ESG and sustainability reporting

Human Capital Reporting: ISO 30414:2025

A half day to structure your HR indicators under ISO 30414:2025 and answer, with the same data, ESG questionnaires, banks and the board of directors. Human capital areas, definitions, sources and owners: you build your company's indicator dictionary and spot what already overlaps with the VSME and the ESRS.

Duration : 0.5 day

Objectives

1. Explain the purpose of ISO 30414:2025 and what changes compared with the 2018 edition
2. Describe the eleven areas of human capital reporting and the indicators attached to them
3. Link these indicators to the social disclosures of the VSME and the ESRS requested by your customers
4. Build an HR indicator dictionary: definition, source, frequency, owner

Programme

Half day

• Why measure human capital: management, board, investors, customers, lenders

• ISO 30414:2025: requirements and recommendations, internal and external disclosure, differences from the 2018 guidelines

• The eleven areas, from workforce composition to skills, including health and safety, turnover and culture

• Correspondence with the social disclosures of the VSME and ESRS S1

• Workshop: dictionary of ten indicators for your company, then knowledge test

Teaching methods

• Work on your existing HR dashboards and social report

• Definition exercise: one indicator, three possible calculations, one retained

• Comparison between a customer ESG questionnaire and your available data

• Exchanges between HR and finance on the source of each figure

• Final test

Assessment and documents

Knowledge test and follow-up evaluation at D+1. Each participant receives a numbered training certificate, verifiable online; the company receives the training report and the first version of its HR indicator dictionary.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

ISO 30414:2025 is not a management system standard. To make all ESG data reliable, see "ESG Indicators: Data Collection, Quality and Reliability".

Practical information

Duration	0.5 day
Audience	HR directors, social management control, CSR, finance
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Is ISO 30414 mandatory in Morocco?

No. It is a voluntary framework for measurement and disclosure. Its value is to give a single definition to each HR indicator, reusable in all the requests you receive.

Can a company be certified to ISO 30414?

ISO issues no certificate, and ISO 30414:2025 is not a management system standard: it is a measurement framework. The course therefore concentrates on the quality and consistency of the indicators.

What data should we bring?

Your HR dashboards, your social report if there is one, and an ESG questionnaire received from a customer or a lender. The workshop links these three sources.