Pedagogical Committee

Minutes of the meeting of 22nd February 2017—Brussels


Apologies for absence: Michel Agostini, Sanna Melin, Paula Bernardo, Sabine Letz, Ilaria Costantini, Aline Conchon, Merja Lehmussaari, Juan Carlos Morales, Andrea Husen-Bradley, Luciole Sauviat, Valerica Dumitrescu.


Agenda

1 Socio-political framework
   The ETUI priorities
      • Process of the EDU department

2 Information on
   • The 2016 programme delivery
   • The 2017 programme

3 QIS – Quality Improvement System
   • Project progress report
   • Strategy document

4 “Young trade union leaders” courses
   • In the context of the ETUI for young trade union leaders training
      o The Youth Academy – ACTRAV/ETUC
   • Updating after evaluation

5 The ETUI courses with certification: progress report
   • Young trade union leaders
   • Project Management
   • Eurotrainers

6 Miscellaneous
   • Distance learning
   • The website: evolution
   • …

Welcome
UG welcomes those attending and presents the agenda. Item 4 of the agenda will not be presented as Ilaria is undergoing training. Approval of the minutes of the meeting of 7th and 8th September 2016.

UG then gives the floor to Philippe Pochet (PP), who starts with item 1 of the agenda.

PP: 3 items: 1. new director of ETUI Education, 2. priorities of the ETUC, 3. ETUI-ETUC relations.

1. Following a lengthy pre-selection/selection procedure, there is still no new director. It is important to choose the right candidate. Ulisses will remain until February 2018. Request to the Pedagogical Committee to search for/put forward interesting candidates with the right profile. Proposal to constitute an informal group (20-25 people) to help the director to shape the ETUI Education vision.
   A few observations: put the new advertisement on the Website, request to redistribute the candidate’s profile again, important to choose the right person for the Education Dept., good idea to constitute a small informal group.

2. A new team has established itself, a much more united team, which has a lot more internal discussions and has succeeded in reconnecting the function of the trade union movement vis-à-vis the European Parliament, vis-à-vis the Commission, which was quite lost. There is a much more active ETUC, which is heard much more by the European Parliament committee members. Start of the ETUC campaign on wages. A campaign with few financial resources. A joint institute and ETUC group on Brexit. A sort of task force to try to make sense internally of the Brexit issues. There is the ETUC Mid-Term Conference in Rome at the end of May.

3. Good relations, the new ETUC leadership has a much more strategic and global view with the desire to work with the institute, notably in the wage campaign. Lucas and Peter are both very aware of and active in regard to the matters of trade union education and training. How the ETUC can use training to strengthen the trade union movement.
A few observations: the ETUC campaign on wages is an excellent idea, the messages of the campaign on the ETUC Website are very clear and can be used by others, what is the very practical objective of this campaign? who are the target groups of this campaign and how can the connection be made with the national trade unions? how should we argue on pay bargaining? make a connection between wages and collective bargaining, important for the campaign to be visible via Twitter, social media.

2016 programme
UG informs the meeting that the 2016 budget will be spent and that nearly all training courses will be carried out. Only 2 or 3 small comments; some federations find it more difficult to put into effect the activities that are provided for in the programme; in the last 2 or 3 years, the EWC training courses have doubled, we have reduced the half-day activities.

2017 programme
• We have received a large number of proposals (71) from the organisations.
• The work organised in close connection with the Youth Committee will continue. We have achieved excellent results.
• For the first time, we will have certification and accreditation of the Eurotrainers by the University of Lille. This is planned for the month of June.
• We will have the launch of the on-line courses.
• Already a few ideas for the EDU Days 2017 programme.
• Continuation of the problems with CRM-Synergy.

