



Human Resources **Rare specialisation**

# Workforce Nationalisation Programs

برامج توظيف الوظائف

Duration

**5 or 10 days**

Language

**English or Arabic**

Formats

**Classroom, online, in-house**

Hours

**35 / 70**

## Overview

Workforce Nationalisation Programs is part of the Human Resources track at Garnet Global Training Center. Build the people systems that attract, grow and keep the talent an organisation depends on. The course is taught in English or Arabic as a 5-day or 10-day program, in classrooms in cities such as Dubai, Riyadh, Cairo, London and Istanbul, or live online, and it can be delivered in-house with examples and exercises built around your own operations.

## What you will be able to do

- Explain the principles, terminology and standards that govern Workforce Nationalisation Programs.
- Apply proven methods and tools to real situations from your own workplace.
- Analyse performance gaps, risks and root causes, and choose the right response.
- Measure results with practical indicators and report them clearly to management.
- Leave with a personal action plan you can start using the following week.

## Who should attend

HR managers and business partners, recruiters, L&D and reward specialists.

## Key topics

- HR strategy aligned to business goals
- Competency frameworks
- Labour law essentials in the region
- Metrics and HR analytics
- Engagement and retention
- Policy and process design

## Formats and fees

|                  |                            |
|------------------|----------------------------|
| 5-day classroom  | <b>USD 4,750</b>           |
| 5-day online     | <b>USD 2,950</b>           |
| 10-day classroom | <b>USD 8,950</b>           |
| 10-day online    | <b>USD 5,450</b>           |
| In-house         | <b>Quotation per group</b> |

Fees per participant, excluding VAT.

## Register or ask

**WhatsApp:** +971 56 674 7382

**Email:** [info@garnettrainings.com](mailto:info@garnettrainings.com)

**Training:** [training@garnettrainings.com](mailto:training@garnettrainings.com)

**Web:** [www.garnettrainings.com](http://www.garnettrainings.com)

Sharjah Publishing City Free Zone,  
Sharjah, UAE

## Certificate

Participants who attend at least 90% of sessions and complete the final assessment receive a certificate of completion stating 35 contact hours (5-day) or 70 contact hours (10-day).

## 5-day outline

### Day 1 Foundations of Workforce Nationalisation Programs

- Scope, terminology and governing standards
- HR strategy aligned to business goals

### Day 2 Methods and tools

- Competency frameworks
- Labour law essentials in the region

### Day 3 Application and case studies

- Metrics and HR analytics
- Policy and process design

### Day 4 Performance, risk and compliance

- Engagement and retention
- Measurement and reporting

### Day 5 Workshop, assessment and action plan

- Hands-on workshop on a workplace challenge
- Final assessment and personal action plan

## 10-day outline

### Day 1 Foundations of Workforce Nationalisation Programs

- Scope, terminology and governing standards
- HR strategy aligned to business goals

### Day 2 Methods and tools

- Competency frameworks
- Labour law essentials in the region

### Day 3 Application and case studies

- Metrics and HR analytics
- Policy and process design

### Day 4 Performance, risk and compliance

- Engagement and retention
- Measurement and reporting

### Day 5 Workshop, assessment and action plan

- Hands-on workshop on a workplace challenge
- Final assessment and personal action plan

### Day 6 Advanced techniques and specialist practice

- Complex cases in depth
- Common mistakes and how to avoid them

### Day 7 Digital tools, data and automation

- Analysis tools and software
- Using AI in this field

### Day 8 Benchmarking against international practice

- Global performance benchmarks
- International case studies

### Day 9 Capstone project

- Analyse a real challenge from your organisation
- Build the solution and implementation plan

### Day 10 Presentations, final assessment and certificates

- Project presentations and review
- Final exam and certificate award

## Schedule 2027–2030

| Dates          | Format           | City        | Language | Fee (USD) |
|----------------|------------------|-------------|----------|-----------|
| 15–19 Feb 2027 | 5-day online     | Live online | Arabic   | 2,950     |
| 1–12 Mar 2027  | 10-day classroom | London      | English  | 8,950     |
| 2–6 May 2027   | 5-day classroom  | Jeddah      | Arabic   | 4,750     |
| 4–15 Oct 2027  | 10-day online    | Live online | English  | 5,450     |
| 14–18 Nov 2027 | 5-day classroom  | Riyadh      | English  | 4,750     |
| 7–11 Feb 2028  | 5-day classroom  | Abu Dhabi   | English  | 4,750     |
| 8–12 May 2028  | 5-day online     | Live online | Arabic   | 2,950     |
| 17–21 Jul 2028 | 5-day classroom  | London      | English  | 4,750     |
| 14–25 Aug 2028 | 10-day online    | Live online | Arabic   | 5,450     |

| Dates          | Format           | City        | Language | Fee (USD) |
|----------------|------------------|-------------|----------|-----------|
| 19–30 Nov 2028 | 10-day classroom | Amman       | Arabic   | 8,950     |
| 7–11 May 2029  | 5-day online     | Live online | English  | 2,950     |
| 17–28 Jun 2029 | 10-day classroom | Amman       | English  | 8,950     |
| 9–20 Jul 2029  | 10-day online    | Live online | Arabic   | 5,450     |
| 20–24 Aug 2029 | 5-day classroom  | Dubai       | Arabic   | 4,750     |
| 12–16 Nov 2029 | 5-day classroom  | London      | English  | 4,750     |
| 11–15 Mar 2030 | 5-day classroom  | Casablanca  | English  | 4,750     |
| 3–7 Jun 2030   | 5-day online     | Live online | Arabic   | 2,950     |
| 7–11 Oct 2030  | 5-day classroom  | Dubai       | English  | 4,750     |
| 4–15 Nov 2030  | 10-day classroom | Barcelona   | English  | 8,950     |
| 16–27 Dec 2030 | 10-day online    | Live online | English  | 5,450     |

Customised and in-house versions of this course are available on request. [www.garnettrainings.com/en/customise/](http://www.garnettrainings.com/en/customise/)