

Training support programmes

HRDF seeks to train and develop the national workforce in order to further their job opportunities and support their stability in the private sector.



674,910

beneficiaries of *Doroob*

3,377 Saudi youth participated
in the Tamheer programme.

HRDF recognises that training and development of the Saudi national workforce is an essential component of employment support. HRDF works together with stakeholders in the Government and private sectors, the labour market, and the community to establish strategies and programmes that directly contribute to upskilling the national workforce of KSA.

HRDF has determined labour market needs and skill requirement through research and analysis and continue to implement programmes that meet these needs in response to demographic, economic, market conditions, and other challenges the pace of change has ushered in.

HRDF offers a multitude of training programmes like *Tamheer*, an on-the-job training programme for Saudi youth in leading companies in KSA, *Doroob*, a comprehensive training programme where successful participants obtain certificates recognised by major companies in KSA, *Safi*, the summer training programme that targets young adults, and opportunities to gain vocational certifications from accredited international bodies.

The following section is an overview of HRDF's training support initiatives and their performance during 2018.

Training to employment subsidy programme outside the enterprise

This programme aims to stimulate private sector enterprises to hire unqualified job applicants and train them through a training programme delivered by licensed training entities outside the enterprise. There were 5,126 beneficiaries of the programme in 2018.

Number of beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	2,794	1,076	3,870
Makkah Al Mukaramah	226	318	544
Al Madinah Al Munawarah	–	24	24
Eastern Region	–	688	688
Al Qassim	–	–	–
Hail	–	–	–
Tabuk	–	–	–
Al Jouf	–	–	–
Northern Frontier	–	–	–
Asir	–	–	–
Jazan	–	–	–
Najran	–	–	–
Al Baha	–	–	–
Total	3,020	2,106	5,126

Table: 22

National organisation programme for joint training

The objective of this programme is to effectively align the needs of enterprises and job seekers, focusing on specialised qualification in specific occupational sectors. The programme is implemented jointly by the following parties (HRDF, Ministry of Labour and Social Development, Technical and Vocational Training Corporation, and Council of Saudi Chambers). It is aimed at small and medium scale companies. The programme was stopped in 2016, however there are 929 beneficiaries that continue to receive benefits across the Kingdom in 2018.

Number of beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	158	13	171
Makkah Al Mukaramah	220	–	220
Al Madinah Al Munawarah	127	–	127
Eastern Region	272	22	294
Al Qassim	9	–	9
Hail	28	–	28
Tabuk	7	–	7
Al Jouf	1	–	1
Northern Frontier	–	–	–
Asir	10	1	11
Jazan	21	–	21
Najran	–	–	–
Al Baha	40	–	40
Total	893	36	929

Table: 23

Training in non-profit institutes programme

This programme aims at qualifying job seekers in uncommon and unique specialisations and supporting their employment within the private sector. The Technical and Vocational Training Corporation (TVTC) will provide training as a non-profit institute in one of the training centres. The number of trainees benefitted from the programme in 2018 reached 7,663 (Male) trainees in targeted sectors such as oil, construction, drilling, electrical services, dairy, food, electronics, and others. The number of graduates of the programme in 2018 reached 3,501 trainees. Around 31,242 trainees have benefitted from the programmes since its launch in 2008.

Number of beneficiaries of the programme in 2018

Region	Male
Riyadh	1,234
Makkah Al Mukaramah	712
Al Madinah Al Munawarah	–
Eastern Region	4,763
Al Qassim	196
Hail	–
Tabuk	–
Al Jouf	–
Northern Frontier	–
Asir	–
Jazan	660
Najran	–
Al Baha	98
Total	7,663

Table: 24

SABIC National Saudisation project

The programme aims to train and qualify national cadres in technical positions at contractors working with SABIC. The related programmes are implemented through training programmes in the institutes of the Royal Commission in Jubail and Yanbu. Although the programme was stopped by the end of 2016, there still remains beneficiaries numbering 132 from the Eastern Region in 2018.

Tamheer On-the-job training programme

Tamheer focuses on providing valuable experience and skills to youth through a hands-on approach. It is essentially a three to six month, on-the-job training in the leading companies of KSA. Young Saudi graduates are afforded the opportunity to get a glimpse into the labour market at leading Government, corporate, and international organisations of the highest calibre. In 2018, there were 3,377 beneficiaries of the programme.

Number of beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	389	1,182	1,571
Makkah Al Mukaramah	136	389	525
Al Madinah Al Munawarah	22	122	144
Eastern Region	56	351	407
Al Qassim	1	85	86
Hail	17	2	19
Tabuk	8	10	18
Al Jouf	33	115	148
Northern Frontier	–	4	4
Asir	11	96	107
Jazan	21	283	304
Najran	6	38	44
Al Baha	–	–	–
Total	700	2,677	3,377

Table: 25

Refresher programme for health diploma holders – MOH

In partnership with the Ministry of Labour and Social Development and the Ministry of Health, this programme offered by the HRDF focuses on providing vocational exposure and Saudisation of the KSA health sector.

The programme includes theoretical training for six months, followed by practical training for the same period within hospitals and centres affiliated to the Ministry of Health. This is followed by the recruitment of trainees. The total number of beneficiaries of the programme reached 10,901 in 2018.

Number of beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	602	312	914
Makkah Al Mukaramah	1,413	426	1,839
Al Madinah Al Munawarah	981	396	1,377
Eastern Region	1,010	981	1,991
Al Qassim	844	150	994
Hail	145	–	145
Tabuk	135	137	272
Al Jouf	198	–	198
Northern Frontier	603	87	690
Asir	283	74	357
Jazan	851	673	1,524
Najran	600	–	600
Al Baha	–	–	–
Total	7,665	3,236	10,901

Table: 26

Rehabilitation of the faculties of science female graduates programme

This programme, is aimed at female graduates from the faculties of science (chemistry, physics, biology, medical sciences) in order to equip them to work in the health sector or health assisting sector through HRDF subsidy and support. A total of 1,107 benefitted from the programme in 2018.

