

## Agreements contracts and MOUs with external parties

### MoC with the e-government programme “Yesser” to train and develop on-the-job Saudi personnel through Tamheer programme

HRDF concluded a memorandum of cooperation with the e-government programme “Yesser” to provide on-the-job training for 1,000 job seekers with bachelor degrees or above in a number of ministries and government entities as part of the on-the-job training programme, Tamheer. The MoC provides for a strategic cooperation to train and develop on-the-job Saudi personnel, and aims to train 1,000 beneficiaries at ministries and government entities. Under the MoC, Yesser programme must list training needs in the participating government entities, provide training opportunities and design training tracks for government entities. The programme will also supervise trainees and oversee the training process as well as monitor the training quality, prepare a training plan for the trainees and submit periodic reports to HRDF on the numbers of trainees.



### MoC with the Ministry of Transport to train 500 job seekers through Tamheer programme

HRDF concluded a memorandum of cooperation to provide on-the-job training for 500 job seekers with bachelor degrees and above at the Ministry of Transport and its branches as part of the on-the-job training programme Tamheer. The Ministry will supervise the trainees and oversee the training process as well as monitor the training quality, design a training plan for trainees and submit periodic reports on the trainees. The Ministry will also develop online courses in various transportation areas (land-air-sea-public transport) and occupational health and safety.



### MoC with the Ministry of Finance for the training of Saudi personnel

HRDF concluded a memorandum of cooperation to train Saudi personnel in the finance sector and prepare them for the labour market through online training programmes on the national e-learning platform, Doroob, which helps achieve the Ministry develop workers in a productive work environment. Under the MoC, HRDF will dedicate a page on Doroob for the training programmes, and will offer online training programmes directly through the platform in accordance with the quality standards for online training programmes.



### Agreement with Tatweer Holding Company for the Training and Saudization in Driving Schools Programme

HRDF signed an agreement with Tatweer Holding Company to support the Training and Saudization in Driving Schools Programme by employing, training and enabling Saudi personnel to better quality workers in the driving school sector. The Programme aims to train job seekers looking to work in the sector by filling up 8,000 prospective job positions in driving schools. A reflection of the sustainable partnership principle aimed at achieving the wise leadership's aspirations for cooperation between government entities and their engagement in development and realization of the objectives

of the National Transformation Programme 2020 and the Saudi Vision 2030, the Agreement promotes both parties' endeavors to achieve their strategic objectives in order to make an impact on society through Saudization of the driving instruction sector and promote traffic safety, enhance quality of life and increase women's participation in the labour market.



### Cooperation agreement with the Saudi Health Council to support the implementation of the Medical Coding Programme for 500 technicians

HRDF signed a cooperation agreement with the Saudi Health Council to support the implementation of the Medical Coding Programme for 500 medical coding technicians with degrees in natural sciences, radiology and nursing and general practitioners to train and employ them at private institutions as medical coding technicians in order to support the Saudization of the health sector plans and programmes. Phase one of the Agreement is aimed at supporting and training 500 job seekers to employ them as medical coding technicians through two tracks: Track one will be aimed at implementing an 9-month theoretical training programme for 400 job seekers with bachelor degrees in natural sciences (physics, chemistry, biology) to be held at a qualified training entity, and another 3-month practical training programme to be held at a qualified hospital or wherever chosen by the second party. Trainees who complete the training period will be employed at the private health sector as medical coding technicians. Track two will be aimed at implementing a 4-month theoretical training programme for 100 job seekers with bachelor degrees in radiology and nursing and general practitioners that will be held at a qualified training entity to prepare them for working at insurance and claims management companies.



### Cooperation agreement with Careem to increase the number of female employees at the private sector benefiting from the Wusool programme

HRDF signed an agreement with Careem to increase the number of female employees at the private sector benefiting from the Female Transportation programme "Wusool" and expand the programme to cover new areas and governorates. The Programme covers part of working women's transportation expenses to and from their workplace in an effort to empower women and support their job stability as well as promote their participation in the labour market. Under this Agreement, Careem will secure safe and quality transportation to and from the workplace for female workers at the private sector with prices subsidized by HRDF subject to the controls of the Female Transportation programme "Wusool". HRDF will cover 80% of the monthly transportation cost with a maximum of SR 800 per month for a period of 12 months.



