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**CWU BDC 2024 -  
Education Report**



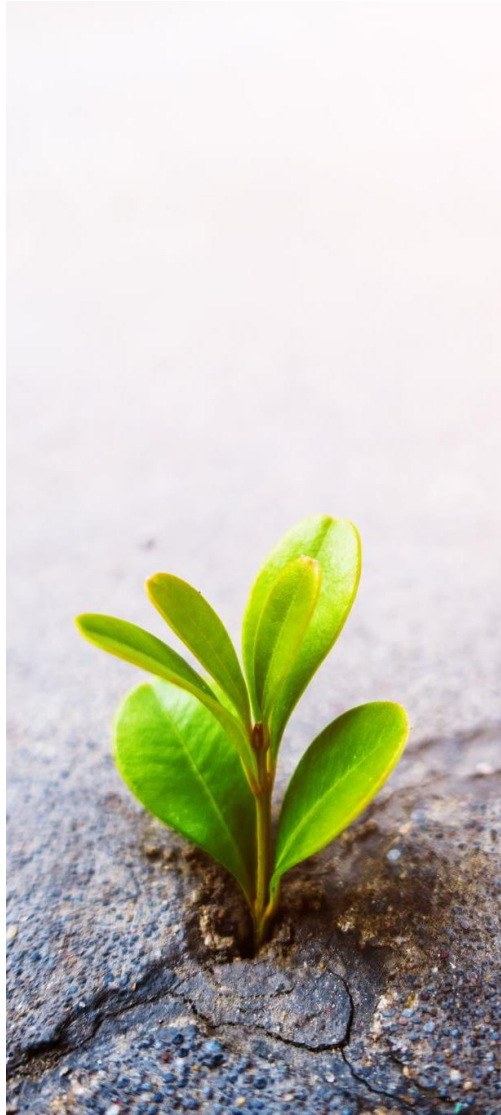
# Introduction

For CWU members working across all our sectors from Postal/Courier, Telecoms, Call Centres and the tech sector.

The roles require tailored skills from the union to effectively carry out their role.

The CWU Education Committee has developed training routes and courses as part of our education initiatives.

These offer practical training from grass root level up from the people who understand these roles the best- other CWU reps.



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# CWU Education Committee

1. Pascal Connolly, eir Sligo
2. John Dunleavy, eir Dublin No 2
3. Anthony McCrave, Dundalk Postal
4. Willie Mooney, Dublin Postal Clerks
5. Ellen Moore, Portlaoise Postal
6. Tara Ravenhill, Athlone Postal
7. Ivor Reynolds, eir Dublin No 1
8. Tom Sheehan, eir Cork District

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# What are CWU Training routes? CTR's

1. CTR's refer to a range of courses which assist members from grass roots level upwards to become active in the union and develop representative skills through a range of training.
2. It is intended that CTR's will guide and support members and activists in their roles.
3. By having CTR's in place, we aim to have a strategic plan to support development and long-term planning for future union activists.

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# Union Training & Progression



To ensure that we have a clear path for progression in the union for all levels of experience



