Worker Cooperatives: Employee Ownership Models and Transitions Training Course

Professional Development Training Course Outline

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

Course Introduction

In today’s rapidly evolving economy, worker cooperatives have emerged as resilient, inclusive, and sustainable business models that promote employee ownership, economic democracy, and shared responsibility. Training Course on Worker Cooperatives: Employee Ownership Models and Transitions explores the dynamic world of worker cooperatives, empowering participants with the knowledge to understand cooperative principles, navigate ownership transitions, and implement employee-centered governance structures.

As economic inequality and job insecurity continue to rise globally, there is growing interest in cooperative entrepreneurship, employee stock ownership plans (ESOPs), and inclusive business transitions. This course is designed to equip policymakers, entrepreneurs, HR leaders, and cooperative developers with practical strategies and real-world tools to foster cooperative business transformations and sustainable economic empowerment.

Programme Curriculum

Worker Cooperatives: Employee Ownership Models and Transitions Training Course

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Course Objectives

1. Understand the fundamentals of worker-owned cooperatives and their global impact.
2. Explore the legal structures supporting employee-owned businesses.
3. Analyze the economic advantages of cooperative business models.
4. Learn best practices for cooperative governance and leadership.
5. Evaluate strategies for business succession through cooperatives.
6. Examine case studies of successful co-op conversions.
7. Identify barriers and solutions to cooperative financing.
8. Discover models of employee stock ownership plans (ESOPs).
9. Learn techniques for inclusive stakeholder engagement.
10. Explore digital tools for cooperative management and communication.
11. Assess policy frameworks that enable democratic workplaces.
12. Develop skills to train others in employee ownership transitions.
13. Design a blueprint for launching or converting a business into a worker cooperative.

Target Audiences:

1. Entrepreneurs and small business owners
2. Cooperative developers
3. Government policymakers
4. HR and employee relations managers
5. Social economy advocates
6. Business consultants
7. Labor union leaders
8. Nonprofit and social enterprise leaders

Course Duration: 5 days

Course Modules

Module 1: Introduction to Worker Cooperatives

- Definitions and core principles of worker cooperatives
- Comparison with traditional and shareholder-owned models
- Global trends and examples of successful cooperatives
- Understanding the ICA Cooperative Identity
- Benefits of collective decision-making
- **Case Study:** Mondragon Corporation (Spain)

Module 2: Legal and Structural Foundations

- Cooperative legal frameworks (local & international)
- Cooperative registration and incorporation processes
- Member rights and responsibilities
- Compliance and risk management for cooperatives
- Taxation and legal incentives
- **Case Study:** Evergreen Cooperatives (USA)

Module 3: Governance and Democratic Leadership

- Democratic decision-making models
- Role of the board and committees in cooperatives

- Conflict resolution strategies
- Consensus vs. majority rule in co-ops
- Enhancing transparency and accountability
- **Case Study:** Cooperative Home Care Associates (CHCA)

Module 4: Financial Planning and Cooperative Capital

- Financing cooperative startups and transitions
- Internal capital accounts and profit sharing
- Cooperative-friendly lenders and funding sources
- Building financial literacy among members
- Crowdfunding and social investment in co-ops
- **Case Study:** Arizmendi Bakery Collective (California)

Module 5: Employee Ownership Transitions

- Identifying businesses ready for transition
- Step-by-step transition roadmap
- Engaging current employees as new owners
- Valuation, due diligence, and legal steps
- Support structures (technical assistance, ESOP conversion)
- **Case Study:** New Belgium Brewing Employee Ownership Story

Module 6: Human Resources and Culture in Cooperatives

- Recruitment and onboarding in worker cooperatives
- Performance management and peer reviews
- Training and continuous professional development
- Creating a shared culture of responsibility
- Equity, diversity, and inclusion in co-ops
- **Case Study:** South Mountain Company (Massachusetts)

Module 7: Cooperative Development and Scaling

- Feasibility studies and market research
- Incubation models for cooperative development
- Scaling strategies: federations and secondary co-ops
- Business planning and growth management
- Strategic partnerships and co-op networks
- **Case Study:** Network of Brazilian Solidarity Economy Enterprises

Module 8: Policy, Advocacy, and Global Perspectives

- Public policies supporting employee ownership
- Role of government and nonprofit institutions
- International cooperative development frameworks
- Advocacy strategies for legal reform
- Global cooperative movement (ILO, ICA, UN)
- **Case Study:** Emilia-Romagna Cooperative Ecosystem (Italy)

Training Methodology

- Interactive lectures and expert presentations
- Real-world cooperative case study analysis
- Group activities and cooperative simulations
- Toolkits and templates for cooperative planning

- Action plans and peer-to-peer learning
- Mentorship and coaching opportunities

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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