

## The Wales TUC Learning Services Approach to Redundancy

Development Officers from Wales TUC can advise Union Learning Representatives and Employers on supporting and advising employees who are under threat of redundancy. We follow the key principles that:

- Trade Unions can ensure that the support is available to all and that those who require more support than others receive what they need
- To ensure that everyone concerned, including the company itself, are informed of **all** their entitlements in terms of redundancy support and re-training
- To monitor the support in order that it can be adjusted to the needs of individuals
- To work with local providers on a tailored package of support that includes access to financial support for training from appropriate sources.
- This will include working with a range of resources and partners:
  - Wales Union Learning Fund (WULF)
  - Trade Unions relevant to the workplace
  - Essential Skills
  - React
  - Careers Wales
  - Jobcentre Plus
  - Regional providers of free business start up training

Guidance is most effective when the support is put in place early in the process so that employees are able to plan effectively for change.

We have experience of working with many employers to help in providing support and advice on support and retraining.

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