Talent Analytics Applications Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Talent Analytics Applications training is designed to provide professionals with an in-depth understanding of data-driven approaches to managing and developing talent within organizations. As businesses shift towards a more analytical approach in talent management, leveraging data to make informed decisions is becoming increasingly critical. Talent Analytics Applications Training Course on equipping HR professionals, recruiters, and talent managers with the skills needed to use advanced analytics tools for optimizing workforce planning, performance management, employee engagement, and retention strategies. By incorporating artificial intelligence (AI), machine learning (ML), and predictive analytics, participants will gain valuable insights into improving talent acquisition, employee development, and organizational efficiency.

The Talent Analytics Applications course emphasizes hands-on experience and practical case studies from leading industries, showcasing how data analytics can transform talent management strategies. Participants will learn to collect, analyze, and interpret key HR data points, enabling them to make data-backed decisions that align with business goals. This comprehensive training ensures that learners are well-equipped to implement talent analytics solutions, foster organizational growth, and enhance employee experience. Through interactive sessions, case studies, and real-world applications, this course provides a holistic understanding of how talent analytics drives business success in the modern workplace.

Programme Curriculum

Talent Analytics Applications Training Course

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Course Duration

5 days

Course Objectives

1. Learn the foundational concepts and importance of talent analytics in modern HR practices.
2. Gain hands-on experience in applying predictive analytics for employee turnover, performance, and engagement.
3. Master the techniques for using data to optimize the recruitment process, enhancing talent acquisition strategies.
4. Learn to utilize performance data to drive talent development programs and assess employee productivity.
5. Use advanced analytics to assess workforce structure, skills, and capacity, leading to improved operational efficiency.
6. Master data visualization tools to effectively communicate insights and trends in talent management.
7. Understand how data can promote diverse hiring practices and inclusive organizational cultures.
8. Learn to measure and enhance employee satisfaction and engagement using data-driven insights.
9. Learn how to use analytics to identify high-potential employees and develop robust succession plans.
10. Use data to guide decision-making around team dynamics, leadership development, and organizational growth.
11. Understand how to integrate talent analytics tools with existing HR technologies and systems.
12. Understand how AI and ML can be leveraged to identify patterns and predict future talent needs.
13. Align talent management strategies with organizational goals through strategic use of talent analytics.

Target Audience

1. HR Professionals
2. Recruiters
3. Talent Managers
4. Data Analysts in HR
5. Business Leaders
6. Learning and Development Specialists
7. HR Technology Professionals
8. Consultants

Course Modules

Module 1: Introduction to Talent Analytics

- Overview of talent analytics concepts
- The role of data in HR decision-making
- Key performance indicators (KPIs) in talent management
- Basics of data collection and HR data sources
- Real-world case study: Data-driven recruitment in a tech company

Module 2: Predictive Analytics and HR Metrics

- Introduction to predictive analytics for HR
- Building predictive models for turnover and retention
- Using employee data to predict performance outcomes
- Understanding and measuring talent pipeline health
- Case study: Predictive analytics in workforce planning for a large retail company

Module 3: Data-Driven Recruitment and Hiring

- The role of data in optimizing hiring decisions
- Screening and sourcing talent using analytics
- Enhancing candidate experience with data-driven processes
- Using analytics to reduce hiring bias
- Case study: Improving recruitment efficiency through AI-powered tools

Module 4: Employee Performance and Productivity

- Using analytics for employee performance reviews
- Leveraging data to identify high performers
- Creating data-backed employee development programs
- Linking performance data with business outcomes
- Case study: Analyzing employee productivity in a financial services firm

Module 5: Employee Engagement and Satisfaction

- Measuring and analyzing employee engagement data
- Designing engagement surveys and interpreting results
- Using data to enhance employee satisfaction
- Connecting employee experience with organizational outcomes
- Case study: Implementing employee feedback systems in a multinational company

Module 6: Diversity, Equity, and Inclusion (DEI) Analytics

- The importance of DEI in talent management
- Using data to track diversity metrics
- Analyzing pay equity and promoting fairness
- Leveraging analytics to promote inclusive hiring practices
- Case study: DEI data analysis in a global manufacturing firm

Module 7: HR Technology and Talent Analytics Integration

- Key HR software tools for talent analytics

- Integrating talent analytics with existing HRIS and ERP systems
- Building a data-driven HR technology ecosystem
- Leveraging cloud-based solutions for scalability
- Case study: Implementing an end-to-end HR analytics platform

Module 8: AI and Machine Learning in Talent Analytics

- Introduction to AI and machine learning in HR
- Building and implementing ML models for talent prediction
- Enhancing recruitment with AI-powered algorithms
- Ethical considerations in AI and ML for HR
- Case study: Using AI for automated candidate screening in an e-commerce firm

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
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

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