Training Course on Workforce Planning, Talent Management and Saudisation

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the rapidly evolving landscape of the Middle East, especially within the Kingdom of Saudi Arabia, aligning **workforce strategies** with **Vision 2030** is critical for national and organizational success. This course delivers advanced insights into **workforce planning**, **talent acquisition**, **human capital optimization**, and **Saudisation strategies**, equipping professionals to effectively navigate regulatory demands while fostering a sustainable and productive workforce.

Participants will gain cutting-edge tools and methodologies for implementing **data-driven talent management systems**, enabling them to identify future workforce needs, improve employee engagement, reduce turnover, and ensure compliance with Saudisation quotas. This course integrates global HR best practices with local compliance requirements to position organizations for both operational excellence and national alignment.

Programme Curriculum

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Training Objectives

1. Understand strategic workforce planning aligned with Vision 2030.
2. Master data analytics in HR forecasting and talent mapping.
3. Develop scalable Saudisation implementation frameworks.
4. Optimize talent lifecycle: recruitment, development, retention.
5. Leverage predictive analytics for workforce demand planning.
6. Integrate succession planning into business continuity models.
7. Implement competency-based hiring and evaluation processes.
8. Align organizational goals with human capital KPIs.
9. Foster inclusive hiring with nationalization strategies.
10. Enhance employer branding to attract local talent.
11. Navigate legal and regulatory frameworks in Saudisation.
12. Improve internal mobility through talent pool optimization.
13. Automate and digitize HR planning tools for efficiency.

Organizational Benefits

- Aligned HR strategies with national workforce policies
- Enhanced retention of high-potential local talent
- Improved compliance with Saudisation mandates
- Streamlined recruitment through workforce analytics
- Future-ready talent pipelines for critical roles

Target Participants

1. HR Directors
2. Workforce Planning Analysts
3. Talent Acquisition Managers
4. Government Relations Officers
5. Organizational Development Consultants
6. CHROs and HR Business Partners
7. Learning & Development Heads
8. Public Sector HR Officers

Course Outline

Module 1: Introduction to Workforce Planning

- Defining strategic workforce planning
- Alignment with national development agendas
- Key metrics and planning tools
- Labor market analysis
- Forecasting future talent needs

Module 2: Talent Acquisition & Recruitment Strategy

- Employer branding for Saudisation
- Competency frameworks in hiring
- Recruitment marketing trends
- National vs. expatriate talent sourcing
- Interviewing for cultural and role fit

Module 3: Saudisation Policy & Legal Frameworks

- Nitaqat system overview
- Labor law compliance in KSA
- Navigating industry-specific Saudisation rates
- Government incentives and penalties
- Case studies of successful implementation

Module 4: Talent Development & Career Pathing

- Learning journeys and development plans
- Succession planning tools
- Coaching and mentoring programs
- Digital learning platforms
- Upskilling local talent

Module 5: Workforce Analytics & Data-Driven HR

- Predictive analytics for workforce trends
- Dashboards and reporting tools
- Using AI in talent management
- Data integrity and compliance
- Decision-making with HR metrics

Module 6: Employee Engagement & Retention

- Cultural drivers of engagement
- Performance management integration
- Recognition and reward systems
- Exit interviews and retention tracking
- Wellness and work-life balance programs

Module 7: Technology & Automation in HR

- Digital HR transformation
- Workforce planning software
- AI in talent sourcing
- Automation of routine HR tasks
- Integration of HRIS systems

Module 8: Strategic Alignment & Change Management

- Aligning HR with business strategy
- Managing resistance to change

- Communication strategies
- Stakeholder engagement
- HR’s role in transformation initiatives

Training Methodology

- Instructor-led interactive sessions
- Case study analysis
- Group discussions and breakout exercises
- Role-playing and real-world scenarios
- Action planning workshops

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org **or call** *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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