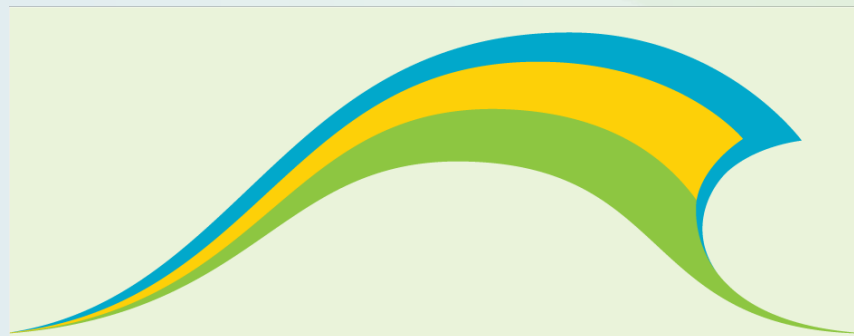


Co-operatives and the Journey of Lifelong Learning

Réseau de recherche pour mesurer la
DIFFÉRENCE COOPÉRATIVE



Measuring the Co-operative Difference
RESEARCH NETWORK

Erin Hancock, Manager of Research and Education
Canadian Co-operative Association
ACE August 5, 2013
San Juan, Puerto Rico

The project

- Explore the 5th principle of co-operation
- Scan educational and training initiatives across Canada by co-ops and/or for co-ops
- Explore the investment co-ops make in their people through education and training
- Inform practice (trends, gaps, inform the development of a co-op lifelong learning strategy)



Contributors

- Karen Miner of Saint Mary's University
