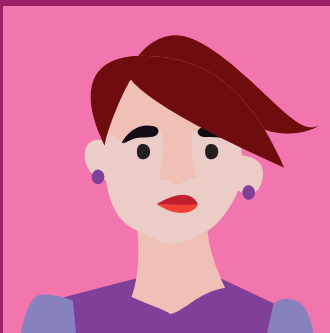


2016-2018 PSAC-NCR EDUCATION PLAN AT A GLANCE



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2016 - 2018

This plan was developed by the PSAC-NCR Education Committee, in consultation with PSAC-NCR leaders and staff. **Read on to learn more about what we have planned for 2016-2018!**

Our overall PSAC-NCR education plan goals:

- Strengthen union capacity and presence in our members' workplaces in order to protect and support our rights
- Equip members to engage in all aspects of the work of their union
- Foster engagement and collaboration with community and union allies

Measures we propose to meet these goals:

- Attending an education course often provides participants an entry point into the life of their union. We want to grow the number of "new" course participants. In addition, we want to encourage Locals to engage more with union education and the life of the PSAC-NCR.
- Integrate more alternative (non-classroom) education activities and methods.
- While all members are welcome on our courses, we wish to specifically recruit from the following groups:
 - NCR Locals who have a less than 4% utilisation rate of NCR courses (this is the case for 57% of NCR Locals)
 - Members who are not engaged with their union
 - Stewards, Local, Component and Regional Leaders
 - Activists
 - Francophones
 - Equity group members
 - Young workers

Some of the challenges we took into consideration:

- The classroom experience is not a complete experience in preparing members for their union roles. Members should be encouraged to follow-up their classroom experience with hands-on union involvement.
- The Education Program should be delivered in a manner that ensures the budget is disbursed equitably between the development of members already engaged and active in their union and members who are beginning their participation.
- The Education Program should offer classroom experiences and alternative models of union education (webinars, book club, mentoring...)
- Both seasoned and newer members benefit when they are together in a learning environment. Separating these two groups may deny newer members the experience of more seasoned activists and deny seasoned activists the opportunity to foster their leadership and mentoring skills. Members must have the prerequisites to attend advanced programming.
- Members should not attend a course more than once in a three year cycle (for basic courses) and six years (for advanced courses).
- Although a form of a union education progression (basic to advanced) makes sense, there is a need to ensure we can also fast track members to advanced courses when they have the demonstrated ability and commitment.

Our union education communications strategy:

- We will continue to prepare and advertise three semester schedules yearly.
- We will announce courses titles for each year and send this at the beginning of each year. This yearly overview will provide upcoming course titles, descriptions, provide web links (if applicable) to PSAC materials related to the course topic and also list related e-courses from the PSAC e-learning campus.
- We will continue the practise of e-mailing monthly reminders about upcoming courses to PSAC NCR Locals.

Education for Action:

The PSAC-NCR Education Committee will initiate discussions on ways of assessing membership follow-up actions following their participation on an NCR course. We will also build in a requirement to demonstrate follow-up action criteria for members who wish to attend our advanced or in-residence programs.

PSAC-NCR union education delivery commitments:

Courses presented every semester:

- Talking Union Basics
- Core Grievance Handling
- Evening Steward Module
- Health and Safety course
- Human rights related course

Courses presented yearly:

- New Local Officers' Conference
- Union Leadership Clinic
- Building Solidarity with Aboriginal Peoples

Advanced Courses to be offered this cycle:

- Alliance Facilitator Training Program (AFTP)
- Advanced Health and Safety Training
- Advanced Representation Training
- Local Officer Advanced Training
- Advanced Duty to Accommodate
- Harassment in the Workplace: A Leader's Guide for Action

- National Aboriginal Peoples Circle course for Aboriginal members
- Union Development Program

Other activities to be offered this cycle:

- A forum on labour relations
- An activity on labour history
- A module on organizing virtual events
- A Union Communications School
- Convention preparation and convention procedures courses
- Building a PSAC-NCR Mentorship program
- A Forum on Strengthening Equity in our Workplaces and Union
- An NCR Union School that will increase our members' political literacy; build a stronger union; harness union strength in the workplace and foster solidarity and cooperation with community and union allies.

Other PSAC union education possibilities:

The PSAC has an online learning program which offers introductory courses on a range of topics. **PSAC-NCR members can access these courses in the comfort of their home and at their own pace!**
<http://psacunion.ca/online-learning>

Bringing union education to the workplace:

We will devise a strategy to increase union education offerings in our members' workplaces. A variety of approaches (lunch and learns, videos, speakers...)

Stay tuned!

We will continue the practice of supporting our members' participation in the following:

- Labour Advocate courses offered by the ODLC
- Délégué social courses offered by the Conseil regional de la FTQ
- CURC Retirement Planning courses
- The Progress Summit offered by the Broadbent Institute

Like our plan? Tell other members to sign up here!

<http://psac-ncr.com/events/courses>