Trade Union Education and Training Methodologies 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

Trade unions today operate in an increasingly complex world shaped by globalization, digital transformation, labor law reforms, gig economy expansion, and workplace automation. To remain effective, union leaders and educators must adopt modern trade union education and training methodologies that strengthen worker representation, collective bargaining power, and organizational resilience. Trade Union Education and Training Methodologies Training Course is designed to build advanced competencies in labor education strategy, participatory learning, adult education principles, and union leadership development, ensuring unions remain relevant and impactful in contemporary labor markets.

The program focuses on delivering practical, skills-based learning using transformative pedagogy, experiential training, peer learning models, and case-based union education systems. Participants will explore how to design and deliver high-impact training programs that empower workers, strengthen negotiation capacity, and improve union engagement. Emphasis is placed on social dialogue, industrial relations frameworks, workplace democracy, and digital training tools for union capacity building, enabling participants to scale education programs across sectors and regions.

Programme Curriculum

Trade Union Education and Training Methodologies Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Strengthen trade union leadership development frameworks
2. Build capacity in modern labor education methodologies
3. Enhance skills in collective bargaining strategies
4. Apply adult learning principles in union training
5. Develop expertise in industrial relations systems analysis
6. Promote worker empowerment and participation models
7. Design digital union learning platforms and e-training
8. Improve social dialogue and negotiation competencies
9. Strengthen labor rights advocacy and policy engagement
10. Integrate participatory training and peer-to-peer learning
11. Build effective union communication and mobilization strategies
12. Apply conflict resolution and workplace mediation techniques
13. Implement sustainable union capacity-building programs

Target Audience

1. Trade union leaders and officials
2. Labor educators and trainers
3. HR and industrial relations practitioners
4. Worker rights activists and organizers
5. Government labor officers and policymakers
6. NGO staff working on labor and employment issues
7. Workplace shop stewards and employee representatives
8. Youth and emerging union leaders

Course Modules

Module 1: Foundations of Trade Union Education

- History and evolution of trade unions
- Principles of labor education and solidarity
- Role of unions in modern economies
- Introduction to adult learning theory
- Case Study: Growth of union education systems in Nordic countries

Module 2: Industrial Relations Systems

- Structure of industrial relations frameworks
- Employer-employee-government dynamics
- Labor law and compliance basics
- Role of collective bargaining institutions
- Case Study: South Africa’s post-apartheid labor relations model

Module 3: Collective Bargaining Strategies

- Bargaining structures and negotiation models
- Preparing bargaining agendas and mandates
- Power mapping in negotiations
- Strike planning and dispute resolution
- Case Study: UAW negotiations in the automotive sector

Module 4: Adult Learning & Training Design

- Principles of andragogy in union education
- Designing learner-centered curricula
- Training needs assessment techniques
- Evaluation and feedback systems
- Case Study: Worker education programs in Germany’s IG Metall

Module 5: Leadership Development in Trade Unions

- Leadership styles in labor movements
- Succession planning and mentoring systems
- Building democratic union structures
- Decision-making in union governance
- Case Study: COSATU leadership development strategies

Module 6: Digital Transformation in Union Training

- E-learning platforms for unions
- Mobile-based labor education tools
- Social media for union mobilization
- Virtual training facilitation skills
- Case Study: AFL-CIO digital organizing campaigns

Module 7: Conflict Resolution & Workplace Mediation

- Sources of workplace conflict
- Negotiation and mediation techniques
- Arbitration processes
- Grievance handling systems
- Case Study: Airline industry labor dispute resolution models

Module 8: Union Strategy, Advocacy & Future of Work

- Gig economy and precarious work challenges
- Policy advocacy and lobbying strategies
- Strengthening global labor solidarity
- Sustainable union growth models

- Case Study: Uber driver unionization movements globally

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

Start Date	End Date	Location	Price
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

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