

HUMAN CAPITAL GOVERNANCE AND DISCLOSURE



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TRAINING CENTER



Introduction

Human Capital Governance and Disclosure Training Course prepares board members, HR executives, and reporting professionals to govern human capital and disclose it credibly. Participants work through human capital governance foundations and board oversight, workforce measurement, metrics, and workforce analytics, human capital disclosure standards and reporting frameworks, workforce risk, culture, and ethical employment governance, and assurance, audit, and stakeholder communication as one connected discipline. The programme links the workforce obligation an organisation owes with the data, controls, and disclosures that evidence it. As a result, learners gain a practical command of human capital governance and disclosure. Furthermore, the course strengthens governance judgement, measurement discipline, and disclosure quality.

Human Capital Governance and Disclosure Course Objectives

- Explain human capital governance concepts and board oversight duties.
- Apply workforce measurement frameworks and human capital metrics.
- Apply workforce analytics for turnover, engagement, and skills gaps.
- Apply human capital disclosure standards and reporting frameworks.
- Apply ISSB/S1-related human capital and social reporting expectations.
- Apply GRI 401, 404 and 405 employment and diversity disclosures.
- Apply workforce risk assessment and human capital risk registers.
- Apply culture, ethics, and employment compliance governance.
- Apply disclosure controls, data quality, and assurance readiness.
- Apply stakeholder communication and human capital maturity assessment.

Course Methodology



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- Interactive sessions built on human capital governance and disclosure cases.
- Workshops on metrics selection, disclosure drafting, and risk registers.
- Group exercises on workforce analytics and data quality checks.
- Hands-on practice with metric sets, dashboards, and disclosure drafts.
- Simulation of a board human capital review and an assurance readiness session.
- Facilitator coaching and peer review on disclosure improvement plans.

Who Should Take This Course

- Board members and remuneration or HR committee members.
- Chief human resources officers and HR directors.
- Governance, compliance, and reporting professionals.
- Sustainability and ESG reporting officers.
- Finance, audit, and assurance professionals.
- Consultants advising on human capital and disclosure.

Human Capital Governance and Disclosure Course Outlines

Day 1: Human Capital Governance Foundations

- Human capital concepts and its role in long-term value.
- Board oversight duties for workforce and culture.
- Governance structures: HR and remuneration committees.
- Accountability lines for workforce strategy and outcomes.
- Human capital policy architecture and mandate.
- Common governance failures in workforce oversight.



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- Case discussion: a workforce crisis the board never saw coming.

Day 2: Workforce Measurement and Analytics

- Workforce measurement frameworks and metric hierarchies.
- Core metrics: turnover, retention, engagement, and absence.
- Skills gaps, workforce planning, and capability metrics.
- Pay equity, gender pay gap, and diversity metrics.
- Workforce analytics methods and data sources.
- Dashboard design and management information.
- Workshop: building a human capital metric set.

Day 3: Disclosure Standards and Reporting Frameworks

- The disclosure landscape and the case for credible reporting.
- GRI 401 employment, 404 training, and 405 diversity disclosures.
- ISSB and IFRS S1 social and human capital reporting direction.
- SASB human capital topics by industry.
- EU CSRD and workforce reporting expectations overview.
- Narrative reporting, workforce statements, and case examples.
- Exercise: drafting a human capital disclosure section.

Day 4: Workforce Risk, Culture, and Ethical Employment

- Workforce risk assessment and human capital risk registers.



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- Talent, succession, and key person risk.
- Health, safety, and wellbeing risk governance.
- Culture, conduct, and speak-up governance.
- Employment compliance: labour law, contracts, and fair treatment.
- Third-party labour, supply chain labour, and modern slavery risk.
- Simulation: reviewing a workforce risk register and culture concern.

Day 5: Assurance, Communication, and Maturity

- Disclosure controls and internal control over reporting.
- Data quality, verification, and assurance readiness.
- Internal and external assurance coordination.
- Stakeholder communication: investors, regulators, and employees.
- Human capital governance maturity assessment.
- Improvement roadmap and disclosure action tracking.
- Capstone: presenting a human capital governance and disclosure framework.

Conclusion

By successfully completing Human Capital Governance and Disclosure, participants will gain a practical command of human capital governance foundations and board oversight, workforce measurement and analytics, disclosure standards including GRI and ISSB direction, workforce risk, culture and ethical employment governance, and disclosure controls, assurance, and stakeholder communication. They will acquire skills in human capital governance and board oversight, workforce measurement and analytics, human capital disclosure and reporting, and workforce risk, culture, and disclosure assurance that hold up under scrutiny. Gentex Training Center designs the programme to help professionals govern and report on human capital with confidence.





FAQs for the Human Capital Governance and Disclosure course

Q1 What is the "Human Capital Governance and Disclosure" course about?

It prepares board members, HR executives, and reporting professionals to govern human capital and disclose it credibly. The course spans human capital governance foundations, workforce measurement and analytics, disclosure standards and reporting frameworks, workforce risk, culture and ethical employment, and assurance, communication and maturity.

Q2 What are the key benefits of the "Human Capital Governance and Disclosure" course?

You gain a practical command of human capital governance and disclosure that links the workforce obligation an organisation owes with the data, controls, and disclosures that evidence it. The course improves board oversight of workforce and culture, strengthens metric selection and analytics, sharpens disclosure drafting against GRI and ISSB direction, and builds assurance and communication discipline.

Q3 What skills will I gain from the "Human Capital Governance and Disclosure" course?

You will develop four core skills: human capital governance and board oversight, workforce measurement and analytics, human capital disclosure and reporting, and workforce risk, culture, and disclosure assurance.



Q4 What tools, methods, or standards are covered in the "Human Capital Governance and Disclosure" course?

The course covers human capital concepts and long-term value, board oversight duties for workforce and culture, HR and remuneration committee structures, accountability lines for workforce strategy, human capital policy architecture, workforce measurement frameworks and metric hierarchies, turnover, retention, engagement and absence metrics, skills gaps, workforce planning and capability metrics, pay equity, gender pay gap and diversity metrics, workforce analytics methods and data sources, dashboard design and management information, the disclosure landscape, GRI 401 employment, 404 training and 405 diversity disclosures, ISSB and IFRS S1 social and human capital reporting direction, SASB human capital topics by industry, EU CSRD workforce reporting expectations, narrative reporting and workforce statements, workforce risk assessment and human capital risk registers, talent, succession and key person risk, health, safety and wellbeing risk governance, culture, conduct and speak-up governance, employment compliance across labour law, contracts and fair treatment, third-party labour, supply chain labour and modern slavery risk, disclosure controls and internal control over reporting, data quality, verification and assurance readiness, internal and external assurance coordination, stakeholder communication with investors, regulators and employees, and human capital governance maturity assessment.



Q5 How is the "Human Capital Governance and Disclosure" course applied in real-world practice?

Participants apply it to real work such as building a human capital metric set, drafting a human capital disclosure section, reviewing a workforce risk register and culture concern, running a board human capital review, mapping disclosures against GRI and ISSB expectations, preparing for assurance over workforce data, and presenting a human capital governance and disclosure framework. The same methods support disclosure improvement and human capital governance maturity review.