



Workforce Planning and Talent Localisation Training Course

28 February – 4 March 2027
Nairobi

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Ref: 1649_221823 **Date:** 28 February – 4 March 2027 **Location:** Nairobi **Fees:** 4500 Euro

Overview

Workforce Planning and Talent Localisation Training Course is a one-week professional programme for workforce, talent, localisation, and people-strategy practitioners, who leave with an integrated workforce localisation plan. It addresses the gap between demand forecasts, role priorities, talent supply, capability development, retention, and reliable governance through scenario analysis and accountable controls. Agile Leaders Training Center develops practical capability in workforce planning and talent localisation.

Who Should Attend

- Teams responsible for workforce demand and supply planning
- Functions responsible for talent sourcing and selection
- Teams responsible for capability development, mobility, and succession
- People analytics teams responsible for localisation evidence and dashboards
- Business leaders accountable for workforce transition and talent outcomes
- Governance teams responsible for official data and control assurance

The course assumes participants contribute to workforce, talent, or localisation decisions and leaves out legal advice and transaction-level platform administration.

Departments and Industries

The course supports organisations that need to align workforce capability, business demand, and responsible talent localisation.

- Human resources, workforce planning, and people analytics
- Talent acquisition, learning, development, and succession
- Operations in manufacturing, energy, logistics, and construction
- Banking, insurance, professional services, and technology
- Retail, hospitality, healthcare, and customer operations
- Governance, risk, compliance, and internal assurance

Learning Objectives

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



- Analyze workforce demand, supply, skills, and localisation exposure
- Prioritize roles for sustainable national talent pipelines
- Build sourcing, development, mobility, and retention pathways
- Use official-data controls for workforce evidence
- Evaluate scenarios, support options, risks, and trade-offs
- Apply governance and measures to a Saudisation workforce plan

Course Agenda

Day 1: Strategy and Official Context

- Workforce Planning and Business Priorities
- Talent Localisation Strategy and Operating Principles
- Nitaqat Workforce Governance and Current-Rule Verification
- Qiwa Contract Data and Evidence Controls
- Workforce Localisation Context Map

Day 2: Demand, Supply, and Role Priorities

- Strategic Demand Drivers and Planning Horizons
- Workforce Segmentation and Job Architecture
- Current Supply, Attrition, Mobility, and Skills
- Critical-Role and Localisation Exposure Analysis
- Demand-Supply Scenario Model

Day 3: National Talent Pipelines

- National Talent Pipeline Sources and Constraints
- Inclusive Attraction and Evidence-Based Selection
- Graduate, Early-Career, and Experienced-Hire Pathways
- HRDF Support Screening and Official Eligibility Checks
- Pipeline Conversion and Quality Measures

Day 4: Development and Retention

- Skills Gap and Readiness Diagnosis
- Learning, On-the-Job Development, and Mentoring
- Career Paths, Mobility, and Succession
- Manager Accountability and Employee Experience
- Retention Risk and Intervention Planning



Day 5: Measurement and Capstone

- Localisation, Capability, Productivity, and Stability Measures
- Data Ownership, Reconciliation, and Review Controls
- Scenario Trade-Offs and Transition Risks
- Governance, Escalation, and Review Cadence
- Capstone: Saudisation Workforce Plan

Practical Exercises

Suggested activities connect workforce evidence with sustainable talent decisions.

- Suggested activity: segment roles and identify demand, supply, and localisation exposure
- Suggested activity: build a national talent pipeline for a critical role family
- Suggested activity: test development and retention options against workforce scenarios
- Suggested activity: design a dashboard and governance review for the capstone plan

FAQs

Who should take workforce planning and talent localisation training, and what does it assume?

It suits practitioners and leaders who contribute to workforce, talent, or localisation decisions and assumes practical involvement in people planning without requiring advanced analytics expertise.

How does talent localisation differ from general workforce planning?

Talent localisation adds national-talent supply, role suitability, development pathways, retention, official programme evidence, and localisation governance to broader demand, capacity, and capability planning.

Does a Saudisation workforce plan replace current official requirements?

No. A Saudisation workforce plan supports internal decisions but does not replace current official thresholds, documented records, platform calculations, or professional legal advice.

How should HRDF support be used in a national talent pipeline?

HRDF products can be screened as possible enablers for eligible training and employment pathways. Organisations must verify current conditions, evidence requirements, timing, and eligibility through official channels before relying on support.



What makes talent localisation strategy sustainable?

Sustainable localisation links real workforce demand with suitable roles, fair selection, capability building, manager support, career mobility, retention, reliable data, and accountable governance rather than treating recruitment counts as the only outcome.

Conclusion

Participants take back a Saudisation Workforce Plan linking demand, role priorities, national talent pipelines, development, retention, evidence, measures, and governance. It makes assumptions and workforce choices visible to decision-makers. The plan supports a more sustainable transition from short-term hiring activity to capable and stable talent localisation.