

Emiratization / Saudization Program

Management

Professional Training Course

Skillslab Training Provider

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Course Description

Introduction

Emiratization / Saudization Program Management is an advanced professional training course designed to help government entities, ministries, public sector organizations, and large corporations develop, manage, and strengthen effective national workforce programs aligned with organizational priorities, labor market requirements, and long-term human capital objectives.

As organizations across the Gulf region place greater strategic emphasis on national workforce participation, Emiratization and Saudization have evolved beyond recruitment targets into comprehensive workforce transformation priorities. Successful nationalization programs require integrated workforce planning, national talent acquisition, capability development, career progression, succession planning, retention strategies, performance monitoring, governance, and strong executive accountability.

This course provides executives, human resources leaders, nationalization managers, workforce planners, and talent development professionals with a practical framework for managing Emiratization and Saudization programs from strategy through implementation. Participants will explore how to assess workforce requirements, identify suitable roles for national talent, build sustainable talent pipelines, develop national employees, improve retention, measure program performance, and create effective governance mechanisms. The executive-level value proposition of this program lies in its ability to transform Emiratization and Saudization from isolated recruitment initiatives into sustainable strategic workforce programs that strengthen national talent capability, organizational resilience, leadership continuity, and long-term institutional performance.

Through practical workshops, real-world organizational scenarios, workforce analysis exercises, and implementation-focused activities, participants will develop the tools required to manage nationalization programs that deliver measurable results while supporting business continuity and workforce sustainability.

Course Objectives

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

- Understand the strategic foundations of Emiratization and Saudization program management
- Align national workforce objectives with organizational strategy
- Assess current workforce composition and identify nationalization opportunities
- Develop practical Emiratization and Saudization program strategies
- Establish realistic workforce nationalization priorities and targets
- Identify critical roles and positions suitable for national talent
- Build sustainable pipelines for attracting national candidates
- Design structured development pathways for national employees
- Address skills and capability gaps
- Improve engagement and retention of national talent
- Develop career progression and succession planning frameworks
- Establish effective nationalization governance structures
- Define roles, responsibilities, and executive accountability
- Develop meaningful performance indicators and reporting systems
- Manage implementation challenges and organizational resistance
- Build a practical action plan for sustainable program delivery

Course Content

Day 1: Strategic Foundations of Emiratization and Saudization

- Understanding national workforce development and localization
- The strategic purpose of Emiratization and Saudization programs
- Economic, labor market, and organizational drivers of nationalization
- Moving from compliance-focused hiring to sustainable workforce development
- The role of national talent in long-term organizational capability
- Aligning nationalization programs with corporate and workforce strategy

- Understanding internal and external program stakeholders
- Assessing organizational readiness for national workforce development
- Identifying current workforce challenges
- Common causes of underperformance in nationalization programs
- Balancing national workforce priorities with operational requirements
- Reviewing successful approaches to strategic nationalization

Day 2: Workforce Planning and Nationalization Strategy

- The role of strategic workforce planning in nationalization
- Analyzing current workforce composition
- Workforce segmentation and employee profiling
- Identifying critical, strategic, and high-impact roles
- Determining positions suitable for short-term and long-term nationalization
- Analyzing workforce demand and future talent requirements
- Assessing the availability of national talent
- Identifying current and future capability gaps
- Developing nationalization workforce scenarios
- Prioritizing departments, roles, and workforce segments
- Establishing practical program targets and milestones
- Integrating nationalization with organizational workforce plans
- Developing a structured Emiratization or Saudization strategy

Day 3: National Talent Attraction, Recruitment, and Development

- Building sustainable national talent pipelines
- Developing effective national talent attraction strategies
- Strengthening the employer value proposition for national candidates
- Creating partnerships with universities and educational institutions
- Designing graduate and early-career development programs

- Internship, apprenticeship, and professional entry pathways
- Competency-based recruitment and candidate assessment
- Improving selection quality and role matching
- Designing structured onboarding for national employees
- Identifying individual development needs
- Building technical, behavioral, and leadership capabilities
- Developing structured learning and development pathways
- Mentoring, coaching, and knowledge transfer
- Accelerating the development of high-potential national talent

