

# Localization and AI are remapping the same seat

Saudization, Emiratization and Kuwaitization are national initiatives with goals, financial incentives and penalties. Every localized position is simultaneously being redefined by AI.

## 340,000+

SAUDI ARABIA

Private-sector jobs targeted for localization in the new Nitaqat phase, 2026 to 2028. 69 admin professions now 100% Saudized.

## AED 10,000

UAE, PER MONTH

Per unfilled Emirati position since July 1, 2026. 10% skilled-quota due end 2026; Nafis extended to 2040.

## 95%+

KUWAIT, QATAR, BAHRAIN

KPC Kuwaitization target by 2028. Qatar QAR 9B for AI; Tamkeen training 50,000 Bahrainis in AI by 2030.

84% of GCC organizations have adopted AI in at least one function. Only 31% have scaled it. The gap is not ambition, it is workforce execution.

THE REPORTING GAP

# Headcount proves compliance. It does not prove capability.

Funders are shifting the question from "how many were trained" to "what can they now do." That answer only exists at the level where work happens: the task.

| PARAMETER    | REPORTED TODAY           | WHAT HAS TO BE REPORTED                                                    |
|--------------|--------------------------|----------------------------------------------------------------------------|
| Compliance   | Quota %, band status     | Quota % plus the roles behind it, with each role's AI exposure             |
| Role design  | Job titles filled        | Task-level split per role: automate, augment, human-only, before and after |
| Readiness    | Attendance, certificates | Tasks practiced with proof of work, SME-validated, manager sign-off        |
| Productivity | Not reported             | Time-to-productivity per hire; time saved per role, per department         |
| Durability   | Not reported             | Destination mapping: the future-proof role each national grows into        |

# The Gulf occupation spine is **already loaded**

› **Start from their own occupation codes.**

Saudi SASCO and UAE ENSCO, 4,851 occupations, fused to AI-exposure intelligence and live in the product today. The conversation starts on screen, in the first meeting.

› **Transition journey per task, per role.**

A current job description returns a task-level impact report; tasks map to the client's future role or to 44 emerging AI-role categories, then to a readiness plan.

› **A private client workspace.**

Isolated tenant portal, white-labelable under the partner's brand: transition plans, per-task readiness covering technical and human skills, progress dashboard.

› **Partner-led, always.**

The partner owns the relationship and presents the results. Proof of value is quick: a 2-week audit, a 14-day pilot to the first live AI-augmented task, then a 6 to 8 week sprint.

## THE PLATFORM

**5M**

real-world tasks classified automate, augment or human-only

**894**

occupations across 2,400+ companies and 81 industries

**4,851**

Gulf occupations live, the largest of 13 national taxonomies

**294,840**

workflow tasks mapped from 7,113 business processes

**SOC 2**

Type II and ISO 27001; cloud, client cloud or on-premises with selectable data residency

## THE OFFER

**Start with one local client. Have their roles mapped task by task on their own country's occupation codes, and the localization program gains the reporting layer that proves it worked.**