

Whereas union education and training are foundational to the empowerment, development, and engagement of members within the PSAC; and

Whereas technological advancements have enabled the delivery of high-quality virtual and hybrid learning opportunities that are accessible, cost-effective, and inclusive; and

Whereas PSAC members often face barriers to attending in-person courses due to geographic location, work schedules, caregiving responsibilities, mobility issues, and associated travel costs; and

Whereas the adoption of virtual and hybrid formats broadens participation and ensures that union education is equitably available to all PSAC members, regardless of region or circumstance; and

Whereas virtual and hybrid learning models reduce our environmental footprint by minimizing travel and accommodation-related emissions; and

Whereas online delivery methods can be enhanced through interactive platforms, recordings, and resource-sharing, allowing for flexible learning at the participant's own pace while maintaining quality engagement and collaboration; and

Whereas hybrid course offerings combine the strengths of both virtual accessibility and in-person networking, accommodating diverse learning preferences and operational realities;

BE IT RESOLVED THAT the REVP-NCR raise awareness and engage discussions with the NCR Associate Director, and other stakeholders as needed, about the following priorities for the PSAC-NCR Education Program:

- **Prioritization of virtual and hybrid education formats wherever possible**, particularly where such methods can achieve comparable or superior learning outcomes to traditional in-person sessions; and
- **Integration of technology and instructional design best practices** to ensure that virtual and hybrid courses remain interactive, engaging, and accessible to members of all backgrounds and abilities; and
- **Monitoring, evaluating, and reporting** on participation rates, learner satisfaction, and accessibility outcomes to continuously improve virtual and hybrid union education delivery; and
- **Continuing to offer in-person union courses** when experiential learning, relationship-building, or regional needs make them clearly advantageous; however, the guiding principle shall remain that education be accessible to the greatest number of members possible through digital means.