

Inclusive Workforce Strategy Specialty Credential

OEM: SHRM • Code: INCLUSIVE_WORKFORCE_STRATEGY_SPECIALTY_C

COURSE DESCRIPTION

The SHRM Inclusive Workforce Strategy Specialty Credential equips HR professionals with the skills to design, implement, and measure inclusive workforce strategies that improve organizational performance. Through SHRM's proven BEAM Framework, workforce analytics, and practical applications of AI in HR, you'll learn how to create workforce strategies that support business goals, strengthen employee engagement, advance inclusion and diversity, reduce bias, and improve talent outcomes. This specialty credential provides a structured, data-driven approach to workforce planning, inclusion and diversity strategy, risk management, and organizational effectiveness—helping you move from good intentions to measurable results.

AUDIENCE PROFILE

- Mid-level HR Professionals

PREREQUISITES

- This section doesn't contain any content.

COURSE OBJECTIVES

By the end of this course, participants will be able to:

- Design workforce strategies using data-driven, merit-based decision frameworks.
- Align workforce planning and inclusion initiatives with organizational goals and business priorities.
- Apply AI tools and workforce analytics to improve HR decision-making.
- Identify and mitigate bias, compliance, privacy, and algorithmic risks in HR systems.
- Measure the impact of workforce initiatives through engagement, retention, productivity, and ROI metrics.
- Develop a practical 30-60-90-day action plan to drive organizational change.

COURSE OUTLINE

Module 1: Future of Inclusion (8 Hours)

Strategic Workforce Foundations

- Labor market trends and workforce demographics.
- Skills-based hiring and workforce planning.
- Introduction to the SHRM BEAM framework.

Inclusion, Bias Mitigation & AI Readiness

- Building civility, belonging, and psychological safety.
- Identifying and mitigating bias in HR systems.
- Aligning inclusion strategy with AI adoption.

Engagement, Retention & Workforce Analytics

- Measuring engagement, retention, and productivity.
- Using AI tools for workforce insights.
- Identifying retention risks and intervention strategies.

Compliance, Risk & Governance

- Data privacy and employment law considerations.
- Algorithmic fairness and responsible AI use.
- Policy audit and risk mitigation strategies.

Business Impact & Workforce Alignment

- Linking HR strategy to business outcomes.
- Strengthening cross-functional alignment and accountability.
- Measuring ROI of inclusion and workforce initiatives.

Action Planning & Execution

- Building a 30–60–90-day implementation plan.
- Defining KPIs, accountability, and success measures.
- Translating learning into organizational execution.

Module 2: Applied eLearning Pathways

Building an Inclusive Workforce

- You will be able to apply the SHRM BEAM framework to design inclusive workforce practices that support fair, consistent, and business-aligned decision-making.

Cultivating Support for Inclusion

- You will be able to build a compelling business case for inclusion by connecting workforce priorities to organizational goals, stakeholder needs, and measurable outcomes.

Measuring Success of Inclusion

- You will be able to define, interpret, and communicate inclusion metrics to evaluate progress, demonstrate impact, and inform workforce decisions.

Module 3: Capstone: Workforce Strategy System

- In this capstone, you will demonstrate mastery by integrating and delivering a cohesive workforce strategy system built from the tools you developed throughout the program. Your system is designed for immediate workplace application and aligned to business goals, inclusion principles, and data-driven decision-making.
- Assemble and refine an integrated toolkit of job-ready deliverables, including a workforce strategy map, bias and inclusion design toolkit, workforce metrics dashboard, risk and compliance audit, business case with ROI model, and a 30–60–90-day implementation plan.
- Ensure alignment across all components, confirming that your strategy, metrics, risk controls, and execution plans function as a cohesive and actionable system.
- Validate the effectiveness of your toolkit using a structured rubric, assessing business impact, feasibility, compliance, and decision quality.
- Apply workforce analytics and AI insights to strengthen your recommendations and demonstrate measurable ROI.
- Identify gaps, risks, and opportunities for improvement, refining your tools for real-world usability.
- Present and defend your workforce strategy system, clearly articulating how it will be implemented to drive organizational outcomes.