



COMMUNICATIONS WORKERS' UNION

# ITEM 8 TRAINING & EDUCATION - Chapter 7

11<sup>TH</sup> BIENNIAL CONFERENCE 2022, ATHLONE

# Education Committee 2020-2022



## **Our Committee:**

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Pascal Connolly, eir Sligo District Branch

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John Dunleavy, eir Dublin No.2 Branch

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Ivor Reynolds, eir Dublin No.1 Branch

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Tom Sheehan, eir Cork District Branch

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Anthony McCrave, Drogheda Postal Branch

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Willie Mooney, Dublin Postal Clerks Branch

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Ellen Moore, Portlaoise Postal Branch

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Tara Ravenhill, Athlone Postal Branch

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# Objectives

- We will build an organising Union that prospers through excellence in service and commitment to recruitment
- Both organising department and Union education work closely together to give representatives the skills to recruit and be effective in addressing member needs
- We will be innovative in our responses to change
  - Response to COVID
  - Training initiatives
  - Case study work, classroom-based activities all with tutor support
- We will work in solidarity with other like-minded organisations and network with other Unions and training providers



# Education 2020-2021

- 2020 courses were all remote
- 2021 courses were a hybrid model
- Goals and objectives remain the same
- Blended learning with continued guidance





Unionlink bridged the gap

[unionlink.org](https://unionlink.org)

Email: [support@unionlink.org](mailto:support@unionlink.org)



# Branch Secretary Stage 1 Training

# Vodafone Committee Training





# Back to a full classroom-based training calendar for 2022

Chairperson

Branch  
Officer

Treasurer

Branch  
Secretary  
Stage 2

Advanced  
Branch  
Officer

Equality Rep

Committee  
(Regional)

Committee  
(HQ-based)



# Mentoring Programme

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Primarily to support women activists moving into decision-making roles

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Mentoring incorporated into Branch Secretary Stage 1 and for newly elected NEC members

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Professional, confidential support

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Contributes to the ethos and solidarity of the Trade Union movement

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Mentor is assigned based on work location and sector



# Women in Leadership

- Joint initiative between CWU and FSU
- Initially pitched at Executive-level or those running for NEC
- Will be repeated and more invited to participate
- Main objectives are:
  - To identify barriers to participation
  - Enhanced supports on decision-making
  - Networking
  - Training & development





# Education Grant Scheme

- Annual basis
- Open to members and their dependents
- Three categories:
  - Gaeltacht Awards
  - Second-Level Awards
  - Third-Level Awards
- Closing date for receipt of applications is **Friday 10<sup>th</sup> June 2022**
- Forms are issued to Branches by GS Circular and available to download from the CWU website



# Unionlink Aims

## **We aim to:**

build the skills, knowledge and confidence of our activists

provide the flexibility of e-Learning so that members can take control of their own learning

develop a blended learning approach

support our current training programmes and continuous development

attract members who cannot access current training courses so that they actively engage in their Union

# Unionlink Development

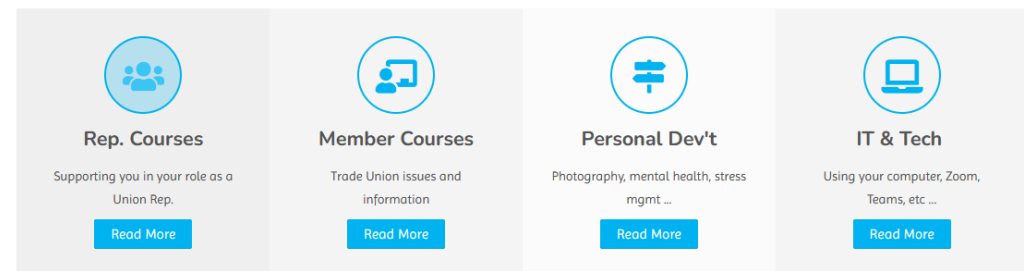
- Digital education and blended learning
- Available when members are unable to attend classroom training
- Members develop their own pathways to learning
- Developing skills at a time that suits
- All courses are free and tailormade for CWU representatives and members
- Survey conducted across all three Unions
- More emphasis on leisure activities





# New Developments

- Three new courses each quarter
- Most recently added:
  - Mail Merge
  - MS Outlook
  - MS PowerPoint
  - MS Excel
  - MS Word
  - Climate Justice & Sustainability
- Other courses available:
  - Project Management
  - Domestic Violence
  - Bullying in the Workplace
  - Leadership Skills
  - Remote Work Guidance





**1st Prize  
Digital  
Camera**



**CWU Digital Photography Competition**





# 2021 Competition Winners

**1<sup>st</sup> Prize – Stephen Walsh, PhoneWatch**



**Puffin from the Great Saltee Islands Co. Wexford**

**2<sup>nd</sup> Prize – Leo Bisset, DPDB**



**Carrowaystick Cottage, Glenmalure, Co. Wicklow**

**3<sup>rd</sup> Prize – Maureen Conway, eir Managers**



**An old fox understands the trap**

# Networking & Future Developments

- Membership with Aontas
- Dyslexia Association of Ireland
- As I Am
- An Post L&D
- Other Unions:
  - Mandate
  - FSU
  - SIPTU
  - FÓRSA
  - INTO
  - INMO
- Clear pathways of development for Reps





# Representative Development

- Development pathway for:
  - Committee members
  - Branch Officers
  - Branch Secretaries
  - Experienced Reps
  - NEC
- Training needs analysis and course development to match representative experience
- Supports development into future roles within the Union
- Matched with relevant courses on Union*link*



**Thank you**

## **11<sup>th</sup> Biennial Conference**

Sheraton Hotel, Athlone

Thursday 5<sup>th</sup> May 2022