CONCEPT

Nitaqat and Saudization Compliance: Achieving and Holding a Platinum or High Green Band

13 – 17 December 2026
Riyadh - KAFD district five-star



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Introduction

Maintaining statutory workforce balance requires precise alignment between dynamic headcount movements and official localisation tier thresholds. Establishments that manage employment ratios through reactive quarterly calculations face abrupt administrative penalties, visa suspensions, and downgraded operational classifications. Sustained Nitaqat and Saudization compliance demands forward-looking workforce scenario analysis, strict employment contract governance, structured knowledge transfer frameworks, and targeted retention architectures. Delivered by Core Concept, this one-week course equips workforce leaders and human resources practitioners to model hiring flows, calculate weighted headcount distributions, and implement defensible retention protocols that protect operational continuity.

Course Objectives

- Determine weighted localisation rates and compliance bands using verified electronic workforce records and statutory weighting rules
- Construct an operational rate model to evaluate recruitment, attrition, salary modifications, and contract transitions against band thresholds
- Evaluate organisational roles for localisation feasibility using criticality indexes, competence profiles, and statutory profession mandates
- Formulate national talent development, mentorship, and retention frameworks to prevent operational attrition
- Establish rigorous audit routines for digital contract documentation and employment records to maintain data integrity
- Deliver a Band Achievement and Sustainment Plan detailing structured remediation timelines for executive leadership approval

Target Audience

- Human resources directors and operations managers accountable for regulatory tier maintenance
- Workforce planning specialists forecasting organisational headcount against statutory quota targets
- Talent acquisition leads managing the sourcing, selection, and onboarding of national professionals
- Regulatory compliance managers and employee relations specialists auditing electronic employment records
- Operational department heads whose hiring and separation decisions directly affect entity compliance tiers

Course Outline

Day 1: Tier Architecture and Baseline Determination

- Localisation Band Structure from Platinum to Disqualified and Associated Electronic Service Privileges
- Economic Activity Classification and Establishment Size Category Determinations
- National Employee Weighting Criteria Based on Statutory Wage Thresholds
- Digital Workforce Extract Reconciliation and Baseline Band Calculation Worksheet
- Regulated Profession Localisation Mandates and Occupational Restriction Registers

Day 2: Governance, Competence, and Labour Frameworks

- ISO 30414:2018 Workforce Composition Metrics and Human Capital Ratio Analysis
- ISO 10015:2019 Competence Management Architecture for National Talent Advancement
- ISO 37301:2021 Compliance Obligations Registers for Localisation Mandates
- ILO Conventions No. 122 and No. 111 Principles for Employment Policy and Fair Treatment
- Role Criticality Scoring and Workforce Localisation Feasibility Matrix

Day 3: Quota Scenario Modelling and Deficit Analysis

- Headcount Model Architecture: Input Parameters, Weighting Formulas, and Tier Thresholds
- Recruitment Trajectory Modelling with Monthly Staffing Movement Assumptions
- Attrition Sensitivity and Fixed-Term Contract Expiry Simulation
- Wage Band Adjustment Analysis Against Statutory Full-Count Remuneration Levels
- Platinum and High Green Deficit Calculation and Phased Hiring Schedules

Day 4: Retention Governance, Knowledge Transfer, and Audit Controls

- National Talent Retention Drivers and Structured Stay Interview Protocols
- Enterprise Human Capital Subsidy Mechanisms and Structured Development Pathways
- Structured Understudy Schemes and Knowledge Transfer Systems Aligned with ISO 30401:2018
- Electronic Employment Contract Documentation and Registration Verification Controls
- Irregular Compliance Detection, Risk Indicators, and Violation Mitigation Registers

Day 5: Band Sustainment Planning and Strategic Defence

- Contracting Sector Case Study: Turnaround from Deficit Tiers to Compliant Bands
- Multi-Unit Operations Case Study: Localising Operational and Supervisory Headcount
- Rate Simulation Model Customisation Using Operational Enterprise Data
- Drafting the Band Achievement and Sustainment Plan with Measurable Action Milestones
- Plan Justification and Executive Review Simulation

Skills You Will Gain

- Saudization Rate Calculation
- Workforce Scenario Modelling
- Role Localisation Analysis
- National Talent Retention
- Knowledge Transfer Planning
- Workforce Data Reconciliation
- Quota Compliance Monitoring
- Headcount Forecasting

Why Attend This Course

- Deploy an operational rate model and actionable sustainment plan that updates dynamically with monthly workforce movements
- Anticipate the regulatory band impact of employee resignations, planned recruitments, and compensation adjustments before execution
- Eliminate administrative downgrades caused by incomplete digital contract records and inter-agency data discrepancies
- Exchange operational compliance strategies with peers across contracting, healthcare, hospitality, retail, and manufacturing sectors

Conclusion

Achieving a Platinum or High Green band provides substantial operational advantages, but long-term success requires maintaining that position across regular compliance cycles. This course provides systematic methodologies for navigating statutory weighting rules, applying international competence and compliance standards, and constructing dynamic rate models capable of testing real-world workforce scenarios. Through rigorous contract governance, structured knowledge transfer, and targeted retention strategies, participants ensure sustained regulatory standing. By culminating in an enterprise-specific Band Achievement and Sustainment Plan, the programme delivers a practical roadmap that secures compliance, protects operational privileges, and supports strategic workforce development.