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Executive summary

This Report outlines the execution of HRDF's mandate to drive Saudi human capital development to increase Saudisation of the Kingdom's workforce. It provides a summary of the role of HRDF in enhancing and promoting labour market policies and increasing the number of new labour market entrants, both male and female nationals, by providing them with the necessary support as well as specialist and professional empowerment. It covers the period from 1 January 2019 to 31 March 2019 (2019 Q1). The Report reviews the services and programmes which serve the labour market in the Kingdom of Saudi Arabia in partnership with the Ministry of Labour and Social Development and relevant institutions.

The Report provides an overview of HRDF, the KSA labour force, and HRDF's channels. The Report monitors the current condition of HRDF and provides a review of the workforce in KSA during this quarter, the distribution of HRDF branches, centres, and affiliated offices all over the Kingdom and the progress made by the Fund in the First Quarter of 2019.

Overview of Q1 2019

<p>Launched the Upskilling programme</p>		<p>1,067,376 beneficiaries of <i>Doroob</i></p>
<p>342,512 beneficiaries of <i>Hafiz</i> programmes</p>	<p>5,114 beneficiaries of Women's work support programmes</p>	<p>4,488 beneficiaries of <i>Tamheer</i></p>
<p>9,958 beneficiaries of <i>Wusool</i></p>	<p>14,941 beneficiaries of 9/10th programme</p>	<p>575 beneficiaries of <i>Tawafuq</i></p>
<p>83% Customer satisfaction index</p>	<p>94% Resolved complaints in the HRDF Call Centre</p>	<p>446,712 No. of visitors to HRDF website</p>

This is HRDF

The Human Resources and Development Fund was established by Cabinet of Ministers' Decision No. (107) of 29/04/1421, with the purpose of supporting the endeavours of training and recruiting the national workforce in the private sector.

HRDF is the national driver of human capital in the Kingdom.

In order to achieve its goals, HRDF focuses on the following:

1. Providing monetary incentives to support the upskilling, training and employment of the national workforce in the private sector.
2. Contributing to the costs of upskilling and training the national workforce for private sector jobs. The Fund's Board of Directors will determine the percentage of this contribution whereas the remaining cost will be paid by the employer benefiting from the training process.
3. Contributing a percentage of the salaries paid to those employed in private sector establishments after they receive upskilling and training and those who are employed in these establishments in coordination with the Fund. The employer will pay the remaining part of the salary, and the Fund will continue to pay this percentage of the salary for a maximum period of two years. The Board of Directors will set the conditions required to disburse these amounts of money.
4. Providing funds to field programmes, projects, plans and studies which aim to employ Saudis to replace expatriate workers.
5. Giving loans to private sector companies established in the Kingdom to upskill and train the national workforce as well as the companies which are keen on expanding their activities or introducing modern equipment in their operations.
6. Conducting research and studies on its activities which aim to upskill, train and recruit the national workforce and providing technical and administrative advice to the establishments involved in upskilling and training the national workforce.

Vision To create a sustainable national workforce.

Mission To empower human capital in KSA by providing programmes and services, in partnership with the private and public sectors, to fulfil present and future labour market needs.

Values

- Customer focus
- Excellence
- Fairness
- Learning
- Team spirit
- Loyalty
- Inspiration source

The KSA labour force

In Q1 2019

*Total labour force
in the private sector of KSA is

8.4 million



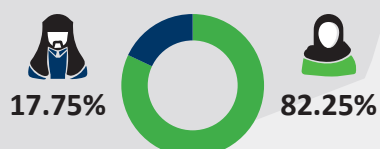
Of which, **1.70 million** are Saudi nationals



**Total unemployment rate among Saudi nationals is
12.5%



While the number of job seekers were **945,323



183,691

*Number of
expatriates who
left private sector
employment

56,992

*Number of Saudi
nationals joining the
labour force in the
private sector

20.21%

*Saudisation rate

Data source:

* General Organization for Social Insurance (private sector) Q1 – 2019

** General Authority for Statistics (GASTAT) Saudi Arabia Q1 – 2019

Channels to support the recruitment and upskilling of the national workforce in the private sector

HRDF engages with all its stakeholders through multiple channels to provide a consistent, personalised, and seamless experience in its vision to create a sustainable national workforce in the Kingdom of Saudi Arabia.

