Just Transition Energy, Labor and Society Training Course

Professional Development Training Course Outline

Category	Environmental Management and Conservation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

A **just transition** is a critical, multi-faceted framework that addresses the social and economic challenges arising from the global shift to a low-carbon economy. This training course delves into the complex interplay between energy policy, labor markets, and societal equity, equipping participants with the knowledge and tools to navigate this transformation. It goes beyond mere technological changes, focusing on ensuring that the move away from fossil fuels and resource-intensive industries creates decent work, promotes social dialogue, and safeguards communities.

Just Transition Energy, Labor and Society Training Course provides a comprehensive understanding of the principles of a **just transition** and its practical implementation. We will explore key strategies for **workforce development**, **community resilience**, and **inclusive governance** that minimize negative impacts on vulnerable populations. Through real-world case studies and interactive sessions, participants will learn to design and execute policies and projects that align with the **Sustainable Development Goals (SDGs)**, fostering a future that is both environmentally sound and socially just.

Programme Curriculum

Just Transition Energy, Labor and Society Training Course

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Course Objectives

- Grasp the core concepts of a **just and equitable transition**, including its historical context and theoretical underpinnings.
- Evaluate national and international climate policies, like the **Paris Agreement**, through the lens of social equity and **labor rights**.
- Design and implement **reskilling, upskilling, and redeployment** programs for workers in high-carbon sectors.
- Understand the role of **social dialogue** and **tripartism** in building consensus among governments, employers, and trade unions.
- Identify and implement measures to support **coal-dependent regions** and other communities affected by economic restructuring.
- Learn how to embed **Environmental, Social, and Governance (ESG)** criteria into transition planning and sustainable business practices.
- Define and identify the characteristics of **decent green jobs** and the pathways to creating them.
- Understand the role of a **circular economy** in creating new, sustainable employment opportunities.
- Analyze how **sustainable finance** and climate investment can be leveraged to support a just transition.
- Master techniques for effective **stakeholder engagement**, community consultation, and participatory decision-making.
- Recognize and address the disproportionate impacts of the energy transition on women and other marginalized groups.
- Analyze global and regional **just transition case studies** to identify best practices and common pitfalls.
- Develop a practical, **actionable plan** to implement just transition principles within an organization or community.

Organizational Benefits

- Demonstrate commitment to **corporate social responsibility** and sustainable development, attracting top talent and socially conscious investors.
- Proactively manage **labor market risks**, social unrest, and reputational damage associated with the energy transition.
- Strengthen relationships with local communities, government bodies, and unions, ensuring long-term **social license to operate**.
- Invest in a future-ready workforce through **skills development** and create a positive organizational culture focused on equity and purpose.

- Gain access to new funding streams and investment from entities prioritizing **ESG performance** and **just transition** principles.

Target Audience

- Sustainability Professionals and ESG Officers
- Human Resources and Talent Management Leaders
- Government Officials and Policy Makers
- Trade Union Representatives and Labor Leaders
- Corporate Executives and Business Leaders in high-carbon sectors
- Community Organizers and Civil Society Leaders
- Academics and Researchers
- Investment Managers and Sustainable Finance Practitioners

Course Modules

Module 1: Foundations of a Just Transition

- Understanding the Concept.
- Key Drivers.
- Interconnected Dimensions.
- The ILO's Guidelines.
- **Case Study:** The phase-out of coal in **Germany's Ruhr Valley**, examining the role of social dialogue and government support for workers and communities.

Module 2: The Energy Transition and Labor

- Impact on the Workforce.
- Green Jobs Creation.
- Reskilling and Upskilling.
- Social Protection.
- **Case Study: Spain's Just Transition Agreements** with coal mining regions, focusing on retraining and economic diversification.

Module 3: Policy & Governance for an Equitable Transition

- National & Local Policy.
- Participatory Governance.
- Labor Market Policies.
- Financing the Transition.
- **Case Study: Scotland's Just Transition Commission**, exploring its governance model and policy recommendations for the decline of the oil and gas industry.

Module 4: Community & Economic Diversification

- Community Resilience.
- Economic Diversification.
- Infrastructure Investment.
- Land Use & Rehabilitation.
- **Case Study: The transition of the Latrobe Valley in Australia** from coal power to renewable energy and new industries, with a focus on community-led initiatives.

Module 5: The Role of Business & Finance

- Corporate Responsibility.
- ESG Integration
- Sustainable Finance.
- Supply Chain Resilience
- **Case Study:** A multinational energy company's approach to **divesting from fossil fuels**, highlighting its commitment to **employee retraining** and community support.

Module 6: Global Perspectives & Equity

- Global North vs. South.
- Climate Justice.
- Technology Transfer.
- Indigenous Rights.
- **Case Study:** Just transition initiatives in **South Africa**, focusing on the coal sector's impact on workers and communities and the role of international partnerships.

Module 7: Social Dialogue & Stakeholder Engagement

- Building Consensus.
- Engaging Diverse Stakeholders.
- Negotiation & Mediation.
- The Role of Unions.
- **Case Study:** How **European Union's Coal Regions in Transition Platform** facilitated social dialogue to create new economic opportunities.

Module 8: Action Planning & Implementation

- Developing an Action Plan.
- Measuring Success.
- Communication & Reporting.
- Securing Buy-in: Strategies for building internal and external support for the plan.
- **Case Study:** A **municipal government's comprehensive plan** for transitioning its economy away from a major industrial plant, including milestones and public engagement.

Training Methodology

This course utilizes an interactive and dynamic training methodology designed for maximum engagement and practical application. The approach combines:

- Expert-led presentations and lectures.
- Interactive group discussions and brainstorming sessions.
- Real-world case studies and simulations.
- Collaborative workshops and hands-on exercises.
- Peer-to-peer learning and networking opportunities.
- Action planning sessions to create tangible takeaways.

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
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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