



How Salt supports your Emiratisation success

A practical guide for UAE business leaders

MENA

salt™



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Strategic support for Emiratisation compliance

Navigating Emiratisation can be complex, but with the right partner, you can turn legal compliance into long-term talent investment. As the UAE moves toward a 10% Emirati skilled workforce target by 2026, Salt partners with businesses to hit quotas, avoid penalties, and unlock Tier 1 status through proactive workforce planning.

How Salt helps:

1 Emiratisation workforce planning

Salt helps you understand and meet your specific MoHRE targets. We:

- Audit your current skilled workforce and project quota requirements
- Create accelerated hiring roadmaps to meet the 10% Emiratisation target by the end of 2026, with clear milestones for 2025 and early 2026
- Track progress against regulatory milestones for 2025 and 2026

2. Compliance advisory

Salt keeps your HR and leadership teams updated on:

- Federal Law No. 33 of 2021 labour obligations
- MoHRE procedures, WPS registration, and pension compliance
- Nafis platform setup and usage
- Avoiding risk areas: ghost hiring, pay discrepancies, reporting gaps

3. Tier upgrade guidance

MoHRE's Tier system directly impacts your service fees and permit access. Salt helps you:

- Maintain or improve to Tier 1 status
- Implement practices that exceed minimum quotas
- Benefit from reduced work permit fees and public reputation



Connecting you to skilled Emirati talent

1. Access to qualified Emirati candidates

We tap into our deep network to connect you with:

- Experienced professionals across tech, HR, marketing, finance, tech and more.
- Young graduates from leading UAE institutions.
- Returners transitioning from public to private sector roles.
- From recent graduates to C-suite positions

2. Talent pipelining and graduate programmes

Salt supports your long-term workforce strategy with:

- Emirati internship and apprenticeship programmes
- Graduate recruitment initiatives co-branded with Nafis
- University partnerships to futureproof your national workforce

3. Employer branding and attraction strategies

Salt helps position your company as an employer of choice for UAE nationals:

- Localised EVP development to align with Emirati career aspirations
- Cultural insights and content strategy for job ads and campaigns
- Internal communications that promote inclusion and visibility



Integration, retention and long-term success

1. Onboarding and retention frameworks

We help you create systems that make Emirati hires feel valued and supported:

- Buddy systems, mentorship and internal networks
- First 90-day onboarding plans tailored to local expectations
- Manager training on Emirati integration and development

2. Emiratisation success tracking

Salt helps you build internal dashboards that monitor:

- Emirati headcount, retention, and promotion data
- Readiness for MoHRE audits
- Progress toward quota milestones and Tier upgrades

3. Strategic partnership, not just recruitment

Salt acts as your long-term Emiratisation partner:

- Workforce and quota planning through to 2026
- Access to the latest legal and policy updates
- Talent engagement strategies to retain national hires
- Maintaining Emirati workforce integration post-Nafis





Work with Salt to stay compliant,
unlock incentives, and build a future-ready national workforce.

Let's Create Futures™, together.



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**Creating
Futures™**

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