Taqat National Labour Gateway

Taqat or the National Labour Gateway is an integrated platform that amalgamates HRDF's mandate and national policies to facilitate and bring into effect programmes and services to develop the national labour market. It is a fully-fledged platform for the private and public sectors that brings together job seekers, employers, and other key stakeholders that are involved in upskilling the Saudi workforce. The number of registered in the portal reached 42,479, where 388 beneficiaries were successfully employed. The main functions of the *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
- Providing employment services
- Providing training services



HRDF touchpoints

Branches

HRDF's employee centres are the primary touchpoints of the Fund. They are responsible for providing HRDF's services and creating job opportunities in coordination with the private sector. They implement HRDF's strategies and the support programmes under the three main axes, align job seekers with appropriate job opportunities, and provide professional guidance where necessary. The number of recruitments done through branches is 10,573 in 2019 Q1.

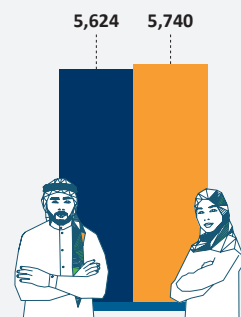
10,573 beneficiaries in 2019 Q1



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 *Taqat* employment centres has reached 39. 18 centres for males and 21 centres for females, and the total number of beneficiaries are:

11,364 beneficiaries in 2019 Q1



Tele-job placement centres

These are training and employment centres aimed at job seekers in remote parts of KSA and those who are unable to access HRDF physical touch points. The centre provides training, career counselling, personal coaching and mentoring, training related to soft skills, and range of other services. There are seven tele-job placement centres and the total number of beneficiaries are:

215 beneficiaries in 2019 Q1



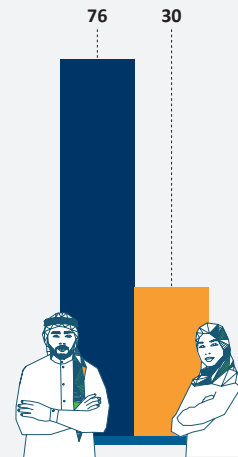
Employment support programmes

These programmes and services are aimed at increasing the employment opportunities of individuals to match the needs of the labour market, increasing Saudisation, and supporting their continuation on the job.

Upskilling programme

The programme was launched in January 2019. It aims to support the employment of researchers and job seekers in the private sector and raise their skills and they are at the top of the work in qualitative and quantitative employment. The Fund provides support with a subsidy of 30% of the salary for the first year. The percentage is reduced to 20% for the second year and 10% for the third year. The minimum wage for the subsidy is SAR 4,000 and the maximum wage is SAR 10,000. The support offered is 70% for employment and 30% for training. The establishment is entitled to additional support in the following cases (Female employment, employment of persons with disabilities, employment in small villages and towns, employment in small and medium enterprises, and employment in critical occupations).

106 beneficiaries in 2019 Q1



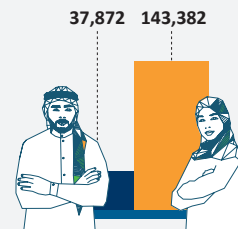
The National Job-Seeker Support Programme (*Hafiz*)

This programme supports job seekers to find appropriate and sustainable jobs and provide them with the necessary skills and resources in order to join the labour market. It consists of the *Hafiz* Searching for employment programme and the *Hafiz* Difficulty finding employment programme. Each programme targets a certain segment of job seekers according to certain eligibility requirements for receiving benefits. The National Job-Seeker Support Programme (*Hafiz*) consists of:

Hafiz Searching for employment programme

The *Hafiz* searching for employment programme provides a monthly financial assistance of up to SAR 2,000, targeting young job seekers between 20-35 years who fulfil the subsidy eligibility requirements. The total beneficiaries of the programme are:

