Trade Union Institutional Development 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 contemporary labor landscape is undergoing a seismic shift driven by the digital gig economy, algorithmic management, and the increasing precarisation of work. As traditional employment models fragment, Trade Union Institutional Development is no longer just about administrative efficiency; it is a strategic imperative for revitalising union density and ensuring social security coverage for a volatile workforce. Trade Union Institutional Development Training Course provides an advanced framework for union leaders to transition from reactive grievance handling to proactive institutional transformation, leveraging dialogical education to empower "organic intellectuals" within the rank-and-file.

By integrating collective bargaining theory with modern competence-based vocational training, this program addresses the critical "skills gap" in communication, negotiation, and conflict-resolution identified by recent global labor reports. Participants will explore how to formalize employment relationships through labor contract coverage while navigating the complexities of multicultural work environments and global neoliberalism. The course serves as a roadmap for building resilient, worker-centered institutions capable of advocating for equitable policies in an era of rapid technological disruption.

Programme Curriculum

Trade Union Institutional Development Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Implement innovative frameworks for union revitalization to counter declining membership in traditional sectors.
2. Develop strategies to organize and represent workers within the digital gig economy and platform-based labor markets
3. Master advanced negotiation tactics to secure labor rights protection and standardized work-hour regulations
4. Lead initiatives for employment relationship
5. Utilize dialogical approaches to education to foster engagement with young and precarious workers
6. Understand and negotiate against the impact of algorithmic management on worker autonomy and productivity.
7. Apply specialized mediation and conflict-management techniques to resolve complex industrial disputes
8. Advocate for the extension of social insurance and healthcare benefits to non-standard employees
9. Strengthen the union's ability to shape public opinion and influence national vocational education and training (VET) policies
10. Establish robust negotiated training trust funds and diverse revenue streams for institutional independence
11. Align union goals with Just Transition frameworks to protect workers during the shift to a green economy.
12. Enhance worker-centered governance structures to ensure inclusive decision-making at all levels.
13. Build transnational networks to counter the effects of contemporary global neoliberalism on local labor standards.

Target Audience

1. General Secretaries & Presidents
2. Collective Bargaining Officers
3. Union Educators & Trainers
4. Shop Stewards
5. Legal Advisors
6. Youth Wing Leaders
7. Policy Analysts
8. International Relations Officers.

Course Modules

Module 1: Strategic Union Revitalization & Growth

- Analyzing global trends in union density and precarisation.
- Mapping power structures in multinational corporations.
- Case Study: The rise of independent unions in the global logistics sector.
- Designing "Proactive Fieldwork" tactics for worker outreach.
- Transitioning from service-based to organizing-based models.

Module 2: Labor Rights in the Digital & Gig Economy

- Understanding platform-based work and income volatility
- Negotiating transparency in algorithmic management systems.
- Case Study: Collective bargaining successes for ride-hailing drivers in Europe.
- Advocating for digital "Right to Disconnect" policies.
- Securing social protections for freelancers and outsourced workers.

Module 3: Advanced Collective Bargaining & Formalization

- Tactics for increasing labor contract coverage
- Bargaining for work-hour regulation and overtime limits.
- Case Study: Sector-level bargaining in the South African manufacturing industry.
- Integrating productivity gains into wage negotiations.
- Drafting enforceable clauses for remote and hybrid work.

Module 4: Conflict Resolution & Industrial Communication

- Techniques for mediation and dispute resolution
- Managing multicultural communication gaps in the workplace.
- Case Study: Resolving high-stakes strikes in the mining sector through dialogue.
- Leveraging social media for public opinion advocacy.
- Building internal consensus during complex negotiations.

Module 5: Institutional Governance & Trust Fund Management

- Setting up joint union-management training trust funds
- Principles of worker-centered governance and transparency.
- Case Study: The UAW-Ford Education and Development Program model.
- Financial auditing and ethical investment for union funds.
- Developing long-term institutional sustainability plans.

Module 6: Vocational Training & Labor Market Alignment

- Forecasting skills mismatches through labor market surveys
- Influencing VET curriculum to meet future industry demands.
- Case Study: The German "Dual System" and union involvement in apprenticeship.
- Promoting life-long learning as a core union benefit.
- Bridging the gap between general and industry-specific skills.

Module 7: Gender Equality & Social Inclusion (GESI)

- Mainstreaming GESI in collective bargaining agreements.
- Combating workplace harassment and systemic bias.
- Case Study: Successful pay-equity campaigns in the public service sector.
- Leadership pathways for women and marginalized groups within unions.

- Designing inclusive union meetings and outreach programs.

Module 8: Just Transition & The Green Economy

- Defining the union's role in Climate Justice and sustainability.
- Negotiating "Green Skills" training for workers in fossil fuel industries.
- Case Study: Trade union participation in the European Green Deal.
- Mitigating job losses during technological and ecological shifts.
- Building alliances with environmental NGOs and civil society.

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
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

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