



Know Your Contract

Got Training?!?

Training and Development – Who me?

Aside from the fact that we all work at a post-secondary institution and, hopefully, have an appreciation for life-long learning, there are a number of reasons why you might want to expand your skills or take on a new certification:

1. **Keeping up with the curve.** We live in a fast paced world and our workplaces are constantly changing. Taking courses to brush up our skills or learn new ones helps us stay relevant in our current work.
2. **Preparing for the future.** Gone are the days when most people were able to start and end their careers in the same company. Research shows that most people will have several different career paths during their lifetime and preparation is the key to navigating these changes.
3. **You just never know.** Some careers such as many trades professions are very hard on the body. Wear and tear over someone's work-life or an unexpected accident or illness can create a need to change jobs before retirement comes to call. Choosing and working towards a next role gives individuals some control over their own path if "life happens."
4. **Stretching your brain.** The old adage about use it or lose it applies to our brains just like the rest of our bodies. Taking a class, a seminar, or going to a conference helps keep our brains active and engages. Besides, you might just have fun too!

Training vs. Professional Development

So, what is the difference between training and professional development?

Training refers to learning activities that provide skills needed to do an individual's current job. Training is a responsibility of the employer and your department is required to cover all costs associated with needed training including wages, tuition, and material costs.

Professional or career development refers to learning activities that prepare an individual for future job opportunities. Funding for development opportunities can be found through a variety of sources some of which are listed below.

CUPE T&D Funding

The CUPE Training and Development Committee is a joint labour-management committee that administers funds gained through negotiations to support ongoing career development of CUPE members (see Article 20).

CUPE members with regular or temporary appointments at VIU (including members on leave) may apply for up to \$1,200 of funding per fiscal year (April 1-Mar 31). The committee also sponsors courses on their twice yearly flyer. These courses are open to members with casual, regular and temporary appointments and are in addition to the funding above. For more info, visit <https://www2.viu.ca/cupe1858a/>

Union Education and Training

Our union provides extensive training opportunities for those active in volunteering for our Local. Course topics range from health & safety issues to stewarding skills, leadership development to communications training. These courses provide skills that are not only helpful for volunteering with the union, but can also be transferred to your regular job.

For approved applicants, the union covers the cost of wages, tuition, and travel expenses.

Tuition Waivers

CUPE members with regular or current temporary appointments at VIU are eligible to have tuition waived for up to 8 credits of academic courses per semester as per Article 20.04 and VIU Policy 33.01 (<https://www2.viu.ca/policies/policies-index.asp>).

Scholarships & Bursaries

Annually, our Local sponsors a scholarship and 3 bursaries totaling \$2,250/year. These awards are for current CUPE 1858 members, their children and their grandchildren who are pursuing academic studies at VIU. Since being established in 1994, our Local has provided over \$38,000 in awards to support members and their dependents in reaching their academic dreams.

Our awards are managed by the Financial Aid & Awards office (<https://services.viu.ca/financial-aid-awards>). **Deadlines for applications are March 31 for scholarships and October 31 for bursaries.**

Love of Learning

VIU offers the opportunity to audit academic courses which allows individuals to sit in on the course without the stress of exams or assignments through the Love of Learning program. Tuition for courses through this program is \$99 per 3-credit course plus student fees. For individuals over 65 years of age, tuition is waived completely. For more information, visit <http://www2.viu.ca/love-of-learning/>