

# € TRAINING

Workforce Planning and Recruitment



14 - 18 October 2024  
Paris (France)



# Workforce Planning and Recruitment

REF: H211 DATE: 14 - 18 October 2024 Venue: Paris (France) - Fee: 5940 Euro

## Introduction:

This training program delves into advanced strategies and contemporary approaches in workforce planning and recruitment, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective workforce planning and recruitment practices and drive organizational success.

## Program Objectives:

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

- Understand the principles and practices of effective workforce planning.
- Develop and implement strategic recruitment processes.
- Utilize data and analytics to inform workforce planning decisions.
- Enhance talent acquisition strategies to align with organizational goals.
- Foster a strong employer brand to attract top talent.

## Targeted Audience:

- HR Managers.
- Recruitment Specialists.
- Talent Acquisition Professionals.
- Workforce Planners.
- Organizational Development Managers.

## Program Outline:

### Unit 1:

#### Fundamentals of Workforce Planning:

- Key concepts and importance of workforce planning.
- Analyzing current workforce demographics and trends.
- Forecasting future workforce needs based on organizational goals.

- Identifying critical roles and competencies required.
- Developing a workforce plan that aligns with business strategy.

## Unit 2:

### Strategic Recruitment Processes:

- Designing a recruitment process that attracts top talent.
- Utilizing different recruitment channels and methods.
- Screening and selection techniques to identify the best candidates.
- Enhancing the candidate experience throughout the recruitment process.
- Best practices for onboarding new hires.

## Unit 3:

### Data-Driven Workforce Planning:

- The role of data and analytics in workforce planning.
- Leveraging HR metrics to inform decision-making.
- Predictive analytics in workforce forecasting.
- Tools and technologies for workforce planning.
- Case studies on successful data-driven workforce planning.

## Unit 4:

### Talent Acquisition Strategies:

- Developing a compelling employer brand.
- Building a talent pipeline for future hiring needs.
- Engaging passive candidates through proactive sourcing.
- Implementing diversity and inclusion strategies in recruitment.
- Measuring and improving recruitment effectiveness.

## Unit 5:



### Aligning Workforce Planning with Organizational Goals:

- The strategic role of workforce planning in achieving business objectives.
- Integrating workforce planning with performance management systems.
- Aligning talent acquisition strategies with long-term business goals.
- Developing leadership succession plans.
- Monitoring and adjusting workforce plans as organizational needs evolve.