Effective Worker Advocacy Skills Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Effective Worker Advocacy Skills Training is a transformative capacity-building program designed to empower workers, trade union representatives, HR professionals, and labor rights defenders with modern advocacy techniques. In today's rapidly evolving labor landscape shaped by digital transformation, gig economy expansion, workplace equity movements, and global labor standards, strong advocacy skills are essential for protecting worker rights, improving labor relations, and influencing policy change. This course integrates practical, legal, and strategic approaches to ensure participants can confidently represent workers in negotiations, dispute resolution, and policy dialogue.

Effective Worker Advocacy Skills Training Course focuses on building high-impact competencies in labor rights protection, collective bargaining, grievance handling, conflict resolution, stakeholder engagement, and policy advocacy. Participants will gain hands-on experience in real-world scenarios such as workplace disputes, union negotiations, and labor compliance audits. By the end of the program, learners will be equipped to drive sustainable change, promote fair labor practices, and strengthen institutional accountability across both formal and informal employment sectors.

Programme Curriculum

Effective Worker Advocacy Skills Training Course

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Course Duration

5 Days

Course Objectives

1. Strengthen worker advocacy and representation skills
2. Build expertise in labor rights and employment law compliance
3. Enhance collective bargaining and negotiation strategies
4. Develop advanced grievance handling and dispute resolution skills
5. Improve workplace communication and mediation techniques
6. Equip learners with trade union leadership capabilities
7. Strengthen policy advocacy and labor reform engagement
8. Build capacity in occupational safety and health advocacy (OSH)
9. Enhance data-driven labor research and reporting skills
10. Promote gender equality and workplace inclusion advocacy
11. Strengthen digital advocacy and social media campaigning
12. Develop skills in multi-stakeholder engagement and networking
13. Build resilience in crisis response and labor conflict management

Target Audience

1. Trade union leaders and organizers
2. Human resource managers and labor officers
3. NGO and civil society labor rights advocates
4. Workplace employee representatives
5. Government labor inspectors and regulators
6. Community-based worker associations
7. Legal practitioners in employment/labor law
8. Activists in gig economy and informal labor sectors

Course Modules

Module 1: Foundations of Worker Advocacy

- Understanding labor rights frameworks (ILO standards, national labor laws)
- Role of worker advocates in modern economies
- Identifying workplace injustices and violations
- Ethics and professionalism in advocacy
- Case Study: Successful unionization in a manufacturing plant improving wages and safety compliance

Module 2: Labor Law and Compliance Systems

- Overview of employment and labor legislation
- Worker protection mechanisms and enforcement bodies
- Contract interpretation and dispute triggers
- Compliance monitoring tools and reporting systems
- Case Study: Legal intervention resolving unfair dismissal in the gig economy

Module 3: Collective Bargaining Strategies

- Principles of negotiation and bargaining power
- Preparing collective bargaining agreements (CBAs)
- Managing employer-employee negotiations
- Conflict de-escalation techniques
- Case Study: Multi-sector wage negotiation leading to improved minimum wage standards

Module 4: Grievance Handling & Dispute Resolution

- Grievance identification and documentation
- Mediation and arbitration processes
- Conflict resolution frameworks
- Building trust in resolution systems
- Case Study: Workplace harassment grievance resolved through mediation panel

Module 5: Communication & Advocacy Influence

- Persuasive communication techniques
- Public speaking and advocacy messaging
- Stakeholder mapping and engagement
- Media and press engagement strategies
- Case Study: Advocacy campaign influencing national labor policy reform

Module 6: Digital Advocacy & Campaigning

- Social media activism tools and platforms
- Digital storytelling for labor rights
- Online petition and mobilization strategies
- Cyber safety for activists
- Case Study: Viral digital campaign improving gig worker pay conditions

Module 7: Occupational Safety, Health & Wellbeing (OSH)

- Workplace safety regulations and standards
- Risk assessment and hazard reporting
- Mental health and worker wellbeing advocacy
- Incident reporting systems
- Case Study: Reduction of workplace injuries after OSH advocacy intervention

Module 8: Policy Advocacy & Labor Reform

- Policy analysis and formulation processes
- Engaging policymakers and institutions
- Coalition building and partnerships
- Monitoring labor policy implementation

- Case Study: Advocacy coalition influencing national labor law amendment

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com