

Employment and training support channels

HRDF uses multiple channels to target employers and researchers to support the recruitment and training services to increase the Saudi workforce.

Taqat National Labour Gateway

Taqat is an integrated platform that translates human resource development policies and visions of The Kingdom to support the national economy with a qualified workforce.

It aims to create a high-quality digital job market to develop the competitiveness of the Saudi workforce, to empower job seekers, and to increase Saudization. The most important benefits of Taqat are:

- ▶ Provide a unified and integrated platform for all parties in the labour market
- ▶ Enhance labour market transparency and provide data to support decision-making
- ▶ Provide tools to manage the labour market and activate its programmes and policies
- ▶ Reduce dependency on expatriates
- ▶ Enhance Saudi workforce competitiveness
- ▶ Support human resource development according to actual labour market needs
- ▶ Provide employment services
- ▶ Provide training services

National Labour Gateway structure of systems



Matching system
(Between job seekers and vacancies)



SMS and email gateway



Mobile application



Unified wages system



Electronic platform



Customer services management system



Business intelligence system



Database



E-training system

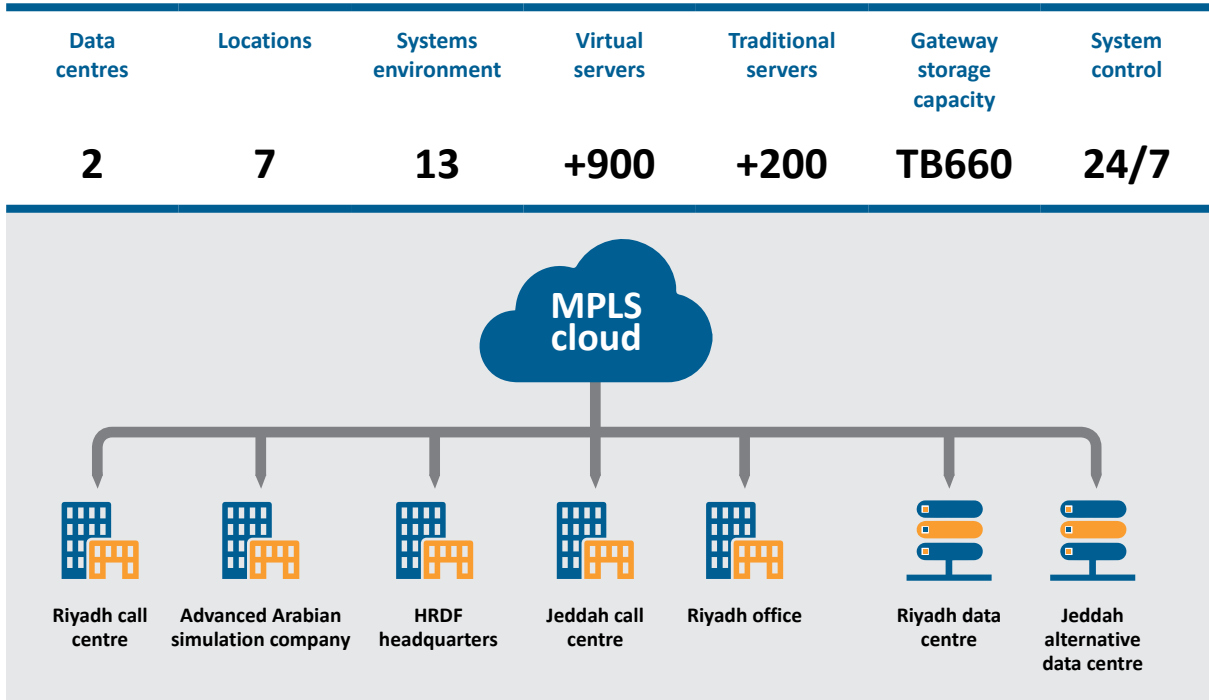


Eligibility system



Payment systems

National Labour Gateway structure



National Labour Gateway services and platforms

The image shows a screenshot of the TAQAT job search platform. The main heading is 'Find your ideal job with TAQAT'. Below the heading is a search bar with two input fields: 'Job Title, Skills, Company etc.' and 'Location'. To the right of the search bar is a button labeled 'Search Training and jobs'.

Below the screenshot is a list of services provided by the platform:

- Compare supply to labour market
- Create and authenticate CV
- Review and apply for job post
- Schedule interviews and job offers
- Share links of job posts
- Receive messages, alerts, and notifications
- Create a career development plan
- Make use of Arab Standard Occupational Classification (ASOC)

Recruitment platforms

Individuals service

- › Create and update CV
- › Determine career desires
- › Review recommended jobs
- › Search in offered jobs
- › Apply for jobs
- › Receive invitations to apply for, receive, and accept job offers
- › Refer job seekers to recruitment channels
- › Authenticate CV

Employer services

- › Create an account and log in
- › Search for CVs
- › Publish job posts
- › Review recommended candidates
- › Send invitations to apply for, receive, and accept job offers
- › Submit labour recruitment applications

Service providers services

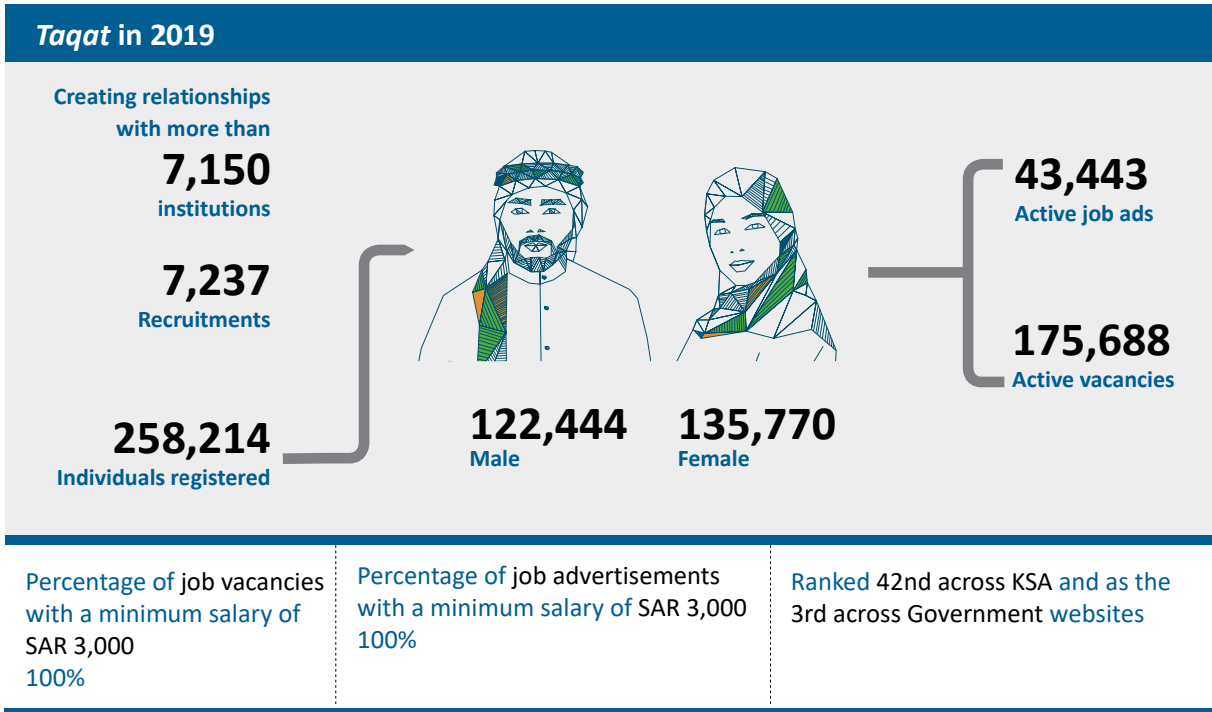
- › *Taqat* rehabilitation and recruitment centres
- › Private recruitment offices
- › HRDF branches
- › Job fairs services

Training platform

- › Management of training support programmes
- › Management of training providers
- › Management of training courses
- › Management of training content
- › Management of training Courses schedule
- › Register for training courses
- › Management of training Course attendance
- › Refer job seekers to courses

Programmes platform

- › *Hafiz* searching for employment programme
- › *Hafiz* difficulty in finding employment programme
- › Employment support programme
- › Job commitment bonus programme
- › *Tamheer* on-the-job training programme
- › *Wusool* programme
- › *Qurrah* programme
- › Professional certificate programme
- › Freelance subsidy programme
- › Saudization growth programme
- › Part-time subsidy programme
- › *Hawafiz* programme (Nationalization Support System)
- › Upskilling programme
- › *Safi* summer training programme
- › Training to employment subsidy programme

