Training Course on Workforce Planning and Talent Pipeline Development

Professional Development Training Course Outline

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

Course Introduction

In today’s fast-paced digital economy, workforce planning and talent pipeline development are essential for ensuring organizational agility, innovation, and sustainable growth. Training Course on Workforce Planning and Talent Pipeline Development is strategically designed to empower HR professionals, business leaders, and organizational developers with actionable insights, data-driven approaches, and forward-thinking tools to proactively manage future workforce needs. Using real-world applications and AI-powered workforce analytics, participants will gain a robust understanding of talent demand forecasting, succession planning, skills mapping, and diversity sourcing.

Through this course, learners will explore high-impact talent acquisition strategies, succession frameworks, and digital transformation in human capital planning. By aligning people strategy with organizational goals, this program ensures that businesses remain competitive, compliant, and resilient in the face of industry disruptions. Participants will walk away with a toolkit for future-proofing their talent pipelines, optimizing recruitment funnels, and enhancing employee engagement and retention across multi-generational workforces.

Programme Curriculum

Training Course on Workforce Planning and Talent Pipeline Development

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Course Objectives

1. Define and apply key concepts of strategic workforce planning.
2. Use data analytics to forecast future talent needs.
3. Conduct skills gap analysis and workforce segmentation.
4. Develop talent pipeline strategies aligned with business goals.
5. Create diversity, equity, and inclusion (DEI) focused talent sourcing plans.
6. Implement succession planning frameworks for critical roles.
7. Integrate AI and automation into workforce planning tools.
8. Align workforce planning with digital transformation initiatives.
9. Apply scenario planning to mitigate future labor shortages.
10. Build strategies to boost employee engagement and retention.
11. Optimize internal mobility and career pathing.
12. Utilize predictive analytics for workforce trend analysis.
13. Design a workforce reskilling and upskilling roadmap.

Target Audiences

1. HR Managers
2. Workforce Planners
3. Organizational Development Professionals
4. Talent Acquisition Leaders
5. Diversity and Inclusion Officers
6. Learning & Development Specialists
7. C-Suite Executives
8. Public Sector Workforce Leaders

Course Duration: 5 days

Course Modules

Module 1: Foundations of Workforce Planning

- Definition and significance of workforce planning
- Workforce life cycle stages
- Key planning models (SWP, agile models)
- Alignment with organizational strategy
- Workforce segmentation techniques
- *Case Study: Workforce Restructuring at IBM*

Module 2: Talent Pipeline Design

- Talent lifecycle and flow modeling
- Passive vs. active sourcing techniques
- Employer branding essentials
- Campus recruitment and internship pipelines
- Building agile pipelines with AI tools
- *Case Study: Google’s Future Pipeline Strategy*

Module 3: Skills Gap and Job Role Analysis

- Conducting a skills inventory
- Role-based competency mapping
- Identifying critical roles
- Reskilling and upskilling pathways
- Technology for gap analysis
- *Case Study: Amazon's Reskilling Initiative*

Module 4: DEI in Workforce Planning

- Inclusive talent sourcing strategies
- Bias-free job descriptions
- DEI metrics and reporting
- Culturally adaptive recruitment practices
- Community partnership building
- *Case Study: Microsoft's DEI Recruitment Drive*

Module 5: Succession Planning

- High-potential employee identification
- Risk assessment in key roles
- Talent readiness assessments
- Career pathing models
- Succession development programs
- *Case Study: PepsiCo’s Leadership Succession Plan*

Module 6: Predictive HR Analytics

- Introduction to HR data modeling
- Using AI to forecast attrition
- Building dashboards and KPIs
- Real-time labor market analysis
- Predictive tools for hiring
- *Case Study: Deloitte’s People Analytics*

Module 7: Internal Mobility and Retention

- Career ladder vs. career lattice
- Internal job marketplaces
- Cross-functional team strategies
- Engagement-driven retention
- Performance-driven mobility planning
- *Case Study: SAP’s Internal Talent Mobility*

Module 8: Strategic Execution and Monitoring

- KPI definition and tracking
- Continuous improvement models
- HR tech stack alignment
- Quarterly workforce reviews
- Post-training impact evaluations
- *Case Study: Cisco’s Talent Planning Dashboard*

Training Methodology

- Interactive workshops and group breakouts

- Live case study analysis with industry insights
- AI-driven simulations and hands-on tools
- Video-led instruction and on-demand content
- Capstone project focused on real business challenges
- Downloadable templates and frameworks

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

Start Date	End Date	Location	Price
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:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com