



LOOKING FOR CUPE MEMBER FACILITATORS

CUPE is recruiting members to facilitate CUPE workshops.

Are You Interested?

Do you want to help other members learn about our union? Do you want to help other members develop confidence and power to challenge workplace problems? Are you good at encouraging others to be interested in our union? Do you want to develop facilitation skills? If so, think about applying as a Member Facilitator.

Training and Support to Member Facilitators

CUPE Union Development staff will train Member Facilitators in adult education, facilitation skills, and delivery of CUPE workshops. Training will take place where you will learn from other experienced facilitators. Union Development staff will also provide active and ongoing support and feedback to Member Facilitators.

What is the Commitment of a Member Facilitator?

All Member Facilitators will be expected to:

- Make a commitment to be available;
- Attend a five-day Member Facilitator skills development workshop from **April 15 to 20, 2012**;
- Work closely with the Education Representative to ensure workshops are delivered in a way that develops our members;
- Provide feedback to the Education Representative on workshops.

How Can I Apply to Become a Member Facilitator?

Read the section on Skills and Abilities of Member Facilitators. Consider if you meet the profile. **You do not need to have all the described qualities in a fully developed form.** Part of the goal of the Member Facilitator Program is to help develop your skills. But you do need to have the potential. Some people have stronger abilities as educators and facilitators than others.

Fill out the attached application form and questionnaire.

Deadline for applications is January 9, 2012.

How are Member Facilitators Selected?

Our goal is to have Member Facilitators from various geographic regions and employment sectors, and who will reflect the diversity of our membership. We encourage union members from equality-seeking groups to apply. A committee of the Education Representative and Regional Director will review the applications, interview (either by phone or in person) and make the final selection. **Interviews will be held late January / early February 2012.**

Skills and Abilities of Member Facilitators

Member Facilitators will be selected on the basis of skills and abilities that encourage a participatory, safe and respectful learning environment. CUPE is committed to a popular education approach that starts with participant experience and builds confidence to help members challenge the many problems they face.

Facilitation abilities (or potential) include:

- Listening and speaking skills: active listening, drawing people out, balancing contributions, listening for common ground and encouraging all points of view;
- Flexibility in responding to the needs of participants;
- Promoting open discussion among diverse participants, tracking different lines of thought and creating an environment for participants to solve problems;
- Dealing with difficult dynamics in a supportive, non-defensive manner;
- Workshop planning and pacing;
- Self-motivation and self-evaluation.

Member Facilitators' knowledge base will include:

- CUPE/trade union values and philosophy;
- CUPE structure and policies;
- Understanding of the organizing approach to building unions and member participation;
- Familiarity with CUPE's Education Program.

Important Dates:

- **Deadline for applications - January 9, 2012**
- **Interviews - late January / early February 2012**
- **Facilitator training - April 15-20, 2012**

Need More Info?

Contact: Ann Robins, CUPE Education Rep - Manitoba Region
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Additional application forms and information packages will be available on the following CUPE websites: www.cupe.mb.ca www.manitoba.cupe.ca www.cupe.ca