

IUE-CWA Next Generation Mentorship Program

Participant Application

Overview:

Engaging younger workers in our local unions and in the larger labor movement can be a challenge. The engagement problem is exacerbated in manufacturing facilities where there can be years between hiring periods, leading to an age gap between lower and higher seniority employees. The lack of younger worker engagement impacts the ability of local unions, and the labor movement as a whole, to be effective and mobilized. Sometimes we even have problems finding members to run for office as higher seniority trade unionists retire.

In order to rise to meet this challenge, the IUE-CWA has created our innovative Mentorship Program to identify potential future activists and provide them with awareness of union history and issues and concrete skills training. **We are currently seeking newer members to become “mentees” and participate in this exciting program.**

This program will pair participants with established local leaders for a year-long labor mentorship and labor education program. The program will use mostly telephone, email and Facebook to connect mentors and mentees, but will include four travel assignments as well. Participants can expect to attend national union events, meet experienced labor leaders, learn union skills, help build a community of newer labor leaders, discuss labor articles and films, and enjoy special training and advancement opportunities. Applicants' lost time, travel and material expenses will be covered by the IUE-CWA. Please visit our website, www.iue-cwa.org for additional information on the program.

Mentee Requirements:

- 1) There is no set age limit, but applicants should be among our “next generation” members,
- 2) Applicants must have been a union member for at least one year.
- 3) Applicants must be willing to travel four times over the next year for meetings, with plenty of advanced notice to schedule.
- 4) Applicants must be willing to spend four to six hours per month of uncompensated personal time on the program.
- 5) Applicants must have regular access to email (locals may help provide this).
- 6) Preference will be given to members who are not officers, and who have never attended a national meeting or training.
- 7) Women and members of color are especially encouraged to apply.
- 8) Applications must include an endorsement from the applicant's local (see page 3).

Locals may endorse more than one candidate.

All applications must be received by email, mail or fax by 5pm on September 18th, 2015

Applications must be submitted by 5pm on Sept. 18th to Helen Kalbaugh at hkalbaugh@iue-cwa.org or faxed to 937-298-2636, or mailed to 2701 Dryden Rd. Dayton, Ohio 45439.

Participant Application

Instructions: The applicant should answer questions 1-5 below. The local should complete and submit the local endorsement on page 3. Applicants may use additional sheets of paper if needed, but answers need not be more than a paragraph or two, and this sheet may be sufficient.

- a) Name: _____
- b) Address: _____
- c) Email: _____
- d) Phone: _____
- e) Age: _____
- f) Local number: _____
- g) Employer: _____

1. How long have you been a member of the IUE-CWA?
2. How has the union impacted your working life?
3. Why do you want to participate in a mentorship program?
4. What unique perspectives or experiences do you feel you would bring to the group of mentees?

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Local endorsement

Instructions: The local officer should complete this form and return it with the applicant portion of the application. Locals may endorse as many applicants as they choose.

- 1) Local Number:
- 2) Endorsed Applicant's name:
- 3) Name of local officer completing this form:
- 4) Contact info for local officer completing this form (email or phone):
- 5) Approximately how long has the applicant been a member?
- 6) What union activities has the applicant participated in, if any (none required)?

- 7) Why are you endorsing this applicant (additional pages may be attached if needed, but answer need not be more than a paragraph):

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