



Consulting and Training | Reach New Heights

Course Name

Saudization

Sector Name

HR Strategy and Training

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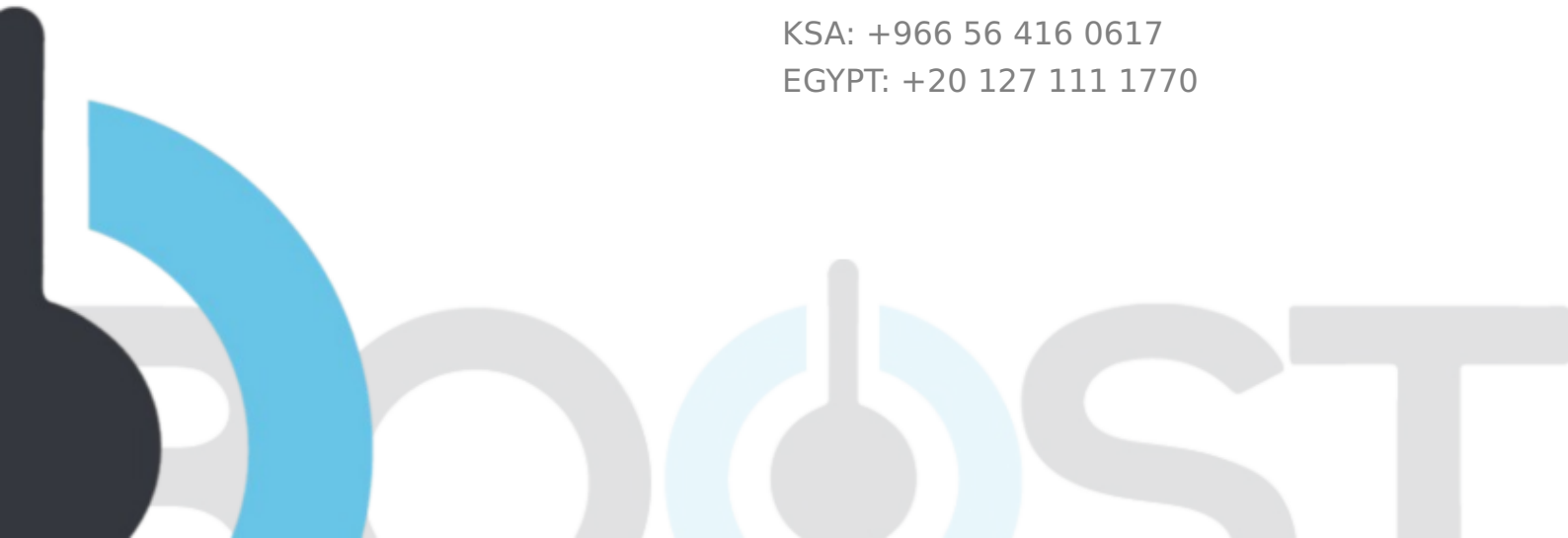
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Saudization

Course Introduction

Saudization is a national workforce policy aimed at increasing Saudi participation in the labor market while ensuring sustainable organizational performance. For HR professionals, Saudization is not only a compliance requirement, but also a strategic workforce planning and talent management responsibility.

Developed by **Boost**, this course is designed to help HR professionals understand how Saudization works in practice, how it impacts recruitment and workforce decisions, and how organizations can manage Saudization requirements effectively without compromising productivity or operational needs.

Boost's Saudization course equips participants with a clear understanding of Saudization concepts, HR responsibilities, and practical approaches to compliance and workforce balance.

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Saudization

Target Audience

- ✓ HR officers and specialists
- ✓ Recruitment and workforce planning teams
- ✓ HR business partners
- ✓ Personnel administration staff
- ✓ Professionals involved in localization initiatives

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Learning Objectives

- ✓ Understand the purpose and objectives of Saudization
- ✓ Recognize HR responsibilities related to Saudization compliance
- ✓ Understand Saudization categories and workforce implications
- ✓ Integrate Saudization requirements into recruitment planning
- ✓ Identify common Saudization challenges and risks
- ✓ Support sustainable Saudization practices within organizations

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Saudization

Course Outline

✓ DAY 01

Understanding Saudization and Its Objectives

Module 1: Overview of Saudization Policy

- ✓ Purpose and national objectives
- ✓ Saudization as an economic and workforce strategy
- ✓ Role of organizations in achieving Saudization goals

Module 2: HR Responsibility in Saudization

- ✓ HR accountability and compliance awareness
- ✓ Impact of Saudization on HR planning
- ✓ Balancing policy requirements and business needs

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Course Outline

✓ Day 02

Saudization Framework and Workforce Impact

Module 3: Saudization Categories and Classification Logic

- ✓ Understanding Saudization levels conceptually
- ✓ Workforce classification implications
- ✓ How Saudization affects organizational status

Module 4: Workforce Structure and Localization Planning

- ✓ Analyzing workforce composition
- ✓ Identifying localization opportunities
- ✓ Managing role suitability for Saudization

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Course Outline

✓ Day 03

Saudization and Recruitment Practices

Module 5: Integrating Saudization into Recruitment

- ✓ Aligning hiring plans with Saudization requirements
- ✓ Managing Saudi and non-Saudi hiring balance
- ✓ Avoiding short-term compliance decisions

Module 6: Challenges in Saudization Recruitment

- ✓ Talent availability and skill gaps
- ✓ Managing expectations and retention risks
- ✓ Common recruitment-related pitfalls

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Course Outline

✓ Day 04

Managing Saudization Compliance and Risk

Module 7: Monitoring Saudization Compliance

- ✓ HR tracking and reporting awareness
- ✓ Understanding compliance risks
- ✓ Preventing violations and penalties

Module 8: Addressing Saudization Challenges

- ✓ Operational and performance challenges
- ✓ Managing role redesign and development
- ✓ Supporting sustainable localization

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Course Outline

✓ Day 05

Building Sustainable Saudization Practices

Module 9: Developing Saudi Talent for Long-Term Success

- ✓ Capability development and progression
- ✓ Retention and engagement considerations
- ✓ Linking Saudization to talent development

Module 10: Strengthening Saudization Governance

- ✓ HR policies and internal coordination
- ✓ Continuous improvement in localization practices
- ✓ Building organizational confidence in Saudization

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Oct. 17, 2027	Oct. 21, 2027	5 days	4250.00 \$	KSA , Dammam
Feb. 1, 2027	Feb. 5, 2027	5 days	2150.00 \$	Virtual , Online
June 7, 2027	June 11, 2027	5 days	4950.00 \$	Austria , Vienna
Aug. 2, 2027	Aug. 6, 2027	5 days	4250.00 \$	UAE , Dubai

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