

# Predictive Workforce Planning with AI & Data Science

## COURSE OVERVIEW

This course basically equips leaders and HR professionals with skills to forecast workforce needs, identify skill gaps, and optimize talent strategies using AI and advanced analytics. It covers predictive modelling, machine learning, and data-driven insights for recruitment, retention, and succession planning aligned with organizational goals. Participants will learn to develop agile, future-ready workforce plans that balance efficiency, adaptability, and ethical considerations in people management. Through practical tools and case studies, participants will also build robust talent roadmaps that drive organizational success.

## WHO SHOULD ATTEND?

The course is ideal for HR managers and executives, talent acquisition and recruitment specialists, workforce planners, HR strategists, and business leaders responsible for people management. It also suits HR analysts, data professionals, and organizational strategists looking to leverage AI and data analytics to optimize recruitment, workforce planning, and talent management. This course is valuable for anyone aiming to lead HR digital transformation and foster evidence-based decision-making in talent acquisition processes.

## COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Understand the principles of predictive workforce planning.
- Apply data science to forecast talent supply and demand.
- Identify workforce needs and skill requirements.
- Use analytics to optimize recruitment, retention, and succession strategies.
- Align workforce planning with long-term organizational strategy.
- Balance data-driven insights with ethical and human-centered practices.
- Leverage internal and external data for real-time insights.

## KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- Comprehensive coverage of predictive workforce planning frameworks.
- The practical tools for modeling workforce supply, demand, and skills.
- Forecasting turnover, reskilling needs and talent pipelines.
- Frameworks for integrating machine learning into HR strategy.
- Techniques for combining predictive insights with leadership judgment.
- Ethical and responsible use of AI in workforce planning.
- Case studies on organizations using AI for talent forecasting.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate.
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded.