

Stakeholders

In executing our strategy and carrying out our principal activities, we engage with a number of stakeholder groups. Stakeholders are individuals or groups that have an interest in HRDF and can have a substantial impact on our operations. Effective interactions with internal and external stakeholders is fundamental to creating value. HRDF’s National Labour Observatory provides accurate and reliable data for all stakeholders, offer analyses and feedback for our partners, and build a network of experts and specialists in order to overcome labour challenges and manage knowledge.

HRDF’s Stakeholders

Beneficiaries of HRDF’s activities

Individuals and groups that benefit from our operations form our primary stakeholder group. These include job seekers, employees and employers, students, and small to medium entrepreneurs. We engage with them principally through our programmes in employment and training support, events, workshops and conferences, touchpoints, electronic channels, and online platforms.

Methods of engagement

Job seekers



We guide job seekers on how to build CVs and personal brand, discover their career passion, prepare for job interviews, search for jobs, and offer placements that match their skills.

Employees and employers



We provide subsidies for employers to employ Saudi nationals. Further, we hold workshops and conferences for employers to master interpersonal and leadership skills, workers’ rights and duties, labour market trends, and how to address challenges emerging from the operating context. In addition to offering subsidies to employees, we also offer training on emotional intelligence, job inclusion, problem solving, decision making, effective communication in the workplace, volunteering, innovation and creativity, and advice on maintaining work life balance.

Students



We have a number of programmes aimed at preparing youth and students (high school students and diploma/college students) to enter the Saudi labour force. In addition to providing subsidies and vocational training, we guide students on how to explore jobs of tomorrow, choosing an educational stream to match the gaps in the Saudi labour market, choosing a career path, communication and problem solving skills, and personal planning.

Entrepreneurs



We educate entrepreneurs through our programmes and electronic platforms, forums, workshops, and other means on labour market trends, institutional excellence, obtaining commercial franchises, building a brand, formulating business plans, creating financial schemes for SMEs, and etc. We also offer business opportunities, training, and financing solutions to entrepreneurs.

Government and regulatory authority

Our responsibilities are administered by our esteemed leadership are outlined in the Resolution of the Council of Minister No. 107, July 2000 and in the Royal Decree No. 18M. Though HRDF exists as a legal entity enjoying financial and administrative independence, the Fund comes under the purview of the Government of Saudi Arabia, the Ministry of Labour and Social Development, and the National Development Fund. Our purpose is to support Saudization of the Kingdom’s workforce and through Government funding we carry out our activities in a transparent manner complying with all regulatory requirements.

Methods of engagement

Annual and quarterly reports



HRDF’s Employees

Our team comprises highly-skilled, diverse set of professionals that operate in a cohesive, collaborative work environment to realise HRDF’s strategic goals. There is a Human resource development plan in place that has inculcated a culture of learning. We prioritise enhancing skills of our team through various training programmes held throughout the year. Training programmes are developed by conducting a training-needs analysis to recommend professional certification programmes, specialised programmes, and other training programmes that are consistent with employee needs.

Methods of engagement

Meetings and workshops



Communicating updates via email



HRDF website



Performance management



Partners

HRDF has effected partnerships with a number of bodies which include academic institutions, researchers, Ministries and government bodies and commissions, private-sector employers, provincial governments, and other institutions in the implementation of our strategic goals and the execution of our principal activities. We have signed agreements and MoUs with various bodies which enhance our offering. Further, we collaborate with a number of business partners for outsourcing and to improve our internal efficiencies.

Methods of engagement

Meetings, workshop, and seminars

Exchange of data and information

Creating joint business reports

Supporting analytical studies

Sharing of experiences

Modern technical experiences

Quarterly Steering Committee meeting for all parties involved