

Course No. 2055

AI-Powered Recruitment, Talent Acquisition & Workforce Analytics Training Course

HR ANALYTICS, DIGITAL HR, TECHNOLOGY & AI
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The AI-Powered Recruitment, Talent Acquisition & Workforce Analytics Training Course provides a practical and strategic framework for using artificial intelligence and workforce analytics to modernize recruitment, improve talent acquisition, and strengthen workforce decision-making. The programme focuses on how AI-enabled tools and analytical methods can improve candidate sourcing, screening, selection, workforce planning, and talent management.

Participants will explore the application of artificial intelligence throughout the recruitment lifecycle, including intelligent sourcing, job description development, candidate matching, screening, assessment, recruitment communications, and onboarding. The course also examines how workforce analytics can provide insights into hiring effectiveness, workforce composition, skills availability, recruitment performance, and future workforce requirements.

The programme addresses predictive approaches to workforce analytics, enabling participants to identify recruitment trends, assess workforce gaps, anticipate talent requirements, and support data-driven workforce planning. Particular emphasis is placed on combining human judgment with AI-supported recommendations to improve decision quality while maintaining appropriate oversight.

The course also covers responsible AI practices in recruitment, including fairness, bias management, transparency, privacy, data protection, governance, and ethical considerations. Through practical exercises and case studies, participants will develop an actionable framework for implementing AI-powered recruitment and workforce analytics within their organizations.

Objectives

- By the end of the course, participants will be able to:
- Analyze the strategic role of artificial intelligence in recruitment and talent acquisition.
- Identify recruitment processes suitable for AI-enabled automation and augmentation.
- Evaluate AI tools for candidate sourcing, screening, matching, and assessment.
- Develop AI-supported approaches to job descriptions and recruitment content.
- Apply workforce analytics to evaluate recruitment effectiveness and hiring trends.
- Analyze workforce data to identify skills gaps and talent requirements.

- Apply predictive analytics concepts to workforce and recruitment planning.
- Evaluate candidate pipelines using data-driven recruitment metrics.
- Improve recruitment decisions through AI-supported insights and analytics.
- Assess the effectiveness of recruitment channels and sourcing strategies.
- Apply AI to support talent identification and internal mobility.
- Evaluate AI-enabled recruitment platforms and technology solutions.
- Identify risks related to bias, fairness, privacy, and responsible AI use.
- Establish appropriate human oversight and governance for AI-supported recruitment.
- Develop performance measures for AI-powered recruitment and workforce analytics.
- Create an integrated roadmap for responsible AI adoption in recruitment and workforce planning.

Who Should Attend

This course is designed for HR directors, HR managers, recruitment managers, talent acquisition specialists, recruitment professionals, HR business partners, workforce planning specialists, and people analytics professionals involved in recruitment and workforce decision-making.

It is also suitable for talent management professionals, organizational development specialists, HR technology managers, data and analytics professionals, digital transformation leaders, and senior decision-makers responsible for HR technology, workforce strategy, and talent initiatives.

The programme is particularly relevant to organizations seeking to modernize recruitment and workforce management through AI and analytics across government entities, banks, financial institutions, oil and gas companies, technology organizations, healthcare providers, manufacturing companies, telecommunications organizations, and large corporations.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Explain the applications of AI across the modern recruitment lifecycle.
- Identify appropriate AI use cases for talent acquisition.
- Develop AI-supported candidate sourcing and screening processes.

- Use AI to improve job descriptions and recruitment communications.
- Evaluate candidate profiles and matching results using structured criteria.
- Analyze recruitment funnel performance and candidate pipeline data.
- Calculate and interpret key recruitment and workforce analytics indicators.
- Identify workforce skills gaps and emerging talent requirements.
- Apply predictive approaches to anticipate hiring and workforce needs.
- Evaluate recruitment channels based on quality, cost, speed, and outcomes.
- Use analytics to support talent identification and internal mobility.
- Design AI-enabled approaches to improve recruitment efficiency and candidate experience.
- Assess fairness, bias, transparency, privacy, and ethical risks in AI-supported recruitment.
- Establish governance and human review mechanisms for AI-enabled decisions.
- Develop dashboards and reports to communicate recruitment and workforce insights.
- Build a practical AI-powered recruitment and workforce analytics framework.

Course Outline

DAY 01

AI-Powered Recruitment and Talent Acquisition Fundamentals

- Evolution of AI in recruitment and talent acquisition
- Strategic value of AI-enabled recruitment
- AI capabilities across the recruitment lifecycle
- Intelligent sourcing and candidate discovery
- AI-supported job descriptions and recruitment content
- Candidate matching and profile analysis
- Automated screening and recruitment workflows
- AI-supported recruitment communications
- Human judgment and AI-assisted decision-making

PRACTICAL APPLICATION

Mapping the recruitment lifecycle and identifying high-value AI use cases

DAY 02

AI for Candidate Sourcing, Screening and Assessment

- AI-enabled candidate sourcing strategies
- Talent databases and intelligent search
- Candidate screening and prioritization
- Skills-based candidate matching
- Resume and profile analysis
- AI-supported candidate assessment
- Structured selection criteria
- Recruitment funnel optimization
- Candidate experience and communication

PRACTICAL APPLICATION

Designing an AI-supported sourcing, screening, and candidate assessment workflow

DAY 03

Workforce Analytics, Skills Intelligence and Talent Planning

- Fundamentals of workforce analytics
- Workforce data sources and data quality
- Recruitment and hiring metrics
- Workforce composition and segmentation
- Skills and competency analytics
- Workforce capacity and capability analysis
- Identifying workforce and talent gaps
- Talent supply and demand analysis
- Predictive workforce analytics

PRACTICAL APPLICATION

Analyzing workforce data to identify skills gaps and future talent requirements

DAY 04

Predictive Recruitment Analytics, Governance and Responsible AI

- Predicting recruitment demand and workforce requirements
- Turnover and retention risk indicators
- Recruitment forecasting and scenario analysis
- AI-supported talent identification
- Internal mobility and talent matching
- Bias and fairness in AI-supported recruitment
- Transparency and explainability
- Employee and candidate data privacy
- AI governance and human oversight

PRACTICAL APPLICATION

Developing a responsible AI governance framework for recruitment and workforce analytics

DAY 05

AI Recruitment Strategy, Dashboards and Performance Improvement

- Developing an AI-powered recruitment strategy
- AI technology and platform evaluation
- Recruitment analytics dashboards
- Key performance indicators and recruitment scorecards
- Measuring recruitment quality, cost, speed, and effectiveness
- Candidate experience measurement
- Business value and return on AI investment
- Change management and adoption
- Continuous improvement and emerging AI capabilities

DAY 05 — CONTINUED

- Final Integrated Workshop: Developing a comprehensive AI-powered recruitment and workforce analytics framework covering use cases, sourcing, screening, assessment, workforce analytics, predictive insights, governance, dashboards, performance measurement, and implementation priorities

Register or Request More Information

Course page: <https://quest-training.com/courses/ai-powered-recruitment-talent-acquisition-workforce-analytics-training-course>

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