

Unite Learning Scotland and the Open University in Scotland

Workplace Learning Model

The Open University - background

- For over forty years The OU has been developing and delivering courses through **blended learning** to large numbers of students across the world
- The OU is the largest academic institution in the UK with over 200,000 students (and one of the world's largest universities)
- The OU is a provider of higher education and professional development, with over 500 courses
- Over 73% of Open University students are working full or part-time during their studies (average age is 30)
- The triple accredited Open University Business School's MBA course has been ranked amongst the best in the world in the Financial Times (FT) Online MBA Rankings
- The OU was the highest rated university for overall student satisfaction in the 2012 National Student Survey, and has been consistently in the top five UK universities for student satisfaction since the survey began in 2005.

The Open University in Scotland



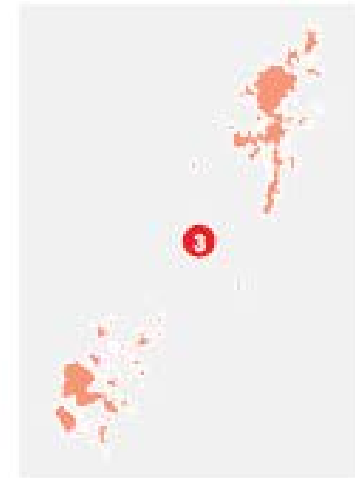
- The OU in Scotland has around 15,000 students
- More than four in every ten part-time undergraduates in Scotland are OU students
- More than one in five live in rural areas (highest student density in Shetland)
- The Open University in Scotland was voted the top university in Scotland for student satisfaction for the eighth year running in the National Student Survey 2013, with an overall rating of 93% (2nd to St Andrews in 2014)
- The Scottish Government's Skills Strategy Update has found that "The Open University in Scotland (OU) is very much in the skills business. It is working to achieve the objectives of Skills for Scotland by providing part time, flexible learning opportunities for people wherever they live in Scotland. This is equipping OU students with the higher levels skills both they and the economy need"
- Grow Your Own projects include pre-reg nursing, social work and engineering.

