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HUMAN RESOURCES AND TRAINING | HRT-029

Certificate in Human Capital Planning

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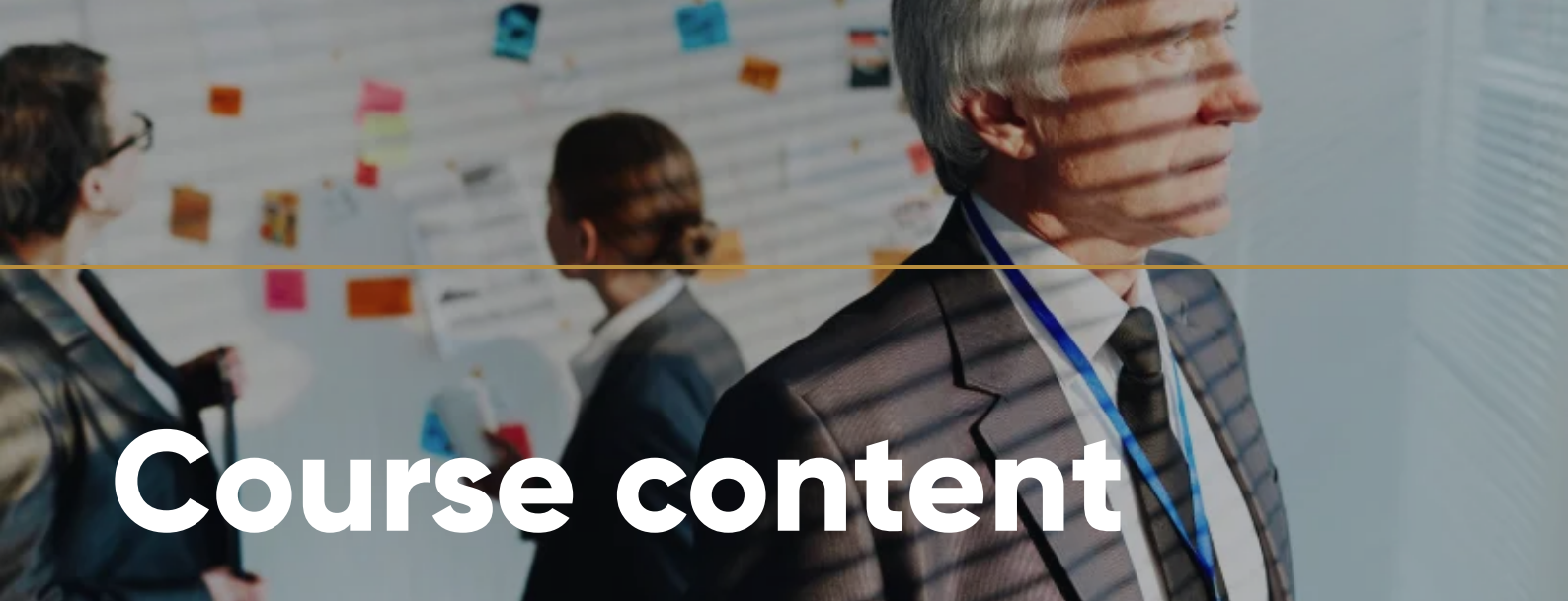


Course content

Why Attend

Organizations achieve sustainable success when their workforce capabilities are aligned with strategic objectives. Human capital planning enables organizations to anticipate future talent needs, optimize workforce utilization, and ensure the right people are in the right roles at the right time.

Without a structured approach to workforce planning, organizations often face skill gaps, inefficiencies, and challenges in responding to business changes.

This programme is designed to provide practical tools and frameworks for effective human capital planning. It focuses on workforce analysis, forecasting, talent strategies, and aligning people capabilities with long-term organizational goals.

