



Inclusive Recruitment Strategies – Building a Diverse Workforce

Overview

Building a diverse workforce begins with inclusive recruitment practices that attract, engage, and hire talent from all backgrounds. This training program provides participants with practical tools, strategies, and frameworks to develop equitable hiring processes that foster diversity and inclusivity, enhancing innovation and organizational success.

Target Audience

- HR professionals and recruiters
- Hiring managers
- Diversity, Equity, and Inclusion (DEI) officers
- Talent acquisition specialists
- Business leaders and executives involved in hiring decisions

Objectives

By the end of the training, participants will be able to:

1. Understand the importance of diversity and inclusion in recruitment.
2. Identify and mitigate biases in hiring processes.
3. Design and implement inclusive recruitment strategies.
4. Develop job descriptions and outreach plans that attract diverse talent.
5. Build an inclusive employer brand to support long-term workforce diversity.

Course Content

Module 1: Introduction to Inclusive Recruitment

- Understanding diversity, equity, and inclusion (DEI)

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- The business case for a diverse workforce
- Common barriers to inclusive recruitment

Module 2: Identifying and Mitigating Bias

- Types of bias in hiring (unconscious bias, systemic bias, etc.)
- Tools and strategies to minimize bias in recruitment
- Training hiring teams on DEI principles

Module 3: Designing Inclusive Recruitment Processes

- Creating equitable job descriptions and criteria
- Structuring interviews to ensure fairness
- Using data-driven approaches to improve hiring decisions

Module 4: Attracting Diverse Talent

- Building diverse talent pipelines
- Partnering with diverse organizations, networks, and institutions
- Leveraging inclusive employer branding and communication

Module 5: Assessing and Sustaining Inclusivity

- Measuring the effectiveness of inclusive recruitment efforts
- Establishing KPIs and tracking diversity metrics
- Continuous improvement strategies for inclusive hiring

Training Methods

- Expert-led discussions and presentations
- Hands-on workshops and interactive activities
- Case studies from organizations with successful DEI initiatives
- Role-playing and real-world scenario analysis
- Action planning to implement inclusive recruitment in participants' organizations

Duration

- **Option A:** 2-day intensive virtual-live workshop
- **Option B:** Self-paced learning over 2 months

Training Materials

Participants will receive:

- A comprehensive guide to inclusive recruitment strategies
- Templates for inclusive job descriptions and hiring processes
- Access to case studies and tools for tracking diversity metrics
- Certificate of completion

Expected Outcomes

Participants will leave the training with the ability to:

- Recognize and eliminate bias in their recruitment practices.
- Develop strategies to attract and retain diverse talent.
- Design inclusive hiring processes that align with organizational goals.
- Strengthen their employer brand to promote diversity and inclusion.

Facilitators

Our facilitators are experts in talent acquisition and DEI with extensive experience in implementing inclusive recruitment strategies across diverse industries. They bring practical insights and actionable solutions to help organizations build diverse workforces.

Fees and Registration

- **Fee:** NGN485,925 for self-paced online | N675,000 for a 2-day live-virtual sessions
- **Mode:** In-person/Virtual (choose based on your preference)

Inclusive recruitment is the foundation of a diverse and successful organization. **Join us to build the workforce of the future!**

For group registrations, corporate training options, or more information, please contact our admissions team at info@hrondeckservices.com or call +2349044642114

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