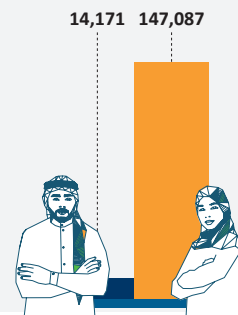
181,254 beneficiaries in 2019 Q1



Hafiz Difficulty in finding employment programme

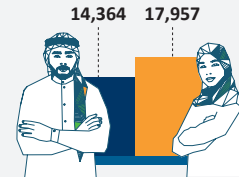
The *Hafiz* Difficulty finding employment programme provides financial assistance reaching up to SAR 1,500 for the first four months, SAR 1,250 for the next four months, and SAR 1,000 for the last four months. It targets job-seekers who are over 35 years or those who completed the *Hafiz* Searching for employment programme without being able to find an appropriate job. The total beneficiaries of the programme are:

161,258 beneficiaries in 2019 Q1



Hafiz programme

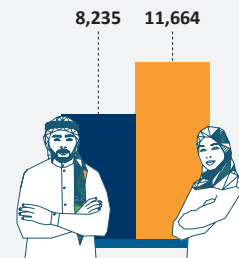
32,321 employed through the programme in 2019 Q1



Full-time subsidy programme

This programme aims to support the increase of Saudisation levels in private sector establishments by contributing 20% of new female employees' monthly salary calculated according to Saudisation growth and 5% of new male employees' monthly salary calculated according to Saudisation growth. The total beneficiaries of the programme are:

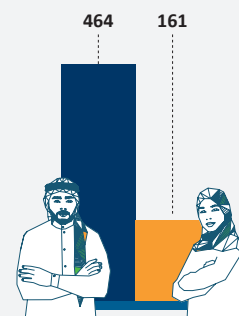
19,899 beneficiaries in 2019 Q1



Part-time subsidy programme

This programme aims at supporting the growth of Saudisation in private sector establishments and activating the mechanism of part-time employment. HRDF contributes SAR 300 to private sector companies as a percentage of the 1,500 social insurance of new employees. This subsidy is credited directly to the account of the General Organisation for Social Insurance on a monthly basis. The total beneficiaries of the programme are:

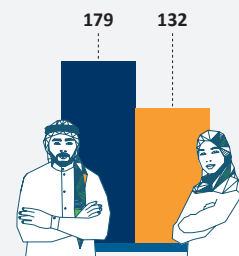
625 beneficiaries in 2019 Q1



Freelance subsidy programme

The freelance subsidy programme provided by the Human Resources Development Fund aims to provide social protection to the self-employed and to promote self-employment as a non-traditional method in support of Saudisation. The total beneficiaries of the programme are:

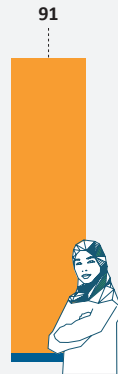
311 beneficiaries in 2019 Q1



Tele-work programme

Tele-work programme is a nation-wide initiative by the HRDF in partnership with the Ministry of Labour and Social Development. This programme is aimed at providing Saudi national job seekers with physical difficulties to connect with employers. Job seekers who encounter difficulties in transportation, inconveniences in the workplace, or those focusing on childcare can utilise this programme to remotely connect with employers through a virtual workplace. The programme stopped taking support applications in October 2017. The total beneficiaries of the programme are:

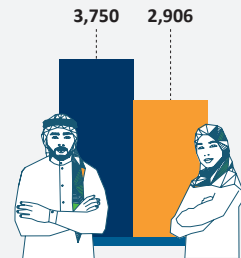
91 beneficiaries in 2019 Q1



Direct employment subsidy programme

This programme aims at recruiting job seekers in private sector establishments who wish to employ male and female job seekers by providing salary up to 50% and not exceeding SAR 2,000 per month for the period of support (24 months). The number of beneficiaries of the programme are:

