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HUMAN RESOURCES AND TRAINING | HRT-013

Talent Acquisition and Retention

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Course content

Why Attend

Course Introduction

In today's highly competitive business world, attracting and retaining the right talent is essential for long-term organizational success. This Talent Acquisition and Retention training course offers participants a thorough understanding of strategic techniques for acquiring and retaining top talent. It provides tools to attract the best candidates, align talent acquisition with business goals, and implement effective retention strategies. Participants will also discover innovative methods to foster a high-performance culture that boosts employee engagement and minimizes turnover.

Course Methodology

This Talent Acquisition and Retention training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes an interactive mixture of lecture-led learning & group discussions.

Who should Attend?

This Talent Acquisition and Retention training course is suitable for a wide range of professionals but will be especially beneficial for:

- HR professionals and managers involved in recruitment and talent management
- Talent acquisition specialists
- Line managers responsible for hiring and retaining employees
- Senior leaders engaged in organizational strategy and workforce plannin
- Professionals seeking to enhance their talent acquisition and retention strategies

Course Objectives

By the end of this Talent Acquisition and Retention training course, participants will be able to:

- Understand the strategic significance of talent acquisition and retention
- Align talent acquisition efforts with business objectives

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Course Objectives

- Develop robust recruitment and selection processes
- Implement best practices in employer branding and candidate experience
- Use data analytics to improve talent management strategies
- Create retention programs that encourage long-term employee commitment
- Tackle challenges in retaining top talent in a rapidly evolving business environment

Course outline

Day One: Introduction to Strategic Talent Acquisition and Retention

- Overview of the talent acquisition and retention landscape
- The role of talent acquisition in organizational success
- Aligning talent strategy with business objectives
- Key challenges in talent acquisition and retention
- Employer branding: Attracting the right talent

Day Two: Talent Acquisition Strategies and Techniques

- Defining your recruitment goals
- Developing effective job descriptions and requirements
- Recruitment channels: Traditional vs. digital strategies
- Candidate experience: Creating a seamless recruitment process
- Leveraging social media and AI in talent acquisition
- Building a talent pipeline for the future

Day Three: Selection and Onboarding for Long-Term Success

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Course outline

- Best practices for screening and selecting candidates
- Conducting structured interviews and assessments
- Evaluating candidates through skills testing and behavioral interviews
- Onboarding: Ensuring a smooth transition for new hires
- The role of onboarding in employee retention
- Designing an engaging and effective onboarding program

Day Four: Data-Driven Talent Acquisition and Retention

- Using data and analytics to improve talent acquisition
- Metrics for measuring recruitment success
- Predictive analytics in retention strategies
- Employee engagement and satisfaction surveys
- Implementing performance metrics to track retention

Day Five: Retention Strategies and Building a High-Performance Culture

- Understanding employee motivations and turnover triggers
- Developing comprehensive retention programs
- Creating a culture of engagement and recognition
- Compensation and benefits strategies to retain talent
- Leadership's role in talent retention
- Case studies on successful talent retention programs

Seminar dates

Available seminar dates

Live dates and pricing for Talent Acquisition and Retention generated from the course details page.

Date	Location	Format	Fee
6 - 10 July 2026	Frankfurt - Germany	Classroom	**€3,250.-**
10 - 14 August 2026	Barcelona - Spain	Classroom	**€3,850.-**
14 - 18 September 2026	Barcelona - Spain	Classroom	**€3,850.-**
5 - 9 October 2026	Rome - Italy	Classroom	**€4,250.-**
16 - 20 November 2026	Munich - Germany	Classroom	**€3,450.-**
7 - 11 December 2026	Amsterdam - Netherlands	Classroom	**€4,250.-**

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