Future Workforce Planning and Labour Trends 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

In an era defined by Artificial Intelligence (AI) integration and rapid technological upgrading, traditional labor market forecasting is being replaced by dynamic, data-driven frameworks. The current global economy is navigating a "paradigm shift" where the automation of complex, non-routine tasks necessitates a fundamental move beyond historical benchmarks toward strategic foresight and human-AI collaboration. Future Workforce Planning and Labour Trends Training Course provides a comprehensive roadmap for navigating these shifts, focusing on the emergence of high-skilled roles and the expansion of the gig economy.

Organizations must now pivot from reactive staffing to proactive reskilling and upskilling to address the Skill Imbalance Index a growing gap between the supply of traditional labor and the demand for new-age competencies like data modeling and AI-enabled entrepreneurship. By integrating digital literacy into the core of workforce preparedness, leaders can foster an adaptable workforce capable of maintaining national competitiveness in an increasingly digitized future

Programme Curriculum

Future Workforce Planning and Labour Trends Training Course

Introduction

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Course Duration

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Course Objectives

1. Master Strategic Foresight techniques to move beyond traditional extrapolation in labor forecasting.
2. Analyze the impact of AI Diffusion on wages, hiring, and occupational staffing patterns
3. Develop robust Digital Competencies frameworks to bridge the widening global skill gap.
4. Utilize a Skill Imbalance Index to quantify and address regional talent shortages.
5. Implement Alternative Work Arrangements, including hybrid and remote-first models, to enhance employee retention.
6. Navigate the Human-AI Collaboration landscape to augment, rather than just replace, human labor.
7. Design Agile Reskilling Programs that prioritize high-exposure/high-complementarity AI skills (Li, 2026).
8. Evaluate the role of Digital Literacy Integration in enhancing graduate employability and organizational resilience.
9. Leverage Scenario Modeling to test policy decisions on future workforce supply and demand.
10. Manage the social and structural dynamics of Hybrid Work Environments to prevent employee isolation.
11. Foster AI-Enabled Entrepreneurship within the internal workforce to drive innovation (Joshi, 2026).
12. Align Workforce Policy Reform with industry-university collaborations for seamless talent pipelines.
13. Drive HRM Devolution, empowering line managers to negotiate flexible "i-deals" and work arrangements.

Target Audience

- Chief Human Resources Officers (CHROs) and HR Directors.
- Strategic Workforce Planners and Talent Management Leads.
- Policy Makers and Labor Market Analysts.
- TVET & Higher Education Administrators focusing on graduate readiness.
- Operational Managers overseeing hybrid and remote teams.
- Diversity, Equity, and Inclusion (DEI) Specialists managing alternative work arrangements.
- Digital Transformation Officers (CDOs) integrating AI into workflows.
- Learning & Development (L&D) Professionals designing reskilling pathways.

Course Modules

Module 1: The AI Shift & Labor Market Evolution

- Assessing the "Paradigm Shift" from routine to non-routine automation.
- Impact of AI on high-skilled professional tasks.
- The "Dual Impact" theory-Displacement and New Role Creation.
- Regional heterogeneity in AI labor market effects.
- Case Study: Analysis of US Commuting Zones and AI-skill diffusion timing.

Module 2: Strategic Workforce Modeling

- Moving beyond BLS (Bureau of Labor Statistics) traditional methodologies.

- Stock-and-Flow Modeling for supply and demand forecasting.
- Multi-stage projection systems (Industry output vs. Occupational staffing).
- Quantitative vs. Qualitative data integration.
- Case Study: The Health Workforce Planning HW2025 model (Kinsella, 2016).

Module 3: The New Skills Taxonomy

- Identifying "New Skills" in high demand
- Bridging the gap between TVET curricula and market demand.
- Transversal vs. Discipline-specific digital competencies.
- The Skill Readiness Index for emerging economies.
- Case Study: Kenya’s Digital Literacy Integration in TVET for national competitiveness.

Module 4: Designing Alternative Work Arrangements (AWAs)

- Shaping "Time and Place" via flexible, hybrid, and remote work.
- Managing the "Return to Office" pressure vs. Employee satisfaction.
- Impact of AWAs on employees with caring responsibilities.
- Overcoming the "Out of Sight, Out of Mind" stigma in hybrid teams.
- Case Study: Flexible i-deal negotiations for women in international law firms.

Module 5: The Gig Economy & Agile Labor

- Managing a blended workforce of permanent and gig workers.
- The rise of AI-enabled entrepreneurship.
- Legal and policy frameworks for "i-deals."
- Technological upgrading in the gig sector.
- Case Study: The transformation of the UK legal sector through HRM devolution.

Module 6: Enhancing Graduate & Internal Employability

- University-industry collaboration for "market-ready" talent.
- Professional disposition and career management skills.
- Internal talent marketplaces and job rotations.
- Addressing the "Skill Imbalance" in advanced economies.
- Case Study: MDPI Systematic Review on higher education labor market readiness (Vlachopoulos, 2026).

Module 7: HR as Change Agents in the AI Age

- Moving from reactive silo functions to strategic foresight.
- Relationship management and HR leadership in digital transitions.
- Empowering line managers in performance evaluation for remote staff.
- Ensuring fairness and recognition in structural dynamics.
- Case Study: Multinational company experiences with hybrid work social dynamics.

Module 8: Scenario Planning & Policy Reform

- Building "Higher-Altitude" observations for long-term planning.
- Macroeconomic projections of GDP vs. Human capital needs.
- Policy frameworks for reskilling and innovation credit.
- Data-sharing capabilities and IT system improvements.

- Case Study: IMF Staff Discussion Notes on bridging skill gaps in the AI age.

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

Start Date	End Date	Location	Price
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:

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