Number of beneficiaries of the programme in 2018	
Region	Female
Riyadh	450
Makkah Al Mukaramah	436
Al Madinah Al Munawarah	–
Eastern Region	221
Al Qassim	–
Hail	–
Tabuk	–
Al Jouf	–
Northern Frontier	–
Asir	–
Jazan	–
Najran	–
Al Baha	–
Total	1,107

Table: 27

Saudisation of malls programme

This programme is implemented by the Qassim Chamber and aims to qualify and employ 5,000 job seekers or newly employed individuals to work in the retail sector and malls. The Fund covers 100% of the programme cost of SAR 700 per trainee. The programme ended on 14 November 2018. The number of beneficiaries of the training programmes reached 369 male and 278 female with a total of 647 beneficiaries from the Al Qassim region.

Doroob

Doroob is the national e-learning platform that seeks to empower job seekers, students, and all interested parties by offering training and skill development programmes and learning courses. *Doroob* also provides on-the-job training programmes and training courses free-of-charge. HRDF, while bearing the cost of the programme, has also formed strategic partnerships with leading companies in KSA that recognises *Doroob* certificate holders. The number of individuals who benefitted from the delivered courses reached 674,910.

Number of beneficiaries of the programme during 2018

Region	Male	Female	Total
Riyadh	18,755	64,260	83,015
Makkah Al Mukaramah	18,620	58,087	76,707
Al Madinah Al Munawarah	12,190	39,292	51,482
Eastern Region	13,895	49,772	63,667
Al Qassim	9,949	36,950	46,899
Hail	9,550	35,323	44,873
Tabuk	9,616	35,334	44,950
Al Jouf	9,123	32,522	41,645
Northern Frontier	8,846	32,040	40,886
Asir	11,410	39,191	50,601
Jazan	10,930	36,088	47,018
Najran	8,883	32,620	41,503
Al Baha	8,885	32,783	41,668
Total	150,650	524,260	674,910

Table: 28

Professional career certificates support programme

This programme is part of the national initiative to encourage and uplift the national workforce, and increase the competency of the labour market by providing a range of career improvement opportunities. It is aimed at reducing occupational exposure and to make Saudi nationals aware of international accredited certification. Participants are awarded internationally accredited vocational certificates. HRDF supports and funds the programme and its participants. The total beneficiaries of the programme reached 697 in 2018.

Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	183	111	294
Makkah Al Mukaramah	51	97	148
Al Madinah Al Munawarah	21	9	30
Eastern Region	53	38	91
Al Qassim	6	36	42
Hail	3	–	3
Tabuk	2	11	13
Al Jouf	–	2	2
Northern Frontier	2	–	2
Asir	17	40	57
Jazan	5	2	7
Najran	2	1	3
Al Baha	2	3	5
Total	347	350	697

Table: 29

Mahir Job seekers training programme

It is a job seeker training programme aimed at training and qualification in many professions required by the labour market and increasing the supply of qualified specialists. The programme was stopped in 2012, and there remains a numbers of trainees continuing their studies, which numbered 598 in 2018.

Beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	100	327	427
Makkah Al Mukaramah	9	18	27
Al Madinah Al Munawarah	7	14	21
Eastern Region	1	9	10
Al Qassim	76	36	112
Hail	-	-	-
Tabuk	-	1	1
Al Jouf	-	-	-
Northern Frontier	-	-	-
Asir	-	-	-
Jazan	-	-	-
Najran	-	-	-
Al Baha	-	-	-
Total	193	405	598

Table: 30

Safi Summer training programme

This programme is aimed at training students during the summer holiday of the school year. It was created by virtue of the decision of His Excellency the Minister of Labour No. (1/1047) dated 8/3/1429 AH that regulates the implementation of the same, requiring the private sector enterprises which have twenty-five workers and more to accept a proportion of students during the summer period. It consists of on-the-job training, and external training taking place in training centres. In 2018, 19,658 students across the Kingdom benefitted from the programme.

Beneficiaries of the programme in 2018			
Region	Male	Female	Total
Riyadh	4,349	3,421	7,770
Makkah Al Mukaramah	3,594	1,766	5,360
Al Madinah Al Munawarah	765	180	945
Eastern Region	2,765	1,173	3,938
Al Qassim	453	96	549
Hail	96	21	117
Tabuk	149	63	212
Al Jouf	20	-	20
Northern Frontier	25	4	29
Asir	353	97	450
Jazan	117	4	121
Najran	56	9	65
Al Baha	77	5	82
Total	12,819	6,839	19,658

Table: 31

College of Excellence training subsidy programme

This programme is aimed at enhancing the capacity and quality of vocational and technical education and training in the Kingdom of Saudi Arabia. The Colleges of Excellence offer certificates and diplomas in specialised applied fields for high school graduates. There were 25,117 beneficiaries of the programme in 2018.

Beneficiaries of the programme in 2018

Region	Male	Female	Total
Riyadh	4,213	1,881	6,094
Makkah Al Mukaramah	2,847	2,169	5,016
Al Madinah Al Munawarah	632	1,967	2,599
Eastern Region	–	5,976	5,976
Al Qassim	716	1,154	1,870
Hail	–	–	–
Tabuk	514	272	786
Al Jouf	–	1,052	1,052
Northern Frontier	–	415	415
Asir	490	191	681
Jazan	628	–	628
Jazan	–	–	–
Al Baha	–	–	–
Total	10,040	15,077	25,117

Table: 32