Predictive analytics

## Competency development areas in predictive analytics

* Introduction to Predictive Analytics: Basic Modeling Techniques: The fundamentals of analytics and its different types: descriptive, predictive, and prescriptive analytics. Learn how they provide insights and drive decision-making at different levels. Foundational predictive analytics, its applications, and the value it provides in making data-driven predictions and decisions.
* Statistical Concepts for Predictive Analytics: Key statistical concepts and techniques used in predictive analytics, such as probability, hypothesis testing, regression analysis, and time series analysis.
* Predictive Modeling Algorithms: Various predictive modeling algorithms, including linear regression, logistic regression, decision trees, random forests, support vector machines, and neural networks. Understanding the strengths, limitations, and appropriate use cases for different algorithms.
* Skills Gap Analysis and Workforce Development: Leveraging predictive analytics to identify skills gaps within the workforce and develop targeted training and development programs. Techniques for analyzing skill needs, forecasting future skill requirements, and designing workforce development initiatives.
* Employee Retention and Attrition Prediction: Analysis of factors influencing employee attrition; identification of strategies for improving employee retention. Using predictive modeling to identify at-risk employees and develop targeted retention initiatives.
* Talent Acquisition and Recruitment Analytics: Leveraging predictive analytics to improve talent acquisition and recruitment processes. Techniques for predicting candidate success, identifying top performers, optimizing job advertisements, and reducing time-to-hire.
* Predictive Modeling Techniques for Workforce Planning: Predictive modeling techniques for workforce planning, such as regression analysis, time series forecasting, and classification algorithms. Understand how to use historical data to predict future workforce needs, attrition rates, skill gaps, and other workforce-related factors.

## Online training resources

* Predictive Analytics Courses on Udemy: These self-paced courses typically include video lectures, coding exercises, quizzes, and assignments to enhance learners’ understanding and practical skills in predictive analytics. (udemy.com/topic/predictive-analytics/).