

Preparation points

- 1. Ask the apprentice how things are going,** and make sure you listen – recruitment isn't all about talking!
- 2. Many apprentices are young workers and may have little idea about what trade unions do.** So concentrate on introducing the idea of UNISON, and giving some idea of what we do. The UNISON leaflet 'What is a trade union?' may be helpful.
- 3. Make sure you have some of UNISON's 'Attention apprentices!' recruitment leaflets to hand.** They contain key information for apprentices and a membership form featuring the special £10 annual subscription rate.
- 4. Check if your branch offers any incentives to join UNISON.** Some branches offer free membership for the duration of the apprenticeship.
- 5. Many UNISON branches work closely with their employers in setting up apprenticeship schemes.** Check if your branch was involved in establishing apprenticeship opportunities – if so, this should help your recruitment efforts.
- 6. Some key issues for apprentices are:** poor quality training, no guarantee of a job at the end, isolation from other apprentices, health and safety, discrimination and disrespect, and low pay.
- 7. Check you have some information about the benefits of joining UNISON** – for example on the areas named in point 6 above. Don't overload them with paperwork, but have some background information to hand.
- 8. Have a think about some of the ways that UNISON membership has helped you,** or the team you work in. Tell people about it.
- 9. Don't worry if you are asked a question and you don't know the answer!** Try to find out the answer from someone in the UNISON branch.

APPRENTICES

A GUIDE FOR MEMBERS

Conversation points

- 1. UNISON is the biggest public services trade union**, and the main local government union. Our local UNISON branch is run by trained workplace representatives who are local, know our employer, and work where we work.
- 2. UNISON negotiates across all local authorities** on issues like pay and equalities. And our local branch of UNISON negotiates with our local authority on issues including holidays, sick pay, and health and safety.
- 3. UNISON campaigns in favour of public services**, against cuts to services and job losses, and for greater equality at work and in society. UNISON's campaign priorities are set by members.
- 4. UNISON provides a range of other benefits for members**, including access to legal advice, a helpline, and member discounts.
- 5. UNISON can support you during your apprenticeship** – we can help ensure the employer provides quality training and support and mentoring from managers.
- 6. UNISON is actively encouraging your employer to invest in apprentices in the longer term.** We want to see career progression after your apprenticeship is completed, so you can work here once you've finished your apprenticeship.
- 7. The key issues for apprentices, like pay, health and safety and discrimination, are core issues for UNISON.** We're experienced in negotiating and campaigning on these issues, representing members and winning improvements in the workplace.
- 8. UNISON has long campaigned for pay equality for apprentices.** It isn't right that the minimum wage for younger people and apprentices is lower than for everyone else. We want to get this changed. And we are campaigning for everyone in local government to receive a Living Wage, including apprentices.
- 9. UNISON branches can bring together apprentices**, so they can link up and share ideas. We want to make sure apprentices have a voice in our branch committee.