- Kim Penna of College Houses, Texas
- Sarah Pike of ACE
- Fiona Duguid of CCA
- Quintin Fox of Gay Lea Foods (formerly of CCA)
- Veronique Gagnon, student researcher
- Provincial co-op associations

Methodology

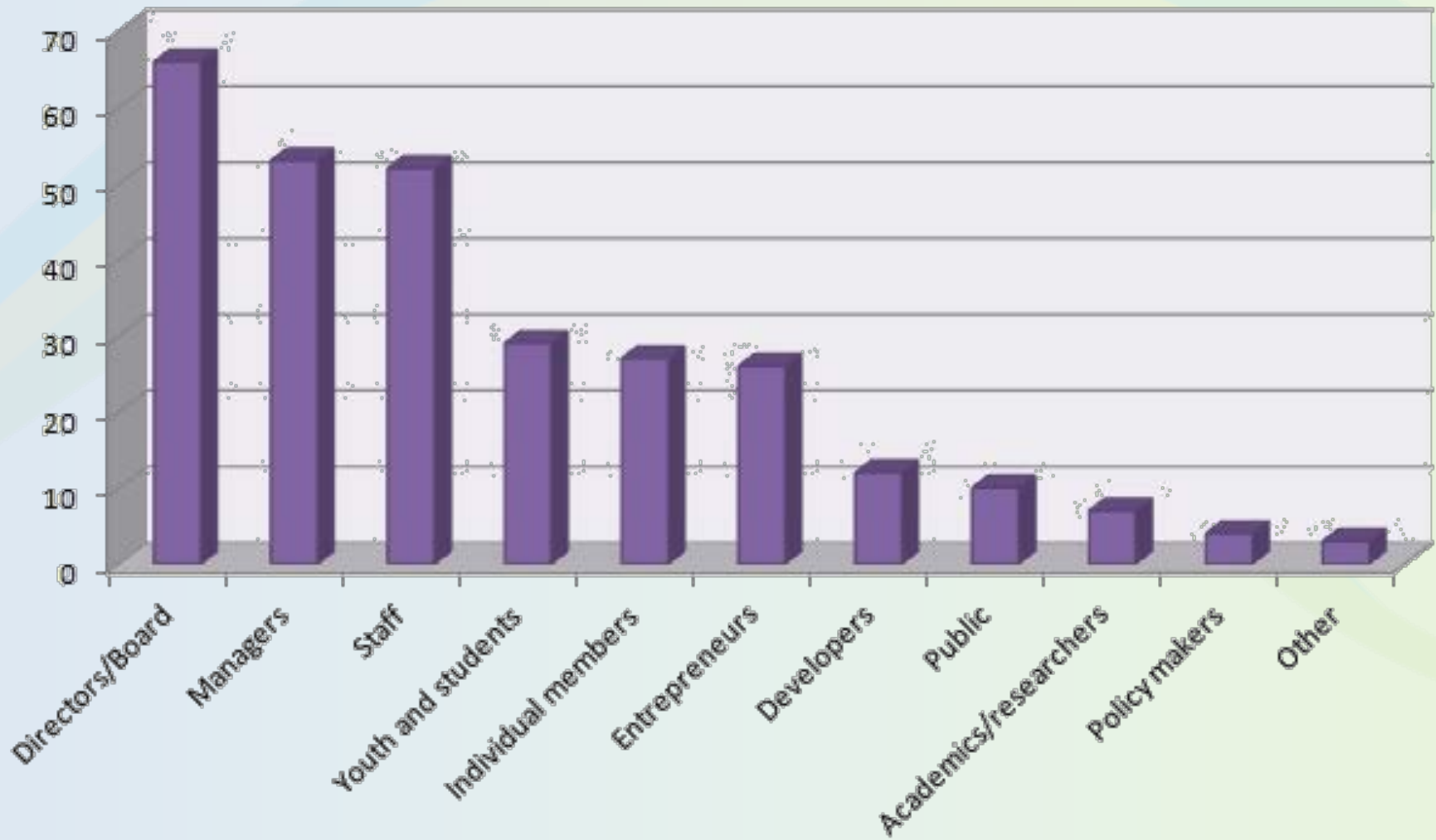
- Scan of co-op websites and annual reports
- Requested submissions via co-op newsletters and through email requests
- Consulted with provincial associations
- Inclusion criteria:
 - Educational or training initiatives undertaken by co-ops or created specifically for co-ops
 - Courses, workshops, online learning initiatives, resources/toolkits, etc.
 - Ongoing initiative (not 1-off conferences/events)
 - Practitioner focused (not undergraduate courses unless developed by a co-op)

