



HUMAN RESOURCES AND TRAINING | HRT-083

Workforce Nationalisation and Localisation Programmes

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Course content

Why Attend

Many countries require or encourage employers to develop and employ national talent. Successful nationalisation and localisation programmes combine compliance with genuine capability building.

This Aractech course covers nationalisation policies and targets, workforce analysis, attracting national talent, development programmes, mentoring and knowledge transfer, retention, reporting and building sustainable localisation strategies. Participants design a localisation programme.

Course Methodology

- Case studies
- Workforce analysis exercises
- Programme design workshops
- Group discussions
- Planning

Course Objectives

- Understand nationalisation and localisation policies
- Analyse workforce composition and gaps
- Attract and recruit national talent
- Design development and knowledge transfer programmes
- Retain and progress national employees
- Report and sustain localisation outcomes

Target Audience

- HR directors and managers
- Talent and L&D professionals

Course content

- Workforce planners
- Government relations staff

Course outline

Detailed course outline

Day-by-day outline for Workforce Nationalisation and Localisation Programmes.

Day 1 - Localisation Context

- 09:00-09:45 | Policies and targets
- 09:45-10:30 | Business benefits
- 10:30-11:00 | Challenges
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Challenges (continued)
- 11:45-12:30 | Compliance
- 12:30-14:00 | Exercise: Policy review

Day 2 - Workforce Analysis

- 09:00-09:45 | Workforce data
- 09:45-10:30 | Critical roles
- 10:30-11:00 | Gaps
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Gaps (continued)
- 11:45-12:30 | Targets
- 12:30-14:00 | Workshop: Localisation analysis

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Day 3 - Attraction and Recruitment

- 09:00-09:45 | Employer brand
- 09:45-10:30 | Graduate programmes
- 10:30-11:00 | Partnerships with universities
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Partnerships with universities (continued)
- 11:45-12:30 | Selection
- 12:30-14:00 | Exercise: Attraction plan

Day 4 - Development and Knowledge Transfer

- 09:00-09:45 | Development programmes
- 09:45-10:30 | Mentoring
- 10:30-11:00 | Succession
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Succession (continued)
- 11:45-12:30 | Knowledge transfer from expatriates
- 12:30-14:00 | Case study: Successful localisation

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Day 5 - Retention and Reporting

- 09:00-09:54 | Retention
- 09:54-10:48 | Career paths
- 10:48-11:00 | Reporting
- 11:00-11:30 | Coffee break
- 11:30-12:12 | Reporting (continued)
- 12:12-13:06 | Sustainability
- 13:06-14:00 | Capstone: Localisation programme

Seminar dates

Available seminar dates

Live dates and pricing for Workforce Nationalisation and Localisation Programmes generated from the course details page.

Date	Location	Format	Fee
16 - 20 November 2026	Rome	Classroom	€3,460
7 - 11 December 2026	Kuala lumpur	Classroom	€1,925
11 - 15 January 2027	Barcelona	Classroom	€2,815
8 - 12 February 2027	Cape Town	Classroom	€1,625
8 - 12 March 2027	Frankfurt	Classroom	€1,875
12 - 16 April 2027	Barcelona	Classroom	€2,815
10 - 14 May 2027	Frankfurt	Classroom	€1,875
14 - 18 June 2027	Rome	Classroom	€3,460
12 - 16 July 2027	Kuala lumpur	Classroom	€1,925
9 - 13 August 2027	Barcelona	Classroom	€2,815

Seminar dates

Available seminar dates

Live dates and pricing for Workforce Nationalisation and Localisation Programmes generated from the course details page.

Date	Location	Format	Fee
13 - 17 September 2027	Paris	Classroom	€3,825
11 - 15 October 2027	Frankfurt	Classroom	€1,875
8 - 12 November 2027	Barcelona	Classroom	€2,815
13 - 17 December 2027	Frankfurt	Classroom	€1,875
16 - 20 November 2026	Online / Live	Online / Live	€1,815
7 - 11 December 2026	Online / Live	Online / Live	€1,815
11 - 15 January 2027	Online / Live	Online / Live	€1,815
8 - 12 February 2027	Online / Live	Online / Live	€1,815
8 - 12 March 2027	Online / Live	Online / Live	€1,815
12 - 16 April 2027	Online / Live	Online / Live	€1,815

Seminar dates

Available seminar dates

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Date	Location	Format	Fee
10 - 14 May 2027	Online / Live	Online / Live	€1,815
14 - 18 June 2027	Online / Live	Online / Live	€1,815
12 - 16 July 2027	Online / Live	Online / Live	€1,815
9 - 13 August 2027	Online / Live	Online / Live	€1,815
13 - 17 September 2027	Online / Live	Online / Live	€1,815
11 - 15 October 2027	Online / Live	Online / Live	€1,815
8 - 12 November 2027	Online / Live	Online / Live	€1,815
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