



HUMAN RESOURCES AND TRAINING | HRT-086

Talent Acquisition Strategy for Hard-to-Fill Roles

Contact

+31 85 7444446
info@aractech.com
<https://aractech.com>

Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

Course content

Why Attend

Skills shortages make some roles extremely hard to fill, from engineers and data scientists to healthcare professionals. Traditional recruitment approaches often fail for these roles.

This Aractech course covers analysing talent markets, workforce planning for critical roles, employer value proposition, sourcing strategies, talent pipelines, alternative talent pools, internal mobility and reskilling, and measuring talent acquisition effectiveness. Participants design a strategy for a hard-to-fill role.

Course Methodology

- Market analysis exercises
- Strategy workshops
- Case studies
- Group discussions
- Planning

Course Objectives

- Analyse talent markets for critical roles
- Plan demand for hard-to-fill roles
- Strengthen employer value proposition
- Use advanced sourcing strategies
- Build talent pipelines and alternative pools
- Measure talent acquisition effectiveness

Target Audience

- Talent acquisition managers
- Recruiters

Course content

- HR managers
- Workforce planners

Course outline

Detailed course outline

Day-by-day outline for Talent Acquisition Strategy for Hard-to-Fill Roles.

Day 1 - Talent Market Analysis

- 09:00-09:45 | Skills shortages
- 09:45-10:30 | Market data
- 10:30-11:00 | Competitor analysis
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Competitor analysis (continued)
- 11:45-12:30 | Role analysis
- 12:30-14:00 | Exercise: Market map

Day 2 - Workforce Planning

- 09:00-09:39 | Critical roles
- 09:39-10:18 | Demand forecasting
- 10:18-11:00 | Build, buy, borrow
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Build, buy, borrow (continued)
- 12:05-12:43 | Timing
- 12:43-14:00 | Workshop: Talent plan

Course outline

Detailed course outline

Day-by-day outline for Talent Acquisition Strategy for Hard-to-Fill Roles.

Day 3 - Attraction and Sourcing

- 09:00-09:45 | Employer value proposition
- 09:45-10:30 | Sourcing channels
- 10:30-11:00 | Social recruiting
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Social recruiting (continued)
- 11:45-12:30 | Referrals
- 12:30-14:00 | Exercise: Sourcing plan

Day 4 - Pipelines and Alternatives

- 09:00-09:45 | Talent pipelines
- 09:45-10:30 | Graduate programmes
- 10:30-11:00 | Reskilling
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Reskilling (continued)
- 11:45-12:30 | Alternative talent pools
- 12:30-14:00 | Case study: Engineering talent shortage

Course outline

Detailed course outline

Day-by-day outline for Talent Acquisition Strategy for Hard-to-Fill Roles.

Day 5 - Measurement

- 09:00-09:54 | Recruitment metrics
- 09:54-10:48 | Quality of hire
- 10:48-11:00 | Retention
- 11:00-11:30 | Coffee break
- 11:30-12:12 | Retention (continued)
- 12:12-13:06 | Continuous improvement
- 13:06-14:00 | Capstone: Hard-to-fill role strategy

Seminar dates

Available seminar dates

Live dates and pricing for Talent Acquisition Strategy for Hard-to-Fill Roles generated from the course details page.

Date	Location	Format	Fee
18 - 22 January 2027	Barcelona	Classroom	€2,815
15 - 19 February 2027	Frankfurt	Classroom	€1,875
15 - 19 March 2027	Rome	Classroom	€3,460
19 - 23 April 2027	Kuala Lumpur	Classroom	€1,925
17 - 21 May 2027	Barcelona	Classroom	€2,815
21 - 25 June 2027	London	Classroom	€2,315
19 - 23 July 2027	Munich	Classroom	€3,225
16 - 20 August 2027	Rome	Classroom	€3,460
20 - 24 September 2027	Barcelona	Classroom	€2,815
18 - 22 October 2027	Frankfurt	Classroom	€1,875

Seminar dates

Available seminar dates

Live dates and pricing for Talent Acquisition Strategy for Hard-to-Fill Roles generated from the course details page.

Date	Location	Format	Fee
15 - 19 November 2027	Rome	Classroom	€3,460
20 - 24 December 2027	Kuala Lumpur	Classroom	€1,925
18 - 22 January 2027	Online / Live	Online / Live	€1,815
15 - 19 February 2027	Online / Live	Online / Live	€1,815
15 - 19 March 2027	Online / Live	Online / Live	€1,815
19 - 23 April 2027	Online / Live	Online / Live	€1,815
17 - 21 May 2027	Online / Live	Online / Live	€1,815
21 - 25 June 2027	Online / Live	Online / Live	€1,815
19 - 23 July 2027	Online / Live	Online / Live	€1,815
16 - 20 August 2027	Online / Live	Online / Live	€1,815

Seminar dates

Available seminar dates

Live dates and pricing for Talent Acquisition Strategy for Hard-to-Fill Roles generated from the course details page.

Date	Location	Format	Fee
20 - 24 September 2027	Online / Live	Online / Live	€1,815
18 - 22 October 2027	Online / Live	Online / Live	€1,815
15 - 19 November 2027	Online / Live	Online / Live	€1,815
20 - 24 December 2027	Online / Live	Online / Live	€1,815