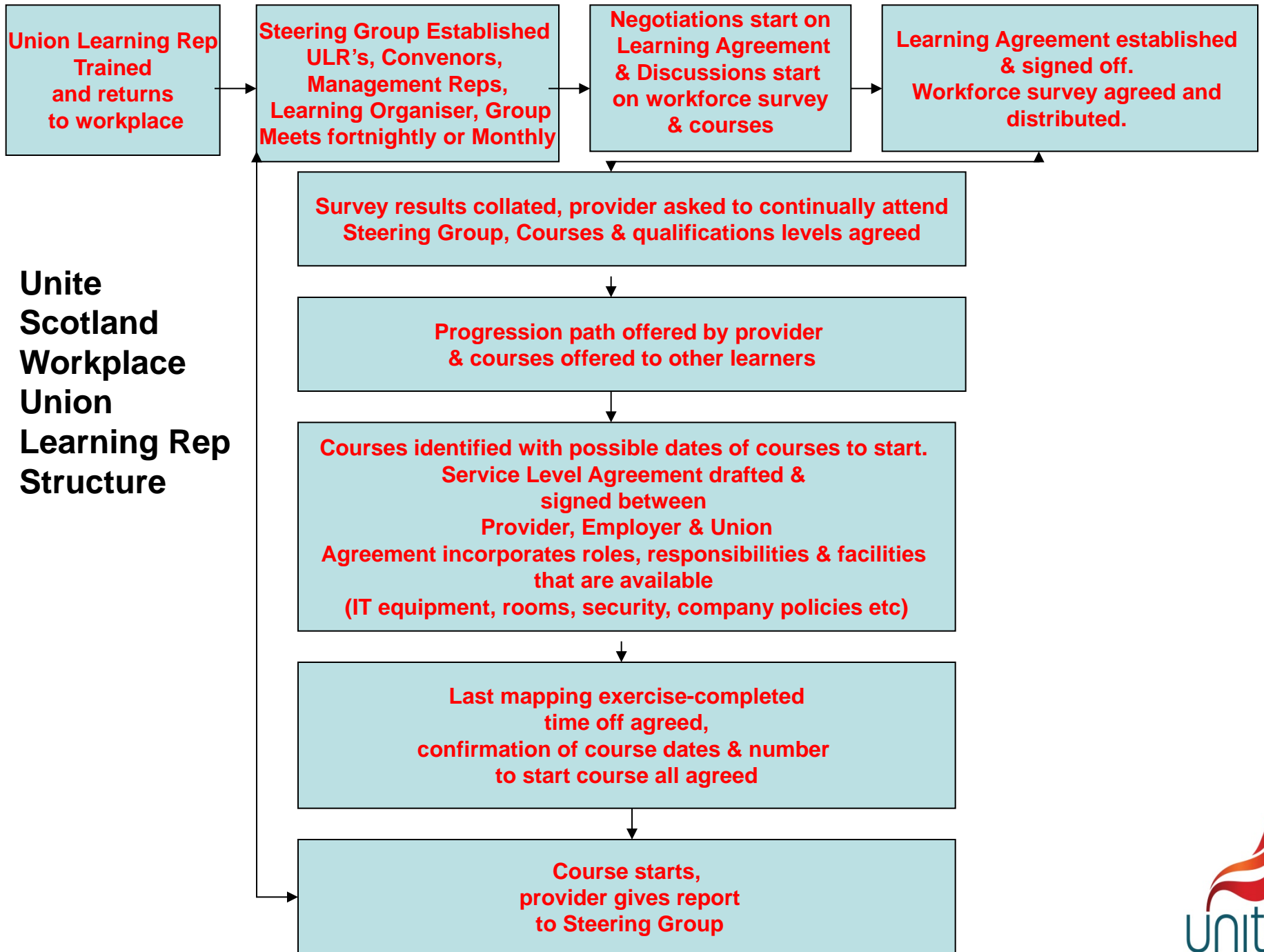
The Open University in Scotland

Open to students across Scotland

OU students by Scottish Parliament region

- 1 Central Scotland**
1459
- 2 Glasgow**
1490
- 3 Highlands and Islands**
2073
- 4 Lothian**
2792
- 5 Mid Scotland and Fife**
1809
- 6 North East Scotland**
2165
- 7 South Scotland**
1963
- 8 West Scotland**
1678





ULR's avail learning opportunities to members through Surveys, meetings, etc

Members express interest in studying with OU.

ULRs negotiate paid release to attend One to One sessions with OU Advisor at Steering Group

OU provide analysis of sessions, with commonality of interest

**Unite
Workplace
ULR
Open
University
Structure**

If there is a commonality of interest that matches with the business needs of our members employer we start collective bargaining with the employer.

Agree courses and contributions through collective bargaining at Steering group or at other collective bargaining mechanism within that employer

**Agree course supports
Agree review meeting period
Agree progression paths.
Review members progress at every Tutor Marked Assessment or Exam.**

Unite Scotland OU Model Summary

**Collective
Bargaining Around
members interest in
OU courses at
Steering Group**

**Negotiate with employer
for Contribution to
costs of courses & deliver
In workplace**

**Agree negotiated time
Off for members to attend
One to One with
OU Advisor**

**OU provide detail analysis
of members interests in
Learning & possible
Credit transfer**

**Bring OU Advisor on
Site to conduct 30 min
One to One with
Members during
Working hours.**

Unite the Union, Open University and Rolls-Royce

Partnership Goals

- A Skills Utilisation Project initially part funded by SFC and Union Learn, but fees paid 3 ways
- To provide a pathway to a BEng for shop floor staff
- To develop an enhanced support model for HE delivered in the workplace
- To develop mechanisms to ensure effective use of new skills in the workplace
- A workplace focus to increase participation in part time HE
- A model that we can take to other workplaces
- A model of TU, peer and workplace-delivered tutor support to improve completion and progression
- A model of line manager support and participation to encourage better utilisation of new skills

