XCELERATE TRAINING INSTITUTE

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HUMAN RESOURCES MANAGEMENT (HRM)

Workforce Nationalisation Strategy (Saudisation, Emiratisation) Training Course

Attracting, Developing and Retaining National Talent

DURATION	LANGUAGE	FORMAT	COURSE CODE
3 days	English or Arabic	Classroom / Online	CRS-103

Upcoming dates

Dates	Venue	Format	Fee
8 – 10 Feb 2027	Casablanca	Classroom	€2,400
19 – 21 Apr 2027	Dubai	Classroom	€2,600
28 – 30 Jun 2027	Geneva	Classroom	€3,200
2 – 4 Aug 2027	Istanbul	Classroom	€2,600
11 – 13 Oct 2027	Kuala Lumpur	Classroom	€3,900
20 – 22 Dec 2027	London	Classroom	€3,200

Register or ask a question

Online: x8ti.com/course/workforce-nationalisation-strategy-saudisation-emira…

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Workforce Nationalisation Strategy (Saudisation, Emiratisation) Training Course

Introduction

Workforce nationalisation programmes such as Saudisation, Emiratisation and Omanisation set targets for national employment across sectors, with incentives for compliance and penalties for shortfalls. Meeting targets in a way that genuinely builds capability requires a clear strategy, not just recruitment.

This course explains current nationalisation requirements and shows HR and business leaders how to plan, attract, develop and retain national talent, and how to turn nationalisation into a source of long-term competitive advantage.

Learning Objectives

By the end of this course, participants will be able to:

- Understand nationalisation programmes, targets and incentives in the Gulf
- Assess the organisation's current position and gaps
- Develop a nationalisation workforce plan
- Attract and select national talent effectively
- Design development and career programmes for nationals
- Improve retention and measure results

Training Methodology

This course combines short expert presentations with practical exercises, case studies from the Gulf and international organisations, group discussions and work with real templates and tools. Participants are encouraged to bring examples from their own work so that the learning can be applied immediately.

Participants analyse regional case studies and prepare a nationalisation plan for their organisation.

Benefits for Your Organisation

- Compliance with nationalisation requirements
- Access to government incentives and support
- A capable, committed national workforce
- Lower turnover among national employees
- Stronger reputation and government relations

Benefits for You

- Up-to-date knowledge of nationalisation rules
- A practical planning framework
- Talent development and retention tools
- Ability to advise leadership
- A highly relevant HR competence in the Gulf

Who Should Attend

This course is designed for:

- HR directors and managers
- Talent acquisition and development professionals
- Workforce planning specialists
- Business unit leaders
- Government relations officers

Course Outline

Day 1: Nationalisation in Context

- Saudisation, Emiratisation and other programmes
- Targets, classifications and incentives
- Compliance requirements and penalties
- Labour market trends
- Assessing your current position

Day 2: Planning and Attraction

- Nationalisation workforce planning
- Identifying roles for nationalisation
- Employer branding for national talent
- Graduate and internship programmes
- Selection approaches

Day 3: Development and Retention

- Development and career paths
- Mentoring and succession for nationals
- Engagement and retention
- Measuring and reporting progress
- Nationalisation action plan

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Registration Form

Workforce Nationalisation Strategy (Saudisation, Emiratisation) Training Course

Preferred dates: ..... Venue or online: .....

Duration: 3 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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Email this form
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Register online
Open the course page