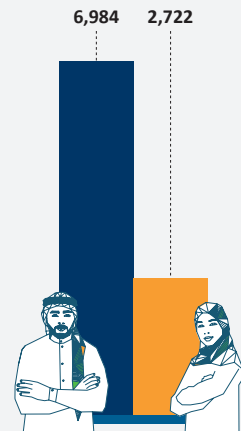
6,656 beneficiaries in 2019 Q1



Additional wage support programme

This programme aims to stimulate enterprises to enable Saudi job seekers to join the opportunities available in the private sector. The programme offers financial support for recruitment of Saudi nationals in facilities classified in the platinum and green ranges of *Nitaqat* programme. A business entity can enrol a maximum of 20% (in the platinum range) and 15% (in the green range) of its Saudi employees in the additional support programme provided that the beneficiaries are qualified according to the eligibility requirements of a candidate. A total of 9,712 candidates benefitted from the programme. The programme stopped taking support applications in October 2017. The total beneficiaries of the programme are:

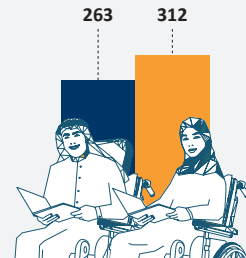
9,706 beneficiaries in 2019 Q1



Tawafuq Employment of persons with disabilities programme

This programme supports and enables job seekers with disabilities to be employed in the private sector. The core principles of the programme are right to equal opportunity, inclusion, skills, disability confidence, and services. The total beneficiaries of the programme are:

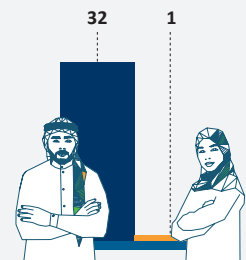
575 beneficiaries in 2019 Q1



Subsidising the wage of dialysis days

The programme aims to stimulate private sector enterprises to employ patients with renal failure and continue their work in order to achieve job stability. The Fund compensates private sector establishments for the days of leave taken by employees to perform dialysis for blood purification. The total beneficiaries of the programme are:

33 beneficiaries in 2019 Q1



Teachers' subsidy programme in private schools

This programme is aimed at improving the working conditions and to increase the functional ability of teachers in private and foreign schools. HRDF supports this programme through financial means by fulfilling the minimum wage requirement of SAR 5,000 and a transportation allowance of SAR 600. The programme stopped taking support applications in September 2017. The total beneficiaries of the programme are:

21,180 beneficiaries in 2019 Q1



Women's work support programmes (feminisation of shops and feminisation of factories programme)

The objective of this programme is to increase the opportunities for women to work in private sector establishments in line with their qualifications as per the needs of the labour market and according to the women employment regulation decisions issued by the Ministry of Labour and Social Development through a unified recruitment and training support mechanism for up to three years in accordance with the specified controls. The programme stopped taking support applications in October 2017. The total beneficiaries of the programme are:

3,219 beneficiaries of feminisation of shops in 2019 Q1

1,895 beneficiaries of feminisation of factories in 2019 Q1

5,114



Small enterprise owners' support programme

This programme is aimed at supporting and encouraging Saudi nationals who operate small businesses. Through the programme, financial support is provided for the management of these small businesses. The number of beneficiaries in 2019 reached 2,168. The programme stopped taking support applications in the end of 2018. The total beneficiaries of the programme are:

2,168 beneficiaries in 2019 Q1

1,445 723



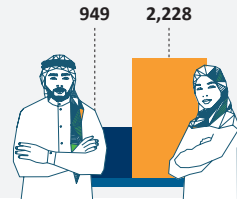
Training support programmes

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

Training to employment subsidy programme outside the establishment

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. The total beneficiaries of the programme are:

3,177 beneficiaries in 2019 Q1



Training in non-profitable 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 2019 Q1 reached 4,324 (male) trainees in targeted sectors such as oil, construction, drilling, electrical services, dairy, food, electronics, and others. The total beneficiaries of the programme are:

4,324 beneficiaries in 2019 Q1



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 100 from the Eastern Region in 2019 Q1.

