

**ACTU**  
australian council of trade unions



**YOU CAN**

**CHANGE**

**THE**

**WORLD**



# UNIONS ARE CONSTANTLY CHANGING AND IMPROVING THE LIVES OF WORKING PEOPLE.

Everyday workers are supported and encouraged to make a difference in their workplace. They achieve this through a strong network of union workplace representatives and paid organising staff.

*Organising Works* is a training program developing new waves of diverse organisers. Organisers employed by a union to work to help workers stand together, and build a better future for all working people.

We are now reaching out to encourage all of our communities to apply for the next wave of employed trainee organisers. If you want to change the world – join us.

## APPLICATION PACK ORGANISING WORKS TRAINEE

<b>POSITION</b>	Organising Works Trainee
<b>START DATE</b>	From 11 November
<b>CLOSING DATE</b>	15 July
<b>INTERVIEWS</b>	Two interview rounds. <b>Stage 1</b> Interview with the ACTU, 29 July - 23 August <b>Stage 2</b> Interview with the ACTU and sponsoring union, 9 September - 4 October
<b>EDUCATION AND DEVELOPMENT FOR EXTERNAL CANDIDATES</b>	Successful applicants will be placed with a sponsoring union. The sponsoring union will be the employer. The Organising Works Unit at the ACTU will be responsible for recruitment to the program, education and development over the 12-month duration of the program.
<b>EDUCATION AND DEVELOPMENT FOR UNION SPONSORED DELEGATES</b>	Existing workplace union delegates can access the program through their union. Discussions will take place with the union and the delegate to ensure they are active supporters of union values. The Organising Works Unit at the ACTU will be responsible for recruitment to the program, education and development over the 12-month duration of the program.

## ABOUT THE ACTU

The ACTU is an umbrella organisation supporting unions from workplaces across the country. With affiliated unions having a membership of nearly 2 million members. The trade union movement has been a force for good across the world, lifting workers out of poverty, lifting safety, securing democracy and giving hope to millions.

The Australian Council of Trade Unions (ACTU) is the peak union body representing over 1.7 million workers and their families.

Since its creation in 1927, the ACTU has spearheaded some of the most fundamental workplace struggles in Australia's history.



**“THE LABOUR MOVEMENT WAS THE PRINCIPAL FORCE THAT TRANSFORMED MISERY AND DESPAIR INTO HOPE AND PROGRESS.”**

MARTIN LUTHER KING

## ORGANISING WORKS

The Australian Organising Works program was established in 1994 to provide affiliated unions with a younger more diverse group of organisers to organise and empower workers. Since then, more than 1000 people have advanced through the program – playing their part in steering the trade union movement through difficult, but exciting times. In 2021 a review into the program was initiated to consider what the program had achieved since its establishment and what it might look like into the future.

Acting on the recommendations of that review we are now recruiting our first wave of Organising Works trainees since 2019.



**If you believe that the world could be different, that it should be different, if you want to play an active role in helping workers and communities fight for a better world, then we want to hear from you.**

Over the next few weeks the ACTU will be recruiting a pool of next generation organisers. These organisers will be employed with sponsoring unions, learning the skills and knowledge to inspire and activate workers across this country.

The Organising Works program is a traineeship, and you will learn from the best in our movement. We ask only that you have a passion to fight injustice.

### WHAT TO EXPECT

Organising Works provides training and development for trainee organisers sponsored and employed through participating unions.

As an Organising Works trainee based in a union you will be deployed across a range of situations and you can expect the role will include:

- Talking with workers as they turn up to work
- Identifying and developing workplace activists
- Accompanying union representatives on workplace visits to build membership and activity
- Organising conversations and meetings outside of the workplace – like visits at home
- Supporting workplace activists to lead in taking collective actions
- Working and building relationships across the union movement
- Engaging and building community relationships
- Building collective workplace meetings
- Supporting workplace activists run effective inductions for new starters
- Working unsociable hours.

You will be employed by the sponsoring union, but your development will be delivered by the team at the Organising Works Unit, led by the ACTU.

# THE ORGANISING WORKS PROGRAM

As a trainee with the program, we will assume no prior knowledge of unions or industrial relations. Successful applicants will join an education and development program that will lift knowledge, skills and confidence enabling participants to build powerful groups of workers.

