal Details

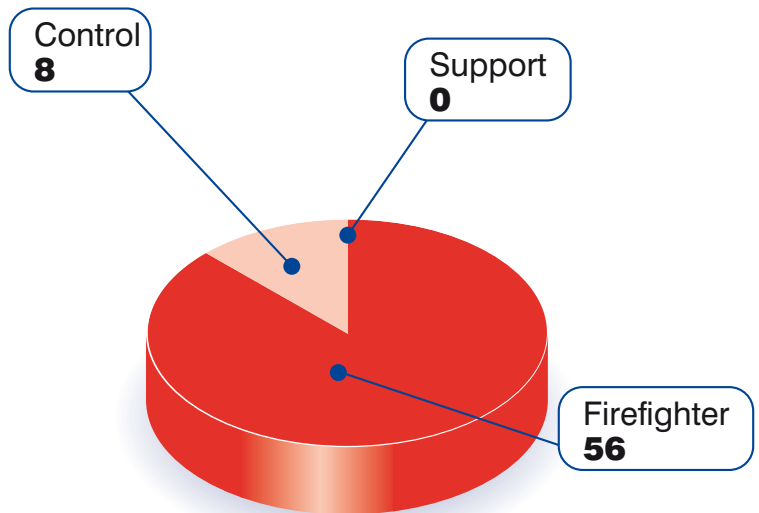
Gender

Male	47
Female	11
Nothing Entered	6



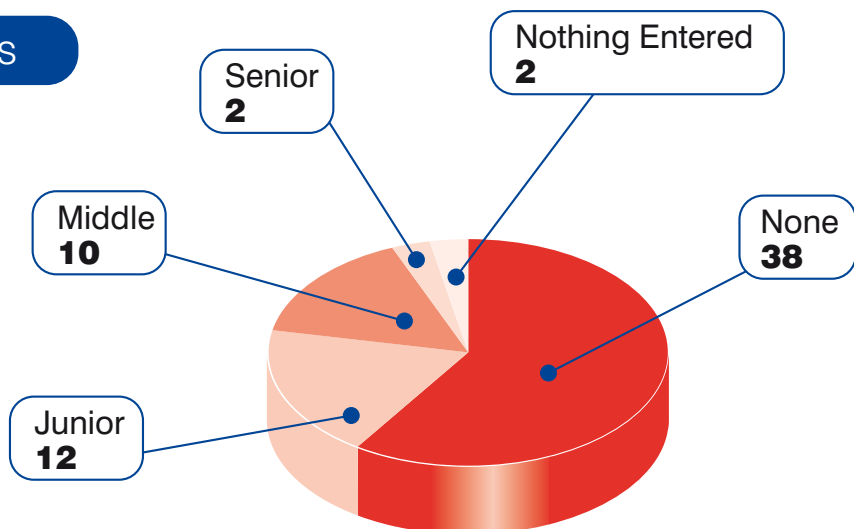
Job Description

Firefighter	56
Control	8
Support	0



Managerial Status

None	38
Junior	12
Middle	10
Senior	2
Nothing Entered	2

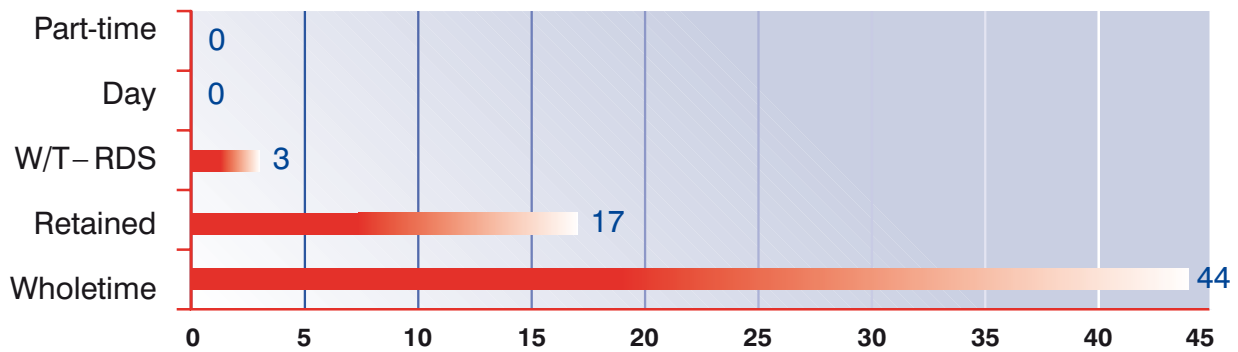


Personal Details

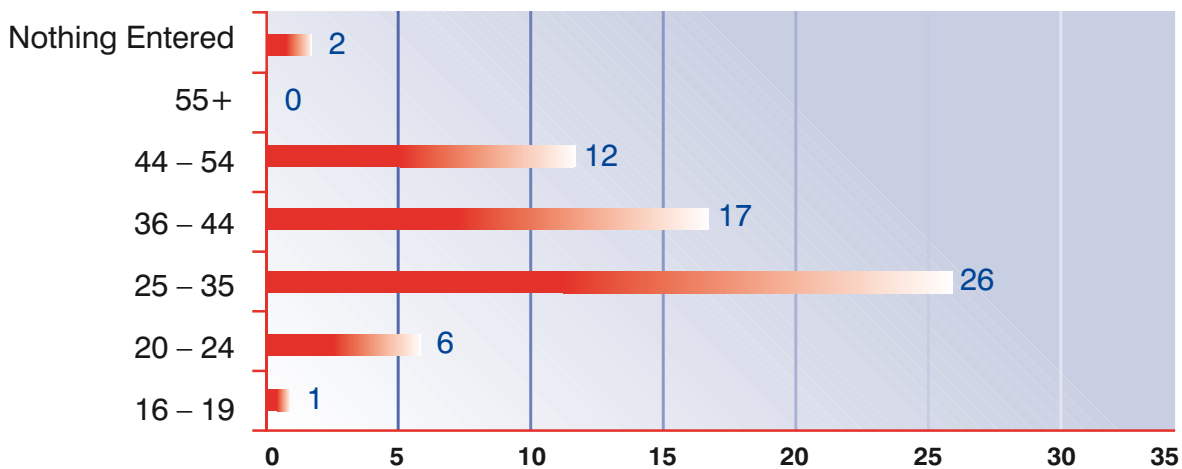
“ Today, more than one third of adults do not hold the equivalent of a basic school leaving qualification. Almost one half of