Recruiting Talent for Financial Inclusion Programs Training Course

Professional Development Training Course Outline

Category	Microfinance & Financial Inclusion	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Recruiting Talent for Financial Inclusion Programs Training Course equips participants with the knowledge and skills to attract, select, and retain high-performing talent in organizations delivering financial inclusion services. Recruitment is critical for building capable teams that drive innovation, efficiency, and outreach in financial inclusion initiatives. This course emphasizes best practices in sourcing, selection, onboarding, and retention strategies to ensure a skilled and committed workforce.

Participants will engage in practical workshops, case studies, and interactive exercises to develop recruitment strategies tailored to financial inclusion programs. By the end of the course, participants will be able to implement effective talent acquisition frameworks, improve hiring processes, and strengthen organizational capacity to achieve program goals.

Programme Curriculum

Recruiting Talent for Financial Inclusion Programs Training Course

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capacity to achieve program goals.

Course Objectives

1. Understand the fundamentals of talent acquisition in financial inclusion programs
2. Develop recruitment strategies aligned with organizational objectives
3. Identify and attract top talent for key positions
4. Design effective selection and interview processes
5. Implement structured onboarding programs
6. Retain skilled employees through engagement and career development
7. Build employer branding and visibility in the market
8. Utilize digital recruitment tools and platforms
9. Enhance diversity and inclusion in hiring practices
10. Align recruitment with organizational culture and mission
11. Measure and evaluate recruitment effectiveness
12. Develop talent pipelines for future organizational needs
13. Gain hands-on experience in designing recruitment processes

Organizational Benefits

- Improved recruitment efficiency and effectiveness
- Attraction of skilled and motivated employees
- Enhanced employee retention and engagement
- Strengthened organizational culture and capacity
- Standardized and transparent hiring processes
- Reduced recruitment-related risks and turnover
- Development of talent pipelines for key positions
- Better alignment of recruitment with organizational goals
- Enhanced employer branding and market reputation
- Improved overall program performance and impact

Target Audiences

- HR managers and recruitment officers
- MFI executives and program managers
- Learning and development officers
- Talent acquisition specialists
- Operations and program coordinators
- Employee engagement and retention staff
- NGO or donor program staff
- Compliance and policy officers

Course Duration: 5 days

Course Modules

Module 1: Introduction to Talent Acquisition

- Principles and importance of talent acquisition in financial inclusion
- Understanding workforce needs and organizational goals
- Aligning recruitment with program objectives
- Key steps in the recruitment process
- Challenges in recruiting for financial inclusion programs
- Case Study: Successful talent acquisition in a microfinance program

Module 2: Workforce Planning and Job Analysis

- Identifying key roles and competencies required
- Conducting job analysis and role definitions
- Planning for short-term and long-term workforce needs
- Succession planning and talent pipelines
- Prioritizing critical positions for recruitment
- Case Study: Workforce planning for a rural financial inclusion initiative

Module 3: Sourcing and Attracting Talent

- Recruitment channels and sourcing strategies
- Digital recruitment platforms and tools
- Building an employer brand
- Engaging passive and active candidates
- Networking and partnership opportunities
- Case Study: Innovative sourcing strategies for MFIs

Module 4: Selection and Interview Processes

- Designing structured interviews and selection methods
- Behavioral and competency-based interviewing
- Assessment tests and evaluation techniques
- Reducing bias in recruitment
- Shortlisting and decision-making processes
- Case Study: Effective selection process for financial inclusion roles

Module 5: Onboarding and Orientation

- Designing comprehensive onboarding programs
- Setting expectations and goals for new hires
- Integrating employees into organizational culture
- Mentorship and buddy systems

- Monitoring and feedback during onboarding
- Case Study: Onboarding best practices in an MFI

Module 6: Employee Retention Strategies

- Identifying factors influencing retention
- Engagement and motivation programs
- Career development and growth opportunities
- Performance recognition and rewards
- Building a positive organizational culture
- Case Study: Retention strategies for high-performing staff

Module 7: Diversity, Equity, and Inclusion in Recruitment

- Importance of DEI in talent acquisition
- Strategies to attract diverse candidates
- Inclusive hiring practices
- Measuring DEI outcomes in recruitment
- Promoting equity across all hiring stages
- Case Study: Implementing inclusive recruitment practices in MFIs

Module 8: Practical Exercise: Recruitment Strategy Development

- Designing a comprehensive recruitment plan for financial inclusion programs
- Integrating sourcing, selection, onboarding, and retention strategies
- Peer review and feedback sessions
- Presenting recruitment plans to management and stakeholders
- Applying lessons from case studies
- Case Study: Participants create and present a full recruitment strategy

Training Methodology

- Interactive presentations and discussions
- Hands-on recruitment strategy workshops
- Group case study analysis and problem-solving
- Peer review and feedback sessions
- Practical exercises in sourcing, selection, and onboarding
- Presentation and assessment of drafted recruitment strategies

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:

Register Online Now

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