To plan for the development of future activists



To ensure knowledge transfer from more established activists

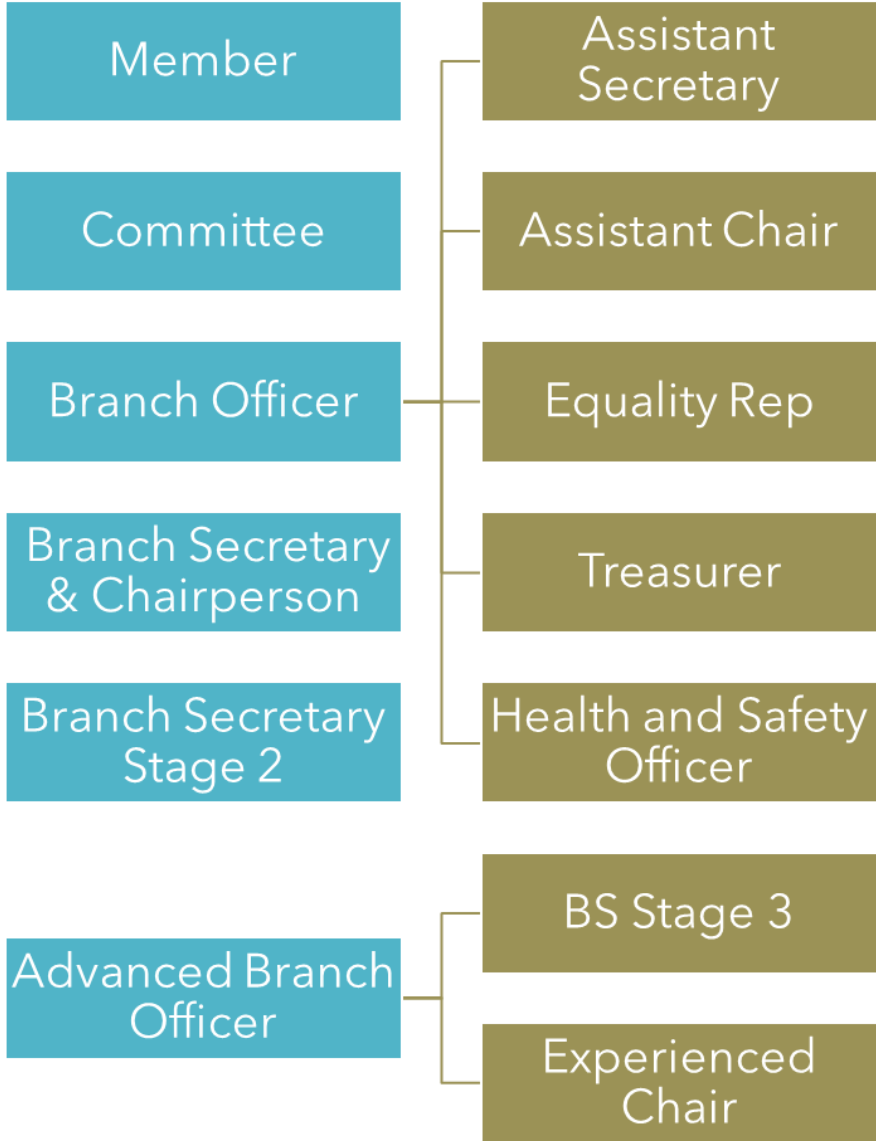


To be flexible to training activists outside our core areas



To provide more relevant training to those already in our core areas

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# 6 Training Routes

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# Route 1: Your Union & Union

Webinar to familiarise members with the Union and how it works.

We will introduce members to the structure of the CWU, and the benefits we offer our members.

Aimed at members who want to find out more about the CWU and union activities.

Webinar will take place once a quarter, dates and times being confirmed with participants after applications have been processed.

Open to all new members and is an initiative between organising and training.

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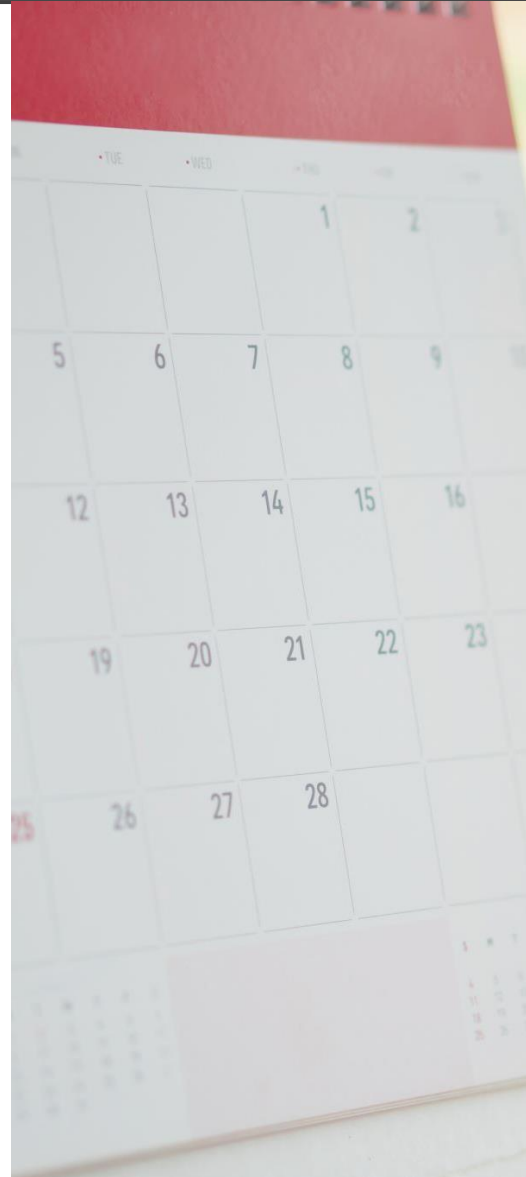
## Route 2 –Committee Member

The Education Committee will run many committee training courses throughout the year on a regional basis.

They are generally a one-day course organised with the Branch.

In all cases we tailor the courses to suit the individual needs of the Branch so that they can get the most out of the training offered.

Should a Branch request it, the union will train them on an annual basis to add additional topics of interest to the committee or to have more in-depth training on a chosen topic.



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This is a two-day training course for anyone who is a Branch Officer which will include Assistant Chairperson or Assistant Secretary.



Other Branch Officer roles include:

Treasurer

Equality Rep

Health and Safety Officer



The focus of the courses is on the role of the various officers, as well as areas such as grievance handling, organising, negotiating skills etc.

