Recruitment Analytics 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

Recruitment Analytics is transforming modern talent acquisition by leveraging HR data analytics, predictive hiring models, AI-driven recruitment, talent intelligence platforms, workforce analytics dashboards, and data-driven decision-making frameworks. In today's hyper-competitive hiring landscape, organizations must move beyond intuition-based recruitment and adopt real-time hiring metrics, advanced sourcing analytics, machine learning algorithms, recruitment KPIs, and diversity hiring analytics to gain a strategic advantage. This course empowers HR professionals with the tools and methodologies required to optimize hiring funnels, reduce time-to-hire, enhance candidate experience, and maximize return on hiring investment (ROHI).

Recruitment Analytics Training Course equips participants with expertise in people analytics, HR dashboards, predictive workforce planning, applicant tracking system (ATS) analytics, big data recruitment strategies, talent acquisition optimization, and HR digital transformation. Through real-world case studies, hands-on data interpretation, and actionable insights, learners will master recruitment performance measurement, data visualization, and strategic talent decision frameworks to drive sustainable business growth.

Programme Curriculum

Recruitment Analytics Training Course

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Course Duration

5 days

Course Objectives

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

1. Understand Recruitment KPIs and Talent Acquisition Metrics
2. Build and interpret HR Analytics Dashboards
3. Apply Predictive Hiring Models & AI Recruitment Tools
4. Analyze Time-to-Hire, Cost-per-Hire, Quality-of-Hire
5. Use Data Visualization & HR Reporting Tools
6. Implement Diversity, Equity & Inclusion (DEI) Analytics
7. Optimize Candidate Experience Analytics
8. Leverage Big Data in Talent Sourcing
9. Conduct Workforce Planning & Forecasting Analytics
10. Utilize ATS & CRM Recruitment Data Effectively
11. Perform Recruitment Funnel Conversion Analysis
12. Apply Machine Learning in Talent Screening
13. Develop Data-Driven Talent Acquisition Strategy

Target Audience

1. HR Managers & HR Business Partners
2. Talent Acquisition Specialists
3. Recruitment Consultants
4. HR Analysts & People Analytics Professionals
5. Workforce Planning Managers
6. CHROs & HR Leaders
7. Business Analysts transitioning into HR Analytics
8. Learning & Development Professionals

Course Modules

Module 1: Foundations of Recruitment Analytics

- Evolution of Data-Driven Recruitment
- Key Recruitment Metrics & KPIs
- Hiring Funnel Analytics
- Recruitment ROI & Cost Optimization
- Data Governance in HR

- **Case Study:** How a global IT firm reduced cost-per-hire by 28% using recruitment dashboards.

Module 2: Recruitment Data Collection & Management

- ATS Data Extraction & Integration
- Candidate Data Mapping
- HR Data Cleaning Techniques
- Data Privacy & Compliance (GDPR in HR)
- Recruitment CRM Analytics
- **Case Study:** Implementing centralized ATS analytics for a multinational organization.

Module 3: Recruitment Metrics & Performance Analysis

- Time-to-Fill vs Time-to-Hire
- Source Effectiveness Analytics
- Offer Acceptance Rate Analysis
- Recruitment Funnel Drop-off Analysis
- Hiring Manager Performance Metrics
- **Case Study:** Optimizing sourcing channels to improve quality-of-hire by 35%.

Module 4: Predictive & Prescriptive Hiring Analytics

- Predictive Modeling in Recruitment
- AI-Based Resume Screening
- Talent Demand Forecasting
- Workforce Planning Models
- Attrition Risk Prediction
- **Case Study:** Predicting high-performing candidates using machine learning models.

Module 5: Diversity & Inclusive Hiring Analytics

- DEI Recruitment Dashboards
- Bias Detection in Hiring Algorithms
- Gender & Diversity Hiring Metrics
- Pay Equity Data Analysis
- Inclusive Talent Strategy Analytics
- **Case Study:** Using DEI analytics to improve diverse hiring by 22%.

Module 6: Recruitment Dashboard & Visualization

- Building HR Dashboards in Power BI / Tableau
- Data Storytelling for HR Leaders
- Executive Reporting Frameworks
- Real-Time Hiring Dashboards
- KPI Benchmarking
- **Case Study:** Executive dashboard implementation improving hiring efficiency.

Module 7: Advanced Recruitment Optimization

- Talent Market Intelligence
- Competitive Hiring Benchmarking
- Recruitment Marketing Analytics

- Social Media Hiring Metrics
- Candidate Experience Surveys & NPS
- **Case Study:** Improving employer branding ROI using recruitment marketing analytics.

Module 8: Strategic Talent Analytics & Business Impact

- Linking Hiring Data to Business Performance
- Workforce Productivity Correlation
- Strategic HR Decision Frameworks
- ROI Measurement of Talent Investments
- Future Trends: AI, Automation & HR Tech
- **Case Study:** Aligning talent analytics with business growth strategy.

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:

Register Online Now

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