# Strategic Foresight for Labour Organizations Training Course

Professional Development Training Course Outline

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

## Course Introduction

In an era defined by automation, AI disruption, gig economy expansion, climate transition, and global labor market volatility, labour organizations must evolve beyond reactive negotiation models into proactive strategic foresight systems. This training course on Strategic Foresight for Labour Organizations equips unions, worker associations, and labour institutions with advanced tools for future scanning, horizon mapping, scenario planning, workforce intelligence, and policy anticipation. Strategic Foresight for Labour Organizations Training Course empowers participants to understand emerging trends such as digital labour platforms, algorithmic management, remote work ecosystems, and green jobs transformation, ensuring stronger representation of workers in future economies.

The course builds institutional capacity in future-oriented labour strategy, industrial relations innovation, collective bargaining intelligence, and socio-economic forecasting. Participants will learn how to interpret weak signals, anticipate labour disruptions, and design adaptive strategies that strengthen decent work frameworks, employment resilience, and social protection systems. Through practical case studies and global best practices, labour leaders will develop the ability to shape future work environments rather than simply respond to them, ensuring sustainable advocacy in the age of Industry 5.0, digital transformation, and workforce decentralization.

## Programme Curriculum

**Strategic Foresight for Labour Organizations Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Develop expertise in strategic foresight methodologies for labour markets
2. Strengthen capability in future of work analysis and workforce transformation trends
3. Apply scenario planning techniques for industrial relations strategy
4. Enhance skills in labour market intelligence and predictive analytics
5. Identify and interpret weak signals and emerging labour disruptions
6. Build competence in AI-driven workforce forecasting and automation impact assessment
7. Design adaptive collective bargaining strategies for digital economies
8. Integrate sustainability and green jobs transition frameworks into labour planning
9. Strengthen understanding of platform economy and gig work regulation futures
10. Improve policy foresight for employment protection and social security systems
11. Develop stakeholder mapping and power analysis for future labour ecosystems
12. Build resilience strategies for workforce displacement and reskilling pathways
13. Enable creation of forward-looking labour advocacy and strategic roadmaps

**Target Audience**

1. Labour union leaders and executives
2. Industrial relations officers and negotiators
3. Policy makers in labour ministries and agencies
4. HR strategists and workforce planners
5. Trade union researchers and analysts
6. Social protection and employment specialists
7. NGO professionals working on labour rights
8. Academic researchers in labour economics and future of work

**Course Modules**

**Module 1: Foundations of Strategic Foresight in Labour Systems**

- Concepts of foresight vs forecasting in labour markets
- Importance of long-term thinking in industrial relations
- Tools: horizon scanning, trend mapping, Delphi method

- Labour ecosystem evolution and global workforce shifts
- **Case Study:** European trade union adaptation to digital transformation trends

**Module 2: Future of Work and Labour Market Disruption**

- AI, robotics, and automation impact on employment
- Gig economy and platform-based labour models
- Remote work and hybrid workforce systems
- Informal economy transitions and vulnerability mapping
- **Case Study:** Uber and global gig worker unionization movements

**Module 3: Scenario Planning for Labour Organizations**

- Building plausible future labour scenarios
- Drivers of change: economic, technological, demographic
- Scenario workshops for union strategy development
- Risk assessment and opportunity mapping
- **Case Study:** ILO future of work scenario planning frameworks

**Module 4: Labour Market Intelligence & Data Analytics**

- Labour data ecosystems and predictive modelling
- Big data in employment trend forecasting
- Skills gap analysis and workforce demand prediction
- Real-time labour monitoring systems
- **Case Study:** OECD labour market intelligence dashboards

**Module 5: Automation, AI & Workforce Transition Strategies**

- Job displacement vs job creation dynamics
- Human-AI collaboration in workplaces
- Reskilling and upskilling frameworks
- Productivity and wage implications of automation
- **Case Study:** Germany’s Industry 4.0 workforce transition strategy

**Module 6: Green Economy and Just Transition Futures**

- Climate change and labour market restructuring
- Green jobs creation and sustainability pathways
- Just transition policies for vulnerable workers
- Renewable energy workforce transformation
- **Case Study:** South Africa’s coal sector transition planning

**Module 7: Collective Bargaining in Digital and Platform Economies**

- Digital labour rights frameworks
- Algorithmic management and worker surveillance
- Cross-border platform labour regulation
- New bargaining models for decentralized workforces
- **Case Study:** Food delivery workers’ unions in Europe

**Module 8: Strategic Labour Policy and Future Advocacy Design**

- Designing future-ready labour policies
- Social protection systems for emerging economies
- Stakeholder engagement and power mapping
- Strategic communication for labour influence
- **Case Study:** Nordic model of adaptive labour policy governance

### 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 |
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| **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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