



## **AI Data Skills for HR Analytics and HR Tech**

23 – 27 November 2026  
Paris (France)



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### Introduction

This AI Data Skills for HR Analytics and HR Tech course provides a structured understanding of how artificial intelligence transforms human resource management and workforce decision-making. It introduces core concepts of AI Data Skills for HR Analytics and HR Tech in modern organizations. Participants will explore how data-driven HR practices improve recruitment, retention, and the analysis of employee performance. The program explains how HR analytics supports strategic workforce planning using intelligent systems. It highlights the role of machine learning in HR operations and decision support. Learners will gain insight into integrating HR technology platforms with advanced data analysis methods.

### Targeted Groups

This AI Data Skills for HR Analytics and HR Tech training targets professionals seeking knowledge and skills:

- HR specialists aiming to apply AI in recruitment and talent management processes.
- HR analysts focused on workforce analytics and performance measurement systems.
- Data professionals interested in HR data skills and people analytics applications.
- Business managers are improving decision-making using HR dashboards and reports.
- IT professionals supporting HR tech systems and digital transformation projects.
- Consultants working on HR automation and organizational efficiency solutions.
- Learning and development officers are optimizing employee training analytics.
- Executives leading strategic workforce planning and HR innovation initiatives.

### Course Objectives

Participants will achieve the following objectives by completing the AI Data Skills for HR Analytics and HR Tech course:

- Understand the foundations of AI in HR analytics and data-driven decision-making in organizations.
- Apply HR analytics methods to interpret workforce data and effectively improve talent outcomes.
- Develop knowledge of predictive HR analytics for forecasting employee performance and turnover.
- Analyze HR data structures and improve data quality for accurate reporting and insights.
- Utilize HR tech platforms for automation of recruitment, onboarding, and performance tracking.
- Build skills in interpreting HR dashboards to gain strategic workforce insights and inform planning.
- Explore machine learning applications in HR processes for smarter decision support systems.
- Strengthen capability in designing data-driven HR strategies aligned with business goals.

## Targeted Competencies

Participants will gain the following competencies during the AI Data Skills for HR Analytics and HR Tech program:

- Ability to interpret HR data sets for workforce planning and organizational improvement.
- Competence in using AI tools for HR analytics and predictive decision-making models.
- Skills in managing HR tech platforms and integrating digital HR systems effectively.
- Capability to analyze employee performance data using structured analytical frameworks.
- Understanding of people analytics techniques for optimizing recruitment and retention.
- Proficiency in HR dashboard interpretation for strategic reporting and insights generation.
- Knowledge of data governance principles in HR data management environments.

## Studying Scenarios

In this AI Data Skills for HR Analytics and HR Tech training, participants develop skills through the following scenarios:

- Analyzing employee turnover data to identify patterns using HR analytics tools.
- Designing predictive models for recruitment success using AI-driven HR data insights.
- Interpreting workforce dashboards to support strategic HR decision-making processes.
- Evaluating HR tech systems to improve automation in onboarding and performance tracking.
- Applying people analytics methods to enhance employee engagement and retention strategies.

## Course Content

### Unit 1: Foundations of AI in HR Analytics

- Introduction to AI Data Skills for HR Analytics and HR Tech concepts in modern HR.
- Overview of the evolution of HR analytics from traditional reporting to intelligent systems.
- Understanding workforce analytics and its impact on organizational performance outcomes.
- Exploring data-driven HR decision-making and its strategic importance in business.
- Basics of machine learning in HR applications for predictive insights generation.
- Key principles of people analytics and its role in optimizing talent management.
- Introduction to HR data ecosystems and digital transformation in human resources.

## Unit 2: HR Data Management and Governance

- Structuring HR data for accurate analysis and reliable workforce reporting systems.
- Ensuring data quality standards in HR analytics and organizational information systems.
- Understanding HR data governance frameworks for compliance and ethical usage.
- Managing employee data lifecycle within HR tech platforms and digital systems.
- Integrating multiple HR data sources for unified analytics and reporting consistency.
- Applying data privacy principles in HR analytics environments and systems management.
- Strengthening HR data skills for improved decision-making accuracy and reliability.

## Unit 3: AI and Predictive HR Analytics

- Applying predictive HR analytics for workforce forecasting and talent planning strategies.
- Using AI models to predict employee turnover and performance trends effectively.
- Understanding machine learning algorithms in HR analytics for decision support systems.
- Building predictive workforce models based on historical HR data patterns.
- Enhancing recruitment strategies using AI-driven candidate evaluation techniques.
- Identifying workforce risks using advanced HR analytics and forecasting tools.
- Improving organizational planning through data-driven predictive insights in HR.

## Unit 4: HR Tech Systems and Automation

- Exploring HR tech platforms for recruitment, onboarding, and employee lifecycle management.
- Automating HR processes using AI-based tools and intelligent workflow systems.
- Utilizing HR dashboards for real-time workforce monitoring and reporting insights.
- Integrating HR automation tools to improve operational efficiency and accuracy.
- Enhancing employee experience through digital HR service delivery systems.
- Managing HR information systems for optimized data flow and accessibility.
- Applying AI in HR automation for reduced manual workload and improved efficiency.

## Unit 5: Strategic HR Analytics and Future Trends

- Developing strategic HR analytics frameworks aligned with organizational goals and KPIs.
- Using HR data insights to support leadership decision-making and planning processes.
- Exploring future trends in AI in HR and evolving workforce technologies.
- Understanding ethical considerations in HR analytics and AI-driven decision systems.
- Building advanced HR dashboards for executive-level workforce insights and reporting.
- Aligning HR tech innovations with digital transformation strategies in organizations.
- Strengthening long-term workforce planning using AI-driven HR intelligence systems.

## Final Insights & Key Takeaways

AI Data Skills for HR Analytics and HR Tech empower organizations to transform workforce management into a predictive and data-driven function. Mastering HR analytics and AI technologies enables smarter decisions, improved performance, and sustainable organizational growth.