

# € TRAINING

Planning and Managing Transfer of Jobs to  
Nationals

A photograph of four smiling professionals in a meeting. A woman in a black top and necklace is in the foreground, looking towards the camera. Behind her are three other people (two men and one woman) in white shirts, looking towards the right. The background is a blurred office setting. A large blue curved graphic element is overlaid on the top and right sides of the image.

14 - 18 October 2024  
Munich (Germany)



# Planning and Managing Transfer of Jobs to Nationals

REF: H965 DATE: 14 - 18 October 2024 Venue: Munich (Germany) - Fee: 5940 Euro

## Introduction:

This training program explores advanced strategies for planning and managing the transfer of jobs to nationals, focusing on effective methods to enhance local workforce capabilities. It empowers participants to successfully implement and oversee job transfer processes, ensuring organizational growth and compliance with national employment policies.

## Program Objectives:

By the end of this program, participants will be able to:

- Develop a strategic plan for transferring jobs to nationals.
- Implement effective practices for talent development and local workforce integration.
- Address challenges associated with job transfers and create solutions.
- Monitor and evaluate the success of job transfer initiatives.
- Ensure compliance with national employment regulations and standards.

## Targeted Audience:

- HR Managers.
- Talent Acquisition Specialists.
- Workforce Planners.
- Organizational Development Professionals.
- Compliance Officers.

## Program Outline:

Unit 1:

### Strategic Planning for Job Transfers:

- Understanding the need for job transfers to nationals.
- Developing a strategic plan for job transfer initiatives.

- Aligning job transfer strategies with organizational goals.
- Identifying key stakeholders and their roles.
- Establishing timelines and milestones for job transfers.

## Unit 2:

### Talent Development and Workforce Integration:

- Assessing the skills and capabilities of the local workforce.
- Creating development programs to prepare nationals for job roles.
- Implementing training and mentoring initiatives.
- Strategies for integrating nationals into the organizational culture.
- Measuring the effectiveness of talent development programs.

## Unit 3:

### Managing Challenges in Job Transfers:

- Identifying common challenges and obstacles in job transfers.
- Developing solutions for overcoming resistance and gaps.
- Managing expectations of current employees and job seekers.
- Addressing cultural and operational differences.
- Ensuring smooth transitions and continuity in operations.

## Unit 4:

### Monitoring and Evaluating Job Transfer Success:

- Establishing metrics and indicators for evaluating job transfers.
- Collecting and analyzing feedback from transferred employees.
- Assessing the impact of job transfers on organizational performance.
- Reporting outcomes and making data-driven improvements.
- Best practices for continuous evaluation and adjustment.

## Unit 5:

### Compliance and Regulatory Considerations:

- Understanding national employment laws and regulations.
- Ensuring compliance with legal requirements for job transfers.
- Preparing documentation and reports for regulatory bodies.
- Addressing compliance issues and mitigating risks.
- Staying updated on changes in employment policies and standards.