

Food and Allied Workers Union

Education Strategy
Multi-pronged

Issued by Education Department, 20th November 2008

Updated 5th January 2009

FAWU Educational Strategy [Multi-pronged]

Mike Ntutela, Education Secretary
20th November 2008

Broad Framework:

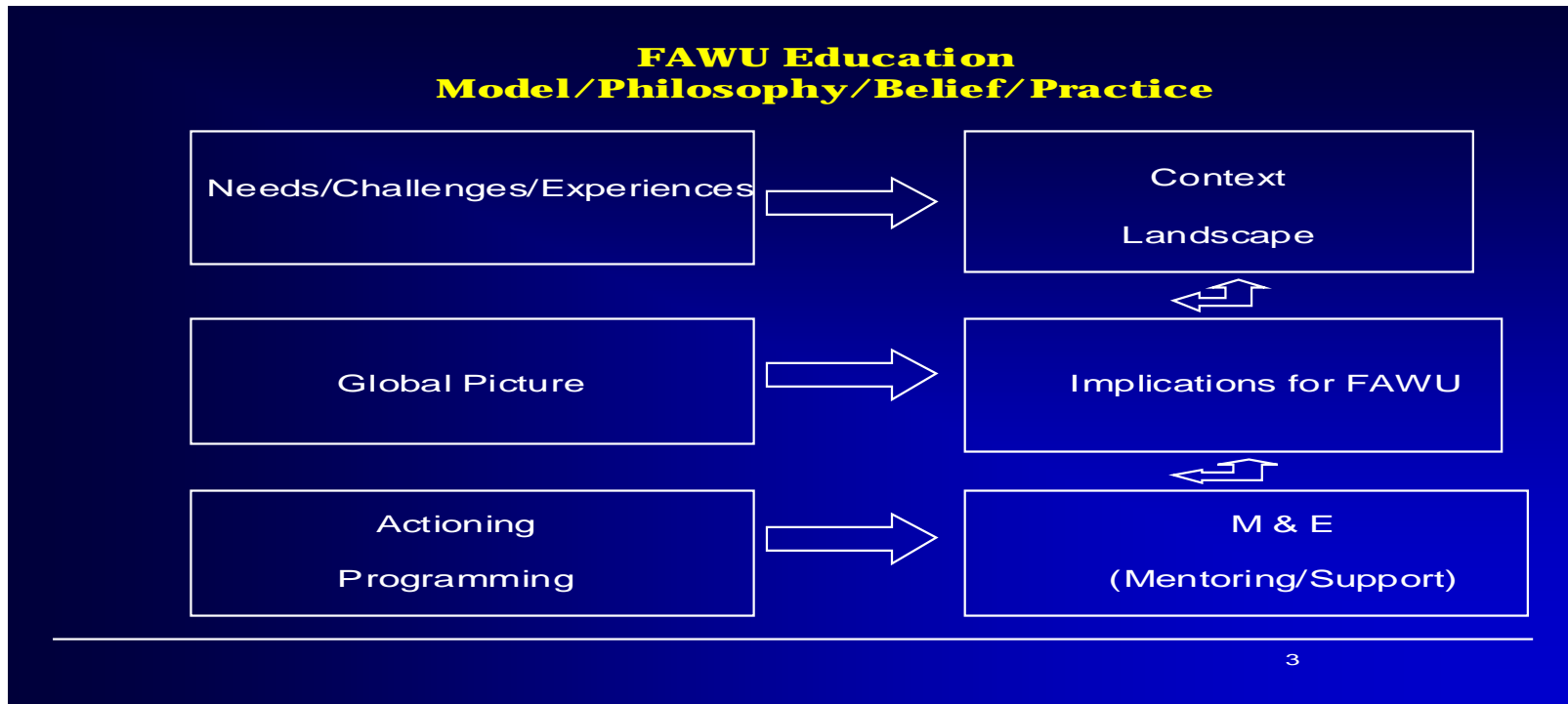
- Continued engagement with relevant departments on issues of planning, design, delivery (actual training), and evaluation in a collective fashion
- Conscious connection to our needs/challenges/resolutions/experiences based educational approach
- Allowing for educationally sound practices which are based on the notions of Popular/Workers Education
- Focused selection/recruitment approaches which will be based on principles of non-racism, non-sexism, non-gender discrimination, etc
- Acceptable mix and representation regarding age, gender, regional participation, etc
- Dedicate our time and energy to both trade union and workers education approaches that build FAWU

Aims: **The Strategy will help us to**

- Develop common approach to our organisation's education
- Deepen and internalise a collective understanding of our 'Model of Delivery
- Adequately co-ordinate our educational programmes through systematic processes of needs analyses, planning, design, delivery, and evaluation
- March forward in unison through collective participation as we soldier on.

Our Model of Delivery

We will strive, at all times, to explore possibilities of supplementing these with low-cost mass-based workers education and training using learnings from train-the-trainer workshop sessions, shopstewards training, etc .



Specific Educational & Training Activities

A pool of educators will be constituted to discuss and execute among other things:

1. strengthen coherence and lines of co-ordination
2. draw international experiences by engaging with lessons from solidarity campaigns
3. agree strategic education resource organisations and international sister unions
4. sharing of experiences through networks
5. complementary approaches, support, coaching and mentoring
6. cross-pollination of ideas on implementation strategies
7. collective evaluation and on-going assessment
8. embark on tracer (where are they & what are they doing-post training?) studies and impact assessment programmes on an annual basis.
9. departmental needs examination followed by capacity training, education and human resource development
10. integration of gender, sexism, racism, xenophobia, regionalism, etc into our education strategy

Our Strategic Education/Training Pillars

Strategic Pillars	Overall Co-ordination	Internal Support [Departments]
1) Shopstewards Training	National/Provincial Educator	Education/Organising (Bargaining)
2) Staff Development (HRD)	Education Secretary	Education/Secretariat/HODs
3) National/Provincial School <ul style="list-style-type: none"> • Leadership & Organisational Renewal • Legal capacity/Case Handling/etc • Educator/Gender Development • Political Economy • Financial Management for Trade Unions NB: HIV & Gender Cut Across ALL AREAS	National/Provincial Educator	Education/Secretariat/HODs
4) Proactive & Responsive Education	National/Provincial Educator	Education/Organising (Bargaining)

5) Farmworkers & Dwellers Project	Project Co-ordinator	Education/Secretariat/HODs
6) Research & Development	Research Officer	Education/Secretariat/HODs
7) Topical Seminars (Quarterly)	Education Secretary	Education/Secretariat/HODs
8) FAWU OD Forum (Bi-annually)	Education Secretary	Education/Secretariat/HODs

Horizontal & Vertical Lines of

This is subject to discussions with a pool of educators, those who might have been identified by education department, and resource comrades within FAWU and broader labour movement.

The education department will from time to time engage with Heads of Departments and the Secretariat on some of the following issues:

- Plough-back strategies in the aftermath of training
- Cost-benefit analysis (measure cost and impact)
- Translation of agreements/resolutions into educational/training programmes
- Decide who will attend which training in line with our needs-based approach

- Agree strategic partners who will add educational, material, and financial value to our quest for capacity building
- Consistent rolling out of educational programs which seek to build FAWU
- Analyse local needs (personal and organisational) and feed into our planning processes
- Make presentations to National/Provincial Executive Committee meetings, followed by submission of reports to Secretariat

NB: Existing policy guidelines will remain supreme in providing necessary assistance in this regard.