



HUMAN RESOURCES AND TRAINING

AI in Recruitment & HR Management

Course code: HRT-049

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Artificial Intelligence is transforming recruitment and human resources by improving efficiency, enhancing decision-making, and creating better employee experiences. From talent sourcing and screening to engagement, performance, and retention, AI enables HR teams to work smarter and focus on strategic priorities. This course provides participants with practical tools to apply AI responsibly in recruitment and HR management while balancing technology with human judgment.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, group discussions, HR technology demonstrations, analytics exercises, scenario workshops, and real workplace examples.

Who Should Attend

HR Professionals
Recruiters and Talent Acquisition Specialists
HR Managers
Learning and Development Staff
HR Analysts
Business Leaders overseeing HR functions
Anyone interested in modern HR technology

— Learning Objectives

- Understand the role of AI in recruitment and HR management
- Identify AI tools that improve hiring efficiency
- Apply predictive analytics in workforce decisions
- Improve employee engagement and performance using AI insights
- Strengthen onboarding and retention through automation
- Recognize ethical and legal considerations in AI use
- Build data-driven HR strategies
- Prepare HR teams for future AI transformation

— Course Outline

DAY
1

Introduction to AI in Recruitment and HR

- Concepts of AI and relevance in HR and recruitment
- Impact of AI on talent acquisition and HR operations
- Current trends shaping AI-driven HR practices
- Key AI tools transforming recruitment processes
- Major HR functions enhanced by AI technologies
- Ethical and legal guidelines for AI use in HR

DAY
2

AI-Powered Hiring Tools and Automation

- AI tools for CV screening and shortlisting
- Role of chatbots in candidate communication
- AI systems for job matching and candidate scoring
- Integrating AI solutions into recruitment workflows
- Limitations and risks in AI-driven hiring systems
- Balanced approaches combining AI with human judgement

DAY
3

Machine Learning and Predictive Analytics in HR

- How machine learning supports HR decisions
- Predictive analytics for identifying top talent
- Importance of HR data quality and fairness
- Using analytics to forecast workforce trends
- AI-driven methods for improving hiring accuracy
- Developing HR strategies using predictive insights

DAY
4

AI for Employee Engagement and Performance

- AI's role in fair and accurate performance evaluations
- AI applications for real-time employee feedback
- Sentiment analysis tools for engagement tracking
- Identifying skills gaps through AI insights
- Designing personalised employee development plans
- Enhancing motivation using AI analytics

DAY

5

AI in Onboarding and Future HR Trends

- Developing AI-powered onboarding programmes
- Predictive tools for identifying turnover risks
- AI-driven retention strategies for top performers
- HR automation systems for efficiency improvement
- Future trends shaping AI in HR management
- Preparing HR teams for ongoing AI transformation

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	London - United Kingdom	€1,925
12 - 16 October 2026	Barcelona - Spain	€2,125
9 - 13 November 2026	Istanbul - Türkiye	€1,925
16 - 20 November 2026	Amsterdam - Netherlands	€2,100
7 - 11 December 2026	Istanbul - Türkiye	€1,600
14 - 18 December 2026	Paris - France	€2,200
21 - 25 December 2026	Barcelona - Spain	€2,100
4 - 8 January 2027	Geneva - Switzerland	€2,625

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.