Overview of findings

- 182 initiatives found
- Across all sectors
- Delivered by primary, second tier and third tier co-ops as well as consulting bodies and universities
- Delivery methods ranged from online static resources to in-person courses
- Initiatives targeted staff, management, directors, members, policy makers, developers and the public
- Topics included co-op topics as well as technical topics



Target audience

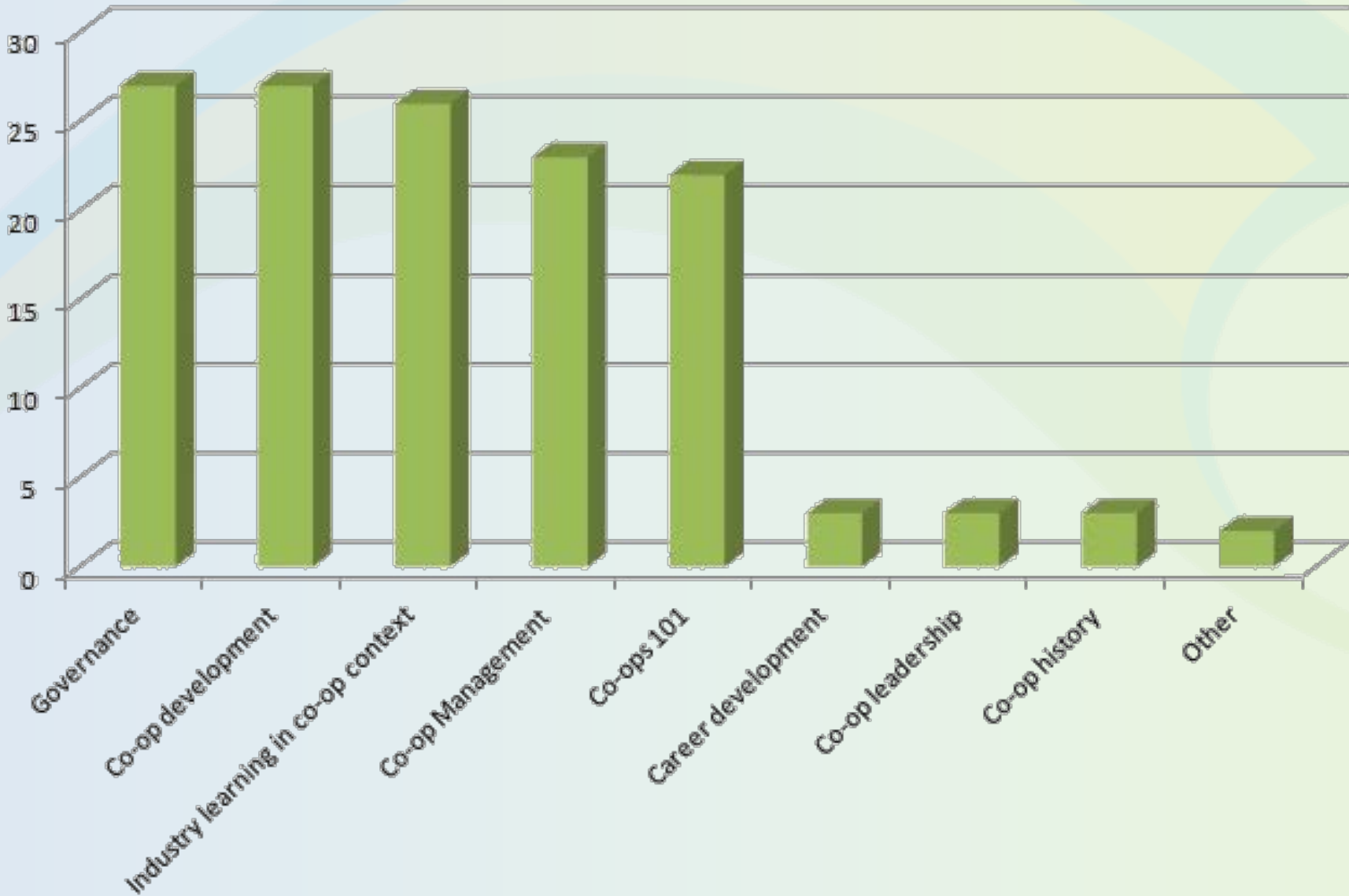


