Labour Impacts of Energy Transition 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 global shift towards renewable energy and sustainable technologies is profoundly reshaping labor markets. The energy transition is creating both opportunities and challenges for workers, organizations, and governments. Jobs in traditional fossil fuel sectors are declining, while green jobs, clean energy employment, and reskilling programs are emerging at an unprecedented pace. Understanding the socio-economic impacts, skills gap, and workforce transformation strategies is critical for policymakers, industry leaders, and labor organizations aiming to navigate this transition effectively.

Labour Impacts of Energy Transition Training Course delves into the labour dynamics of energy transition, focusing on just transition policies, employment shifts, and reskilling frameworks. Through a combination of case studies, interactive modules, and practical exercises, participants will gain actionable insights into energy sector labor trends, green workforce development, and policy implications. By equipping professionals with the tools to analyze and adapt to these shifts, the course empowers stakeholders to drive sustainable employment strategies in line with global climate goals.

Programme Curriculum

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5 days

Course Objectives

1. Understand the global energy transition and its labor market impacts.
2. Analyze employment shifts from fossil fuels to renewable energy sectors.
3. Identify green jobs opportunities and emerging skills requirements.
4. Explore just transition policies and social dialogue frameworks.
5. Assess reskilling and upskilling strategies for affected workers.
6. Examine sectoral case studies of energy transition in different regions.
7. Understand gender and inclusivity considerations in green employment.
8. Explore automation and digitalization impacts on energy labor markets.
9. Evaluate policy frameworks for sustainable workforce development.
10. Understand socio-economic challenges for communities reliant on fossil fuels.
11. Apply labor impact assessment tools for planning energy projects.
12. Develop stakeholder engagement strategies for workforce transition.
13. Learn to design career pathways and workforce planning for green industries.

Target Audience

1. Policy makers in energy and labor sectors
2. HR managers in energy and utility companies
3. Union leaders and labor representatives
4. Sustainability consultants
5. Workforce development professionals
6. Renewable energy project managers
7. Academics and researchers in energy policy
8. NGOs and civil society organizations focused on just transition

Course Modules

Module 1: Overview of Energy Transition and Labour Dynamics

- Global energy transition trends and projections
- Labor market disruptions in fossil fuel sectors
- Emerging green jobs landscape
- Socio-economic implications for local communities
- **Case Study:** Germany’s Energiewende and labor impact

Module 2: Just Transition Policies and Frameworks

- Principles of a just transition
- Policy instruments for workforce protection

- Social dialogue and tripartite partnerships
- Financial mechanisms to support affected workers
- **Case Study:** Canada’s coal phase-out strategies

Module 3: Reskilling and Upskilling Strategies

- Identifying transferable skills
- Training programs for renewable energy sectors
- Online learning and blended training approaches
- Partnerships with vocational institutions
- **Case Study:** Solar energy workforce development in India

Module 4: Sectoral Labor Shifts and Opportunities

- Wind, solar, hydro, and bioenergy employment trends
- Regional differences in labor demand
- Job creation potential in emerging sectors
- Transition strategies for declining industries
- **Case Study:** Offshore wind projects in the UK

Module 5: Gender and Inclusion in Energy Transition

- Gender gaps in renewable energy employment
- Policies for inclusive hiring
- Empowering marginalized communities
- Inclusive training program design
- **Case Study:** Women in solar energy in Africa

Module 6: Automation and Digitalization Impacts

- Smart grids, AI, and energy automation
- Skills needed for digital energy roles
- Risk of job displacement
- Strategies for workforce adaptation
- **Case Study:** Automation in European energy utilities

Module 7: Labor Impact Assessment Tools

- Quantitative and qualitative assessment methods
- Tools for evaluating workforce transitions
- Scenario planning for labor markets
- Monitoring and evaluation strategies
- **Case Study:** Labor impact assessment in US renewable projects

Module 8: Workforce Planning and Stakeholder Engagement

- Designing career pathways for green jobs
- Engaging unions, governments, and communities
- Policy advocacy and communication strategies
- Best practices for workforce transition management
- **Case Study:** Public-private partnerships in Latin America’s energy sector

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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