Trade Union Responses to Automation 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 rapid rise of automation, artificial intelligence (AI), robotics, and Industry 4.0 technologies is transforming global labor markets, reshaping employment structures, and redefining traditional work environments. Trade unions are now facing unprecedented challenges in protecting workers' rights, ensuring decent work, fair transitions, and social protection in an era of digital disruption, algorithmic management, and workforce transformation. Trade Union Responses to Automation Training Course participants with advanced strategies to respond effectively to automation-driven change while strengthening collective bargaining power, social dialogue, and labor policy influence.

As industries shift toward smart manufacturing, gig economy platforms, cloud-based workplaces, and AI-driven decision-making systems, unions must evolve into digitally competent, policy-aware, and strategically agile institutions. This course provides practical tools for reskilling advocacy, just transition frameworks, workplace negotiation, digital organizing, and AI governance engagement, ensuring unions remain central actors in shaping equitable labor futures in the age of automation.

Programme Curriculum

Trade Union Responses to Automation Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand automation, AI, and Industry 4.0 labor impacts
2. Analyze workforce displacement and job polarization trends
3. Strengthen collective bargaining in digitalized workplaces
4. Develop just transition strategies for workers
5. Enhance digital labor rights advocacy frameworks
6. Build capacity for algorithmic accountability in workplaces
7. Promote reskilling and upskilling policy interventions
8. Improve social dialogue with employers and governments
9. Address challenges of the gig economy and platform work
10. Design union-led workforce transformation strategies
11. Integrate data protection and digital privacy rights in labor action
12. Strengthen union organizing in remote and hybrid work systems
13. Apply global best practices in automation response strategies

Target Audience

1. Trade union leaders and officials
2. Shop stewards and workplace representatives
3. Labor policy makers and government officers
4. HR and industrial relations professionals
5. Workers in manufacturing and service industries
6. Gig economy and platform workers' representatives
7. Labor NGO and advocacy organizations
8. Social justice and labor rights researchers

Course Modules

Module 1: Introduction to Automation & Labor Transformation

- Evolution of automation and AI in the workplace
- Industry 4.0 and smart production systems
- Employment shifts and job displacement patterns
- Union challenges in digital economies
- **Case Study:** Automotive manufacturing automation impact on unionized labor

Module 2: Workforce Displacement & Job Polarization

- Low-skill vs high-skill job transformation

- Wage inequality in automated sectors
- Regional labor market disruptions
- Informal sector vulnerabilities
- **Case Study:** Retail sector automation and cashier job loss trends

Module 3: Collective Bargaining in the Digital Era

- Digital bargaining tools and strategies
- AI-driven workplace monitoring negotiations
- Algorithm transparency clauses
- Remote workforce agreements
- **Case Study:** Tech industry union negotiations on algorithmic scheduling

Module 4: Just Transition & Social Protection

- Concept of just transition frameworks
- Climate and automation-linked transitions
- Worker compensation and safety nets
- Government-union-employer cooperation models
- **Case Study:** Energy sector transition from fossil fuels to renewable automation systems

Module 5: Reskilling, Upskilling & Lifelong Learning

- Future skills for automated economies
- Union-led training programs
- Digital literacy and AI skills development
- Public-private training partnerships
- **Case Study:** Germany's vocational training model in Industry 4.0 transition

Module 6: Algorithmic Management & Digital Rights

- AI surveillance in workplaces
- Data privacy and worker protection
- Algorithmic decision-making transparency
- Ethical AI in labor systems
- **Case Study:** Ride-hailing platforms and algorithmic rating systems

Module 7: Organizing Workers in the Gig & Platform Economy

- Challenges of non-traditional employment
- Digital unionization strategies
- Cross-border labor organizing
- Platform accountability frameworks
- **Case Study:** Food delivery riders' unionization movements in global cities

Module 8: Strategic Union Innovation & Future of Work

- Digital transformation of trade unions
- AI tools for labor organizing
- Global labor solidarity networks
- Policy influence and lobbying strategies
- **Case Study:** Nordic unions integrating digital platforms for member engagement

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:

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