Course Methodology

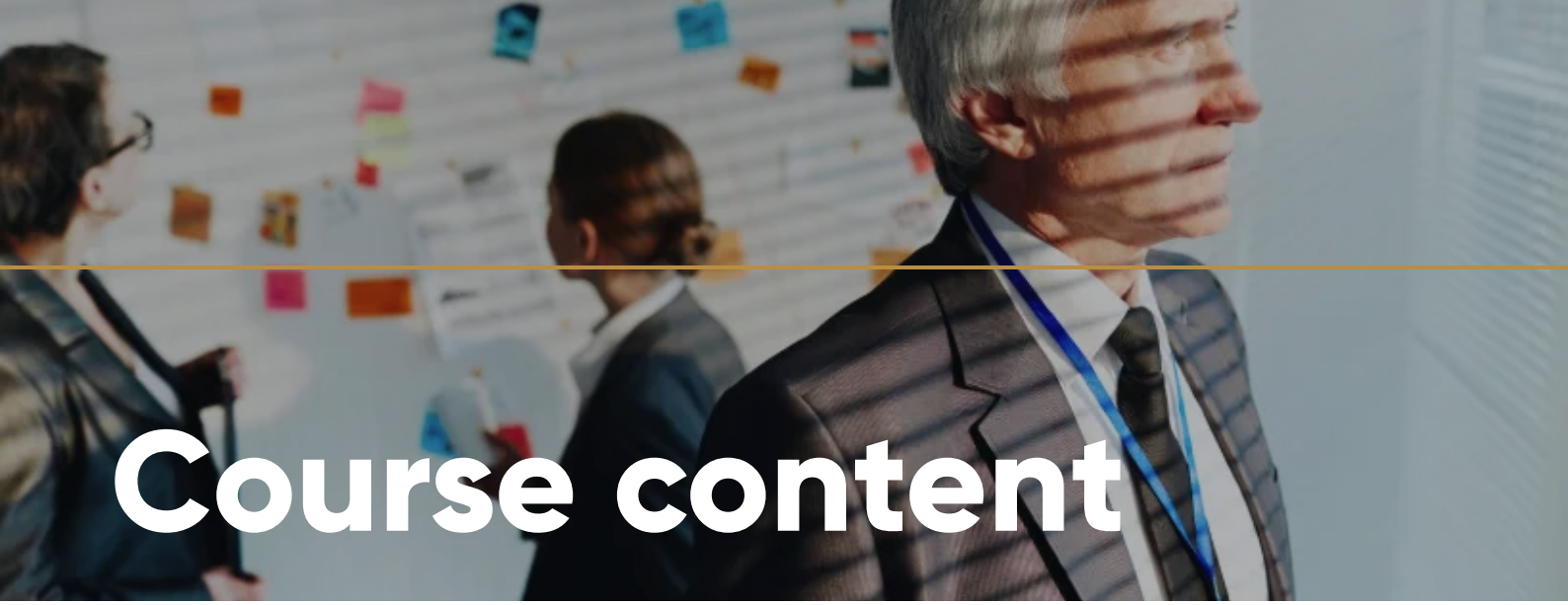
This programme combines strategic insight with practical application:

- Real-world HR and workforce planning case studies
- Interactive workshops and group discussions
- Workforce analysis and planning exercises
- Scenario-based planning simulations
- Practical tools and templates for HR professionals

Course Objectives

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

- Understand the principles of human capital and workforce planning
- Analyze current workforce capabilities and gaps
- Forecast future talent needs based on business strategy
- Develop effective workforce and talent plans
- Align HR strategies with organizational goals



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Course Objectives

- Use data to support workforce decision-making
- Improve workforce efficiency and performance

Target Audience

This course is suitable for:

