Training Course on Workplace Learning and Human Capital Development

Professional Development Training Course Outline

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

Course Introduction

In today’s fast-paced, innovation-driven business world, workplace learning and human capital development have become essential for driving organizational success and achieving long-term employee engagement. Organizations that invest in strategic talent development, employee upskilling, and corporate training programs position themselves at the forefront of productivity, adaptability, and leadership growth. Training Course on Workplace Learning and Human Capital Development equips professionals and managers with the latest learning technologies, performance enhancement strategies, and human resource optimization tools to foster a culture of continuous improvement and organizational excellence.

With a strong emphasis on employee development, competency mapping, and transformational learning models, this course is tailored for companies that want to future-proof their workforce. It integrates both theory and practical tools to enhance employee retention, build leadership capacity, and align workforce capabilities with business goals. Through engaging modules, participants will explore real-world scenarios and apply best practices in organizational learning, digital learning platforms, and human capital investment planning.

Programme Curriculum

Training Course on Workplace Learning and Human Capital Development

Introduction

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Course Objectives

1. Understand the fundamentals of human capital development strategies
2. Identify methods for enhancing employee engagement and retention
3. Analyze trends in corporate learning and digital upskilling
4. Design effective learning and development (L&D) frameworks
5. Apply strategic workforce planning to meet future demands
6. Utilize AI-powered learning technologies for performance improvement
7. Measure ROI in talent development initiatives
8. Develop succession planning models for future leadership
9. Integrate diversity, equity, and inclusion into L&D programs
10. Implement microlearning and blended learning techniques
11. Leverage people analytics to drive data-informed development decisions
12. Foster a culture of continuous professional growth
13. Build resilient learning ecosystems within the organization

Target Audience

1. Human Resource Managers
2. Learning & Development Professionals
3. Corporate Trainers
4. Organizational Development Consultants
5. Business Leaders and Executives
6. Talent Acquisition Specialists
7. Workforce Planning Analysts
8. Diversity & Inclusion Officers

Course Duration:

5 days

Course Modules

Module 1: Foundations of Human Capital Development

- Understanding Human Capital vs. Human Resources
- Key Drivers of Employee Potential
- The Role of Learning in Organizational Success
- Historical and Modern L&D Approaches
- Strategic Alignment of Workforce Goals

Module 2: Designing Learning and Development Programs

- Conducting Training Needs Assessments
- Building Competency Models
- Aligning Training with Business KPIs
- Curriculum Design and Instructional Methods
- Creating Scalable Learning Solutions

Module 3: Digital Learning and Technology Integration

- Exploring E-learning Platforms
- Mobile Learning and Microlearning Tools
- Gamification in Training
- Virtual & Augmented Reality in Learning
- Learning Management Systems (LMS)

Module 4: Leadership and Succession Planning

- Identifying High-Potential Talent
- Leadership Pipeline Frameworks
- Coaching and Mentoring Strategies
- Career Path Mapping
- Change Leadership and Agility

Module 5: Measuring Learning Impact and ROI

- Kirkpatrick’s Four Levels of Evaluation
- Learning Analytics and Dashboards
- Employee Feedback Mechanisms
- Linking Learning to Performance
- Budgeting for L&D

Module 6: Diversity, Equity & Inclusion in Workplace Learning

- Inclusive Learning Environments

- Cultural Competency Development
- Addressing Bias in Learning Content
- Gender & Accessibility Considerations
- Building Allyship through Education

Module 7: The Future of Work and Continuous Learning

- Upskilling for AI and Automation
- Lifelong Learning Mindset
- Hybrid and Remote Training Strategies
- Agile Learning Organizations
- Learning as a Strategic Business Asset

Module 8: Training Delivery and Facilitation Skills

- Adult Learning Principles (Andragogy)
- Engaging Virtual and In-Person Sessions
- Group Facilitation Techniques
- Managing Difficult Learners
- Enhancing Presentation and Communication Skills

Training Methodology

- **Virtual Instructor-Led Training (VILT):** Live online sessions facilitated by experts to deliver core concepts and enable real-time interaction.
- **Interactive E-learning Modules:** Self-paced digital lessons incorporating multimedia content, knowledge checks, and scenario-based learning.
- **Case Studies:** In-depth analysis of real-world situations to apply learned principles in context.
- **Hands-on Simulations:** Practical, immersive exercises that replicate real-life challenges and decision-making environments.
- **Group Projects:** Collaborative assignments encouraging teamwork, critical thinking, and application of knowledge.
- **Experiential Learning Activities:** Role-playing, problem-solving tasks, and practical challenges to reinforce skill development.
- **Peer Collaboration:** Structured group discussions and feedback sessions to promote knowledge sharing and diverse perspectives.
- **Guided Reflection:** Facilitated reflection exercises to deepen understanding and personal insight.
- **Learning Analytics:** Use of real-time data tools to monitor performance, track progress, and tailor support for participants.

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

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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