Educating for Union Strength

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ACTRAV
Global Workers' Academy

ACTRAV Workers' Education Programme

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- **Introduction**
- **Shift in Focus:Training to Learning**
- **Global Workers Academies**
  - Structure
  - Regional Follow ups
  - Methodology
- **Conclusions/discussions on Possible Learning Areas**

Traditional approaches to training are being replaced with a continuous approach to learning aimed at driving performance

Event Oriented	*Process Oriented*
Training «At»	*Learning «With»*
Happens in a Classroom	*Happens On-the-job*
Focus on Skills and Knowledge gaps	*Focus on Performance Outcomes*
Analyzes Instructional needs	*Analyzes constituent needs*
Develops Training interventions	*Develops Performance interventions*
Implement training solutions	*Implements Performance solutions*
Evaluates Learning and Behaviour	*Evaluates results*

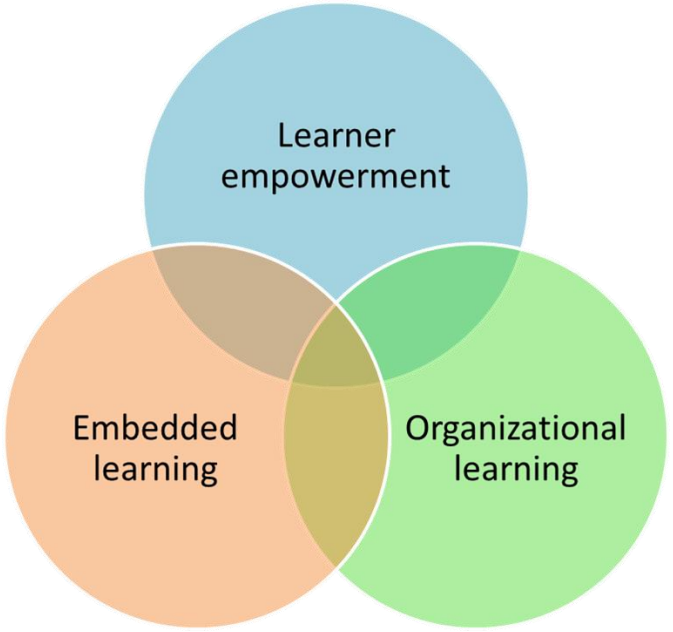
Training not learning

- Learning is a process, not an event. It occurs over time and with experience
- Training is an event that occurs to facilitate the learning process
- Learning occurs when individual behaviour has changed
- Training is a small part of the learning organization
- Trainers facilitate learning! They teach, or train, or educate, or coach
- The outcome is helping others to learn
- Performance is at the top of the list

Learning in the future

- **Relevant**
  Just in time, just for me
  intelligently responsive
- **Compelling**
  Learning environment stimulates heightened sense of engagement and curiosity
- **Collaborative**
  Access to expertise and knowledge enables innovation and deepens community
- **Continuous**
  Blend of formal and informal, lifelong
- **Outcome-based**
  Tailored and adaptive learning paths drive performance in a dynamic world

Next-generation Learning



Extended Learning

Profile of Learners

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Next-generation Learners

- Global, increasingly mobile
- Knowledge-hungry
- Multi-generational
- Interactive
- Values time

Learning Implications

- Relevant and available to a diverse workforce
- Increased performance and productivity
- Accessible beyond institutional boundaries
- Integrated and flexible
- Dominated by collaboration

ACTRAV
Global Workers' Academies

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ACTRAV-
Types of categories of learning activity

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- Global Workers' Academies on campus
- Regional/Sub-regional activities with labour education centres
- Follow-up jointly developed with ACTRAV field
- E-learning [distance learning, etc.]

Global Workers' Academies Curricula I

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- International labour standards (focus on FOA, Organizing and CB)
- Global supply chains
- Labour migration
- Sustainable Develoment Goals (SDGs)
- Future of Work; organizing and collective bargaining
- Training Methodology with focus on IT and distance education

Global Workers' Academies Curricula II

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- **Training packages and distance education programmes**
- Improve the **specific skills** of trade union professional staff
- **Active learning methods and collaborative learning**
- **Exchange of best practices** between the different regions
- **Key knowledge and expertise** of the participants together with **soft skills** (communication, negotiation, education, etc.)

GWA Methodology

- NETMAP EXERCISE
- https://netmap.wordpress.com

- WORLD CAFè AND OPEN SPACE
- http://www.theworldcafe.com

- ITCILO DELTA TOOLS
- http://blog.itcilo.org/introduction-to-e-learning-methodologies

- FISHBOWL AND NEEDS ASSESMENT TECHNIQUES
- http://betterevaluation.org/evaluation-options/fishbowltechnique

Tablets and mobile devices will also be used during GWA to support and enhance the teaching and learning process.

