



Accredited Africa Training Institute for Capacity Development

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

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COURSE BROCHURE

Data Analysis for Strategic HR Planning

Business, Commerce and Management Studies / Human Resources

Unit Standard 259145 · NQF Level 5 · 5 Credits · 2 Days

COURSE OVERVIEW

This course equips HR professionals with the skills to collect, analyse, and interpret qualitative and quantitative data to inform strategic human resource planning. Participants will learn to use data-driven insights to support workforce planning, talent management, and organisational decision-making.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	259145
Accreditation	SAQA Accredited · NQF Level 5 · 5 Credits
Duration	2 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply appropriate data collection methods to gather qualitative and quantitative HR data.
- Analyse HR data using statistical and thematic techniques to identify trends and patterns.
- Evaluate the reliability and validity of data sources to ensure accurate interpretation.
- Design data-driven recommendations to support strategic HR planning.
- Implement data analysis findings to inform workforce planning and talent management decisions.
- Demonstrate the ability to present data insights to stakeholders in a clear and actionable format.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, HR managers, and strategic planners who are responsible for developing and implementing HR strategies based on data analysis.

COURSE OUTLINE

Day 1: Foundations of Data Analysis for HR Planning

- Introduction to strategic HR planning and data-driven decision making
- Types of HR data: demographics, turnover, absenteeism, performance
- Data collection methods and ethical considerations (POPIA)
- Descriptive statistics: mean, median, mode, standard deviation
- Data visualisation techniques: charts, dashboards
- Identifying trends and patterns in HR data
- Case study: Analysing employee turnover data

Day 2: Advanced Analytics and Strategic Application

- Predictive analytics in HR: forecasting staffing needs
- Correlation and regression analysis for HR metrics
- Workforce segmentation and scenario planning
- Linking HR metrics to business outcomes (ROI)
- Communicating insights: reports and presentations
- Ethical considerations and bias in HR analytics
- Practical exercise: Building a strategic HR plan using data

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 **5 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 16,200.00	R 16,200.00
1	In-House	R 21,000.00	R 21,000.00
1	On-Campus (Pretoria)	R 24,300.00	R 24,300.00

UPCOMING SESSIONS

Start	End	Method	Venue
03 Aug 2026	04 Aug 2026	On-Campus	Dubai, UAE
03 Aug 2026	04 Aug 2026	On-Campus	Mauritius
03 Aug 2026	04 Aug 2026	On-Campus	Lagos, Nigeria
05 Aug 2026	06 Aug 2026	On-Campus	Pretoria, South Africa
05 Aug 2026	06 Aug 2026	On-Campus	Cape Town, South Africa
05 Aug 2026	06 Aug 2026	On-Campus	Johannesburg, South Africa
11 Aug 2026	12 Aug 2026	On-Campus	Mauritius
11 Aug 2026	12 Aug 2026	On-Campus	Dubai, UAE

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 259145) 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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