Climate Change and Employment Relations 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

Climate change is no longer an environmental issue alone it is a global workforce transformation driver reshaping employment relations, labor rights, workplace safety, green jobs, and organizational sustainability strategies. Businesses, governments, and institutions are now required to integrate climate resilience, ESG compliance, carbon neutrality goals, and just transition frameworks into human resource and industrial relations systems. Climate Change and Employment Relations Training Course provides a comprehensive understanding of how climate change directly influences labor markets, employee relations, workplace policies, and sustainable development pathways.

The course bridges the gap between climate action and employment relations management, equipping participants with practical skills to manage green transitions, workforce adaptation, climate risk governance, and sustainable labor practices. It explores emerging global trends such as net-zero employment strategies, climate justice, green skills development, and socially responsible workforce transformation, ensuring organizations remain competitive, compliant, and future-ready in a rapidly evolving global economy.

Programme Curriculum

Climate Change and Employment Relations Training Course

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5 days

Course Objectives

1. Understand the link between climate change and employment relations systems
2. Analyze the impact of global warming on labor markets and job security
3. Apply ESG and sustainability frameworks in workplace policies
4. Develop strategies for just transition and green workforce planning
5. Assess climate-related occupational health and safety risks
6. Promote green skills development and workforce reskilling
7. Integrate carbon neutrality goals into HR practices
8. Evaluate climate change impacts on industrial relations and collective bargaining
9. Strengthen climate resilience in organizational structures
10. Implement sustainable labor standards and ethical employment practices
11. Understand global policies on climate justice and labor rights
12. Design climate-adaptive workplace transformation strategies
13. Build capacity for sustainable human resource management (SHRM)

Target Audience

- Human Resource Managers and Officers
- Environmental and Sustainability Officers
- Labor Union Leaders and Employee Representatives
- Government Policy Makers and Regulators
- Corporate Executives and ESG Consultants
- Occupational Health and Safety Professionals
- Development and NGO Practitioners
- Academic Researchers and Graduate Students

Course Modules

Module 1: Climate Change Fundamentals & Workforce Impact

- Climate science and global warming basics
- Climate-driven economic disruptions
- Labor market vulnerability analysis
- Industry-specific climate risks
- Workforce transformation trends
- **Case Study:** Flooding in coastal cities disrupting manufacturing jobs and shifting labor demand patterns.

Module 2: Climate Change & Employment Relations Linkages

- Climate-employment interdependence
- Industrial relations under climate stress
- Workforce adaptation frameworks
- Employer responsibilities in climate action
- Policy implications for labor systems
- **Case Study:** European industries adapting collective bargaining agreements to carbon reduction targets.

Module 3: Green Jobs & Sustainable Workforce Development

- Definition of green jobs and green economy
- Skills transition for sustainable employment
- Renewable energy sector employment growth
- Reskilling and upskilling programs
- Youth employment in green sectors
- **Case Study:** Solar energy expansion creating large-scale green employment opportunities in developing economies.

Module 4: Just Transition & Social Protection

- Principles of just transition
- Worker protection during economic shifts
- Social dialogue mechanisms
- Income security and retraining schemes
- Policy frameworks for fair transition
- **Case Study:** Coal industry workers transitioning into renewable energy sectors with government support.

Module 5: Climate Policy, ESG & Labor Regulations

- ESG integration in employment systems
- International climate agreements and labor laws
- Corporate sustainability compliance
- Reporting standards and accountability
- Ethical labor governance
- **Case Study:** Multinational corporations adopting ESG-linked employment contracts.

Module 6: Workplace Sustainability & Carbon Neutral HR

- Sustainable HR management practices
- Carbon footprint reduction in workplaces
- Remote work and emission reduction
- Green procurement and operations
- Energy-efficient workplace strategies
- **Case Study:** Companies reducing emissions through hybrid work models and digital transformation.

Module 7: Climate Risk, Health & Safety at Work

- Climate-induced occupational hazards
- Heat stress and workplace safety standards
- Disaster preparedness in organizations

- Health adaptation policies
- Risk mitigation strategies
- **Case Study:** Construction workers adapting to extreme heat conditions through revised safety regulations.

Module 8: Climate Justice & Future of Work

- Climate justice and labor equity
- Digital transformation and green automation
- Future workforce scenarios
- Community resilience and inclusivity
- Global sustainable development goals (SDGs)
- **Case Study:** Grassroots movements advocating fair labor conditions in climate-affected agricultural sectors.

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

Ready to enroll or request a customized program? Book online or contact us:

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