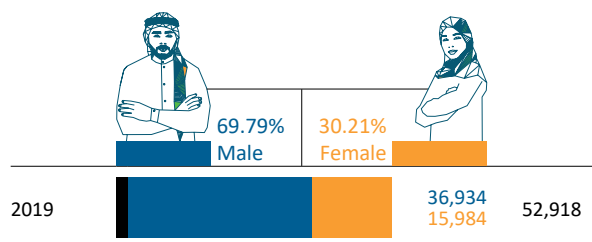
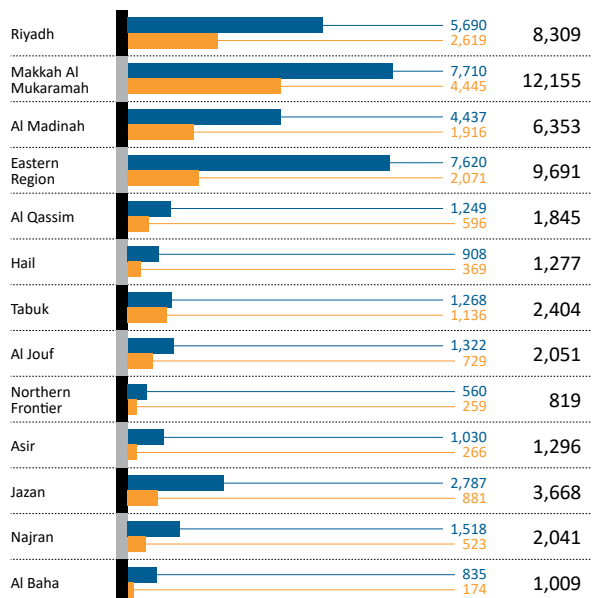


HRDF's touchpoints

HRDF's touchpoints provide services to job seekers in all regions through mobile branches, employment centres, and employment offices located in the Kingdom.

Branches

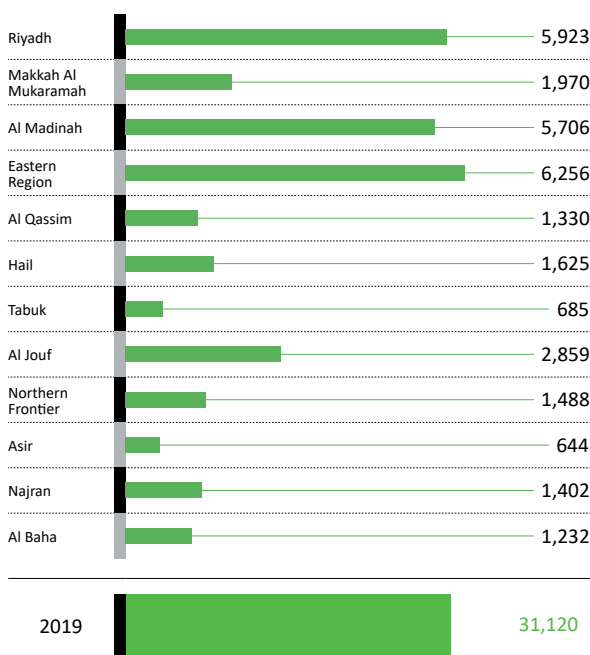
HRDF's branches are the primary point-of-contact of the Fund. In 2019, there were 22 HRDF branches in KSA. They are responsible for providing HRDF's services and creating job opportunities in coordination with the private sector. They align job seekers with appropriate job opportunities, and provide professional guidance where necessary. Further, they organize workshops, job meetings, and provide career and HR counselling. In 2019, 52,918 were recruited through HRDF branches.



Mobile branches

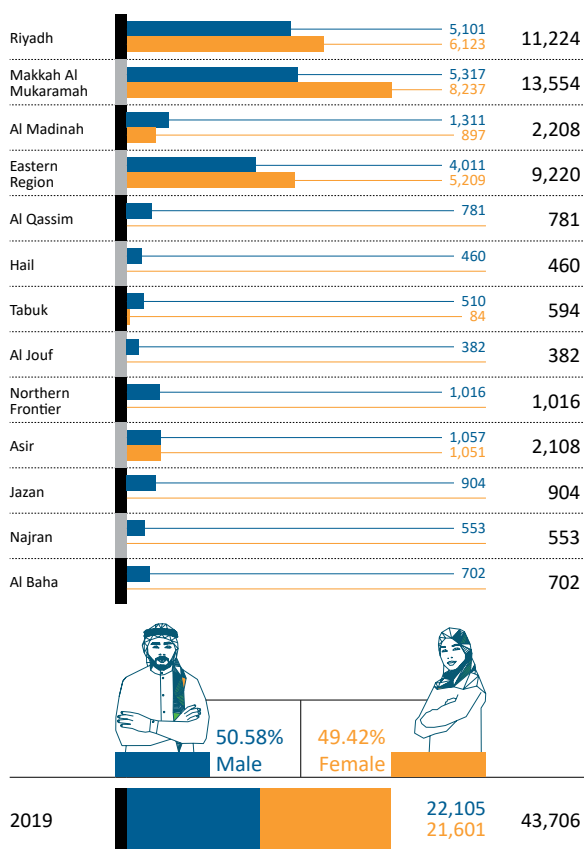
HRDF’s mobile branches are deployed across the Kingdom to provide services such as:

