



aractech

Global Learning for Operational Leaders

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.

Course Methodology

- 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

- 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
- Use data to support workforce decision-making

Target Audience

- This course is suitable for:
- HR Managers and HR Business Partners
- Workforce Planning Specialists

Course outline

Detailed course outline

Day-by-day outline for Certificate in Human Capital Planning.

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

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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

- 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

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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
8 - 12 June 2026	London	Classroom	€2,975
6 - 10 July 2026	Barcelona	Classroom	€2,975
10 - 14 August 2026	Amsterdam	Classroom	€2,940
31 August - 4 September 2026	London	Classroom	€2,940
14 - 18 September 2026	Munich	Classroom	€2,415
5 - 9 October 2026	Kuala Lumpur	Classroom	€1,575
16 - 20 November 2026	Amsterdam	Classroom	€2,975

Live online option

Online delivery is available at €1,250.