PARTNERS IN KNOWLEDGE UK LTD
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Workforce Planning, Advanced Talent Acquisition & Selection Techniques

PIK765-0627 DZ-O-1

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Place	: Oran	**Venue**	: Liberty Hotel (Résidence Le Jasmin, Zone des sièges, Oran, ALGERIA) - TBC		
Start Date	: 14-06-2027	**End Date**	: 18-06-2027	**PPP**	: £3550

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If you can't train them, you can't blame them!

Short Description:

COURSE OVERVIEW Recruiting management plays a crucial role in the overall success of an organisation by effectively attracting, evaluating, and hiring top talent. This intermediate-level program is designed to enhance the skills necessary for strategic management of the recruiting process. Participants will delve into essential components such as workforce planning, advanced talent acquisition, and selection techniques. By understanding these aspects, professionals can align their recruitment strategies with organizational goals and ensure they are equipped to meet the demands of the modern workforce. Moreover, the program emphasizes the exploration of best practices in sourcing candidates, analysing hiring metrics, and leveraging technology to streamline recruitment processes. Participants will gain insights into the latest tools and methods that can optimise the efficiency of recruiting efforts, making it easier to identify and secure high-quality candidates. By focusing on these advanced strategies, organisations can improve their overall talent acquisition and foster a competitive advantage in their respective industries.

Course Overview:

COURSE OBJECTIVES

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

- Refine advanced recruiting strategies and processes that align with organisational objectives.
- Develop stronger skills in candidate sourcing techniques, including behavioural evaluations.
- Enhance assessment techniques through technical evaluations.
- Optimise recruitment efficiency by integrating technology into the hiring process.
- Utilise data analytics to improve recruitment strategies and decision-making.
- Apply legal and ethical considerations to ensure a compliant recruitment process.
- Implement strategies that promote diversity, equity, and inclusion in hiring practices.

TARGET AUDIENCE

- Recruitment specialists seeking to improve their skill sets.
- Experienced HR professionals in talent acquisition.
- Mid-level managers participating in hiring decisions.
- Team leaders responsible for managing recruitment.
- Supervisors involved in the hiring process.
- Intermediate-level HR consultants specialising in recruitment strategy.
- Professionals aiming to enhance their expertise in recruitment practices.

Program Outline:

DAY 1: Advanced Recruiting Strategies

1. Create a detailed recruitment strategy aligned with organisational objectives and growth plans.

2. Strengthen employer branding to draw in top-tier talent.
3. Implement competency-based hiring to accurately evaluate candidate compatibility.
4. Engage in advanced workforce planning to pinpoint talent shortages for future requirements.
5. Leverage data analytics to enhance recruitment performance indicators and hiring success rates.

DAY 2: Sourcing and Candidate Attraction

1. Employ sophisticated sourcing methods via social media, professional networks, and niche job boards.
2. Develop proactive talent pipelines through industry conferences and talent communities.
3. Enhance employer referral programs to secure higher-quality candidates.
4. Craft engaging job descriptions that reflect the company's value proposition.
5. Improve candidate experience and engagement during the entire recruitment process.

DAY 3: Candidate Evaluation and Selection

1. Design interviews by blending structured and unstructured formats suitable for various roles.
2. Apply behavioural and situational interviewing methods to evaluate practical skills.
3. Utilise psychometric evaluations and skill assessments to confirm technical capabilities.
4. Recognise and address unconscious bias in the evaluation procedure.
5. Establish decision-making frameworks for choosing the most suitable candidate based on data-driven insights.

DAY 4: Recruitment Technology and Tools

1. Choose and enhance Applicant Tracking Systems (ATS) to streamline recruitment processes.
2. Integrate AI and automation to boost candidate sourcing, screening, and scheduling efficiency.
3. Use video interviews and virtual assessments for remote hiring purposes.
4. Analyse recruitment data and trends to inform hiring decisions.
5. Incorporate recruitment marketing tools for targeted outreach and branding efforts.

DAY 5: Legal and Ethical Considerations in Recruitment

1. Understand employment laws, regulations, and compliance standards related to recruitment.
2. Uphold ethical recruiting practices while safeguarding candidate privacy and data security.
3. Promote diversity, equity, and inclusion by integrating these values into the recruitment approach.
4. Prevent discriminatory practices throughout recruitment, selection, and onboarding processes.
5. Negotiate contracts and comprehend the legal landscape surrounding employment terms.