



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

Tel: +27 12 004 8389 · Mobile: +27 65 077 6310

Email: apply@aaticd.co.za · Website: www.aaticd.co.za

COURSE BROCHURE

Certified Talent Practitioner (CTP)

Business, Commerce and Management Studies / Generic Management

Unit Standard 252029 · NQF Level 5 · 8 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the competencies to lead people development and talent management initiatives within an organisation. It focuses on creating a culture of continuous learning, identifying talent, and implementing strategies to develop employees to their full potential.

Category	Business, Commerce and Management Studies
Subfield	Generic Management
Unit Standard	252029
Accreditation	SAQA Accredited · NQF Level 5 · 8 Credits
Duration	5 days
Training Method	On-Campus
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse the principles and practices of people development and talent management.
- Evaluate the effectiveness of current talent management strategies in an organisation.
- Design a talent management plan that aligns with organisational goals.
- Implement strategies to develop and retain key talent.
- Demonstrate leadership in fostering a learning culture and supporting employee growth.
- Apply ethical and legal frameworks in people development practices.

WHO SHOULD ATTEND

- This course is designed for managers, team leaders, HR practitioners, and anyone responsible for developing and managing talent within their organisation.

COURSE OUTLINE

Day 1: Foundations of Talent Management

- Overview of talent management and its business impact
- The talent management lifecycle: attract, develop, retain
- South African labour legislation: LRA, BCEA, EEA, SDA
- Ethical considerations in talent practices
- Introduction to competency-based talent management

Day 2: Talent Acquisition and Selection

- Job analysis and competency profiling
- Sourcing strategies: internal, external, digital
- Structured interviewing and behavioural event interviewing
- Assessment centres and psychometric testing basics
- Legal and ethical considerations in selection

Day 3: Talent Development and Performance Management

- Learning and development methodologies
- Career pathing and succession planning fundamentals
- Performance management cycle: goal setting, review, feedback
- Coaching and mentoring for performance improvement
- Integrating development plans with performance outcomes

Day 4: Talent Retention and Employee Engagement

- Theories of motivation and engagement
- Total rewards: compensation, benefits, recognition
- Culture, leadership, and retention
- Employee value proposition (EVP) development
- Retention analytics and turnover cost calculation

Day 5: Strategic Talent Planning and Integration

- Workforce planning: demand, supply, gap analysis
- Talent analytics and HR metrics
- Integrated talent management systems
- Change management for talent initiatives
- Future of work: AI, remote work, gig economy impacts

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **8 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
03 Aug 2026	07 Aug 2026	On-Campus	Pretoria, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Dubai, UAE
03 Aug 2026	07 Aug 2026	On-Campus	Cape Town, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Mauritius
03 Aug 2026	07 Aug 2026	On-Campus	Johannesburg, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Lagos, Nigeria
10 Aug 2026	14 Aug 2026	On-Campus	Mauritius
10 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 252029) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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