

# AI-Driven Workforce Planning and Predictive Talent Analytics

## COURSE OVERVIEW

This is an advanced course that examines how AI-powered forecasting, scenario modeling, and predictive analytics can optimize workforce planning, improve talent acquisition, and anticipate skill needs before they emerge. It is also a blend of AI and management which has been designed to empower HR leaders and business strategists to harness artificial intelligence and data science for proactive talent management. Participants will learn to integrate machine learning models into decision-making processes, align workforce strategies with business objectives, and ensure agility in responding to market changes. Through case-based learning and practical simulations, the program bridges cutting-edge AI capabilities with actionable workforce strategies for long-term organizational success.

## WHO SHOULD ATTEND?

This course has been carefully prepared for CHROs, Workforce Planning Directors, and People Analytics Leaders in data-mature organizations, along with HR Business Partners transitioning to AI-augmented roles. The program equally benefits Management Consultants designing future-of-work strategies, CFOs aligning talent investments with financial planning, and HR Tech Product Managers building predictive tools and other expert responsible for converting workforce data into competitive advantage while navigating algorithmic fairness and privacy regulations.

## COURSE OUTCOMES

Delegates will gain the skills and knowledge to:

- Diagnose skills shortages using AI-powered talent intelligence platforms.
- Predict attrition risks with 85%+ accuracy through ML models.
- Optimize hiring pipelines with predictive candidate matching.
- Simulate workforce scenarios for restructuring and growth.
- Audit AI models for bias and compliance with labor regulations.
- Visualize talent insights through executive-ready dashboards.
- Govern sensitive people data in AI-driven HR systems.
- Calculate ROI of predictive versus reactive workforce strategies.

## KEY COURSE HIGHLIGHTS

At the end of the course, you will understand;

- How neural networks process workforce behavior patterns.
- When to deploy supervised vs unsupervised learning in people analytics.
- Why feature engineering determines prediction accuracy.
- How to interpret SHAP values in attrition risk models.
- What distinguishes workforce analytics from traditional HR reporting.
- How to balance prediction power with algorithmic transparency.
- Why dynamic skills ontologies require continuous recalibration.
- The legal thresholds for employee monitoring AI.

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