Topics

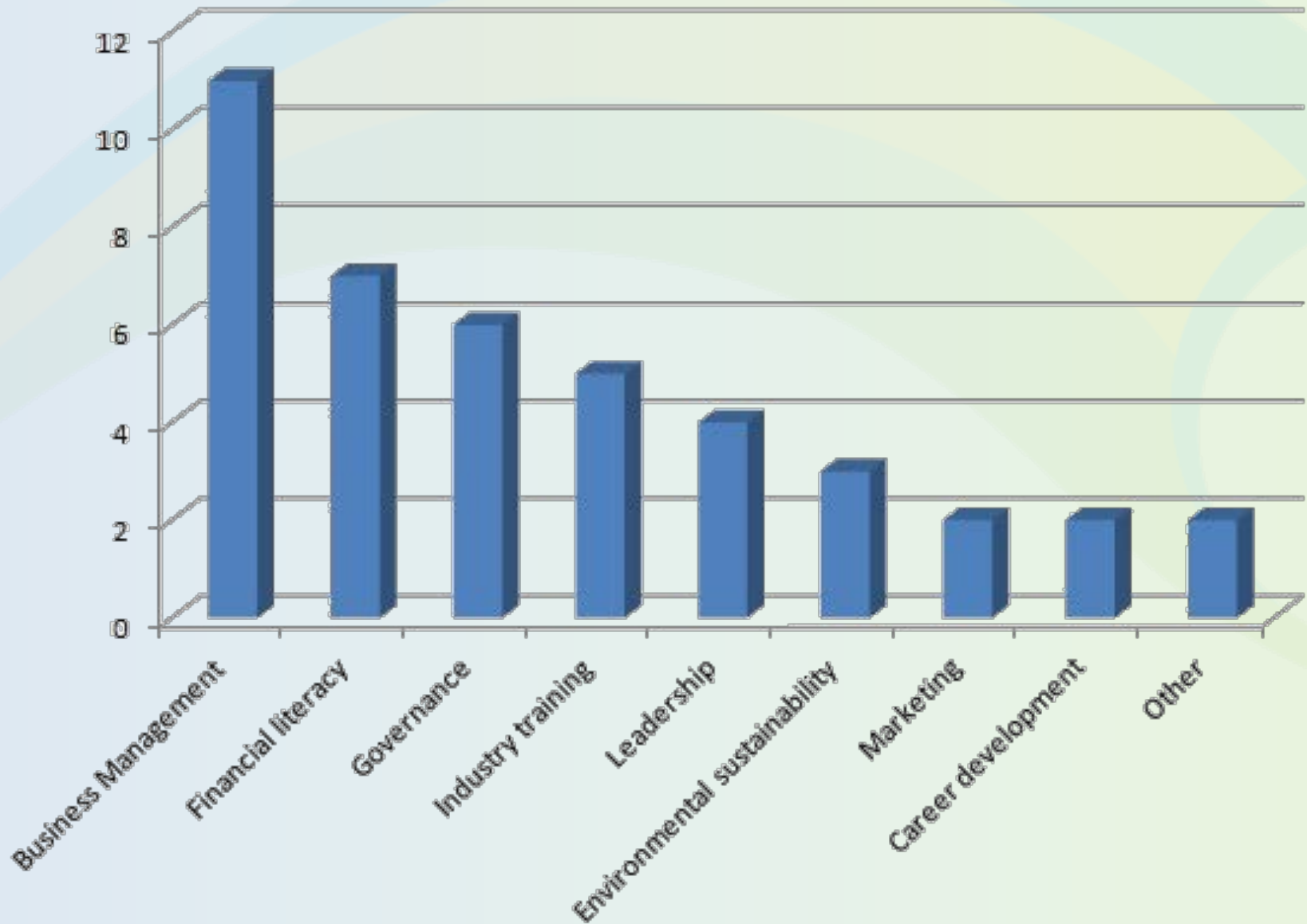
- Technical versus co-operative (philosophy and technical)
 - 40 not co-op-related (Financial Literacy in the North, impact! The Co-operators Youth Program for Sustainability Leadership)
 - 142 from a co-op lens or directly on co-operative philosophy/business/principles (The Co-op Difference: Training in Co-op Housing Management, youth camps, Co-operative Corporate Secretaries Conference)



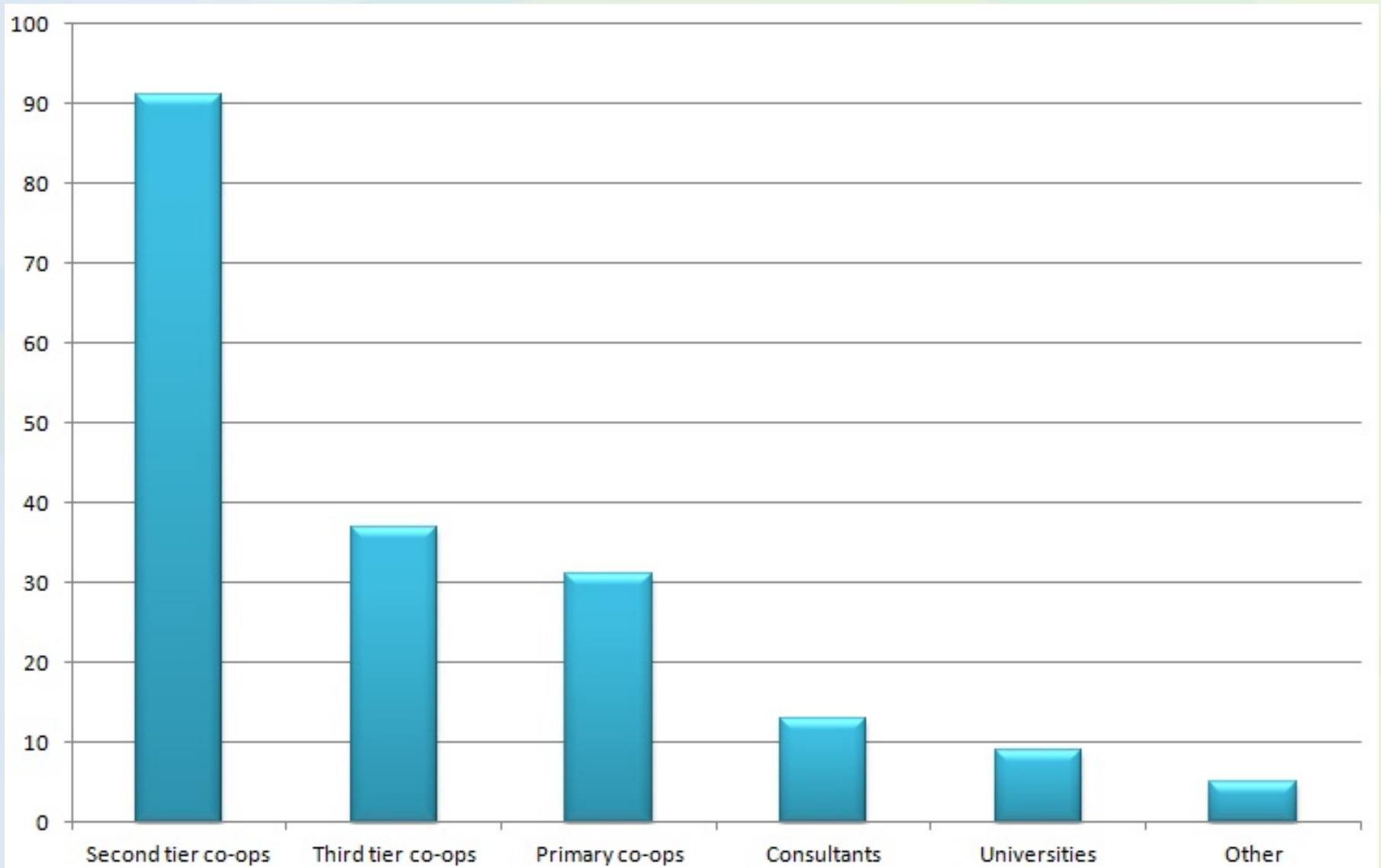
Co-op topics



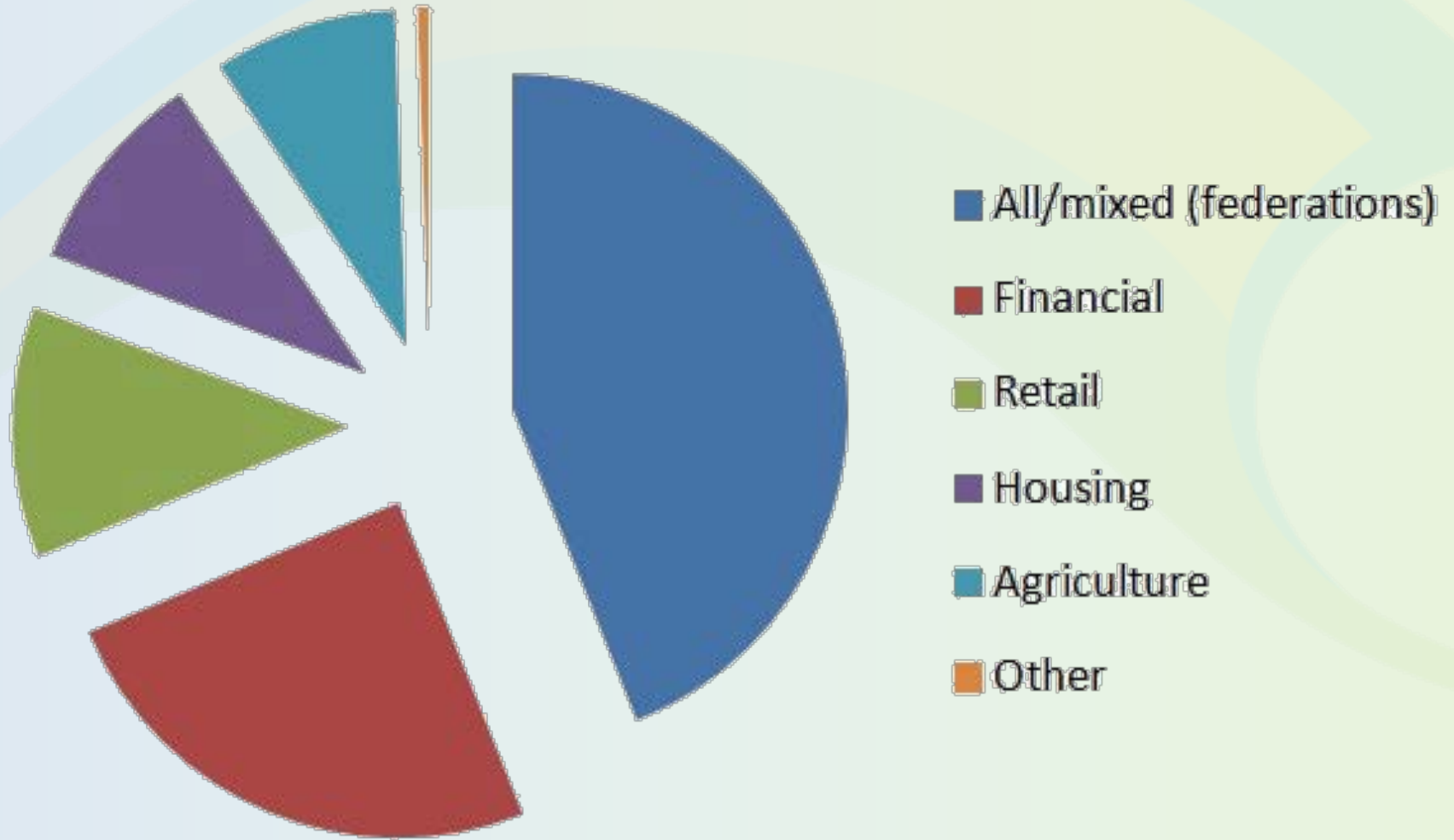
Non co-op topics



Who is investing in education?



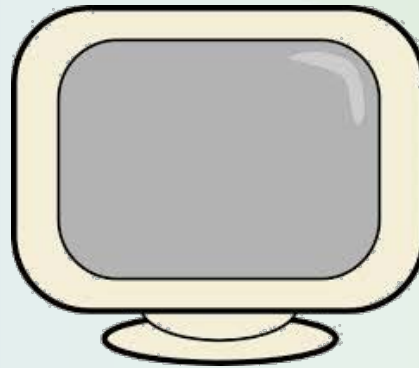
By sector



Types of initiatives



Workshops/courses:
92 (50.5%)



Online resources:
20 (11%)



E-learning:
19 (10.4%)



Conferences:
12 (6.6%)



Camp/retreat:
10 (5.5%)



Internships:
8 (4.4%)



Curriculum:
5 (2.7%)



University programs:
4 (2.2%)



Advising:
4 (2.2%)



Mentorships: 3 (1.6%)



Networks: 2 (0.5%)



Webinars: 2 (0.5%)



Video: 1 (0.1%)



