Trade Unions in the Fourth Industrial Revolution 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 Fourth Industrial Revolution (4IR) is transforming the global workforce through disruptive technologies such as Artificial Intelligence (AI), automation, robotics, blockchain, cloud computing, big data analytics, and digital platforms. Trade unions are now operating in an era defined by digital transformation, remote work ecosystems, platform economies, cybersecurity challenges, smart manufacturing, and evolving labor policies. As industries rapidly adopt Industry 4.0 technologies, trade unions must reposition themselves as strategic partners in workforce innovation, social dialogue, digital inclusion, decent work advocacy, and sustainable economic development. Trade Unions in the Fourth Industrial Revolution Training Course equips representatives with future-ready skills to navigate emerging workplace dynamics and strengthen worker protection in the digital economy.

The course focuses on building resilient, innovative, and data-driven trade union institutions capable of influencing policy, protecting workers' rights, promoting digital literacy, and negotiating fair labor standards in technology-driven environments. Participants will gain practical insights into AI governance, future jobs, green economy transitions, labor market intelligence, digital organizing strategies, cybersecurity awareness, and social protection frameworks. Through case studies, simulations, policy dialogues, and strategic planning exercises, the program empowers unions to lead transformational change, enhance collective bargaining power, and foster inclusive growth in the era of the Fourth Industrial Revolution.

Programme Curriculum

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Course Duration

5 days

Course Objectives

By the end of the training, participants will be able to:

1. Understand the impact of Artificial Intelligence (AI) and automation on labor markets and employment trends.
2. Analyze emerging workforce transformation and future-of-work strategies.
3. Develop digital transformation frameworks for modern trade unions.
4. Apply data-driven decision-making and labor market analytics in union operations.
5. Strengthen collective bargaining strategies in platform and gig economies.
6. Promote digital inclusion, worker reskilling, and upskilling initiatives.
7. Enhance cybersecurity awareness and digital risk management for unions.
8. Utilize social media advocacy and digital organizing tools for worker mobilization.
9. Explore green economy transitions and sustainable employment models.
10. Design innovative labor policies aligned with Industry 4.0 and smart workplaces.
11. Improve stakeholder engagement through strategic communication and social dialogue.
12. Build resilient unions capable of adapting to disruptive technologies and economic shocks.
13. Develop action plans for inclusive growth, decent work, and sustainable industrial relations.

Target Audience

1. Trade Union Leaders and Executives
2. Shop Stewards and Worker Representatives
3. Human Resource and Industrial Relations Officers
4. Labor Ministry Officials and Policymakers
5. Collective Bargaining Negotiators
6. Labor Educators and Trainers
7. Youth and Women Union Leaders
8. NGO and Civil Society Organizations working on labor rights

Course Modules

Module 1: Introduction to the Fourth Industrial Revolution

- Understanding Industry 4.0 concepts and trends
- Digital transformation and workforce disruption
- AI, robotics, IoT, and automation in workplaces
- Future jobs and changing employment patterns
- Role of trade unions in digital economies
- **Case Study:** Analysis of automation in manufacturing industries and its impact on collective bargaining agreements.

Module 2: Artificial Intelligence and the Future of Work

- AI governance and ethical labor practices
- Smart workplaces and algorithmic management
- Human-machine collaboration models
- Job displacement versus job creation
- AI policy frameworks for labor protection
- **Case Study:** Examination of AI-driven workforce management in logistics and delivery platforms.

Module 3: Digital Organizing and Social Media Advocacy

- Digital unionism and online mobilization
- Social media campaigns and worker engagement
- Virtual organizing tools and communication platforms
- Data privacy and cybersecurity for unions
- Building digital advocacy strategies
- **Case Study:** Successful digital labor campaigns using social media and online petitions.

Module 4: Collective Bargaining in the Gig and Platform Economy

- Understanding platform-based employment models
- Gig worker rights and social protection
- Digital labor contracts and remote work policies
- Negotiating fair wages in digital economies
- International labor standards and compliance
- **Case Study:** Global gig economy negotiations involving ride-hailing and delivery workers.

Module 5: Workforce Reskilling and Digital Literacy

- Future skills and competency mapping
- Digital literacy for workers and union leaders
- Reskilling and lifelong learning strategies
- Technical and vocational education partnerships
- Workforce adaptability and resilience
- **Case Study:** National upskilling initiatives supporting workers affected by automation.

Module 6: Labor Market Intelligence and Data Analytics

- Using big data in labor market analysis
- Workforce forecasting and employment trends
- Evidence-based policy development
- Digital research and labor statistics

- Strategic decision-making using analytics
- **Case Study:** Using labor market intelligence to negotiate workforce transition policies.

Module 7: Green Economy and Sustainable Employment

- Green jobs and climate-smart industries
- Sustainable industrial relations practices
- Energy transition and labor implications
- ESG (Environmental, Social, Governance) principles
- Social justice and inclusive economic growth
- **Case Study:** Trade union participation in renewable energy transition frameworks.

Module 8: Strategic Leadership and Change Management

- Transformational leadership for unions
- Crisis management in disruptive economies
- Innovation and organizational resilience
- Stakeholder engagement and social dialogue
- Developing strategic action plans
- **Case Study:** Trade union reforms and leadership adaptation during digital transformation.

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:

Register Online Now

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