JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Advanced Sustainable HR and Workforce Wellbeing Training Course

27 September – 8 October 2027
Paris

Advanced Sustainable HR and Workforce Wellbeing Training Course

Ref: 710_26571 **Date:** 27 September – 8 October 2027 **Location:** Paris **Fees:** 9500 GBP

Sustainable HR and Workforce Wellbeing is a 2-week advanced training course for HR directors, people managers and HR business partners who shape how an organisation hires, pays, protects and reskills its workforce over the long term. Burnout, widening skills gaps and investor scrutiny of people metrics now sit beside carbon targets in board papers. Participants build a sustainable HR strategy with Jupiter Prime Training.

Why Sustainable HR and Workforce Wellbeing Matters Now

Three pressures shape people practice today. Employees expect fair pay, flexible work and real attention to mental health; investors and lenders read turnover, pay gaps and injury rates in sustainability disclosures; and the shift to low-carbon operations creates demand for green skills that few workforces yet hold. Organisations that respond early retain talent, lower absence costs and staff new roles from within, while those that wait face attrition, disputes and recruitment premiums. The course draws on the Global Reporting Initiative GRI Standards for workforce disclosure and on ISO 26000 guidance for labour practices and fair employment.

Who Gains Most from Sustainable HR and Workforce Wellbeing

- People functions that write workforce policies on pay, flexibility, leave and employee voice
- Line leadership groups accountable for workload, team wellbeing and absence on the ground
- HR business partnering units that translate site and business plans into hiring and reskilling
- Reward specialists who set salary structures, pay equity reviews and benefits
- People analytics teams that compile workforce indicators for sustainability disclosures

The gain is greatest when an HR director, a reward specialist and a people analytics lead from one organisation attend together and align policy, pay and disclosure in a single document.

Sustainable HR and Workforce Wellbeing Capabilities

Across the course participants move from diagnosing workforce strain to setting measurable people targets that sit alongside environmental goals in board reporting.

- Assess workforce health, engagement and turnover risk — for executive committees
- Design wellbeing and psychosocial risk controls — for line leaders and occupational health
- Calculate pay gaps and living wage benchmarks — for remuneration committees
- Build a green skills inventory and reskilling pathway — for operations and talent leads
- Specify workforce indicators aligned with GRI Standards — for sustainability report preparers
- Communicate people targets and progress — for employees, unions and investors

Key Sustainable HR and Workforce Wellbeing Terms

- Sustainable HR — people practice that sustains workforce health, skills and fairness over the long term rather than maximising short-term output
- Psychosocial risk — a hazard from workload, role conflict, poor support or harassment that harms mental or physical health
- Living wage — a pay level that covers a decent standard of living for a worker and dependants in a given location
- Pay gap analysis — comparison of average or median pay between groups to reveal unexplained differences in reward
- Green skills — technical and behavioural capabilities needed to run low-carbon, resource-efficient operations
- Workforce disclosure — the reported set of indicators on headcount, turnover, pay, training, safety and diversity

Sustainable HR and Workforce Wellbeing Day by Day

Day 1: Forces Reshaping the Workforce

- Workforce Megatrends Scan — Ageing, Automation and Low-Carbon Transition
- Investor People Metrics — What Lenders Read in Disclosures
- Employee Expectation Surveys — Flexibility, Purpose and Fair Treatment
- ISO 26000 Labour Practices — Framing Fair Employment Commitments
- Sector Contrasts — Lessons from Healthcare and Petrochemical Employers

Day 2: Diagnosing Workforce Health

- Absence and Turnover Diagnostics — Locating Hotspots by Unit
- Engagement Pulse Design — Choosing Questions that Predict Exits
- Exit Interview Coding — Turning Leaver Comments into Themes
- Workload Mapping — Spotting Chronic Overtime and Role Overload
- People Risk Register — Ranking Threats to Capability

Day 3: Wellbeing and Psychosocial Risk

- Psychosocial Hazard Assessment — Identifying Stressors at Team Level
- Wellbeing Control Hierarchy — Redesigning Work before Offering Apps
- Manager Wellbeing Conversations — Early Signals and Referral Routes
- Employee Assistance Provision — Selecting Support Services
- Return-to-Work Planning — Phased Duties after Long Absence

