Industrial Relations in the Education Sector 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

The education sector is undergoing rapid transformation driven by digital learning, workforce restructuring, policy reforms, employee engagement, and evolving labor compliance frameworks. Strong IR systems help educational organizations address workplace grievances, negotiate collective agreements, manage disciplinary procedures, and create a culture of collaboration and accountability.

Industrial Relations in the Education Sector Training Course equips participants with practical tools, legal insights, and strategic frameworks to manage modern workplace relations in schools, colleges, universities, vocational institutions, and educational networks. The program focuses on labor laws, collective bargaining, employee wellbeing, conflict resolution, HR compliance, workplace ethics, leadership communication, and organizational resilience. Through real-world case studies, interactive workshops, and scenario-based learning, participants will gain advanced competencies to build sustainable employee relations systems that support institutional growth, innovation, and educational performance.

Programme Curriculum

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Introduction

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Course Duration

5 days

Course Objectives

By the end of the training, participants will be able to:

1. Understand modern Industrial Relations Frameworks in educational institutions.
2. Apply Labor Law Compliance and employment regulations effectively.
3. Strengthen Employee Engagement Strategies for academic and non-academic staff.
4. Improve Workplace Conflict Resolution and grievance handling systems.
5. Develop effective Collective Bargaining Techniques with unions and employee groups.
6. Enhance Leadership Communication and stakeholder management skills.
7. Implement Performance Management Systems aligned with institutional goals.
8. Promote Workplace Diversity, Equity & Inclusion (DEI) initiatives.
9. Manage Digital Workforce Transformation and hybrid work environments.
10. Build strong Occupational Health, Safety & Wellbeing practices.
11. Design proactive Talent Retention and Workforce Planning strategies.
12. Strengthen Crisis Management and Organizational Resilience in labor relations.
13. Integrate Strategic HR Analytics for informed industrial relations decision-making.

Target Audience

1. HR Managers and HR Officers
2. School Administrators and Principals
3. University Registrars and Deans
4. Employee Relations Specialists
5. Trade Union Representatives
6. Education Policy Makers
7. Compliance and Legal Officers
8. Academic Department Heads and Supervisors

Course Modules

Module 1: Foundations of Industrial Relations in Education

- Introduction to Industrial Relations concepts
- Structure of employment relationships in education
- Roles of management, faculty, and unions
- Emerging trends in educational workforce management
- Case Study: Managing labor relations during institutional restructuring

Module 2: Labor Laws and Regulatory Compliance

- Employment contracts and legal obligations

- National labor laws affecting educational institutions
- Workplace policies and compliance audits
- Handling disciplinary procedures legally
- Case Study: Legal implications of wrongful termination in a university

Module 3: Employee Engagement and Workplace Culture

- Building positive organizational culture
- Employee motivation and retention strategies
- Staff wellbeing and mental health initiatives
- Diversity, equity, and inclusion practices
- Case Study: Improving faculty morale after organizational change

Module 4: Collective Bargaining and Union Management

- Principles of collective bargaining
- Negotiation strategies and communication skills
- Managing union relationships effectively
- Resolving labor disputes collaboratively
- Case Study: Successful wage negotiations between school management and staff unions

Module 5: Conflict Resolution and Grievance Management

- Workplace conflict identification techniques
- Mediation and arbitration methods
- Grievance handling procedures
- Managing harassment and misconduct complaints
- Case Study: Resolving interdepartmental disputes in higher education

Module 6: Performance Management and Workforce Development

- Designing fair performance appraisal systems
- Faculty development and continuous learning
- Workforce planning and succession management
- Managing underperformance professionally
- Case Study: Introducing KPI-driven performance systems in schools

Module 7: Digital Transformation and Future Workforce Trends

- Managing remote and hybrid educational workforces
- HR technology and workforce analytics
- AI and automation impacts on employee relations
- Cybersecurity and digital workplace policies
- Case Study: Transitioning staff during digital learning implementation

Module 8: Crisis Management and Strategic Industrial Relations

- Managing crises and institutional disruptions
- Strategic communication during labor disputes
- Risk management and contingency planning
- Building long-term industrial harmony
- Case Study: Managing workforce relations during a public health emergency

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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

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