

ESG Strategy in Workforce and Human Capital Management

COURSE OVERVIEW

This course integrates Environmental, Social, and Governance (ESG) principles into workforce management, equipping HR leaders, business executives, and sustainability practitioners to embed ESG into workforce planning and talent management. Through global case studies, practical frameworks, and ESG metric development, participants will learn how to align HR strategies with corporate ESG goals, fostering diversity, inclusion, and employee well-being while promoting ethical governance and reducing environmental impact. The program bridges sustainability reporting with actionable HR initiatives that enhance organizational resilience, strengthen employer brand, and create long-term sustainable value.

WHO SHOULD ATTEND?

This course is ideal for HR leaders, talent management professionals, corporate sustainability officers, organizational development managers, and executives who are responsible for embedding ESG considerations into workforce and human capital strategies. It also suits professionals in human resources, corporate social responsibility, and business operations roles seeking to develop expertise in sustainable workforce management. Researchers focusing on ESG, sustainability, or human capital management will also benefit from this course.

COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Map human capital metrics to ESG reporting frameworks (SDGs, GRI 401-403).
- Quantify workforce initiatives in carbon equivalents (e.g., remote work impact).
- Design anti-bias algorithms for ethical talent management AI.
- Calculate ROI of social investments in skills development.
- Audit supply chain labor practices using ESG due diligence tools.
- Structure executive incentives linking ESG goals to compensation.
- Benchmark workforce ESG performance against industry standards.
- Communicate human capital ESG value to investors and regulators.

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- An overview of ESG fundamentals tailored to workforce and human capital management.
- Tools and frameworks for integrating ESG into HR policies and practices.
- Strategies for diversity, equity, inclusion, and employee well-being aligned with ESG goals.
- Application of social impact measurement and reporting in workforce management.
- Governance, ethics, and compliance in human capital strategies.
- Case studies on successful ESG workforce initiatives from global organizations.
- Practical methods for embedding ESG metrics into talent acquisition, retention, and development.
- Guidance on stakeholder engagement and communicating sustainable workforce strategies.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded