

# Our 3-Year Emiratisation Plan

	2020	2021	2022
<b>Talent Acquisition</b>	<ul style="list-style-type: none"><li>• Aim to recruit Emiratis across Audit, tax and advisory functions</li></ul>	<ul style="list-style-type: none"><li>• Launch Graduate Training Program</li><li>• Sponsorship (University)</li></ul>	<ul style="list-style-type: none"><li>• To be a preferred private sector employer by UAE Nationals</li><li>• More Emiratis in senior roles</li></ul>
<b>Retention and Succession Planning</b>	<ul style="list-style-type: none"><li>• Career Growth opportunity for junior Staff</li><li>• Introduce staff reward scheme to recognize exceptional performance</li></ul>	<ul style="list-style-type: none"><li>• Ensure Progression and Succession Planning for employees</li></ul>	<ul style="list-style-type: none"><li>• Ensure Progression and Succession Planning for employees</li></ul>
<b>Career Development and Training</b>	<ul style="list-style-type: none"><li>• Effective Rotation plan</li><li>• Provide opportunities to work across industry sectors</li><li>• Sponsor professional qualifications</li></ul>	<ul style="list-style-type: none"><li>• Continuous Training (Classroom &amp; on the job training)</li><li>• Facilitate performance improvements</li></ul>	<ul style="list-style-type: none"><li>• Nominate exceptional performers for international secondments</li></ul>
<b>Employees Engagement and Performance</b>	<ul style="list-style-type: none"><li>• Emiratisation Committee (coaching, Mentoring, and receive grievance)</li><li>• Continuous Training (Classroom &amp; on the job training)</li><li>• Facilitate performance improvements</li></ul>	<ul style="list-style-type: none"><li>• Continuous Training (Classroom &amp; on the job training)</li><li>• Facilitate performance improvements</li></ul>	<ul style="list-style-type: none"><li>• Continuous Training (Classroom &amp; on the job training)</li><li>• Facilitate performance improvements</li></ul>
<b>Emiratisation Rate</b>	<b>5%</b>	<b>8%</b>	<b>10%</b>