## Joint MoU between 5 entities for the Saudization of 36,000 job opportunities in the industrial sector

A five-party memorandum of understanding was signed between the Ministry of Human Resources and Social Development, HRDF, the Ministry of Industry and Mineral Resources, the Technical and Vocational Training Corporation and the Council of Saudi Chambers to establish a partnership aimed at increasing Saudization rates and promoting the growth of the private industrial sector by achieving Saudization objectives through the Saudization of up to 35,982 jobs in the industrial sector by the year 2021 after introducing incentives and programmes that support employment and training, following-up on the Saudization's impact on the industrial sector, developing and following-up on legislations, laws and procedures that support the objectives and increase employment rates using suitable mechanisms (categories, job nationalization) and submitting monthly statistical reports on the Saudization rates in the industrial sector and quarterly reports on the achievements made and challenges facing task forces and their direct causes.



## MoC with the General Entertainment Authority to train Saudi personnel through Doroob platform

HRDF concluded a memorandum of cooperation with the General Entertainment Authority to train Saudi personnel in the entertainment sector and prepare them for the labour market through online training programmes on the national e-learning platform, Doroob. The MoC aims to train Saudi personnel in the entertainment sector and provide them with the necessary skills through the e-learning programme Doroob in an effort to achieve sustainable development in the entertainment sector and promote its contribution to the GDP and develop the human capital. Under this MoC, HRDF will dedicate a page for the online training programmes on Doroob

platform to help the General Entertainment Authority to offer its online training programmes directly on the platform. The page will include a full description of the training programme along with its objectives, academic level, number of hours and skills to be acquired through the programme.



## MoC between HRDF and the Second Health Cluster in the Central Region (Cluster 2) to support patients with kidney failure

In light of its belief in the importance of job stability within establishments in various sectors which reflects on their performance, HRDF signed a memorandum of cooperation with the Second Health Cluster in the Central Region (Cluster 2) to support the employment of patients with kidney failure working in the private sector to ensure their job stability. Under the MoC, HRDF will support private establishments to help patients with kidney failure secure and sustain jobs through the Paid Leave Programme for Dialysis aimed at encouraging private establishments to help persons with disabilities secure and sustain jobs to ensure their job stability by compensating their establishments for each paid leave a worker takes from work to undergo kidney dialysis. HRDF will also help job seekers with kidney failure secure suitable jobs and coordinate with the private sector establishments to apply for the support programme. The Second Cluster will provide HRDF with data on job seekers with kidney failure who are currently employed in the private sector, in addition to educating its kidney failure patients working in the private sector on the Paid Leave Programme for Dialysis.



## A joint MoC to provide 32,500 employment opportunities for Saudi nationals in the agriculture sector

This joint MoC was signed in partnership with the Ministry of Labour and Social Development (MLSD), the Ministry of Environment, Water and Agriculture, the Council of Cooperative Societies, the Council of Saudi Chambers, Saudi Aquaculture Society and the National Water Company. It aims to provide 32,500 job opportunities for Saudi nationals in the agriculture sector. In fulfillment of the objectives of the Saudi Vision 2030 and the National Transformation Programme, this programme aims to increase the contribution of Saudi nationals in the labour market.

The MoC aims to promote cooperation among concerned entities and encourage Saudization in the private sector by launching initiatives for the Saudization of agricultural activities and jobs and conducting support and employment programmes to provide job opportunities for the Saudi youth in agricultural establishments. The goal is to nationalize 6,000 occupations and activities in establishments working in the sector and 6,500 occupations in the establishments partnering with the water sector including: 2,500 jobs in maintenance and operation establishments and 4,000 in consultation establishments. It also seeks to target appropriate agricultural activities and occupations in the Sustainable Rural Development Programme and the Agricultural Subsidy Reorientation Programme, which is part of the Entrepreneurship Project, aiming at the Saudization of 20,000 self-employment job opportunities.