EXAMPLES

E-LEARNING

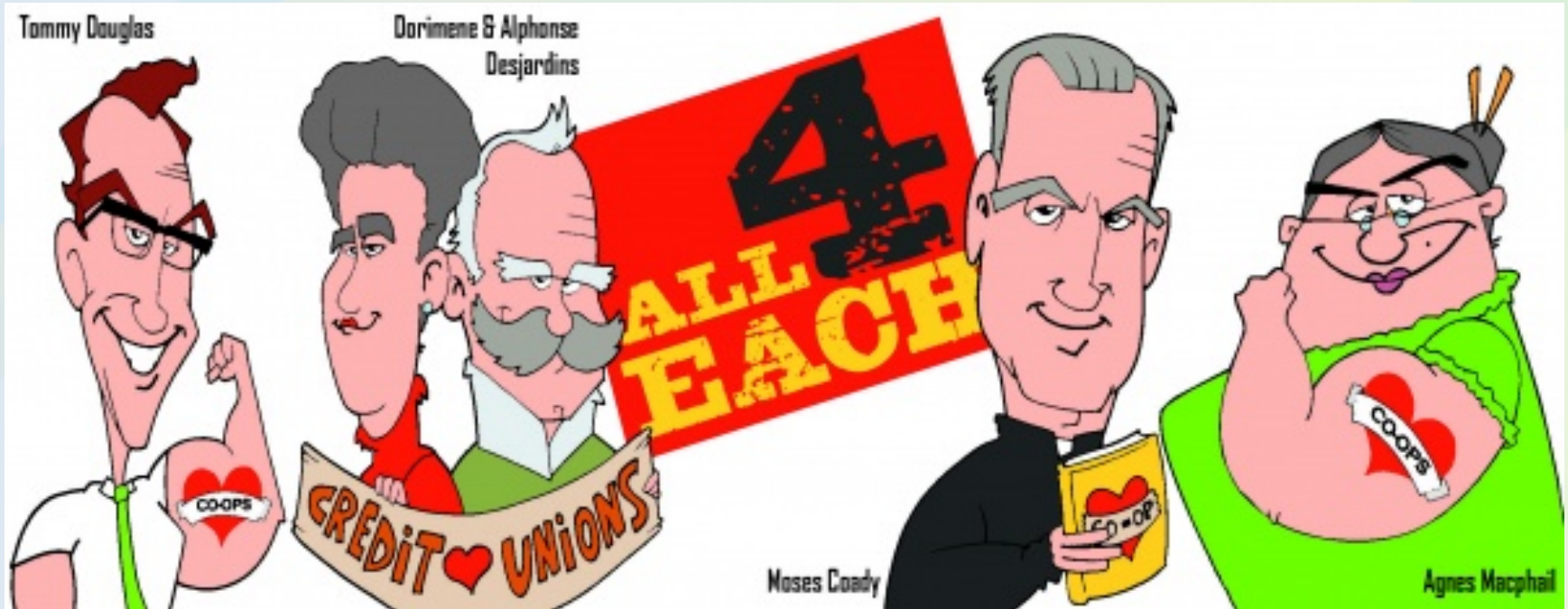
Kosmiks Financial Literacy Game

- Game for children under 10 years
- Teaches financial literacy through challenges (3 levels)



CURRICULUM

Public school curriculum, On Co-op



- *All 4 Each*: A unit to inspire a co-operative conscience
- More from Kerr Smith on this later

INTERNSHIP

ACCA Internship Program

- 15-30 years of age
- 12 weeks working in a co-op
- 2 day orientation program on co-op business model



UNIVERSITY PROGRAM

Graduate Diploma in Co-operative Management

- Targeted at existing co-op managers or senior staff
- Saint Mary's University, Halifax, Nova Scotia
- 16-20 months
- In person orientation, online courses, personal project



SOBEY SCHOOL
OF BUSINESS

at SAINT MARY'S UNIVERSITY

WORKSHOPS

Business Succession Planning, Co-operative Enterprise Council of New Brunswick

- Lunch 'n' Learns for the public, entrepreneurs, co-op/business developers and policy makers
- Explores how to convert businesses that are 'winding down' into co-ops
- 1 hour



In summary



- More formalized programs that feed the governance function than other audiences
- Second tier co-ops and federations play a large role in providing education and training
- Implications for the sector
- Co-ops are educating on the ‘co-op difference’

Lifelong learning strategy

- Strategizing about opportunities where co-ops and co-op associations should collaborate to build capacity within the sector, share resources, set common standards
- Gap between high school and adult education (opportunity to target business schools and college students)
- Educating the public is a priority
- Access to governance resources for smaller co-ops would be valuable

National co-op governance initiatives

- Convening co-ops who are leaders in educating directors
- National Co-operative Governance Portal in development
- National curriculum/tools/resources/standard?

Next steps in this research

- Paper available this fall
- Explore university-based learning opportunities
- Providing maps of educational opportunities with Christina Clamp and possibly ACE
- Continuing discussions with sector of a comprehensive lifelong learning strategy

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