adults (17million) have difficulty with numbers and one seventh (5 million) are not functionally literate. Less than 22% nationally have a level 2 or equivalent qualification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

Leitch Review 2006

Shift System

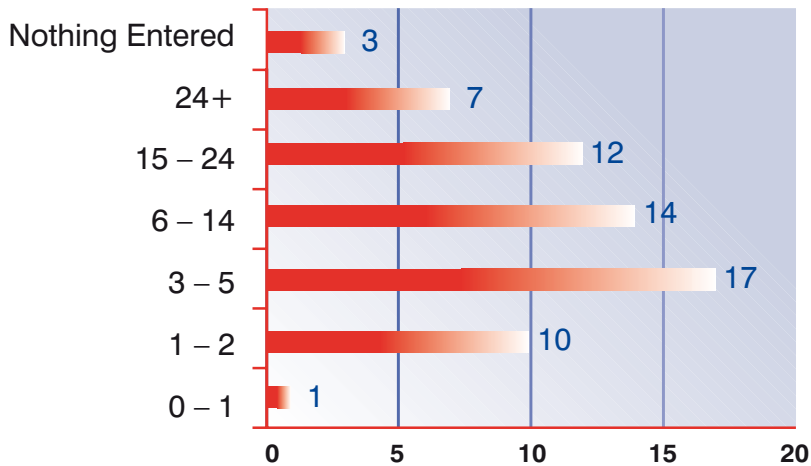


Age



Personal Details

Years of Service



Current Learning

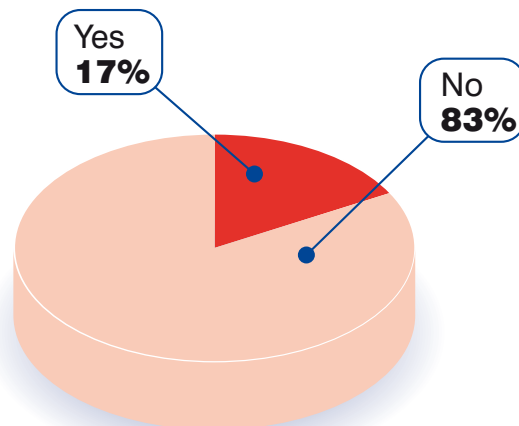
“

...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

Are you doing any courses now?

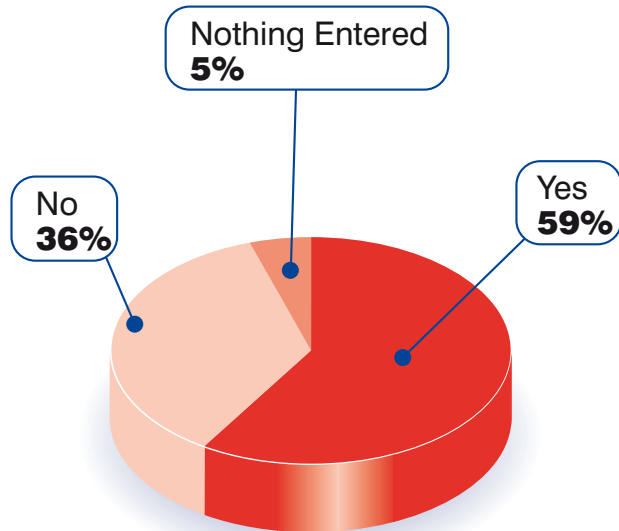
Yes	17%
No	83%



Current Learning

Have you gained any qualifications since leaving full time education?

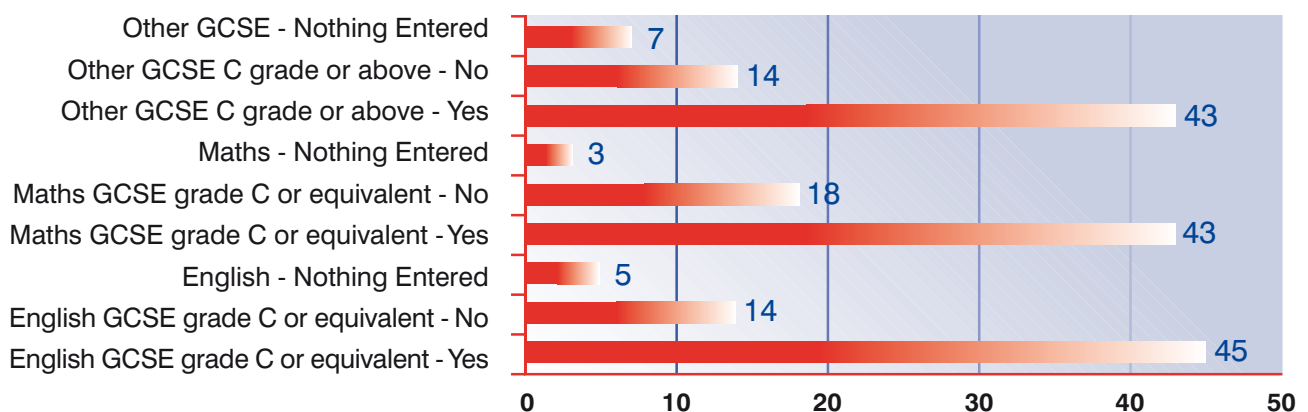
Yes	59%
No	36%
Nothing Entered	5%



“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

Do you have the following qualifications

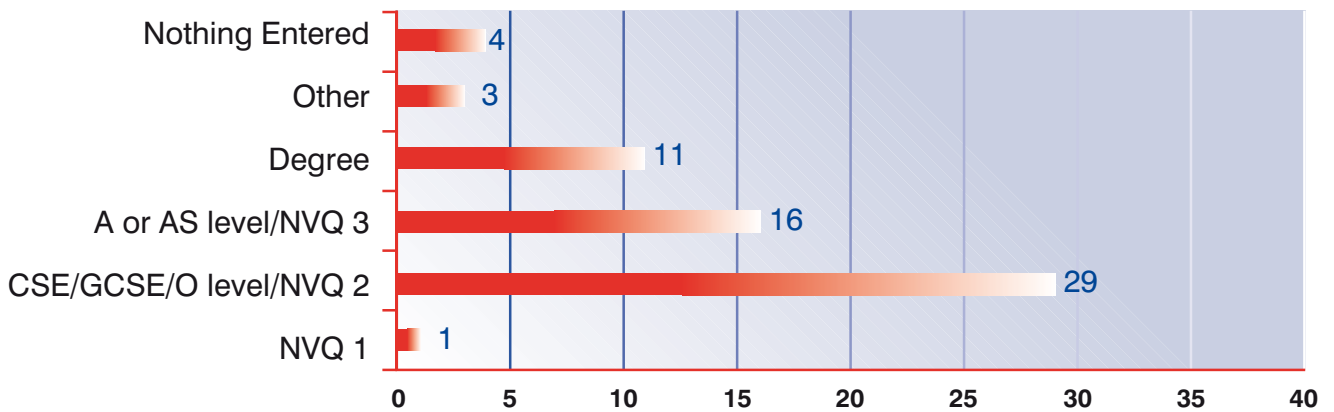


“Union Learning Reps are an extraordinary plus for the trade union movement”
 ‘...you can have all the managers and men and women in suits lecturing people and trying their best to enthuse people about picking up new skills, but union learning rep – the person you trust, who’s got no angle in this, who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