## MoC with the Imam Abdulrahman Bin Faisal University to develop the skills of graduates and increase Saudi nationals in the workforce

HRDF signed a memorandum of cooperation (MoC) with Imam Abdulrahman Bin Faisal University at the University's headquarters in Dammam. As part of HRDF's initiative to support the Graduate Employment Offices Programme, the MoC aims to support the employment of university graduates and to increase their competitiveness in the labour market. This MoC paves the way for a strategic partnership between HRDF and the university to achieve their joint goals in training and employing university graduates, prospective graduates and job seekers and develop Saudi workers and provide them with the necessary individual and key skills. This strategic partnership is in line with the objectives of the National Transformation Programme and Saudi Vision 2030.



## Agreement with Cranfield University

An agreement was signed between HRDF and the Cranfield University to implement and design a training programme for HRDF Academy for Leadership, an initiative to prepare future leaders in the Saudi private sector. This agreement is in line with HRDF's efforts to increase Saudization rates by training Saudi nationals working in the private sector to manage and lead establishments, reflecting on performance and productivity and enhancing skills and capabilities.

The Academy relies on the transfer of global expertise and activates the principles of effective leadership through multiple means. Global best practices are taught through guidance programmes and virtual learning spaces with internationally renowned experts. The 12-week training programme includes 5 stages starting with nomination, registration, evaluation of applicants and selection. During the second stage, nominees will undergo a 5-day training and the learning application

projects will be distributed. In the third stage, trainees will return to their jobs for 6 weeks to implement what they learned in the programme. By the end of two final stages, 4 and 5, the leaders will receive direct training for 5 days and will submit their projects for review and discussion in order to graduate from the programme.



## MoU with the ETEC

HRDF signed a memorandum of understanding with the Education and Training Evaluation Commission (ETEC) aiming to raise the quality of assessment and training at HRDF. The MoU is in a bid to support HRDF's efforts in providing training and employment for Saudi nationals in the private sector through enhancing and evaluating the effectiveness of training and employment services and programmes. The MoU aims to accredit and evaluate training entities which take part in implementing subsidy programmes (institution accreditation and programme accreditation), evaluate and assess the outcomes of traditional and online training programmes and their impact on trainees, design a model to measure the ROI of these programmes, provide development programmes for HRDF staff and earn them credentials as approved assessors from the National Center for Academic Accreditation and Assessment. The MoU includes provision of training courses in the field of evaluation and control assurance for HRDF employees, in addition to sharing the centre's experiences in offering evaluation services for training programmes provided by HRDF. Furthermore, HRDF has formed a partnership with NCAAA to benefit from its evaluation and accreditation services as per a plan to be agreed on by both parties.



## Agreement with the Saudi Red Crescent Authority to support the training of 400 technicians

HRDF concluded a memorandum of understanding with the Saudi Red Crescent Authority to support the implementation of the rehabilitation programme for the holders of Diploma in Emergency Medicine for 400 Saudi technicians, in order to enable them to join the health sector job market as emergency medicine services technicians. Under this agreement, a four-month theoretical training programme will be implemented in Prince Sultan Center for Health Studies and a four-month practical training programme will be initiated in the Red Crescent centres. Trainees who complete the programme will be recruited at one of the Red Crescent centres.

## MoU for the Saudization of 20,000 jobs in the accounting sector

The Ministry of Labour and Social Development, HRDF and the Saudi Organization for Certified Public Accountants (SOCPA) signed an MoU for the Saudization of 20,000 accounting jobs in the private sector by the end of 2022, with the aim of raising the Saudization rate and stimulating the accounting sector to grow in accordance with objectives of the National Transformation Programme 2020 and Saudi Vision 2030.

Under the MoU, the Ministry of Labour and Social Development will monitor the indicators of professional exposure for such jobs and enact legislations and laws that will help achieve the desired objectives and increase employment rates through suitable mechanisms. SOCPA will coordinate with the relevant entities to draft laws and regulations related to licensing accountants and updating educational and training programmes in educational entities using SOCPA's approved materials. It will also work to achieve the Saudization objectives provided under the MoU by preparing programmes and initiatives to train job seekers in the same sector. Both the Ministry and SOCPA will review and analyze the current situation of the accounting and auditing jobs in the labour market.

HRDF will provide on-the-job training programmes (Tamheer) and promote employment in the targeted occupations as well as support the training programmes provided by SOCPA to enable the accounting sector to achieve the Saudization objectives in accordance with the MoU.