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

EDUCATIONAL LEADERSHIP AND MANAGEMENT

Training Course on Workforce Planning and Talent Pipeline Development

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 21, 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

Training Course on Workforce Planning and Talent Pipeline Development

Educational leadership and Management • 5 Days Intensive • Accredited Certification

Course Overview

Training Course on Workforce Planning and Talent Pipeline Development is strategically designed to empower HR professionals, business leaders, and organizational developers with actionable insights, data-driven approaches, and forward-thinking tools to proactively manage future workforce needs.

Key Skills & Software Tools Covered

HR analytics • strategic planning • staffing frameworks

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)
5 Jan 2026 – 9 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
5 Jan 2026 – 9 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Istanbul	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Bangkok	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Accra	Classroom / 5d	**$4,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
12 Jan 2026 – 16 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**

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

Course Curriculum & Modules

Training Course on Workforce Planning and Talent Pipeline Development

Introduction

In today’s fast-paced digital economy, workforce planning and talent pipeline development are essential for ensuring organizational agility, innovation, and sustainable growth. Training Course on Workforce Planning and Talent Pipeline Development is strategically designed to empower HR professionals, business leaders, and organizational developers with actionable insights, data-driven approaches, and forward-thinking tools to proactively manage future workforce needs. Using real-world applications and AI-powered workforce analytics, participants will gain a robust understanding of talent demand forecasting, succession planning, skills mapping, and diversity sourcing.

Through this course, learners will explore high-impact talent acquisition strategies, succession frameworks, and digital transformation in human capital planning. By aligning people strategy with organizational goals, this program ensures that businesses remain competitive, compliant, and resilient in the face of industry disruptions. Participants will walk away with a toolkit for future-proofing their talent pipelines, optimizing recruitment funnels, and enhancing employee engagement and retention across multi-generational workforces.

Course Objectives

- Define and apply key concepts of strategic workforce planning.
- Use data analytics to forecast future talent needs.
- Conduct skills gap analysis and workforce segmentation.
- Develop talent pipeline strategies aligned with business goals.
- Create diversity, equity, and inclusion (DEI) focused talent sourcing plans.
- Implement succession planning frameworks for critical roles.
- Integrate AI and automation into workforce planning tools.
- Align workforce planning with digital transformation initiatives.
- Apply scenario planning to mitigate future labor shortages.
- Build strategies to boost employee engagement and retention.
- Optimize internal mobility and career pathing.
- Utilize predictive analytics for workforce trend analysis.
- Design a workforce reskilling and upskilling roadmap.

Target Audiences

- HR Managers
- Workforce Planners
- Organizational Development Professionals
- Talent Acquisition Leaders
- Diversity and Inclusion Officers
- Learning & Development Specialists
- C-Suite Executives
- Public Sector Workforce Leaders

Course Duration: 5 days

Course Modules

Module 1: Foundations of Workforce Planning

- Definition and significance of workforce planning
- Workforce life cycle stages
- Key planning models (SWP, agile models)
- Alignment with organizational strategy
- Workforce segmentation techniques
- Case Study: Workforce Restructuring at IBM

Module 2: Talent Pipeline Design

- Talent lifecycle and flow modeling
- Passive vs. active sourcing techniques
- Employer branding essentials
- Campus recruitment and internship pipelines
- Building agile pipelines with AI tools
- Case Study: Google’s Future Pipeline Strategy

Module 3: Skills Gap and Job Role Analysis

- Conducting a skills inventory
- Role-based competency mapping
- Identifying critical roles
- Reskilling and upskilling pathways
- Technology for gap analysis
- Case Study: Amazon's Reskilling Initiative

Module 4: DEI in Workforce Planning

- Inclusive talent sourcing strategies
- Bias-free job descriptions

- DEI metrics and reporting
- Culturally adaptive recruitment practices
- Community partnership building
- Case Study: Microsoft's DEI Recruitment Drive

Module 5: Succession Planning

- High-potential employee identification
- Risk assessment in key roles
- Talent readiness assessments
- Career pathing models
- Succession development programs
- Case Study: PepsiCo’s Leadership Succession Plan

Module 6: Predictive HR Analytics

- Introduction to HR data modeling
- Using AI to forecast attrition
- Building dashboards and KPIs
- Real-time labor market analysis
- Predictive tools for hiring
- Case Study: Deloitte’s People Analytics

Module 7: Internal Mobility and Retention

- Career ladder vs. career lattice
- Internal job marketplaces
- Cross-functional team strategies
- Engagement-driven retention
- Performance-driven mobility planning
- Case Study: SAP’s Internal Talent Mobility

Module 8: Strategic Execution and Monitoring

- KPI definition and tracking
- Continuous improvement models
- HR tech stack alignment
- Quarterly workforce reviews
- Post-training impact evaluations
- Case Study: Cisco’s Talent Planning Dashboard

Training Methodology

- Interactive workshops and group breakouts
- Live case study analysis with industry insights
- AI-driven simulations and hands-on tools
- Video-led instruction and on-demand content
- Capstone project focused on real business challenges
- Downloadable templates and frameworks

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/training-course-on-workforce-planning-and-talent-pipeline-development 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.