

### **Training and Upskilling of Workers**

The role of education is critical in the development of an organizationally and politically informed, skilled and competent worker leadership who is capable to defend our members and advance the interests of workers with confidence and determination.

The SACTWU shop stewards training programme has six components, namely union education, HIV/Aids awareness training, workplace skills development, computer training, health and safety training and leadership development. The training is conducted by the SACTWU education department, by union project staff, Ditsela and by contracted outside training institutions.

Over the last three years, SACTWU has conducted more than 300 courses covering all shop stewards with a combined attendance of close to 9 000 shop stewards.

The shop stewards receive core training on issues like basic shop steward duties, labour law, case handling, industry terms and conditions of employment, and unfair dismissals case management skills. Hundreds of shop stewards have also learned computer skills through SACTWU courses.

Shop stewards training takes place almost every week of the available training year, with courses being run in all parts of the country.

SACTWU spends approximately R5m per annum on shop stewards training.

In addition, we run workplace awareness training for members, mainly on health and safety matters such as HIV/Aids awareness. Over the last three years, 282 000 workers have participated in this program, some more than once.