Day 4: Flexible and Inclusive Work Design

- Flexible Work Policy — Hybrid, Compressed and Part-Time Options
- Job Design for Inclusion — Adjustments for Disability and Caring Duties
- Parental and Carer Leave — Balancing Cost and Retention
- Diversity Pipeline Review — Representation at Each Grade
- Respect at Work Policy — Preventing Harassment and Handling Complaints

Day 5: Fair Pay and Reward

- Pay Gap Analysis — Gender and Grade Comparisons
- Living Wage Benchmarking — Testing Lowest Pay Bands
- Salary Structure Audit — Consistency across Roles and Sites
- Benefits Mix Review — Health, Pension and Wellbeing Spend
- Sustainability-Linked Incentives — Tying Bonus to People Targets

Day 6: Green Skills and Reskilling

- Green Skills Inventory — Mapping Current and Future Capabilities
- Role Transition Pathways — Moving Staff from Declining to Growing Jobs
- Reskilling Investment Case — Comparing Retraining with External Hiring
- Apprenticeship and Graduate Routes — Building Low-Carbon Talent Supply
- Learning Records — Tracking Training Hours per Employee

Day 7: Employee Voice and Labour Relations

- Employee Voice Channels — Forums, Councils and Digital Feedback
- Union and Works Council Dialogue — Consulting on Change
- Grievance Mechanism Design — Fair, Timely and Confidential Handling
- Restructuring with Care — Redeployment before Redundancy
- Contractor and Agency Worker Standards — Extending Fair Treatment

Day 8: People Metrics and Disclosure

- Workforce Indicator Set Aligned with GRI Standards — Choosing What to Report
- People Data Quality Checks — Definitions, Sources and Controls
- Safety and Health Indicators — Injury and Lost-Time Rates
- People Dashboard Design — Board-Level Workforce Reporting
- Narrative Disclosure Writing — Explaining Trends Honestly

Day 9: Targets, Budget and Accountability

- Workforce Target Setting — Baselines, Ambition and Milestones
- HR Budget Reallocation — Funding Wellbeing and Reskilling
- Executive Accountability Map — Owners for Each People Target
- Policy Sequencing Roadmap — Ordering Changes over Three Horizons
- Stakeholder Briefing Pack — Explaining Choices to Staff and Investors

Day 10: Practising the Sustainable HR Strategy

- Applying Workforce Diagnostics — Setting the Baseline Section
- Applying Wellbeing and Pay Findings — Drafting Priority Commitments
- Applying Green Skills Pathways — Writing the Capability Section
- Applying Indicator and Target Design — Building the Scorecard
- Sustainable HR Strategy — Presenting the Final Document for Peer Challenge

Applying Sustainable HR and Workforce Wellbeing After the Course

- Run a psychosocial hazard assessment in one high-absence unit and agree three job redesign actions with its line leader
- Complete a gender and grade pay gap analysis on current payroll data and brief the remuneration committee on unexplained differences

Sustainable HR and Workforce Wellbeing Questions FAQ

What is Sustainable HR and Workforce Wellbeing and why does it matter now?

Sustainable HR and workforce wellbeing is people practice that protects health, fairness and skills over the long term. It matters now because burnout, skills shortages and investor attention to workforce indicators all raise the cost of short-term people decisions.

Which roles gain most from Sustainable HR and Workforce Wellbeing training?

HR directors, HR business partners, reward specialists, people analytics leads and senior line leaders gain most. Each controls a lever covered in the course, from policy and pay to workload and disclosure.

How does Sustainable HR and Workforce Wellbeing differ from a general strategic HR management course?

It links people practice to sustainability disclosure, green skills and fair pay rather than covering HR strategy in general. Every topic ends in a workforce indicator or target that can sit beside environmental goals in board reporting.

What do you bring back from Sustainable HR and Workforce Wellbeing training?

You bring back a draft people document with a workforce baseline, wellbeing and pay commitments, a green skills pathway and a scorecard of indicators and targets, ready for executive review.

Sustainable HR and Workforce Wellbeing: The Way Forward

The sustainable HR strategy first informs the executive decision on which workforce targets to adopt and fund. HR directors use it to sequence policy changes, reward specialists to plan pay corrections, and analytics leads to prepare disclosures. After the first reporting cycle, revisit whether wellbeing controls changed absence and turnover, since that evidence decides where the next budget goes.