Alan Johnson MP, Secretary of State for Education and Skills 2006

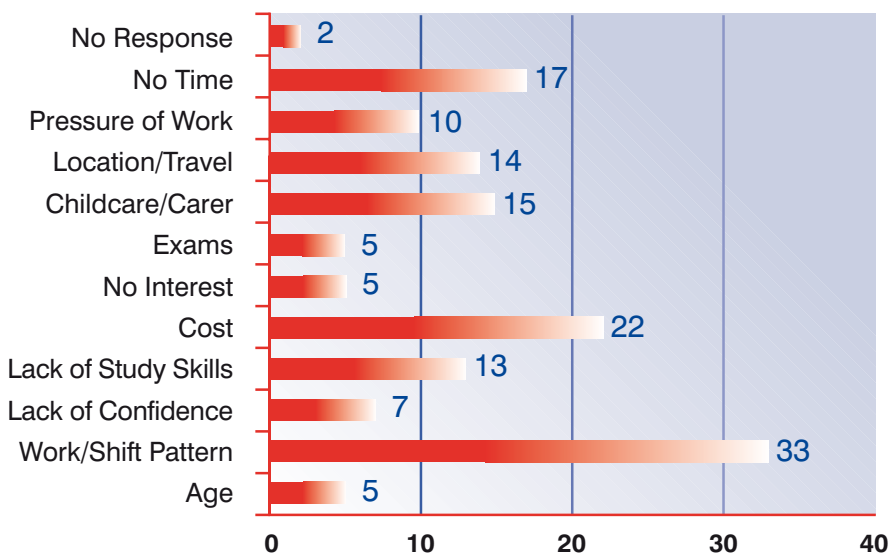
Current Learning

What is your highest qualification?



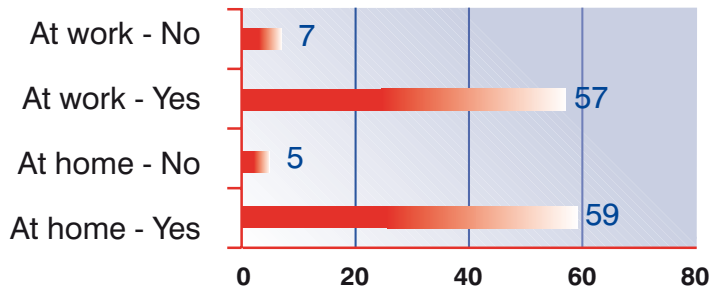
Obstacles to Learning

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

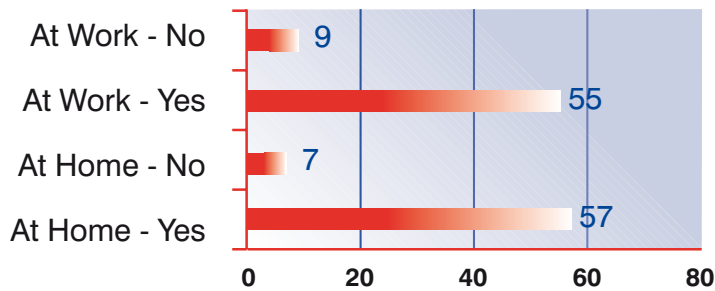


Obstacles to Learning

Do you have access to a computer?

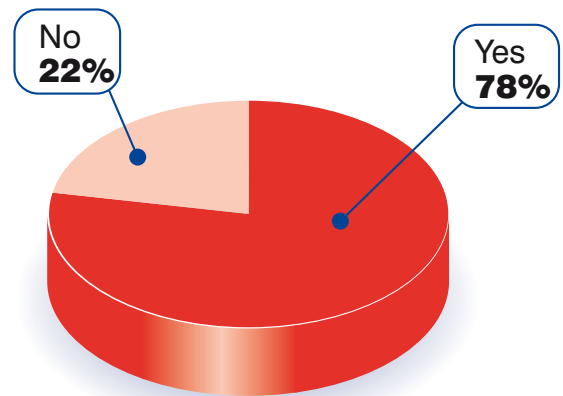


Do you have access to the internet?



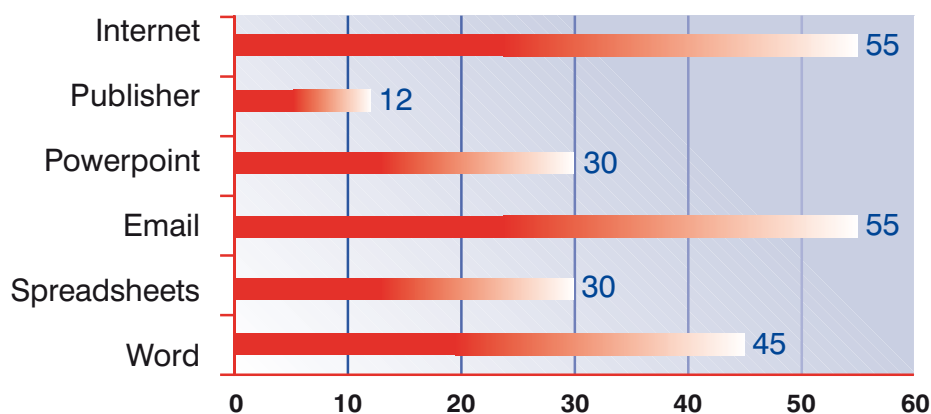
If you have access to a computer at work, do you use the Oxfordshire Intranet (Insite)?

Yes 78%
No 22%

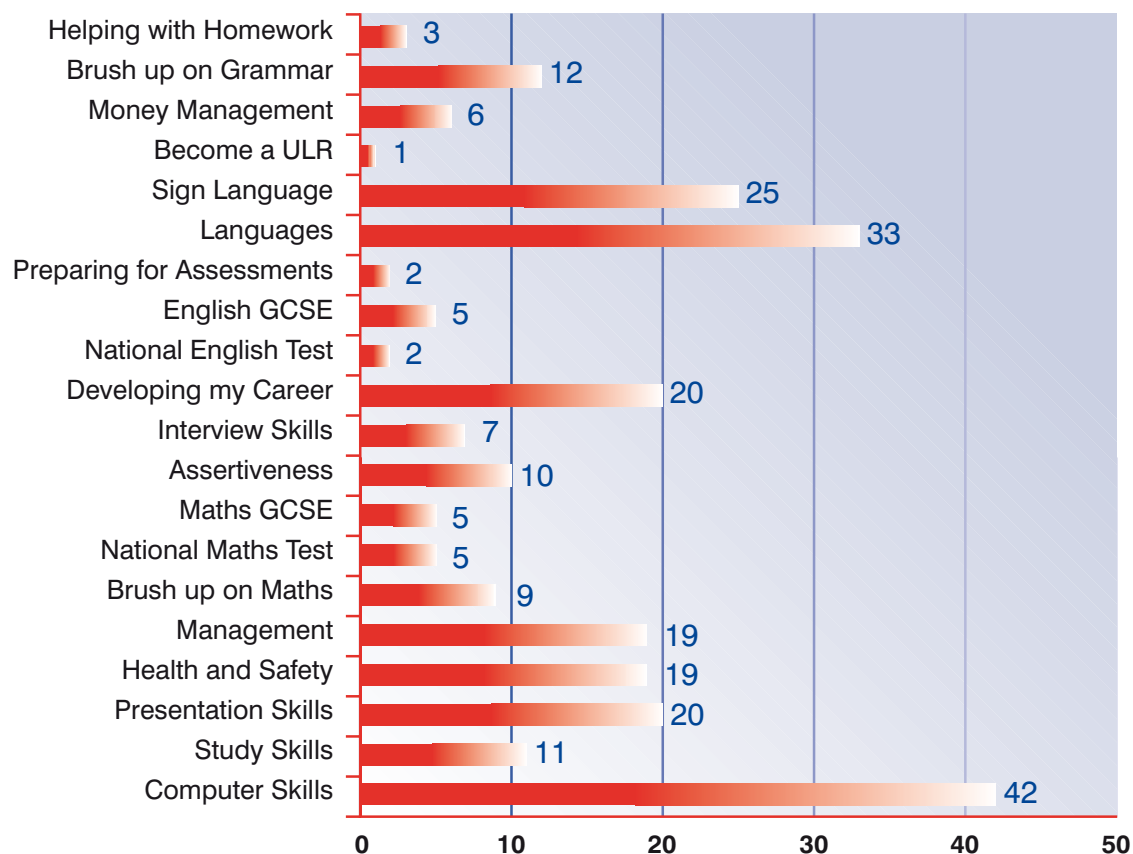


Obstacles to Learning

If you have a home computer which of the following do you use?



Personal Learning Needs



Personal Learning Needs

What sort of training course would work best for you?

