Datastat Research
Building Capacity in Training and Research

# DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

COOPERATIVE SOCIETIES

# Compensation and Benefits Management in Cooperatives Training Course

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

## PROGRAM SPECIFICATIONS & HIGHLIGHTS

DURATION
**5 Days Practical Hands-on**

DELIVERY MODES
**In-Person Class & Live Virtual**

CERTIFICATION
**Accredited Certificate of Completion**

INTAKES / DATES
**Multiple Cohort Schedules Included**

PREPARED FOR:

**Valued Participant**

Email: training@datastatresearch.org | Issued: November 26, 2026

**Academic & Professional Training Year: 2026**

**DATASTAT TRAINING INSTITUTE**

P.O. Box 102802-00101, Nairobi, Kenya

Training Centers: Nairobi • Mombasa • Kigali • Dubai • Live Virtual Academy

Tel: +254 724 527 104 | +254 734 969 612

Email: training@datastatresearch.org

www.datastatresearch.org

# Compensation and Benefits Management in Cooperatives Training Course

**Cooperative Societies • 5 Days Intensive • Accredited Certification**

## Course Overview

Compensation and Benefits Management in Cooperatives Training Course equips cooperative leaders, HR professionals, and managers with the tools, insights, and practical frameworks necessary to design and implement effective compensation strategies aligned with cooperative values and compliance requirements.

### Key Skills & Software Tools Covered

Compensation • Benefits Management • Cooperatives • HR

## Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

| TRAINING DATES | LOCATION / VENUE | FORMAT / DURATION | INVESTMENT (FEE) |
|---|---|---|---|
| **30 Nov 2026 – 4 Dec 2026** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **30 Nov 2026 – 4 Dec 2026** | Kigali | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Dubai | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Cape Town | Classroom / 5d | **$4,500 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Singapore | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Istanbul | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Bangkok | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **30 Nov 2026 – 4 Dec 2026** | Accra | Classroom / 5d | **$4,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **7 Dec 2026 – 11 Dec 2026** | Kigali | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Dubai | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Cape Town | Classroom / 5d | **$4,500 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Singapore | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Istanbul | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Bangkok | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **7 Dec 2026 – 11 Dec 2026** | Accra | Classroom / 5d | **$4,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **14 Dec 2026 – 18 Dec 2026** | Kigali | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Dubai | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Cape Town | Classroom / 5d | **$4,500 USD / KES 90,000** |

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| **14 Dec 2026 – 18 Dec 2026** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Singapore | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Istanbul | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Bangkok | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **14 Dec 2026 – 18 Dec 2026** | Accra | Classroom / 5d | **$4,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **21 Dec 2026 – 25 Dec 2026** | Kigali | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Dubai | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Cape Town | Classroom / 5d | **$4,500 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Singapore | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Istanbul | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Bangkok | Classroom / 5d | **$5,000 USD / KES 90,000** |
| **21 Dec 2026 – 25 Dec 2026** | Accra | Classroom / 5d | **$4,000 USD / KES 90,000** |
| **4 Jan 2027 – 8 Jan 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Jan 2027 – 8 Jan 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Jan 2027 – 15 Jan 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |

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| **18 Jan 2027 – 22 Jan 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Jan 2027 – 22 Jan 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **25 Jan 2027 – 29 Jan 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Feb 2027 – 5 Feb 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |

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| **8 Feb 2027 – 12 Feb 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Feb 2027 – 12 Feb 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Feb 2027 – 19 Feb 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Feb 2027 – 26 Feb 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Mar 2027 – 5 Mar 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |

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| **8 Mar 2027 – 12 Mar 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Mar 2027 – 12 Mar 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Mar 2027 – 19 Mar 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Mar 2027 – 26 Mar 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |

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| **29 Mar 2027 – 2 Apr 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Mar 2027 – 2 Apr 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Apr 2027 – 9 Apr 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Apr 2027 – 16 Apr 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Apr 2027 – 23 Apr 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |

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| **26 Apr 2027 – 30 Apr 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Apr 2027 – 30 Apr 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **3 May 2027 – 7 May 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **10 May 2027 – 14 May 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |

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| **17 May 2027 – 21 May 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **17 May 2027 – 21 May 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **24 May 2027 – 28 May 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **31 May 2027 – 4 Jun 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **7 Jun 2027 – 11 Jun 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |

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| **14 Jun 2027 – 18 Jun 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **14 Jun 2027 – 18 Jun 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **21 Jun 2027 – 25 Jun 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **28 Jun 2027 – 2 Jul 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **5 Jul 2027 – 9 Jul 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |

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| **5 Jul 2027 – 9 Jul 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **12 Jul 2027 – 16 Jul 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **19 Jul 2027 – 23 Jul 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **26 Jul 2027 – 30 Jul 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |

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| **2 Aug 2027 – 6 Aug 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **2 Aug 2027 – 6 Aug 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **9 Aug 2027 – 13 Aug 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **16 Aug 2027 – 20 Aug 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **23 Aug 2027 – 27 Aug 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |

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| **30 Aug 2027 – 3 Sep 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **30 Aug 2027 – 3 Sep 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Sep 2027 – 10 Sep 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Sep 2027 – 17 Sep 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |

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| **20 Sep 2027 – 24 Sep 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Sep 2027 – 24 Sep 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **27 Sep 2027 – 1 Oct 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **4 Oct 2027 – 8 Oct 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **11 Oct 2027 – 15 Oct 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |

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| **18 Oct 2027 – 22 Oct 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **18 Oct 2027 – 22 Oct 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **25 Oct 2027 – 29 Oct 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **1 Nov 2027 – 5 Nov 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |

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| **8 Nov 2027 – 12 Nov 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **8 Nov 2027 – 12 Nov 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **15 Nov 2027 – 19 Nov 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **22 Nov 2027 – 26 Nov 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **29 Nov 2027 – 3 Dec 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |

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| **6 Dec 2027 – 10 Dec 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **6 Dec 2027 – 10 Dec 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **13 Dec 2027 – 17 Dec 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Nairobi | Classroom / 5d | **$1,500 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Kigali | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Dubai | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Cape Town | Classroom / 5d | **$4,500 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Addis Ababa | Classroom / 5d | **$3,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Singapore | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Istanbul | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Bangkok | Classroom / 5d | **$5,000 USD / KES 110,000** |
| **20 Dec 2027 – 24 Dec 2027** | Accra | Classroom / 5d | **$4,000 USD / KES 110,000** |

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

## Course Curriculum & Modules

**Compensation and Benefits Management in Cooperatives Training Course**

**Introduction**

**In today’s competitive cooperative sector, Compensation and Benefits Management is no longer just a function of human resources—it’s a strategic driver of employee satisfaction, talent retention, and organizational performance. Compensation and Benefits Management in Cooperatives Training Course equips cooperative leaders, HR professionals, and managers with the tools, insights, and practical frameworks necessary to design and implement effective compensation strategies aligned with cooperative values and compliance requirements.**

**The course leverages real-time case studies, interactive tools, and globally trending practices to ensure learners master total rewards strategies, employee motivation models, legal frameworks, and data-driven compensation analysis. Participants will walk away with a practical toolkit to build sustainable compensation systems tailored to the unique structure of cooperatives—enhancing member satisfaction, governance transparency, and long-term growth.**

## Course Objectives

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

- Understand the fundamentals of compensation structures in cooperative organizations.
- Analyze the principles of equitable and performance-based pay systems.
- Develop internal salary grading systems and benchmarking practices.
- Apply job evaluation methods and market-based pay systems.
- Design total rewards strategies that support cooperative values.
- Interpret and apply relevant labor laws and compliance standards.
- Implement non-monetary incentives for increased employee engagement.
- Assess and redesign employee benefits packages for competitiveness.
- Manage compensation budgeting and cost optimization in cooperatives.
- Measure the impact of compensation programs on employee retention.
- Create transparent pay communication plans for cooperative employees.
- Integrate digital HR systems and tools for compensation analytics.
- Formulate HR metrics and KPIs to evaluate compensation effectiveness.

Target Audiences

- HR Managers in Cooperatives
- Cooperative Board Members
- Payroll and Compensation Officers
- HR Consultants and Trainers
- Union Leaders in Cooperative Sectors
- Cooperative Finance Officers
- Government and Policy Regulators
- Business Development Officers in Cooperatives

Course Duration: 5 days

Course Modules

## Module 1: Compensation Fundamentals in Cooperatives

- Introduction to cooperative HR structures
- Principles of compensation and benefits
- Factors influencing cooperative pay systems
- Difference between cooperative and corporate pay
- Key terminology and policies in compensation
- Case Study: Comparing Compensation Models in Agricultural and Credit Cooperatives

## Module 2: Legal and Ethical Aspects of Compensation

- Overview of labor laws affecting compensation
- Gender pay equity and anti-discrimination regulations
- Legal risks in compensation management
- Ethical pay practices in cooperatives
- Regulatory compliance reporting
- Case Study: Navigating Labor Law Compliance in Worker-Owned Cooperatives

## Module 3: Salary Structures and Benchmarking

- Creating internal salary grades
- Using market data for benchmarking
- Establishing pay ranges
- Internal vs. external equity

- Job leveling and alignment
- Case Study: Salary Benchmarking in a Healthcare Cooperative

### Module 4: Job Evaluation and Pay Determination

- Methods of job evaluation (point factor, ranking, etc.)
- Defining compensable factors
- Evaluating job complexity and impact
- Linking job value to pay
- Tools and software for job analysis
- Case Study: Implementing Point-Factor Job Evaluation in a Producer Cooperative

### Module 5: Total Rewards and Non-Monetary Benefits

- Components of total rewards
- Incentive-based compensation models
- Designing benefits: health, retirement, wellness
- Flexible and family-friendly policies
- Recognition and engagement strategies
- Case Study: Total Rewards Revamp in a Housing Cooperative

### Module 6: Budgeting and Cost Management in Compensation

- Forecasting compensation expenses
- Aligning pay strategy with cooperative budget
- Cost-benefit analysis of benefits programs
- Reducing turnover-related compensation costs
- Salary adjustment planning and controls
- Case Study: Compensation Cost Control in a Rural Credit Union

### Module 7: Technology and Data Analytics in Compensation

- HRIS for compensation management
- Payroll automation tools
- Dashboards for pay equity and analysis
- Using data for decision-making
- Predictive modeling for compensation planning
- Case Study: Leveraging HR Analytics in a Tech-based Cooperative

### Module 8: Communication and Strategy Alignment

- Transparent pay communication strategies
- Engaging members and employees
- Aligning compensation with cooperative strategy
- Handling disputes and grievances
- Change management in pay system reforms
- Case Study: Pay Transparency Rollout in a Community Cooperative

Training Methodology

- Interactive lectures with real-life cooperative examples
- Hands-on group activities and role plays
- Data analysis workshops using HR software tools
- Case study analysis and group presentations
- Action planning for on-the-job application

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

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 DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

## Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

## How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/compensation-and-benefits-management-in-cooperatives-training-course to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.