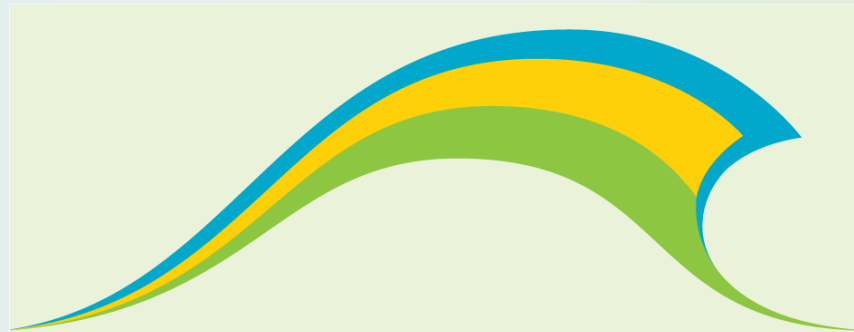


Co-operatives and the Journey of Lifelong Learning

Réseau de recherche pour mesurer la
DIFFÉRENCE COOPÉRATIVE

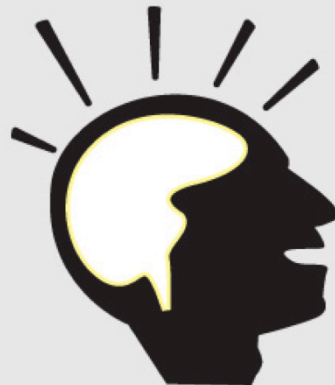


Measuring the Co-operative Difference
RESEARCH NETWORK

Erin Hancock, 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)
- Provincial co-op associations

Methodology

- Scan 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)
 - Practitioner focused (not undergraduate courses)

Overview of findings

- 164 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, developers and the public
- Topics included co-op topics as well as technical topics



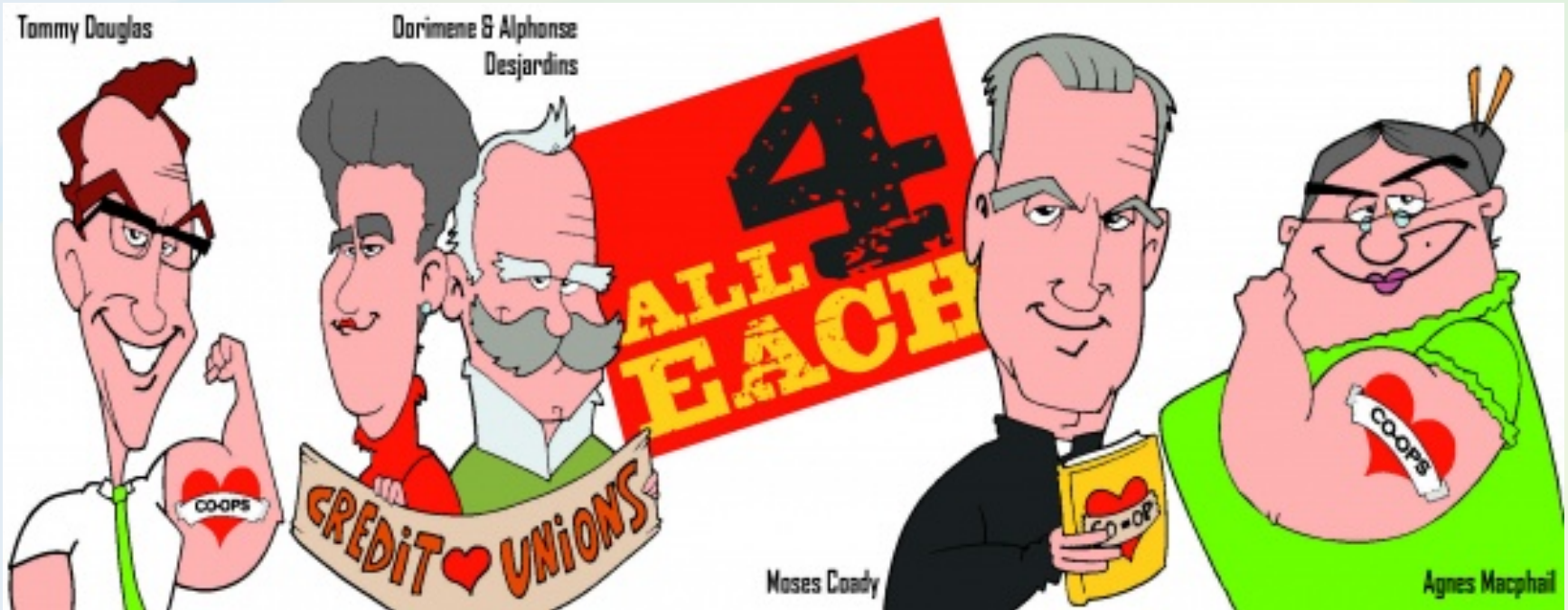
Types of initiatives

- Course/workshop/program: 85 (52%)
- Online courses/programs: 15
- Resources/materials/tools/publications: 15
- Conference/forum: 9
- Online resource portal: 9
- Internship: 9
- Camps/retreats: 7
- One on one advising: 4
- Mentorship: 3
- Mixed: 3
- Exchange network: 2
- Webinars: 2
- Video: 1