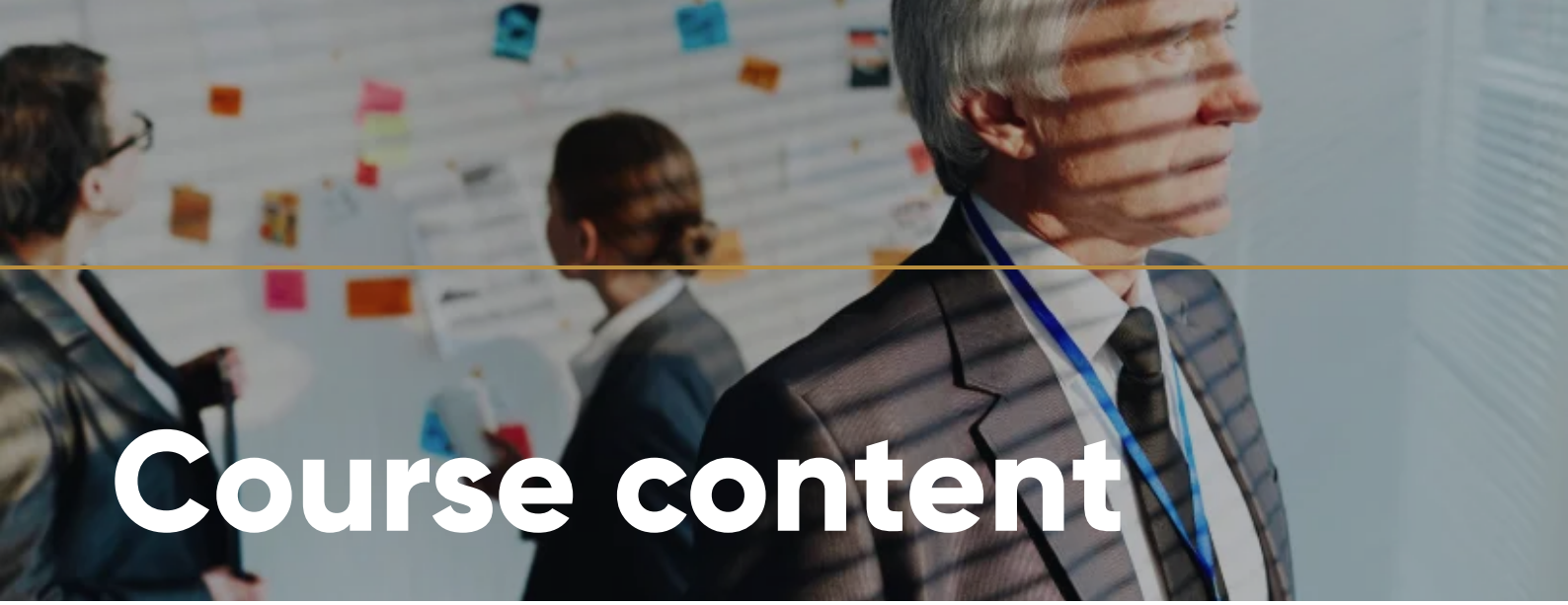
- HR Managers and HR Business Partners
- Workforce Planning Specialists
- Talent Management Professionals
- Organizational Development Practitioners
- Strategy and Planning Professionals
- Senior Managers involved in workforce decisions

Target Competencies

Participants will develop competencies in:

- Workforce analysis and planning
- Talent forecasting and gap analysis
- Strategic HR alignment
- Data-driven HR decision-making
- Organizational capability development
- Resource optimization and planning
- Scenario planning and workforce strategy

Course outline



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Course outline

Day 1: Foundations of Human Capital Planning

- Introduction to human capital planning concepts
- Role of workforce planning in organizational success
- Linking business strategy with workforce strategy
- Key components of human capital planning
- Understanding workforce supply and demand
- Overview of planning frameworks and models

