

## Workplan – Young Workers Working Group

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### **Purpose**

To cultivate the next generation of members by fostering meaningful engagement, mentorship, and empowerment of young workers within HSAA and the labour movement.

### **Objective**

To support and empower young workers to grow and foster a more inclusive culture within HSAA.

### **Key Duties and Responsibilities**

- Review and outline existing engagement and awareness metrics of HSAA's young workers. Advise on methodology to evaluate young worker's engagement in the Union.
- Provide advice and direction on strategies and activities that will empower young workers to engage, within HSAA and the labour movement.
- Consider and advise on union education topics and delivery methods tailored for young workers including financial literacy.
- Develop and provide advice to Local Units on ways to involve young workers in events and activities and promote inclusive succession planning.
- Develop an action plan for Local Units on ways to involve young workers in events and activities and promote leadership development.

### **Composition**

The Working Group is composed of:

- One (1) Board Member (Chair)
- Up to Seven (7) members-at-large
  - One member-at-large who is Indigenous\*
  - One (1) member-at-large who identifies as a member of an equity- deserving community listed on the application form\*

\*Should no member apply for this position, it shall remain vacant. The Chair may make a motion to the Board for a mid-term appointment should a member-at-large become known after the initial selection process.

Staff Support:

- Administrative support
- Other staff as assigned

### **Term**

The term of the Working Group will be January 1, 2026, to September 30, 2026.

### **Reporting**

Minutes and recommendations will be submitted to the Board.

### **Meetings**

Up to 5 meetings.