

Dear Colleagues,

The Education Department of the European Trade Union Institute will organise a youth capacity development programme entitled **“European training for young trade union leaders 2025–26”**

Aims

The objectives of this course are to



Develop the capacity to integrate the European and national dimensions into the trade union work, by

- improving the knowledge of economic and social realities in Europe
- developing knowledge of, and the ability to assess the main European policies and the national trade unions’ realities and positions



Develop the capacity to work in a multicultural environment, by

- understanding the advantages and specific aspects of cultural diversity within Europe
- building, coordinating and leading multicultural groups
- developing participants’ ability to cooperate at European level



Enhance the capacity to communicate on the trade union topics, by

- using a shared trade union terminology
- conducting and participate in debates
- using online tools for collaborative work at distance
- improving drafting skills for written messages/presentations/reports/ synthesis



Analyse complex situations and design trade union strategies

- developing their observation skills
- developing the capacity to analyse different trade union realities
- setting objectives and propose solutions
- drafting trade union action plans



Contribute to the development of the European trade union identity by enhancing leadership skills.

- adopting a leadership style
- enhancing critical thinking



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- developing a project management approach

Structure of the course

The full programme will cover a period from September 2025 to May 2026.
It will include three residential weeks, as follows:

Week I: week of the 15 September 2025, Brussels – Belgium (arrival 15/09, departure 19/09)

Week II: December 1– 5 2025, Madrid – Spain (arrival 01/12, departure 05/12)

Week III: May 11–15 2026, TBC

The table below offers an overview of all the elements comprising the full training.

| WHEN | WHAT | HOW |
|-------------------------|--|----------------------------------|
| from June 2025 onward | Online English Each participant, who does not have English as a mother tongue, is expected to participate in the Online English training organised by the ETUI. Participation is free of charge. Participants will familiarise themselves with the English used in trade unions and in industrial relations. | at distance (online platform) |
| September 15–19 2025 | 1st training week Aimed to integrate the European and national dimensions into the Trade Union work. Identify the role and responsibilities of EU institutions Understand the role of Trade Unions at the EU Level and get to know the different actors at the European level and develop the ability to cooperate at EU level. Develop leadership skills: critical thinking, communication skills, project management skills, etc. Develop the capacity to work in a multicultural environment | residential training in Brussels |
| October – December 2024 | 1st intermediate period Participants will work in groups on assigned tasks will do research on specific topics, and online courses | at distance |
| December 01–05 2025 | 2nd training week Aimed to improve the knowledge of economic and social realities in Europe Develop the capacity to analyse different trade union realities Enhance leadership skills: communication, strategic thinking, values, project management, etc. | residential training in Madrid |



| | | |
|--------------------------|---|-----------------------------|
| | Develop the ability to cooperate at the European level | |
| December 2024 – May 2025 | 2° intermediate period Participants will work in groups on assigned tasks, develop the project idea, and online courses. | at distance |
| May 11-15 2026 | 3° training week Aimed to analyse complex situations and design Trade Union Strategies. Enhance the capacity to communicate on trade union topics. | residential training in TBC |

Working languages

English.

It is essential that participants can communicate effectively in the working language of the training.

It is desirable that participants have a basic understanding of English. The participation to the ETUI **English Online training** is highly recommended and offered to participants free of charge.

Participants

Eligible participants are young trade union officers working for Organisations affiliated to ETUC. The limit age is no more than **35 years old (born after 1st Jan 1990)**.

Participants should have been recently elected or appointed, or are being considered for posts, at the regional/sectorial or national level, and have already followed a series of trade union education courses at the regional/sectorial/national level.

Participants should be able to attend **all three residential stages** of the European training and to work at distance during the two intermediate periods.

It is preferable that participants have a basic understanding of European affairs and have ICT skills.

Each participant pledges to act as a 'multiplier' for the trade union movement and to meet the following requirements:

- to help establish informal networks with other participants in the training,



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- to apply the knowledge and skills acquired within his/her/their own trade union working environment
- to be able to bring the national and trade union realities to the European training.

Guarantor

For each participant, the sending Organization must indicate the name of a Guarantor who will assure that:

- The participant is put in the conditions to attend the training and spend time during the two intermediate periods.
- The Organisation gives value to the investment made in the participant.
- The participant is supported in bringing a positive impact on the Organisation;

The Guarantor is an experienced trade unionist who knows very well the sending Organization (functioning, priorities, people) and has an influence on the internal decision-making process. ETUI will rely on the Guarantor during the course duration.

How are enrolments processed?

A maximum of **20 participants** can be accepted. The final confirmation of the participants will be done by the team of trainers on the basis of the requirements for the target group.

We ask you to bear in mind the recommendations of the ETUC Action Plan for **gender equality**, which call for the proportional representation of women and men in trade union activities.

The partners of this course edition have the right to 4 participants.



PROGRAMME

“Young Trade Union Leaders Week 1”

Brussels, 16- 19 Sept 2025

| Tuesday 16 September | Wednesday 17 September | Thursday 18 September | Friday 19 September |
|--|---|--|--|
| <p>09:00 - Welcome</p> <p>Course presentation</p> <ul style="list-style-type: none"> ● introduction ● methodology ● rules ● values <p>Team Building Activity</p> <p>The leader you want to be</p> | <p>09:00 – Workers' participation from information to control</p> <p>Industrial relationships in EU</p> <p>ETUC Manifesto and Priorities</p> <ul style="list-style-type: none"> ● presentation ● group work ● group report back | <p>09:00 – Visit of ETUI and the documentation center</p> <ul style="list-style-type: none"> ● Presentation ● Q&A <p>Preparation of the meeting with ETUFs</p> | <p>Preparation of 1° intermediate period</p> <p>Finding a topic</p> <p>group work</p> <p>Project management</p> <ul style="list-style-type: none"> ● group work ● online tools |
| 12:30 - LUNCH | 12:30 - LUNCH | 12:30 - LUNCH | 12:30 - LUNCH |
| <p>13:30 – European labour movement and Social Europe</p> <p>15:15 - Role play EU Parliament</p> | <p>13:30 – ETUC Youth Committee presentation, Q&A, debate</p> <p>Visit to the EESC</p> | <p>Meeting with ETUFs presentation, Q&A, debate</p> <p>Debriefing of the meeting with ETUFs</p> | <p>Preparation of 1° intermediate period group mentorship</p> <p>Individual reflections</p> |
| 17:30 – End of the training day | 17:30 – End of the training day | 17.30 End of training | |



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