- Introducing customers to HRDF’s programmes and services
- Respond to customer inquiries about employment and training support
- Addressing customer grievances and resolving issues
- Offering career opportunities for job seekers
- Covering regions that do not have fixed branches
- Conducting field visits to existing entrepreneurs



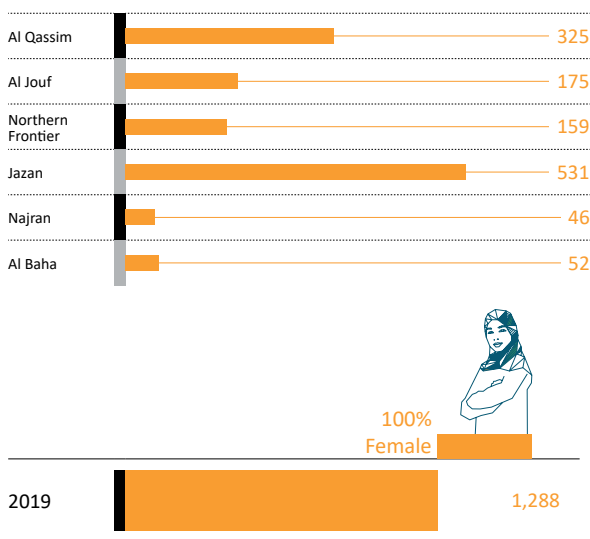
Job placement centres

These centres aim at promoting productive and continued employment by developing inclusive training and employment strategies for male, female, and people with disabilities. They enable employers to respond to labour market changes and implement policies which leave a positive impact on economic growth and investment. The total number of job placement centres reached 47, of which 24 are for males, 16 for females, and 7 are remote centres.



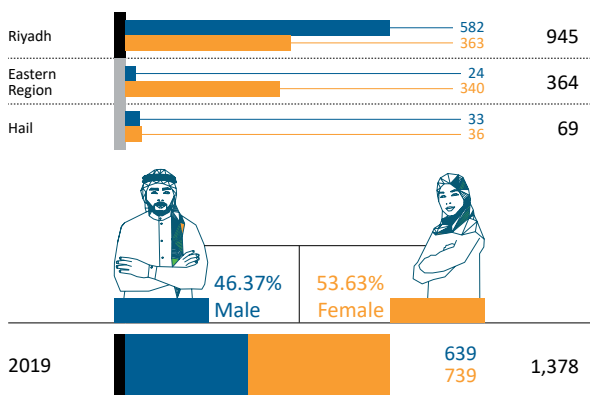
Tele-job placement centres

These centres aim to promote productive and continuous employment by developing employees and job seekers according to the latest standards followed. These centres also provide post-employment services that help in job stability and development. There are 7 tele-job placement centres distributed in the regions of the Kingdom.



University recruitment centres

These offices aim to establish strategic partnerships between HRDF and universities to achieve the common goal of employing university graduates and students.

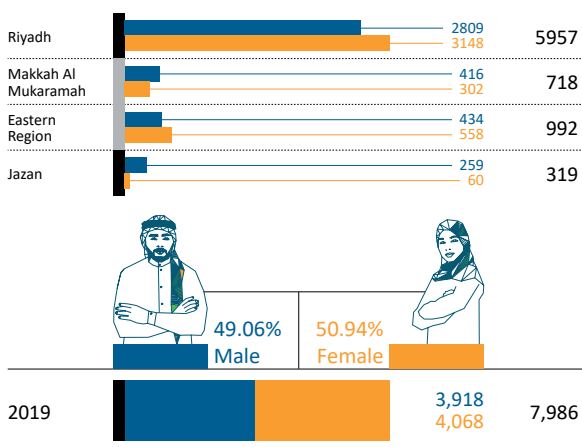


Private employment offices

These offices offer access to the largest number of private establishments and job seekers. The number of employment offices has reached 16 in Riyadh region.

Liqat Employment fairs (Riyadh, Jeddah, Dammam, Jizan)

These fairs bring together researchers, job seekers and caretakers of private sector, students (secondary level and above), employees and employers of the private sector, entrepreneurs and women entrepreneurs, and persons with disabilities employed in the private sector to encourage, and facilitate participants. The fairs also include reviewing of vacancies and job placement at no charge.



Electronic recruitment fairs

The electronic job fairs brings together job seekers, business owners on one virtual platform. They can communicate through a various number of tools including email. In 2019, participating establishments reached 42 with 29 beneficiaries.