SoliComm as ACTRAV virtual classroom for e-learning

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SUSTAINABLE DEVELOPMENT GOALS
1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

GWA on SDGs and TU Roles

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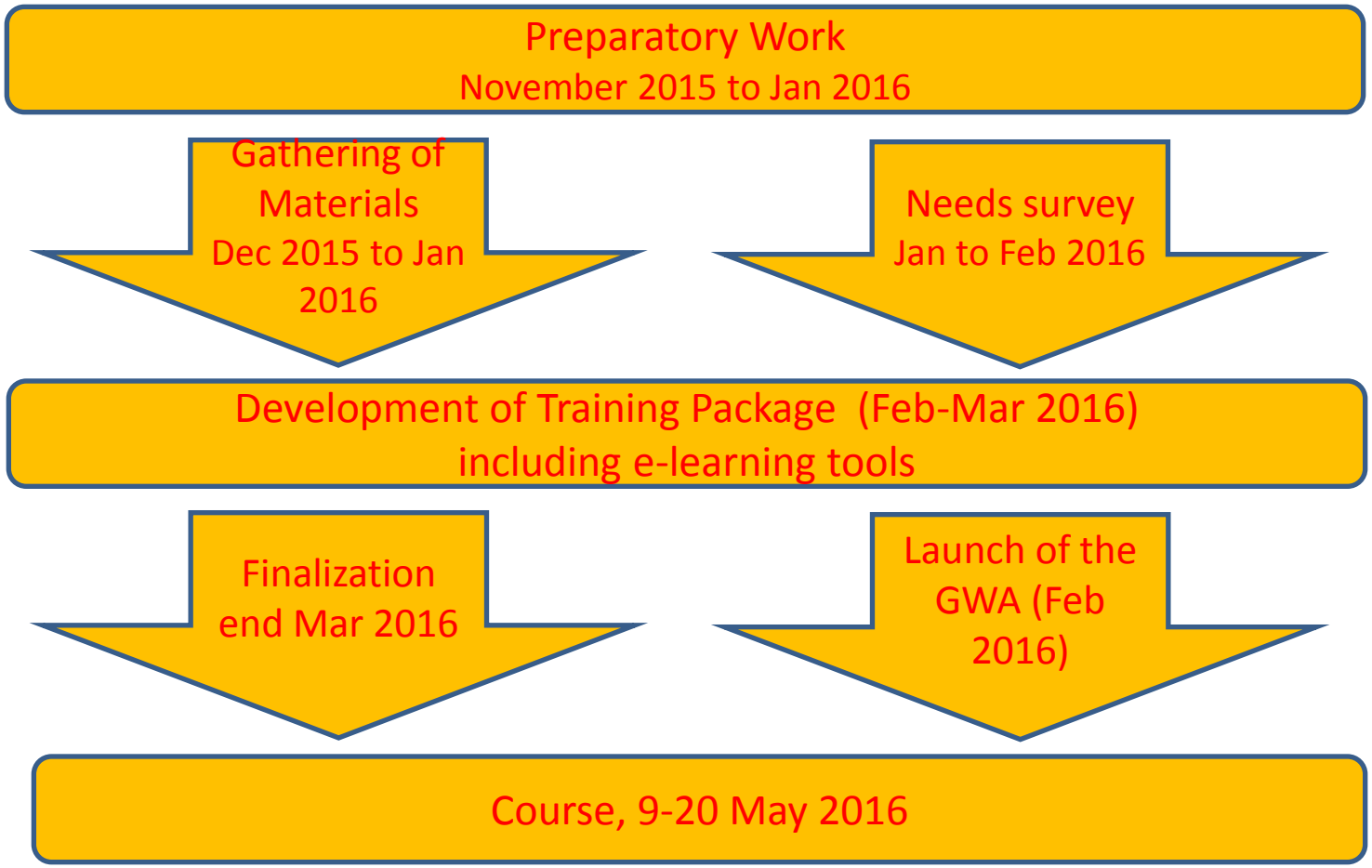

Initial Thinking

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Introduction to the Decent Work Agenda and the Sustainable Development Goals

- What are SDGS? What is the DWA?
- What are the goals and targets strategic to the DWA and the ILO?

Understanding the linkages between SDGs and the DWA

- What is the narrative behind Decent Work in the SDGs and linking the DWA and the SDGs?

Tools and Services offered by the ILO

- What are strategies and instruments to translate the normative SDG framework into operational activities?
- Provide in-country examples

Role of Unions and New Partnerships

- How to identify and engage in new partnershps?

Thank you

Possible Learning Areas???