PARTNERS IN KNOWLEDGE UK LTD
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Modern Methodologies in Workforce Planning & Recruitment

PIK768-1027 UK-LDN-1

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Place	: London	**Venue**	: INDUSTRIOUS (1 and 2, 245 Hammersmith Road Floors, London W6 8PW) - TBC		
Start Date	: 18-10-2027	**End Date**	: 22-10-2027	**PPP**	: £4950

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

Short Description:

COURSE OVERVIEW This training program explores advanced strategies and modern methodologies in workforce planning and recruitment. By focusing on contemporary approaches, it equips professionals with the tools necessary to navigate the complexities of a dynamic work environment. Participants will gain insights into best practices that enhance their ability to adapt to changing workforce demands, ensuring that they remain competitive in their field. Moreover, the program empowers attendees to implement effective workforce planning and recruitment practices that are essential for driving organisational success. By fostering a deeper understanding of these processes, professionals will be better positioned to contribute to their organisations' strategic goals. Ultimately, this training initiative aims to cultivate a skilled workforce capable of meeting the challenges of today's rapidly evolving business landscape.

Course Overview:

COURSE OBJECTIVES

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

- Understand the principles of effective workforce planning.
- Recognise the practices involved in workforce planning.
- Develop strategic recruitment processes.
- Implement effective recruitment strategies.
- Utilise data and analytics for informed workforce planning decisions.
- Enhance talent acquisition strategies in alignment with organisational goals.
- Foster a strong employer brand to attract top talent.

TARGET AUDIENCE

- HR Managers.
- Recruitment Specialists.
- Talent Acquisition Professionals.
- Workforce Planners.
- Organisational Development Managers.
- Human Resource Professionals.
- Staffing Coordinators.

Program Outline:

DAY 1: Essentials of Workforce Planning

1. Fundamental concepts and significance of workforce planning.
2. Assessing current workforce demographics and trends.

3. Projecting future workforce requirements based on organizational objectives.
4. Recognising essential roles and competencies needed.
5. Creating a workforce plan that aligns with business strategy.

DAY 2: Strategic Recruitment Procedures

1. Crafting a recruitment approach that appeals to top talent.
2. Employing various recruitment channels and techniques.
3. Evaluation and selection methods to identify the best candidates.
4. Improving the candidate experience throughout the hiring process.
5. Recommended practices for onboarding new employees.

DAY 3: Data-Driven Workforce Planning

1. The significance of data and analytics in workforce planning.
2. Utilising HR metrics to guide decision-making.
3. Forecasting workforce needs through predictive analytics.
4. Tools and technology for effective workforce planning.
5. Examples of successful data-driven workforce planning.

DAY 4: Talent Acquisition Tactics

1. Establishing a strong employer brand.
2. Creating a talent pipeline for upcoming hiring requirements.
3. Engaging passive candidates via proactive sourcing.
4. Implementing strategies for diversity and inclusion in recruitment.
5. Evaluating and enhancing recruitment effectiveness.

DAY 5: Integrating Workforce Planning with Organisational Objectives

1. The strategic importance of workforce planning in fulfilling business goals.
2. Merging workforce planning with performance management systems.
3. Aligning talent acquisition strategies with long-term business objectives.
4. Formulating leadership succession plans.
5. Reviewing and adjusting workforce plans as organisational needs change.