RESOURCE

Public school curriculum, On Co-op



- *All 4 Each*: A unit to inspire a co-operative conscience

Online learning space

➔ CO-OPERATIVE DIFFERENCE

➔ 7 PRINCIPLES

➔ HALL OF FAME

➔ HISTORY

➔ KEY FACTS

➔ CO-OPS AND THE
WIDER WORLD

Direct Link to all types
of co-operatives

- ▶ Credit Unions
- ▶ Housing Co-ops
- ▶ Farming Co-ops
- ▶ Consumer/Retail Co-ops
- ▶ Arctic crafts
- ▶ Worker co-ops



Click Here



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Click Here

Walk-in Clinic



COURSE

Graduate Diploma in Co-operative Management

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



SOBEY SCHOOL
OF BUSINESS

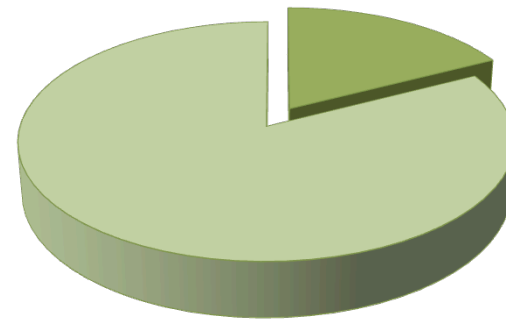
at SAINT MARY'S UNIVERSITY

Target audience



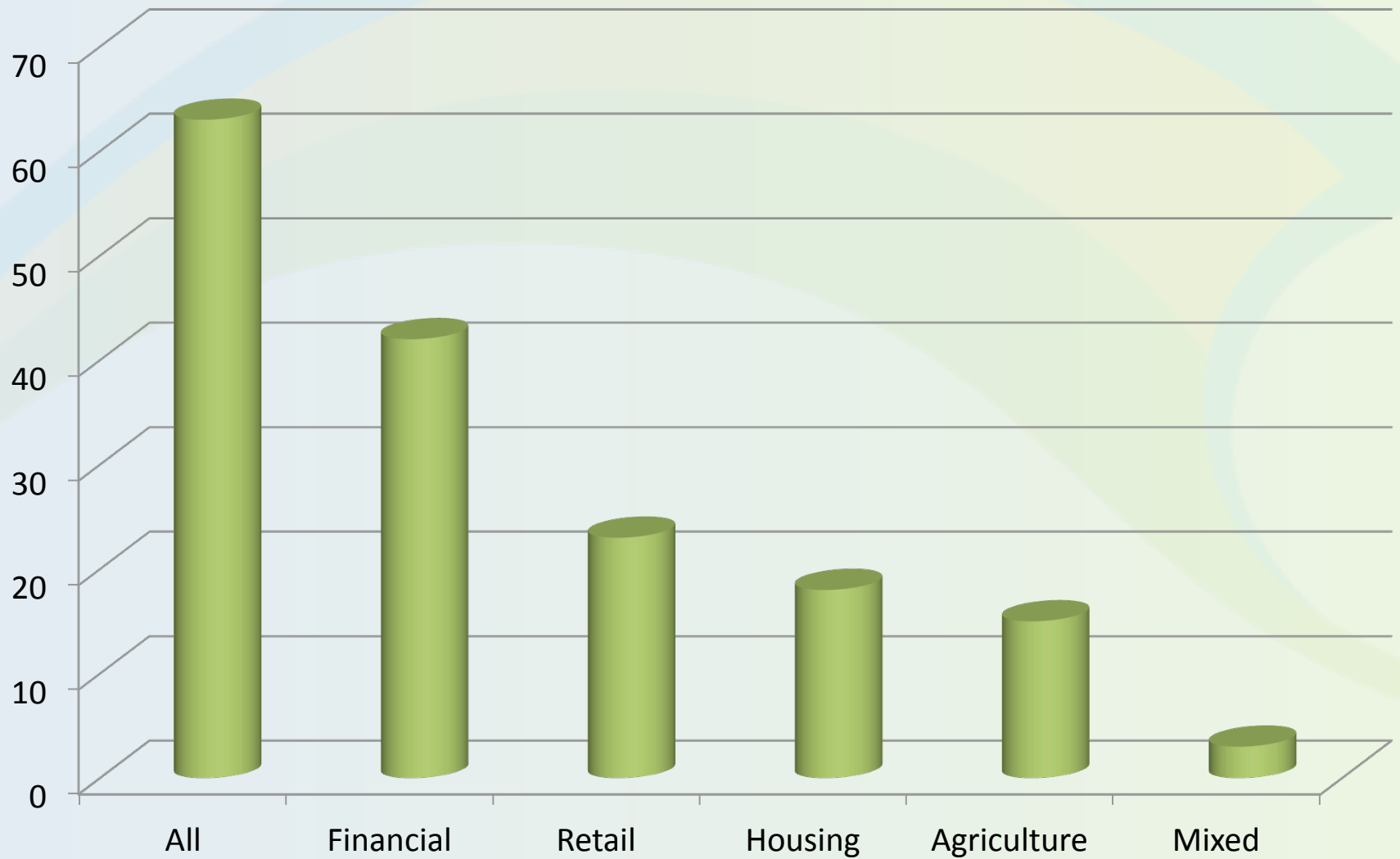
Topics

- Technical versus co-operative (philosophy and technical)
 - 34 not co-op-related (Financial Literacy in the North, impact! The Co-operators Youth Program for Sustainability Leadership)
 - 130 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)