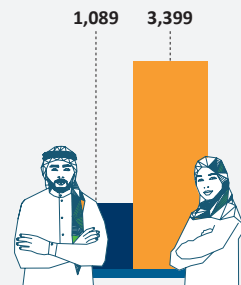
100 beneficiaries in 2019 Q1



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 months, 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. The total beneficiaries of the programme are:

4,488 beneficiaries in 2019 Q1

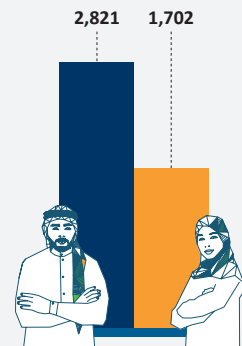


Refresher programme for health diploma holders – MOH

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 beneficiaries of the programme are:

4,523 beneficiaries in 2019 Q1



Rehabilitation of the Faculties of Science female graduates programme in the health sector

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. The total beneficiaries of the programme are:

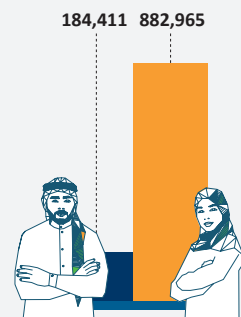
340 beneficiaries in 2019 Q1



National e-learning platform (*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 total beneficiaries of the programme are:

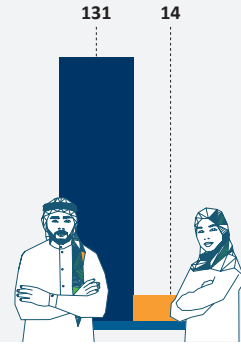
1,067,376 beneficiaries in 2019 Q1



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 are:

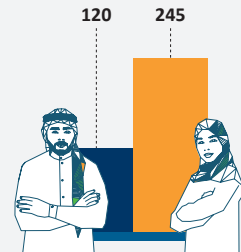
145 beneficiaries in 2019 Q1



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. The total beneficiaries of the programme are:

365 beneficiaries in 2019 Q1



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. The total beneficiaries of the programme are:

131 beneficiaries in 2019 Q1



Nationalisation of 12 retail activities

In line with the efforts of the Ministry of Labor and Social Development to promote Saudisation in 12 retail activities, the programme was approved by the Fund Resolution No. 40/17/D on 17/01/1440 AH as one of the projects to raise the skills of job seekers in the specific retail activities and promote Saudisation. In order to enable the participation of the Chambers of Commerce and accredited training bodies, and also to achieve the objectives of quality and efficient employees, the Saudisation of the identified activities is subject to specific criteria.

Support mechanism:

Training and recruitment costs are paid in two installments.

- **The first installment:** represents (20%) of the total cost of training. It requires the payment of the first payment to be made for the course in order to obtain the certificate.
- **The second installment:** represents 80% of the total cost of the training plus the cost of employment of SAR 1,000. The second installment requires the employment of the individual at a private sector establishments within the stipulated activities, and continuing on the job for a period of 3 months.

131 beneficiaries in 2019 Q1

131



Enablement and creativity programmes

HRDF seeks to empower and enable diverse groups of Saudi nationals from women, to youth, and the unemployed.

Qurrah Working women childcare programme

This programme aims to improve the child care system to respond to the needs of high-quality centres at an affordable cost, improve the working environment inside child care centres, and, as a result, improve the provision of job opportunities to female employees and job seekers in the Saudi labour market. Qurrah supports the increase in the percentage of Saudi women working in the private sector and encourages their stability at work by subsidizing them to enroll their children in child care centres during their working hours. The number of women beneficiaries this quarter has reached 363. In order to respond to the needs of the biggest segment of Saudi women working in the private sector, the support mechanism was amended as follows:

Subsidies continue to be provided for four years until the child is 6 years old

- In the first year the amount of subsidy is SAR 800
- In the second year the amount of subsidy is SAR 600
- In the third year the amount of subsidy is SAR 500
- In the fourth year the amount of subsidy is SAR 400

363 beneficiaries in 2019 Q1



Wusool Transportation of working women programme

This programme aims to empower Saudi female workers and sustain their jobs by providing them with transport to and from their workplace. These transportation means are affordable, highly safe, available in most cities and districts and of high quality and reliability. *Wusool* supports the increased participation of women working in the private sector through improving and developing female transportation and contributing 80% of their transportation costs.