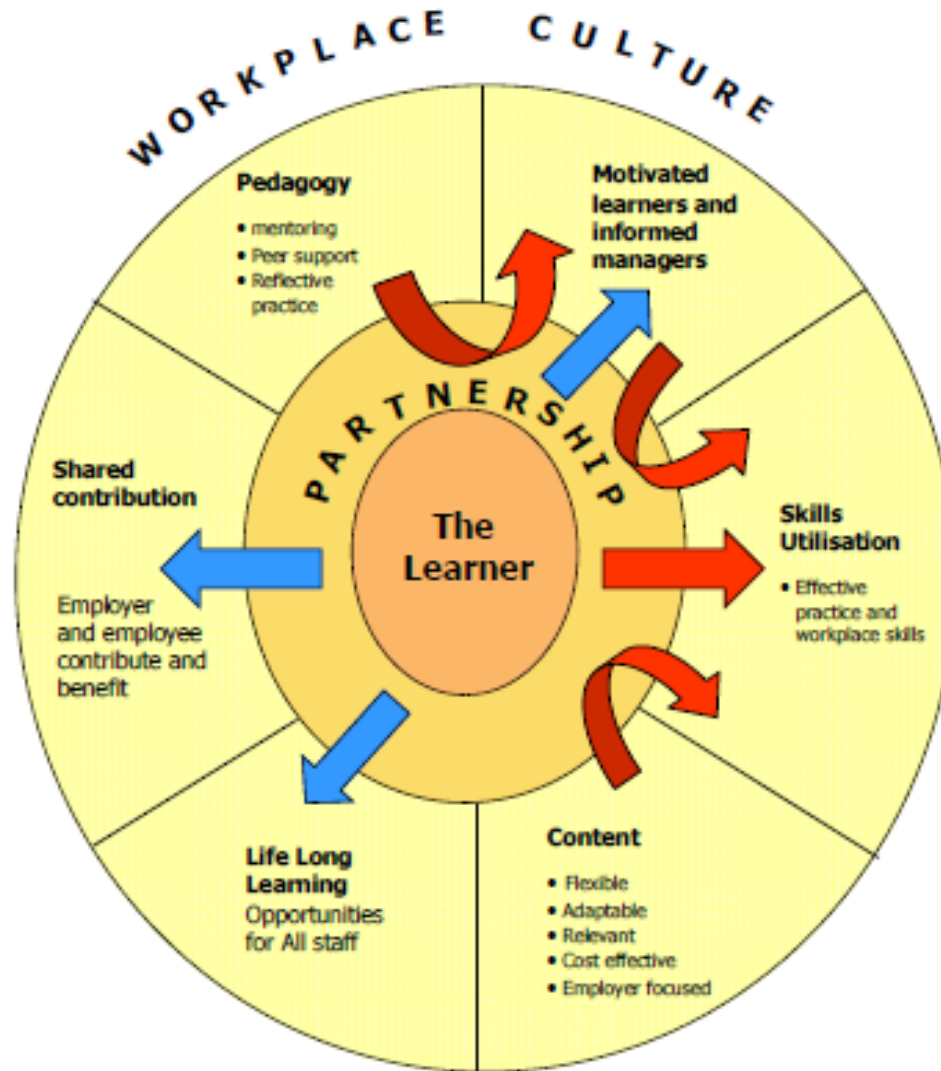
The Workplace and Students

- Large modern engineering production facilities
- 1000 shop floor workers (40 students across two factories)
- Shift work and cell based team production
- Horizontal movement between cells necessary to extend individual skill matrices
- Shop floor skilled and semi skilled
- Interest in HE arranged through TULRs
- Aged 25 to 60
- Usually poor previous experience of education

A BEng on the shop floor

- Delivering a BEng through the workplace
 - OU model of supported open learning
 - Online, forums, VC, F2F
 - 6 years + commitment
 - Peer support
 - Workplace mentors
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- Now 4 years on
 - Numbers in Rolls Royce now over 40
 - First BEng graduates in 2017
 - Some students now taking BA Business and Management
 - Model being used in other workplaces.

Partnership Delivery Model



The Model and Emerging Tensions

- Workplace Size and Shifts Disrupts Peer Communities
“Well I’ve not really had a lot of interaction with [persons name], but once again [he] works different shifts pattern from me and trying to actually kind of get a hold of him is the hard bit, you know what I mean – we’re all in that factory at different times, it’s hard to sort of bring us all together ...”
- Practice-Based Learning Disrupts HE Study
“ I am going through a learning curve in work at the moment as well, regarding new jobs and new types of engine.”
- Company Financial Tightening
- The Long Study Period

Unite Workplace Open University Learner

John Malone



John Malone

Learning Progression Path 2007-2013

- Skilled worker but, no learning undertaken since apprenticeship 30 years ago.
- Introduced back into learning through Social Learning (Spanish)
- Basic ICT Courses Stages 1 & 2
- Progressed to PC Passport & ECDL
- Open University BEng programme with On-site supports.
- Passes 3rd year Exam & TMA with average 80%
- All courses delivered within workplace at Shift friendly times



Quote From Les Carey, Rolls-Royce Inchinnan Manufacturing Manager

Rolls-Royce plc took the decision to invest £85 million in the new facility at Inchinnan because of the skill and commitment of our people. The development of our people is seen as the foundation for future success and the ULR process is a critical enabler in the overall employee engagement and development of our site.

We see the ULRs as key facilitators within this journey. The global aerospace market is a highly competitive market and our competitors use similar machine tools and methods of manufacture, therefore our differentiator in the market place is our employees. For our business to remain competitive it is essential that we fully develop and grow our team members."

Unite members receiving their Open University Degree module certificates from Scottish Regional Secretary Pat Rafferty



Unite the Union, Open University and Rolls-Royce Partnership Video Testimonial



- http://www7.open.ac.uk/coll/rolls_royce_testimonial.asp

Summary

- Collective Bargaining around learning/training
- Learning delivered in workplace at shift friendly times
- Progression paths put in place. Members taking learning as far as they can
- Organising up-skilling around learning/training that members need and wish.
- Giving member equality of opportunity in learning that the employer won't provide!
- Open University, flexible provider that supports members & ULRs.

Pat Mcilvogue

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