

WORKFORCE PLANNING, TALENT MANAGEMENT AND SAUDISATION



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Introduction

Workforce Planning, Talent Management and Saudisation Training Course prepares HR professionals to align staffing strategy with national labor policy requirements. Organizations operating in Saudi Arabia must balance workforce planning with Nitaqat compliance while still building strong talent pipelines. This course explores workforce forecasting models, talent management frameworks, and Saudisation compliance strategies that support sustainable local workforce development. Furthermore, participants examine how structured nationalization programs can strengthen employer branding while meeting regulatory obligations. As a result, learners gain the confidence to design workforce plans that satisfy compliance requirements without compromising talent quality. By the end, participants hold practical tools to manage workforce planning, talent development, and nationalization strategy together.

Workforce Planning, Talent Management and Saudisation Course Objectives

- Apply workforce forecasting models to align staffing with business needs
- Interpret Nitaqat classification requirements and compliance thresholds
- Design talent management strategies that support Saudisation targets
- Build recruitment pipelines focused on Saudi national talent
- Apply competency frameworks to assess local talent readiness
- Design structured onboarding programs for Saudi national employees
- Develop retention strategies to reduce Saudi national turnover
- Apply succession planning techniques to nationalization roles
- Interpret GOSI and labor law requirements relevant to workforce planning
- Design reporting frameworks to track Saudisation progress



Course Methodology

- Interactive lectures on workforce planning and Saudisation frameworks
- Case studies based on real Nitaqat compliance scenarios
- Hands-on workshops applying talent management tools
- Group exercises designing nationalization recruitment strategies
- Guided practice building Saudisation tracking reports
- Peer review of workforce and talent management plans

Who Should Take This Course

- HR professionals managing Saudisation compliance
- Talent management and recruitment specialists
- Workforce planning analysts in Saudi-based organizations
- HR business partners supporting nationalization strategy
- Compliance officers overseeing labor law requirements
- Managers involved in local talent development decisions

Workforce Planning, Talent Management and Saudisation Course Outlines

Day 1: Foundations of Workforce Planning and Saudisation

- Define workforce planning and its link to nationalization strategy
- Introduce Nitaqat classification bands and compliance thresholds

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- Review the legal framework supporting Saudisation requirements
- Explore the relationship between workforce planning and GOSI regulations
- Discuss common challenges in balancing compliance with talent quality
- Examine workforce segmentation for nationalization planning
- Set workforce planning and Saudisation objectives

Day 2: Talent Management Strategy for Local Workforce

- Design talent management strategies aligned with Saudisation goals
- Build recruitment pipelines focused on Saudi national talent
- Apply employer branding techniques to attract local talent
- Interpret labor market data to guide recruitment planning
- Address common barriers to hiring Saudi national candidates
- Align talent acquisition with long-term workforce plans
- Review case studies of successful nationalization recruitment

Day 3: Competency Assessment and Development

- Apply competency frameworks to assess Saudi national talent readiness
- Design structured onboarding programs for new national employees
- Build individual development plans for nationalization candidates
- Apply skills gap analysis to prioritize training investments
- Design mentoring programs to support local talent growth
- Align development programs with succession planning goals
- Address common gaps in nationalization development programs





Day 4: Retention and Succession for Saudisation

- Develop retention strategies to reduce Saudi national turnover
- Apply engagement survey techniques to identify retention risks
- Design career progression pathways for national employees
- Apply succession planning techniques to nationalization roles
- Build talent pipelines for critical Saudisation positions
- Address compensation and benefits considerations in retention
- Review case studies of successful retention strategies

Day 5: Compliance Reporting and Strategic Alignment

- Design reporting frameworks to track Saudisation progress
- Interpret Nitaqat scorecards to guide corrective action
- Align workforce planning reports with organizational strategy
- Present Saudisation performance to senior leadership
- Apply continuous improvement processes to nationalization programs
- Build a roadmap for advancing Saudisation compliance and talent quality
- Review case studies of successful workforce and Saudisation alignment



Conclusion

By successfully completing Workforce Planning, Talent Management and Saudisation Training Course, participants will have acquired practical knowledge in workforce forecasting, Nitaqat compliance, and building talent pipelines focused on Saudi national employees. Learners leave equipped with retention and succession planning skills that support long-term nationalization goals. As a result, participants can confidently manage workforce planning alongside Saudisation requirements. Gentex Training Center designed this course to help HR professionals apply compliance and talent strategies with immediate, practical impact.

FAQs

Q1 What is the "Workforce Planning, Talent Management and Saudisation" course about?

This course covers how to align workforce planning with Nitaqat compliance and talent management strategy. It introduces recruitment, development, and retention frameworks that help organizations meet Saudisation targets while building strong local talent capability.

Q2 What are the key benefits of the "Workforce Planning, Talent Management and Saudisation" course?

Participants learn to reduce compliance risk under Nitaqat, improve retention of Saudi national employees, and strengthen talent pipelines for critical roles. These benefits help organizations meet regulatory obligations while building sustainable local talent.



Q3 What skills will I gain from the "Workforce Planning, Talent Management and Saudisation" course?

Learners gain skills in workforce forecasting, Nitaqat compliance interpretation, national talent recruitment, and succession planning. These four skills prepare participants to manage nationalization strategy alongside broader workforce planning goals.

Q4 What tools, methods, or standards are covered in the "Workforce Planning, Talent Management and Saudisation" course?

The course covers Nitaqat classification bands, GOSI regulations, competency frameworks, and Saudisation tracking reports. These frameworks give participants a standardized approach to managing compliance and talent strategy together.

Q5 How is the "Workforce Planning, Talent Management and Saudisation" course applied in real-world practice?

Professionals apply these techniques when building nationalization recruitment plans, tracking Nitaqat scorecards, or designing retention strategies for Saudi national employees. Practitioners use compliance data to guide talent decisions and workforce reporting.