

Learning Reps are trained to New Zealand Qualification Authority standards to:

- understand adult education
- identify literacy needs and handle literacy issues
- encourage workers into learning
- help workers overcome barriers to learning
- understand the connection between skills and productivity
- know the training options and courses available from Industry Training Organisations and local training providers.

Unions and the CTU's Learning Reps programme provide training and ongoing support for Learning Reps in workplaces.



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The Learning Representatives Programme is part of a range of initiatives to increase the participation of working people in learning at work.

The programme is funded by the Tertiary Education Commission, and managed by the Council of Trade Unions with the support of Business New Zealand and the Industry Training Federation.



NEW ZEALAND COUNCIL OF TRADE UNIONS
Te Kauae Kaimahi



Learning Reps

**Workers helping
workers learn**



Akoranga Ngātahi

Why do we need Learning Reps?

Our skills challenge

Productive workplaces require highly skilled workers. But New Zealand faces a major productivity challenge, including a shortage of skilled workers and low levels of literacy. The NZ Council of Trade Unions (CTU) has responded by setting up the Learning Representatives programme.

Workers can help

Workers can play a key role in lifting productivity but to do this they need:

- access to quality workplace training
- accurate information about training opportunities and career paths
- an opportunity to make informed choices that advance their careers
- improved literacy and numeracy skills
- improved communication and interpersonal skills

Learning Reps can help

Learning Reps can help with these issues. They can take the lead in promoting workplace learning and building learning cultures in the workplace.

Learning Representatives can help to build productive, highly skilled workplaces.

They do this by:

- ▶ helping workers identify their learning goals and potential
- ▶ ensuring workers have access to quality training programmes
- ▶ raising workplace awareness of literacy and numeracy issues
- ▶ helping overcome barriers to learning
- ▶ encouraging workers into training to improve their skills
- ▶ supporting workers to complete qualifications
- ▶ being advocates who help build lifelong learning cultures in their workplaces



Everyone benefits from upskilling

For workers the benefits are improved skills, new workplace opportunities and greater recognition for their work.

For companies the benefits are a highly skilled workforce, greater productivity, increased growth and improved staff morale.

Everyone can benefit when management and employees work together. Most workers want to get ahead and make a positive contribution at work. They can do this with the right support.

Setting up a Learning Reps programme

The CTU will work with your union to:

- encourage your manager to support the programme
- provide free training for the workplace Learning Rep
- provide resources and support to build a network of Learning Reps in your workplace

Talk to us about your learning needs

Learning Reps

Akoranga Ngātahi

Learning Together