Pay Equity Analysis 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 rapidly evolving business landscape, organizations are prioritizing diversity, equity, and inclusion (DEI) like never before. Pay equity is a critical component of DEI strategies, ensuring that employees are compensated fairly regardless of gender, race, or other protected characteristics. Pay Equity Analysis Training Course equips HR professionals, compensation specialists, and business leaders with the tools and analytical skills required to identify pay disparities, design equitable compensation structures, and implement sustainable solutions that foster employee satisfaction and organizational compliance.

Leveraging data-driven methodologies, statistical modeling, and real-world case studies, this course bridges the gap between theory and actionable insight. Participants will learn how to interpret complex compensation data, uncover hidden biases, and implement strategic pay equity interventions that align with both legal requirements and organizational goals. By the end of the program, learners will be prepared to champion fairness, enhance organizational credibility, and drive measurable improvements in workforce equity.

Programme Curriculum

Pay Equity Analysis Training Course

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5 days

Course Objectives

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

1. Conduct comprehensive pay equity audits using quantitative and qualitative methods.
2. Identify gender pay gaps and underlying causes in organizational datasets.
3. Apply statistical techniques such as regression analysis for pay disparity detection.
4. Develop equitable compensation strategies aligned with business objectives.
5. Interpret and communicate pay equity metrics to stakeholders.
6. Implement salary benchmarking to maintain competitive and fair pay.
7. Recognize and mitigate unconscious bias in compensation decisions.
8. Design pay transparency policies that foster trust and compliance.
9. Integrate legal frameworks and compliance requirements in pay equity analysis.
10. Utilize HR analytics platforms and software tools effectively.
11. Evaluate the impact of DEI initiatives on compensation equity.
12. Build actionable pay equity action plans with measurable outcomes.
13. Leverage real-world case studies to implement practical solutions.

Target Audience

1. HR Managers and Directors
2. Compensation and Benefits Specialists
3. DEI Practitioners
4. Talent Acquisition Professionals
5. Organizational Development Consultants
6. Business Analysts in HR or Finance
7. Payroll Managers
8. C-Suite Executives focusing on people strategy

Course Modules

Module 1: Introduction to Pay Equity

- Definition and importance of pay equity in modern organizations
- Global and local regulatory frameworks
- Trends in gender, racial, and intersectional pay gaps
- Introduction to **data-driven equity analysis**
- **Case Study:** How a multinational reduced gender pay disparity

Module 2: Data Collection & Preparation

- Identifying critical datasets for analysis

- Ensuring **data accuracy and integrity**
- Handling sensitive employee data securely
- Understanding **job evaluation frameworks**
- **Case Study:** Cleaning and structuring compensation datasets

Module 3: Statistical Analysis Techniques

- Overview of regression and correlation analysis
- Using **logistic and linear models** for pay disparity detection
- Detecting outliers and anomalies in pay data
- Visualizing pay gaps for stakeholder communication
- **Case Study:** Regression analysis to identify gender bias

Module 4: Pay Gap Identification & Interpretation

- Calculating median, mean, and adjusted pay gaps
- Understanding **raw vs. adjusted pay gaps**
- Interpreting statistical results for actionable insights
- Aligning findings with business strategy
- **Case Study:** Interpreting pay gap findings in a tech company

Module 5: Legal & Compliance Frameworks

- Key legislation: Equal Pay Act, EEOC, and international standards
- Understanding audit requirements
- Mitigating legal risk with transparent policies
- Ethical considerations in pay equity
- **Case Study:** Legal compliance audit of a retail chain

Module 6: Compensation Strategy Design

- Developing **equitable pay structures**
- Implementing **salary bands and grade structures**
- Linking performance management to fair compensation
- Incentives and bonuses in pay equity context
- **Case Study:** Designing equitable compensation for a startup

Module 7: Reporting & Communication

- Crafting executive-friendly reports and dashboards
- Communicating pay equity insights to employees
- Using storytelling to drive policy adoption
- Leveraging **HR analytics tools**
- **Case Study:** Dashboard reporting for a healthcare organization

Module 8: Action Planning & Continuous Improvement

- Creating measurable pay equity action plans
- Monitoring and tracking progress over time
- Incorporating feedback loops into compensation strategy
- Building a culture of fairness and transparency
- **Case Study:** Continuous improvement in a financial services firm

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

Start Date	End Date	Location	Price
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