QIS (Quality Improvement System)
Results of the working group presented by Robin.
We already discussed a quality improvement system at the last pedagogical committee meeting and during the EDU Days in Gdansk. An on-line questionnaire was sent to the trade union members who had been invited to the EDU Days. We achieved a 50% response rate with interesting information about organisations that have an evaluation system. We evaluated the strengths and weaknesses of these systems.
The ETUI education officers were interviewed. The idea was to gain a better understanding of current evaluation practice as they are the main users of the system. How can we make their life easier or make life easier for anyone using this system?
The why and what of QIS
One of the main reasons it was decided to set up a system in a more structural way is that there is a need to justify a sensible use of public financing.
There are fundamental principles that are non-negotiable; the objective of QIS is, of course, to improve quality, it is a pedagogical conception element, and an end-of-activity questionnaire should be drawn up.
When a course is developed, it is necessary to move on to the evaluation session. There are 5 evaluation levels: 1) the reaction/satisfaction level – 2) the learning level – 3) the interpersonal skills of the learner (behaviour) – 4) result and impact, and 5) the return on investment.
For the time being, we are concentrating on three levels; all the ETUI residential courses and the distance activities are evaluated by the participants, and levels three and four, the behavioural application on the ground part, and the result and impact part, these are levels that are taken into account in a very precise way: questionnaires are sent to the three networks; project management, training for the trainers, and young leaders. What tools can emerge from all that? A handbook for the trainers, the ‘end-of-activities’ questionnaire and a document template for everything to do with the trainer.
The pedagogical committee and the various components of the institute will be informed of the results.
A few observations: very impressive as a plan, putting an evaluation system in place is complicated, many people have to use it correctly if we want the QIS system to be useful to the ETUI, a complex system, caution! system to be tested before implementing it, this system is quite strong in terms of collecting information on the courses, etc., but what do the participants think?, a good thing to try to improve quality and have an overview, the role of the national contact point?, data to be made secure, lack of feedback from the trainer, the evaluation may be a very valid justification to the Commission, the evaluation tools are very important, evaluation can be used to reinforce key principles of trade union organisations.

Thanks to Liz (who retired in January) for her work and commitment.

The Website: upgrading (by Willy)
We have moved on to reformatting the Website, a much more attractive Website visually. There are more photographs, there are more ways of carrying out searches, by key words, date, month, language, etc.
A few observations: is there a possibility of connecting to social media?, how do we send feedback? the site has become more attractive, still the problem of the content, electronic records?
Certification of courses

Eurotrainers (presented by Gabriela): the first certification cycle with the University of Lille is almost concluded following work lasting four and a half years. The first time that the participants (11 in total) of the Eurotrainers course will receive a certificate, real recognition. Finally, the work done by the trade union trainers is recognised and seen as valid work.

A few observations: maximum visibility to be given to this initiative, may be a good opportunity to invite the 11 participants to the conference, a big event, how will we celebrate this and, above all, celebrate the work that has been done?

There is no presentation of the certification process for the courses Project Management and Young Leaders. Our two colleagues, Valerica and Ilaria, are giving a training course.

AOB

UG: there are a few changes to the composition of the Pedagogical Committee. Some time ago, Sabine Letz tendered her resignation and Susanna Melin no longer works at LO. Sabine will be replaced by Isabelle Ourny and Susanna by Helena Gille. They will be invited to the next Committee meeting in September.

UG: distance learning: we are a few months behind, it will be interesting to present the distance learning courses to the ETUC Mid-Term Conference in Rome at the end of May.

EDU Days 2017

UG: There are no ideas yet for the next ETUI Education conference.

Day 1 is policy day in cooperation with our French colleagues.
Days 2 and 3 will be devoted to the conference.

What proposals?
- ETUC campaign on wages
- QIS evaluation
- the question of populism in Europe (the elections in France)
- Informal group to discuss the vision of ETUI Education and the director
- ETUC campaign on wages as training

Next meetings

Next Pedagogical Committee meeting dates are 4th and 5th September in Brussels.
The EDU Days will take place from 4th till 6th October 2017, at the CGT centre (Gif-sur-Yvette).