## Route 3

# Branch Officer

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## Route 4 – BS Stage 1 & Chairperson

- This is a five-day course for Branch Secretaries who have just been elected.
- Variety of Modules covered
- Chairpersons is a three-day training course for elected.

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# Route 5 – BS Stage 2



This is a three-day course for Branch Secretaries who have been **re-elected** to their role and who have completed the Stage 1 course.



The course content focuses on the experience of the Branch Secretary, Negotiation skills and a more in-depth analysis of IR topics.

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## Route 6 Advanced Branch Officer

This is a three-day course aimed at Branch Secretaries who have completed Stages 1 & 2 as well as Branch Chairpersons who have been re-elected.

The course will provide participants with further knowledge of IR issues as well as more practical exercises to enhance representation skills

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# UNION *link*

## Supporting our Training

- Mentoring for Branch Secretary Stage 1 and the NEC.
- Unionlink - supports all levels from Route 1 to 6.
- Skill notes on topics that can be downloaded from Unionlink.
- Downloadable templates for G&D, AGM's etc.
- Courses that contain a mix of text, video and quizzes, and we have several courses available.

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## For Reps

Supporting you in your role as a Union Rep.

[Read More](#)



## For Members

Trade Union issues and information

[Read More](#)



## Personal Dev't

Photography, mental health, stress mgmt ...

[Read More](#)



## IT & Tech

Using your computer, Zoom, Teams, etc ...

[Read More](#)



CWU-Specific Courses

[Load CWU courses](#)

- Effective Meetings
- Understanding Conference
- Preparing for your AGM
- CWU Rep Skills
- GDPR
- Word
- Excel
- PowerPoint
- Mail Merge
- Outlook
- Getting to know your computer

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**UNION** *link*

## Online Courses Update!

Essential Wellness Courses for members

<p><b>1</b></p>  <p>Identify, cope and manage bullying in your workplace ...</p> <p><b>Workplace Bullying</b></p>	<p><b>2</b></p>  <p>Start that conversation and start to get help ...</p> <p><b>Domestic Violence</b></p>
<p><b>3</b></p>  <p>Create a greater awareness of impact and related supports</p> <p><b>Sexual Harassment</b></p>	 <p>Brought to you by UnionLink.org A CWU, FSU and Mandate initiative</p> 

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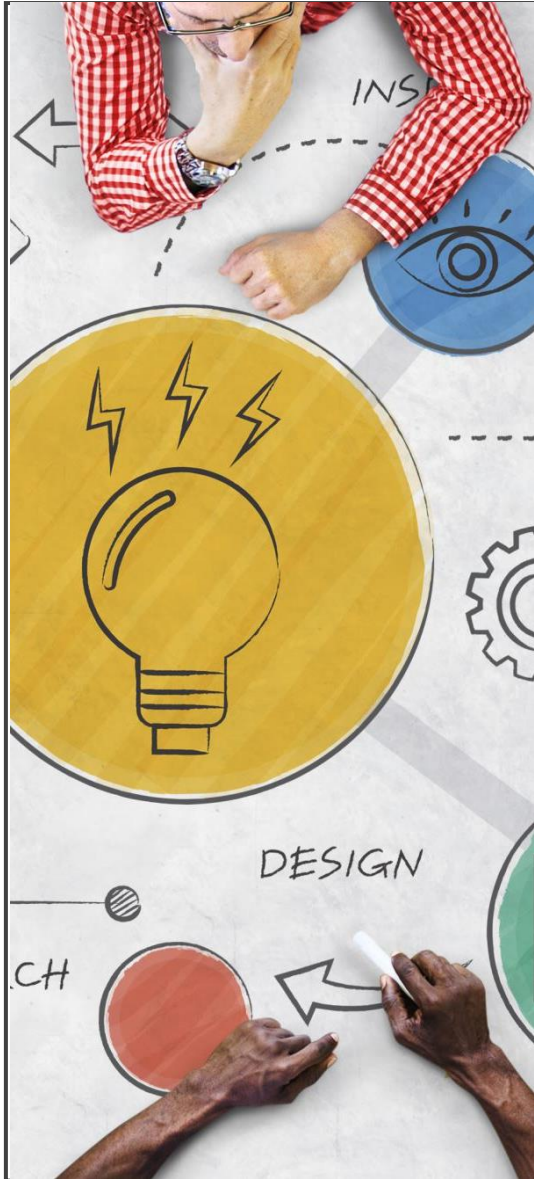
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# External Work

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## Future Requirements for CTR's

Widening the net of Mentors

Additional training of Mentors

Establishing mentoring as a key union support for training and development

Resourcing Route 1 *Your Union and You* to be delivered once a quarter

Creating training branding around CTR's

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We need  
your input....

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