



Advanced Labor Market Economics and Workforce Analytics Training Course

18 – 22 April 2027
Johannesburg

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Overview

Advanced Labor Market Economics and Workforce Analytics Training Course is a one-week course for workforce strategy, HR analytics, economics, policy, compensation and talent teams, who leave with a Labor Market Decision Pack. Participants apply labor supply and demand analysis, workforce indicator interpretation, wage and productivity analysis, skills mismatch diagnostics and labor mobility scenarios to organizational decisions. Agile Leaders Training Center develops labor market economics and workforce analytics capability.

Who Should Attend

- Teams responsible for workforce strategy and talent planning
- Teams responsible for HR analytics and labor-market intelligence
- Teams responsible for compensation, productivity and job design
- Teams responsible for economic and policy analysis
- Teams responsible for skills planning and workforce development
- Teams responsible for organizational scenarios and executive decisions

The course assumes participants can interpret workforce data and compare scenarios, and it leaves out econometric programming, employment-law advice and jurisdiction-specific policy prescriptions.

Departments and Industries

The course supports departments and industries that use labor-market evidence for workforce decisions.



- Human resources, workforce planning and compensation
- Finance, economics and public policy
- Manufacturing, logistics and energy
- Healthcare, education and social services
- Technology, telecommunications and professional services
- Research, consulting and business intelligence

Learning Objectives

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

- Analyze labor supply, demand and participation
- Evaluate employment, unemployment and vacancy indicators
- Diagnose wage, productivity and segmentation effects
- Apply human-capital and skills-mismatch measures
- Compare mobility, technology and policy scenarios
- Build a workforce evidence and decision brief



Course Agenda

Day 1: Labor Market Measurement

- Labor Force Status Classification Map
- Participation and Employment Ratio Dashboard
- Unemployment and Underutilization Measure Grid
- Vacancy and Recruitment Signal Checklist
- Labor Market Data Quality Log

Day 2: Supply, Demand and Wages

- Labor Supply and Demand Shift Diagram
- Wage Determination and Bargaining Map
- Compensating Differential Decision Matrix
- Labor Shortage Driver Diagnostic
- Beveridge Curve Interpretation Guide



Day 3: Productivity, Skills and Segmentation

- Labor Productivity Decomposition Board
- Human Capital Investment Logic Model
- Skills Supply and Demand Matrix
- Qualification and Skills Mismatch Diagnostic
- Labor Market Segmentation Evidence Map

Day 4: Mobility, Technology and Scenarios

- Occupational and Geographic Mobility Map
- Technology Task-Exposure Assessment
- Workforce Participation Barrier Analysis
- Labor Policy Transmission Scenario Tree
- Workforce Early-Warning Indicator Set

Day 5: Workforce Decision Practice

- Exercise: Diagnose a Labor Shortage Case
- Exercise: Interpret a Wage and Productivity Gap
- Exercise: Assess a Skills Mismatch Pattern
- Exercise: Prioritize Workforce Scenario Responses
- Capstone Exercise: Labor Market Decision Pack



Practical Exercises

The course uses suggested activities to convert labor-market evidence into workforce decisions.

- Suggested activity: reconcile participation, employment, unemployment and vacancy signals
- Suggested activity: distinguish cyclical, structural and matching drivers of shortages
- Suggested activity: map wage, productivity, skills and mobility relationships
- Suggested activity: present a workforce scenario with indicators and trigger points

FAQs

Who suits labor market economics and workforce analytics training, and what does it assume?

Workforce strategy, HR analytics, economics, policy, compensation and talent teams suit the training. It assumes experience interpreting workforce data and comparing organizational scenarios.

How does labor market economics training differ from general HR analytics training?

Labor market economics examines supply, demand, wages, productivity, mobility and policy transmission; general HR analytics training commonly focuses on internal employee data and processes.

How are labor shortages diagnosed?

Labor shortages are diagnosed by combining vacancies, recruitment duration, participation, unemployment, wages, job quality, skills availability, mobility constraints and sector conditions rather than relying on one indicator.

What does skills mismatch analysis compare?

Skills mismatch analysis compares worker capabilities and qualifications with job requirements, skills use, vacancy patterns, wage outcomes and productivity evidence across occupations or sectors.

How should workforce analytics use labor-market scenarios?

Workforce analytics should use scenarios to make assumptions explicit, test demand, participation, skills, mobility and technology changes, and define decision triggers without presenting uncertain estimates as forecasts.



Conclusion

Participants take back a Labor Market Decision Pack containing indicator dashboards, diagnostic matrices, mobility maps, scenario trees and an executive brief. The pack makes workforce assumptions and evidence traceable. It supports consistent planning, compensation, skills and policy discussions across changing labor-market conditions.