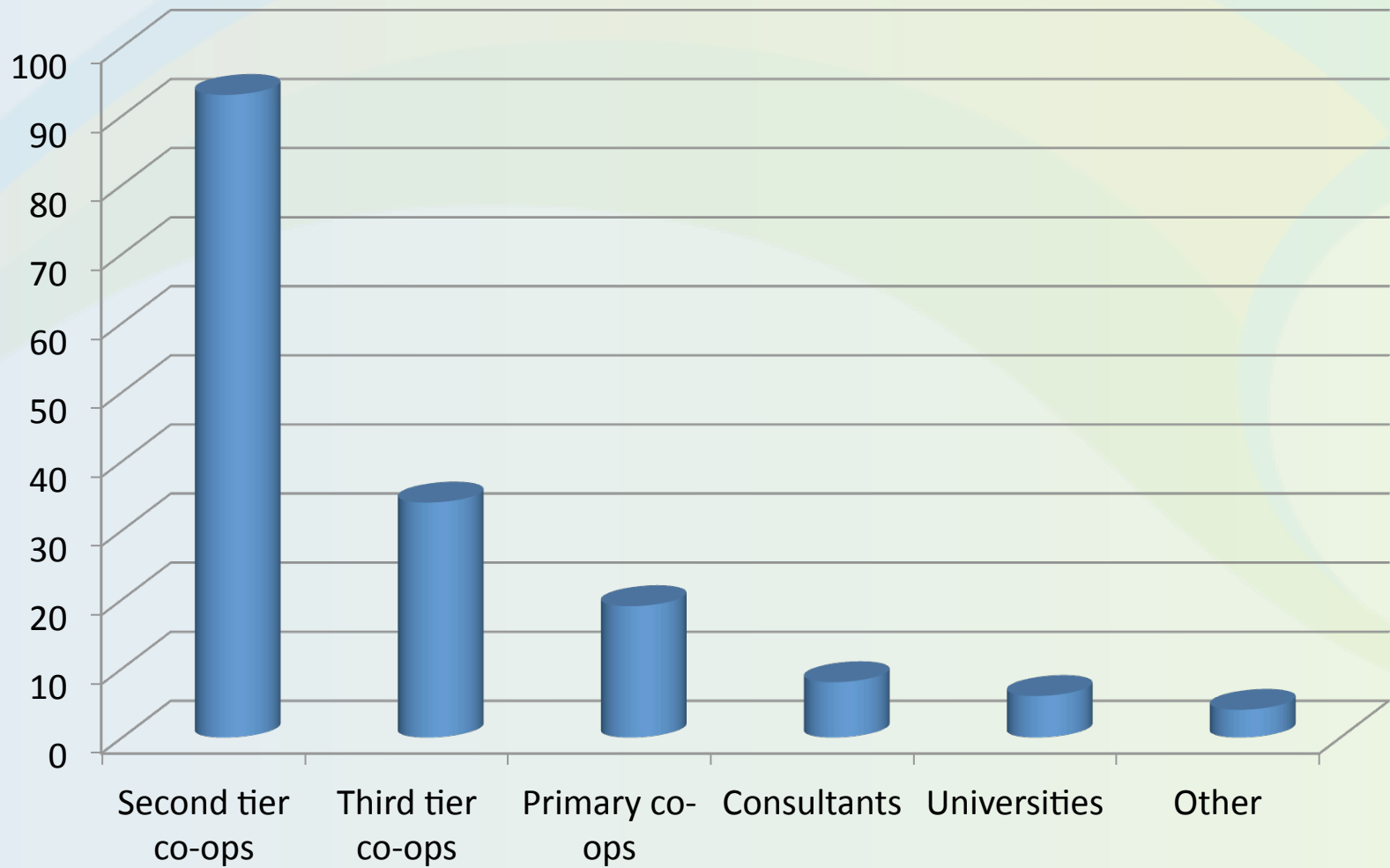


■ Non-co-op
■ Co-op

Sectors



Who is investing in education?



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'
- Reporting bias

Opportunities: Lifelong learning strategy

- Strategize 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)
- Public education a priority
- Access to governance resources for smaller co-ops

National co-op governance initiatives

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

Next steps

- Paper soon available
- Explore university-based learning opportunities
- Mapping education with Christine Clamp
- Analysis with ACE
- Continuing discussions with sector

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