

Challenges and proposed solutions

HRDF faces several challenges and difficulties in the labour market and it endeavours to face these challenges by providing programmes and services to its customers through updating and developing the support mechanisms of its different programmes in line with the labour market developments and in response to the Kingdom's Vision 2030.

The following table reviews the most prominent challenges and difficulties facing HRDF and the proposed solutions. It also highlights the Fund's programmes, services, activities and initiatives which are designed to surmount these challenges.

Challenges and difficulties	Proposed solutions	Selected programmes which support proposed solutions
The lack of attractive job opportunities in the private sector especially among females, despite the availability of female human resources	Creating new mechanisms which encourage the private sector to nationalise certain jobs in line with the policies adopted by the Ministry of Labour and Social Development; facilitating the mechanisms and conditions on the employment of women in the private sector and creating an attractive environment for their employment	All HRDF initiatives (see page 36) on communication and impact
Incompatibility between the outputs and requirements of the labour market	Cooperating with relevant bodies to conduct research and studies which identify the future labour market needs The need to conduct a comprehensive review of all educational programmes and specialities according to an inclusive plan and with the participation of all competent bodies under the leadership of the Ministry of Labour and Social Development and the Ministry of Education.	
Incompatibility between the number of job seekers and the number of available job opportunities in remote areas Weak commercial activity and small-size enterprises in remote areas	Raising awareness among employers and job seekers about job replacement and working from home, and encouraging and increasing the opportunities of entrepreneurship as a main option to generate more jobs in these remote areas.	Tele-job centres (see page 44) Tele-job programme (see page 48) Supporting the owners of small enterprises (see page 51) The 9/10th programme (see page 70) The entrepreneur support programme (see page 48)

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<p>The weak performance of private institutes in providing graduates with quality training and upskilling activities which meet the needs of employers</p>	<p>The Technical and Vocational Training Corporation needs to control the quality of training and performance within these training institutes, and it will evaluate their work according to high-quality standards and principles in order to fulfil the aspirations of beneficiaries in the labour market</p>	
<p>The lack of interaction by private sector establishments with Saudisation strategies, which leaves a negative impact on the opportunities of attracting national human resources</p>	<p>Encouraging the private sector to change its negative attitude on investment in the human capital, and considering Saudisation the joint responsibility of everyone by launching relevant awareness programmes and initiatives</p>	<p>All HRDF initiatives (see page 36 on communication and impact) The national organisation of joint training (see page 54)</p>
<p>The lack of awareness among job seekers applying to job opportunities in the labour market about their abilities and aptitudes, which makes them quit these jobs in the future</p>	<p>Creating professional guidance and education programmes in a systematic and inclusive manner which benefits all job seekers and employers, with the ultimate goal of achieving job stability</p>	<p>The training programme on employment outside the enterprise (see page 54) The training programme in non-profit institutes (see page 55) the Professional Certificate Support Programme (See page 57) <i>Doroob</i> (see page 57)</p>
<p>Low wages of private sector jobs</p>	<p>Developing wage protection programmes to check on their appropriateness to private sector jobs</p>	