



WEA

Workplace Learning Advocates

People inspiring people to learn at work

Informing, encouraging and
supporting skills development



[www.wea.org.uk/about/
whatwedo/WLA/Work-
place-Learning-Advocates](http://www.wea.org.uk/about/whatwedo/WLA/Workplace-Learning-Advocates)

Workers'
Educational
Association

What is a Workplace Learning Advocate (WLA)?

Workplace Learning Advocates (WLAs) are employees in non-unionised workplaces who are trained to inform, encourage and support others to participate in learning at work.

WLAs help people at work to join in with learning and get the most from training and development opportunities available, including English and maths skills.



This can be achieved by:

- Offering information and advice to colleagues
- Organising activities designed to encourage people to improve and develop new skills
- Sharing learning activities between small companies
- Developing social or learning clubs in the workplace

WLAs take an employee led approach. Learning is designed to suit employees' varying needs at times that fit in with other commitments. The WLA approach has something to offer every workplace, regardless of sector or size.

The WLA role is flexible; you can tailor the role to fit in around your other workplace responsibilities. In some workplaces it's a shared role, in others one WLA might work with a group of small businesses.

Training and Resources

- **A range of training opportunities** including a 2-day course, short workshops and online training course to help you promote a learning culture and direct your colleagues into learning
- **Access to our dedicated website and our online Learning for Work series** – 19 easy to use workbooks
- **A WLA starter pack and one to one support** at every step along your journey as a WLA
- **To take advantage of our free resources log onto www.wea.org.uk/about/whatwedo/WLA/Workplace-Learning-Advocates**

Benefits for employers

- Enhance workforce cohesion and team working
- Encourage and support staff to become more engaged in learning and skills development
- Foster a workplace culture of learning, coaching and mentoring
- Identify free and subsidised training opportunities to help organisations develop and grow



The self-employed and those in micro-businesses (10 employees or less) can find it difficult to address their learning needs because of cost, time constraints or availability. The flexibility of the Workplace Learning Advocates (WLAs) programme means that a solution is always at hand. **Mark Bowen, Enterprise Development Manager** of BG Futures, a Business and Enterprise Centre, based at the Bishop Grosseteste University College campus in Lincoln explains “Since the idea of BG Futures was first conceived, we have had ambitious ideas about providing an environment for new businesses that would optimise their development potential and evolve into a self-sustaining business growth and learning community. At a time when most business support has been replaced by web-based solutions, the enabling environment provided through the WLA programme has allowed us to address the importance of learning from others at a time and in a way that is most appropriate. Learning opportunities have included an excellent social and digital media session delivered by one of our tenants, a ‘meet, greet and eat’ session so the businesses could learn about each other and a local businessman sharing his hints and tips for business success”. BG Futures contributed to one of the WEA Employer Panels used to shape future developments of Workplace Learning Advocates.

Get in touch

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