Diversity Recruitment Strategies Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s hyper-competitive and globally connected marketplace, Diversity, Equity & Inclusion (DEI) is no longer optional it is a strategic business imperative. Organizations that embed Inclusive Hiring Practices, Bias-Free Recruitment, Workforce Diversity Analytics, Employer Branding, and Equitable Talent Acquisition outperform competitors in innovation, employee engagement, and profitability. This training equips HR leaders, talent acquisition professionals, and business executives with cutting-edge tools to design and implement data-driven, inclusive recruitment strategies aligned with ESG goals and sustainable workforce transformation.

Diversity Recruitment Strategies Training Course provides practical frameworks powered by AI-driven sourcing, blind recruitment techniques, structured interviewing, skills-based hiring, diversity metrics dashboards, and inclusive employer branding. Participants will explore real-world case studies from global organizations that have successfully built diverse talent pipelines, eliminated unconscious bias, and created measurable DEI impact. This course enables participants to transform recruitment processes into inclusive, equitable, and high-performing talent systems.

Programme Curriculum

Diversity Recruitment Strategies Training Course

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Course Duration

5 days

Course Objectives

1. Master Inclusive Talent Acquisition Strategy Development
2. Implement Bias-Free & Structured Interview Frameworks
3. Leverage AI & HR Technology for Diverse Talent Sourcing
4. Build Equitable Employer Branding & EVP Positioning
5. Apply Workforce Diversity Analytics & KPI Dashboards
6. Design Skills-Based & Competency-Based Hiring Models
7. Strengthen Diversity Talent Pipeline Development
8. Align Recruitment with ESG & Corporate Sustainability Goals
9. Ensure Compliance with Equal Employment Opportunity (EEO) Standards
10. Integrate Blind Resume Screening & Anonymized Hiring
11. Develop Inclusive Job Descriptions Using Gender-Neutral Language
12. Measure ROI of Diversity Recruitment Initiatives
13. Create Psychological Safety & Belonging from First Touchpoint

Target Audience

1. HR Directors & CHROs
2. Talent Acquisition Managers
3. Diversity, Equity & Inclusion (DEI) Leaders
4. Recruitment Consultants & Headhunters
5. Organizational Development Professionals
6. Employer Branding Specialists
7. Business Leaders & Hiring Managers
8. ESG & Corporate Governance Professionals

Course Modules

Module 1: Foundations of Diversity Recruitment

- DEI Strategic Frameworks
- Global Workforce Diversity Trends
- Business Case for Inclusive Hiring
- Legal & Ethical Recruitment Standards
- Case Study: How a multinational tech firm improved innovation through diverse hiring

Module 2: Unconscious Bias & Inclusive Hiring

- Identifying Cognitive & Affinity Bias
- Structured Interview Models
- Bias Interruption Techniques
- Inclusive Decision-Making Panels
- Case Study: Financial institution reducing bias in leadership hiring

Module 3: AI & Technology in Diverse Talent Sourcing

- AI-Powered Candidate Screening
- Blind Recruitment Platforms
- Data-Driven Talent Mapping
- Predictive Hiring Analytics
- Case Study: Global company using AI to expand underrepresented talent pools

Module 4: Inclusive Employer Branding

- Diversity-Centered EVP Design
- Social Media & Diverse Talent Outreach
- Authentic Representation in Recruitment Marketing
- Candidate Experience Optimization
- Case Study: Brand transformation increasing diverse applicants by 40%

Module 5: Building Diverse Talent Pipelines

- University & Community Partnerships
- Veteran, Disability & Women Talent Programs
- Internship & Returnship Programs
- Strategic Workforce Planning
- Case Study: Manufacturing company building a women-in-engineering pipeline

Module 6: Skills-Based & Competency Hiring

- Removing Degree Bias
- Competency Framework Design
- Behavioral & Situational Interviewing
- Skills Assessment Tools
- Case Study: Organization shifting to skills-first hiring model

Module 7: Diversity Metrics & Analytics

- Diversity Recruitment KPIs
- Data Dashboards & Reporting
- Pay Equity & Hiring Ratio Analysis
- ROI Measurement of DEI Initiatives
- Case Study: Using analytics to close hiring gaps

Module 8: Implementation & Change Management

- Embedding DEI in Recruitment Policies
- Leadership Accountability Models
- Communication & Stakeholder Engagement
- Continuous Improvement Framework

- Case Study: Enterprise-wide DEI recruitment transformation

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price

23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com