The Organising Works education and development will be deployed in four ways:

## ONE

You will attend three week-long blocks of face-to-face education sessions. These sessions aim to develop your understanding of:

- Organising and building worker power
- Role of the union organiser in supporting workers build their own power
- Supporting and developing the capacities of workplace activists
- Bargaining, and how to bargain to build power
- Economics for trade unionists,
- History of the union movement and social justice
- Building unity among workers by tackling and reducing discrimination based on sex, gender, race, ability, age, class, religion, and nationality
- The law, its limitations and how to win collectively
- Using workplace issues to build interest and action.

## THREE

### Study groups

It is expected that trainees spend some of their own time reading relevant research and discussion papers. This material will be provided on a weekly basis and will aim to supplement education and development of Webinars and face to face learning. There will also be the opportunity to work with other trainees from the program to self-organise to review material and enhance learning.

## TWO

You will also participate in regular online learning events, taking place every second Friday, these sessions will:

- Develop understanding for new and emerging organising techniques
- Develop historical understanding for the trade union movement
- Increase understanding for the activity of the trade union movement in other countries
- Explore political campaigning
- Develop your analysis around economics, neoliberalism and social change
- Explore researching companies, industries and finding leverage.

## FOUR

### Campaign Clinics

In a first, the program will provide trainees with the opportunity to develop experience, skills and knowledge in live campaign settings. From membership blitz activity, to street and community activity, protests, rallies, workplace meetings, activist education, house visits and phone banking. Unions will come to the program with requests for resourcing. The Campaign Clinic will then help deliver that activity. Unions will get the resourcing they need, and the trainees will get the experience and development they need.



Through a twelve-month program the Organising Works program will develop the trainee into a modern-day Organiser.

# SELECTION CRITERIA

## DUTIES AND RESPONSIBILITIES

- Build worker power by recruiting new members into the union
- Supporting workplace activists to increase their capacities and confidence
- Work with health and safety reps to build strong union cultures around health and safety
- Work effectively and positively within a team
- Build strong and effective relationships with other unions, allies, and community organisations
- To be a champion of diversity and inclusion and educating others to our values
- To provide organising support to political projects or campaigns as and when needed.

## KEY SELECTION CRITERIA

### DESIRABLE EXPERIENCE:

- Participation in forms of collective action
- Community organising
- Able to move other people through conversations to action
- Familiarity with Office 365
- Familiarity with social media platforms and using such platforms to positively engage and influence others
- Organising against division.

### PERSONAL QUALITIES

- Can thrive in time and space when working on your own
- Has levels of initiative that can create ideas and activity to organise workers
- Deliver on the ground leadership
- Ability to coach and mentor others including future workplace activists
- Ability to think strategically, tactically and to have the right attitude to learn the difference
- Willingness to learn
- Willingness to work out of hours and in own time
- Ability to plan, execute plans, reflect on activity and take responsibility for driving plans
- Enthusiasm to support learning of others
- Commitment to combating racism, sexism, homophobia, transphobia, agism, ableism and to fight for unity and solidarity
- Commitment to build class-based solidarity and resistance
- Ability to evaluate conflicting time priorities and priorities the activity for growth and organising.

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**The only way of rebuilding union power in Australia is by ensuring unions are everywhere and that our movement is bigger, inclusive and active. Organising Works is critical to building a growing and stronger union movement because it opens the doors to all our amazing union members and young activists who want to learn how to organise new members, lead collective fights and win change through collective action.**

**Organising Works changed my life by giving me and other young, migrant women activists from working class families a chance to contribute and fight and change the world by being union. Every union who wants to genuinely build union power needs to build the next generation of activists, organisers and leaders who can organise, unionise and build real union power now and for the future. Organising Works because organising works.**

**- CATERINA CINANNI**

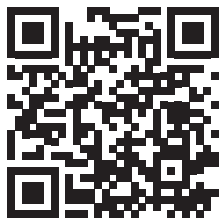




# APPLYING

You can apply for the role of Organising Works Trainee through a range of methods, including:

- A written document
- Audio recording
- Video recording



**FIND OUT MORE AND  
START APPLICATION HERE**

← SCAN OR  
CLICK HERE

## NEXT STEPS AND SELECTION PROCESS:

1. Complete the application form at the link above.
2. Provide information that tell the story of a time when you have moved others to take action.
3. If you are not short listed for the interview stage, we will contact you and let you know and provide feedback.
4. If you are successful in making it through to the first round of interviews, we will contact you to let you know the details and process for those interviews.
5. There will be several rounds of interviews.
6. If you are successful in making it through to the end you will start the traineeship in readiness to join the first education session at the beginning of February.

**GOOD LUCK – WE CAN'T WAIT TO MEET YOU!**



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