Day 4: Retention, Career Progression, and Succession Planning

- Understanding the drivers of national employee retention
- Identifying the causes of early turnover
- Analyzing employee expectations and workplace experience
- Developing effective employee value propositions
- Building transparent career pathways
- Improving internal mobility and promotion opportunities
- Strengthening employee engagement
- Recognition and reward approaches
- Developing supportive managers and workplace cultures
- Preparing national employees for critical responsibilities
- Identifying high-potential national talent
- Developing succession plans for critical roles
- Building leadership pipelines
- Designing effective knowledge transfer strategies
- Managing organizational change related to nationalization

Day 5: Program Governance, Performance Measurement, and Implementation

- Translating nationalization strategy into an implementation roadmap
- Establishing program priorities, initiatives, and timelines
- Defining roles and responsibilities
- Building effective governance structures
- Strengthening executive sponsorship and accountability
- Integrating nationalization with human resources and business processes
- Developing meaningful performance indicators
- Measuring recruitment, development, retention, and career progression
- Monitoring workforce nationalization trends
- Designing executive dashboards and management reports
- Evaluating program effectiveness and return on workforce investment
- Identifying implementation risks and barriers
- Managing underperformance and corrective actions
- Driving continuous improvement
- Developing a practical Emiratization or Saudization action plan
- Final strategic presentation and implementation recommendations

Target Audience

This course is designed for professionals responsible for national workforce development, Emiratization, Saudization, workforce planning, talent management, and human capital strategy, including:

- Emiratization managers and specialists
- Saudization managers and specialists
- Nationalization program managers
- Human resources directors and managers
- Human capital leaders
- Workforce planning professionals
- Talent management specialists
- Recruitment and talent acquisition leaders

- Learning and development professionals
- Organizational development specialists
- Succession planning professionals
- Employee engagement and retention specialists
- Government and public sector professionals
- Strategy and transformation managers
- Business unit leaders and department heads
- Senior executives responsible for workforce decisions

Course Requirements

Participants are expected to have:

- A basic understanding of human resources or workforce management
- General knowledge of organizational workforce structures
- An interest in Emiratization, Saudization, or national workforce development
- Responsibility for or involvement in human resources, workforce planning, strategy, recruitment, or talent development

No advanced technical knowledge is required. The course is designed for both experienced professionals and managers seeking a deeper strategic and practical understanding of nationalization program management.

Training Methodology

The course uses an interactive, practical, and implementation-focused methodology designed to connect national workforce strategy with real organizational challenges.

The training approach includes:

- Expert-led presentations
- Practical workforce analysis exercises
- Real-world case studies
- Group discussions
- Nationalization strategy workshops

- Workforce planning simulations
- National talent pipeline design activities
- Capability gap analysis
- Retention and succession planning exercises
- Performance measurement activities
- Organizational problem-solving scenarios
- Individual and group action planning

Participants will work with practical frameworks, templates, analytical tools, and decision-making approaches that can be adapted to their own organizations.

Learning Outcomes

Upon successful completion of the course, participants will be able to:

- Develop a structured Emiratization or Saudization program strategy
- Align nationalization objectives with organizational priorities
- Analyze workforce composition and future talent requirements
- Identify roles and functions suitable for national talent
- Build sustainable national talent pipelines
- Design effective attraction and recruitment strategies
- Develop structured national employee development pathways
- Address workforce capability gaps
- Improve national employee engagement and retention
- Build clear career progression frameworks
- Develop succession plans for critical roles
- Strengthen knowledge transfer and leadership continuity
- Establish effective program governance
- Define accountability and decision-making responsibilities
- Develop practical performance indicators and dashboards
- Monitor and evaluate nationalization program performance

- Create a realistic implementation roadmap for sustainable results

Instructor Profile

The course is delivered by an internationally certified expert with extensive practical and consulting experience. The instructor brings extensive expertise in national workforce development, Emiratization, Saudization, strategic workforce planning, talent management, human capital strategy, succession planning, employee retention, organizational transformation, and workforce governance. The training combines international best practices with practical implementation approaches suitable for government entities, ministries, public sector organizations, and large corporations.

Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

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