

## **2024 TRAINING, EDUCATION AND MENTORSHIP (TEAM) COMMITTEE REPORT**

It has been an absolute pleasure to chair the Training, Education and Mentorship committee for the past two years and I would like to thank all the members of TEAM – current and past, as well as PIPSC Staff, including the education staff, for putting up with me for the past two years. I hope that whoever is selected to be the incoming Chair finds all the joy and fulfilment from the role that I did. It truly was one of the greatest experiences I've had in this incredible union!

I'm very happy to report on a successful, even groundbreaking year for TEAM.

As mentioned in my previous report to the 2023 AGM, TEAM has been working through a Strategic Plan that identifies tasks for the year broken down by both our required annual administrative tasks, as well as our ongoing and longer-term projects.

Annual Administrative Tasks include things like: Regional Budget Processes; Regional Training Schedules; Special Training Requests; Training Development with the Education Section and PIPSC Website updates related to TEAM and Education offerings.

We were able to get most of these accomplished early in the year thus allowing us to work on a few of our long term, keystone projects, including: The Member Facilitator Program; Steward Framework tasks; Steward Portal input and the outlines of a Mentoring Program.

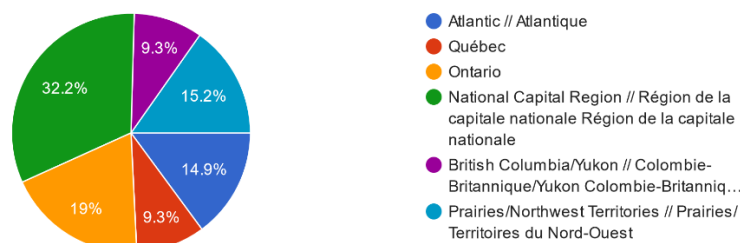
I'd like to highlight a couple of these specifically - The Member Facilitation Program and The Mentorship Program.

### **MEMBER FACILITATION PROGRAM**

With the support of the BOD and our ERO unions, TEAM was able to create a program and open up 21 spots for members to be able to train to be member facilitators. The goal is to have a roster of members able to add capacity to our EROs on certain types of training.

TEAM was overwhelmed by the response from our members and Stewards – and had to innovate a process to deal with the 289 applications we received.

Region // Région  
289 responses



The process that we created, ensured each application was scored by 1 member of TEAM and 1 member PIPSC staff and scores were z-scored (averaged with standard deviation between scorers accounted for).

As a part of the assessment process, we removed applicant names and all identifying criteria and Regional Training Chairs did not assess applications from their own regions.

In the final selection meeting, identifying criteria was attached to the top selections and TEAM reviewed selections from each region as a committee to ensure that certain criteria were met. Consideration was given to: Equity Diversity and Inclusion, Young Workers, Previous PIPSC experience/knowledge and the ability to successfully complete training and contribute to the program. As a result:

7 of 21 Successful Candidates were young workers!

19 of 21 Successful Candidates belong to Identified Equity Deserving Groups!

16 of 21 Successful Candidates have previous PIPSC experience and knowledge!

And there was an excellent representation across various Bargaining Groups and employers.



The training ran in September and the three trainers deemed it a success and all candidates were found to have 'passed' and be suitable for training – which is the greatest measure of success.

## **MENTORSHIP PROGRAM**

As part of the Steward Framework plan, TEAM has been tasked with building a Mentorship and Advisor program that will be in place in to coincide with the release of our new website and Steward Portal. The Mentorship program will identify skills and learning and preferred areas of focus as well as allow for Mentors to self-identify so that potential Mentees can select based on both expertise and in terms of diversity.

TEAM began the work by identifying some of the minimum criteria for the program.

Structure:

1. General Mentorship Program (Longer Term more generalized Guidance on a range of topics)
2. Advisory Program (Shorter Term – will normally be tied to a specific grievance/issue that a Steward is dealing with)
3. Mentors will have the option to self-identify as belonging to DEI groups

Delivery:

1. Sign up on the Steward Portal.
2. Mentors to identify their areas of expertise – NSO could review and do due diligence
3. Mentees to be introduced to portal and mentorship part at Basic Steward – Ask Stewards to connect with General Mentor
4. NSO as Point of Contact for new stewards to encourage usage and be a Champion of the program

Following this, TEAM identified key stakeholders within PIPSC and our Education section created a facilitated workshop to work on various aspects of the program.

Key Stakeholders in Meeting:

- TEAM National Chair and 6 Regional Chairs,
- Steward Framework Taskforce,
- 3 Advisory Council reps from each of the WGC, SBC, SEG
- 1 representative each from HRDC, YPC, BLPC and the RMG
- 1 representative from each of the 6 Equity Caucuses (Black Caucus, PWD Caucus, Indigenous Caucus, LGBTQ2S+ , Women's Caucus and Workers of Colour Caucus)
- 1 ERO Representation from the NCR and 1 from a Region (outside NCR)

TEAM is currently in the process of organizing this work into a workplan with milestones and will deliver an outline of the program to the BOD hopefully by Spring of next year.

On a sombre note, we lost a valued TEAM member and friend, Pam Kubicz (nee Davis) in January. Pam represented Prairies/NWT. Pam always brought a tonne of excitement and energy to all of our meetings and she was sorely missed this pas year.

Before I sign off, I would like to say thanks once again to all the TEAM members past and present and our incredible staff for all the successes the last 2 years have brought, I have thoroughly enjoyed being a part of this committee.

The 2024 Training, Education and Mentorship committee is comprised of the following members:

Carolyn Hynes, Atlantic.

Courtney Walker, Prairies/NWT,

Peter MacDougall, BC/Yukon

David Sutherland, NCR

Lyne Larocque, Québec

Bridget Brawley, Ontario

Staff Resources: Jill Piebiak, Jennifer MacEachern

Education Officers: Joanna Simpson, Patricia Chong

In Solidarity,

Pete Jozsa, Chair