



Union-Building with Earn and Learn

Growing and strengthening membership is always a top priority for AFSCME. Whether you're looking to expand your reach or deepen engagement with current members, earn-and-learn opportunities can help you achieve your goals.

Earn-and-Learn opportunities combine practical education with on-the-job training overseen by an experienced mentor. They create natural connections among members, particularly through mentorship. This strengthens current member engagement at the same time it attracts new members into our union.

Here are some ways to use Earn-and-Learn to build our union:

- **Access a new pool** of trainees or apprentices and establish early bonds with these future members.
- **Engage mentors** who are not yet members and bring them into our AFSCME family.
- **Provide pathways** for incumbent workers to upskill and advance professionally and economically.
- **Showcase union investment** in worker success by promoting the inherent professional development benefit of Earn-and-Learn.
- **Contribute worker voice** during the development of Earn-and-Learn programs.
- **Recognize the value** that our seasoned members bring to the job as they share their knowledge and experience with beginners.
- **Negotiate pay differentials** for members who take on the vital role of mentoring in Earn-and-Learn programs.
- **Empower mentors to become AFSCME ambassadors** who instill union principles, educate on key issues, promote PEOPLE, and demonstrate the impact of collective action through our union.

Earn-and-Learn highlights the power of our members standing together in solidarity, welcoming our next generation while strengthening the bonds that improve members' lives.

Reach out to us at research@afscme.org if you're interested in learning more.