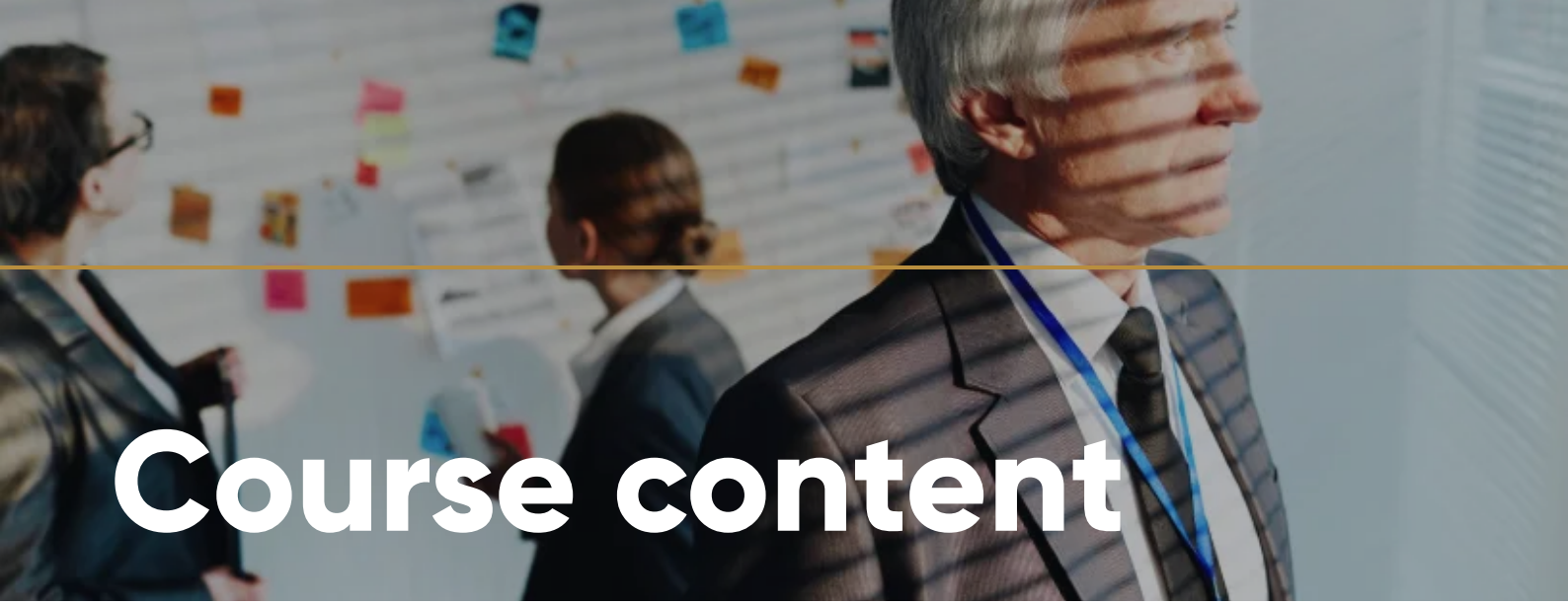
Day 2: Workforce Analysis and Gap Identification

- Assessing current workforce capabilities
- Skills inventory and competency mapping
- Identifying workforce gaps and risks
- Data collection and workforce analytics basics
- Evaluating workforce performance and productivity
- Practical exercise: workforce assessment

Day 3: Forecasting and Talent Planning

- Workforce demand forecasting techniques
- Scenario planning and future workforce needs
- Talent pipeline development strategies
- Succession planning and leadership development
- Managing workforce transitions
- Case study: future workforce planning

Day 4: Developing Human Capital Strategies



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- Designing workforce and talent strategies
- Aligning HR initiatives with business objectives
- Recruitment, retention, and development planning
- Diversity and inclusion considerations
- Workforce optimization strategies
- Practical workshop: building a workforce plan

Day 5: Implementation and Performance Monitoring

- Implementing workforce plans effectively
- Monitoring and measuring workforce performance
- HR metrics and KPIs for workforce planning
- Continuous improvement in human capital planning
- Change management in workforce transformation
- Final case study and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Certificate in Human Capital Planning generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
7 - 11 December 2026	London - U.K	Classroom	**€3,360.-**
21 - 25 December 2026	Munich - Germany	Classroom	**€2,760.-**
11 - 15 January 2027	London - U.K	Classroom	**€3,360.-**
8 - 12 February 2027	Barcelona - Spain	Classroom	**€3,080.-**
8 - 12 March 2027	Dubai - UAE	Classroom	**€2,040.-**
12 - 16 April 2027	London - U.K	Classroom	**€3,360.-**
10 - 14 May 2027	Munich - Germany	Classroom	**€3,400.-**
14 - 18 June 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
12 - 16 July 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
9 - 13 August 2027	London - U.K	Classroom	**€3,360.-**
13 - 17 September 2027	Munich - Germany	Classroom	**€3,400.-**
11 - 15 October 2027	London - U.K	Classroom	**€3,360.-**
8 - 12 November 2027	Barcelona - Spain	Classroom	**€3,080.-**
13 - 17 December 2027	Dubai - UAE	Classroom	**€2,040.-**

Live online option	Online delivery is available at €1,850.-.