1. Fixed coverage at 80% of transportation cost
2. Up to a maximum of SAR 800 per month
3. Duration of support: 12 months

9,958 beneficiaries in 2019 Q1



9/10th programme

HRDF's 9/10th programme is a pioneering initiative operating under the Ministry of Labour and Social Development. The programme is aimed at driving business growth and providing avenues to small and medium scale businesses to drive national economic growth. The programme acts as a bridge between the world of business, the market, a potential investors, and Saudi entrepreneurs. Through seven different services, the 9/10th programme fosters innovation and entrepreneurship. These innovative solutions and services are specifically designed to support and develop small and medium entrepreneurs through various stages of their development.

14,941 beneficiaries in 2019 Q1

Forsah

It is an electronic platform that connects buyers to suppliers from all regions of the Kingdom. The number of beneficiaries of small and medium enterprises amounted to 740 enterprises in 2019 Q1.

Kanaf Emerging business accelerator

It is an incubator for entrepreneurs during the early stages of their projects until their launch in the market, which helps the entrepreneurs to have a product or service ready to be submitted to investors and displayed in the market.

Tojjar Access to market

It is an e-commerce platform that enables entrepreneurs to coordinate sales, payment, delivery, etc., without worrying about the technical structure needed to achieve this objective. It also allows productive families to sell their products in modern booths at the largest companies in KSA. Eight booths were constructed in 2019 Q1 to enable families to invest in them.

Bahr Self-employment

Bahr is an integrated platform that works to connect freelance professionals, employers and projects in an easy, fast and secure manner, catalysing economic and social impact. The total beneficiaries of the programme reached 5,540.

Abwab My apps

It is a range of useful services and applications for companies in all stages. These services and applications are carefully selected and arranged based on the visitor's personality and according to their needs.

Atwar Entrepreneurs trip

It is a platform that provides simplified steps and reliable sources for each phase of the project from idea to launch.

Zad Access to information

It provides small and medium enterprises and entrepreneurs with data and information to help them to make important decisions for their business.

Subol Career education and development programme

Subol is an interactive, online, educational platform for vocational guidance for students, teachers, partners, job seekers, employers, and employees. It is hub for career guidance, professional, and educational material offering in-depth information through interactive and visual content. Its goal is to effectively assist its audience. *Subol* programme has also developed a set of tools to determine the occupational aptitudes and match them to the career goals.

13,697 online visitors in 2019 Q1

Institutional excellence of the Fund

As the leading entity for the development of human capital in the Kingdom, HRDF is focussed on constantly developing its internal systems and processes, which leads to the improvement of service delivery to all beneficiaries and stakeholders. The Fund also seeks to continuously improve the satisfaction of all parties engaged with the Fund and the labour market.

Customer service excellence

HRDF attaches great importance to customer satisfaction as it is committed to measuring their satisfaction with the services and programmes provided through standards designed to measure the impact on their customers as well as responding to inquiries and complaints.

Measuring customer satisfaction

Customer satisfaction is measured through conducting and analysing monthly and quarterly questionnaires and surveys. Suggestions and complaints of HRDF’s customers are effectively managed where they are directed to the relevant authority or department.

76% Customer satisfaction index for 2018 Q1

83% Customer satisfaction index for 2019 Q1



Job seekers



Employers



Employed



Programmes

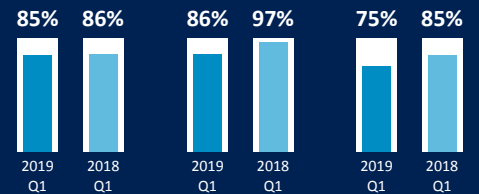
Hafiz



Doroob



Channels



Branches

Call Centres

Social media channels

HRDF call centre

HRDF call centre (920020301) is one of HRDF's diverse channels utilised to engage with customers. The call centre is committed to provide customers with accurate and relevant information and provide assistance to customer queries regarding HRDF's programmes, services, or any other relevant information. The call centre is also dedicated to receive complaints and direct them to the relevant department/party to speedily resolve them. In 2019 Q1, 420,022 calls and 186,343 text messages were handled by the HRDF call centre.

	2019 Q1	2018 Q1
Calls	420,022	889,790
Text messages	186,343	381,288
Percentage of resolved complaints	94%	88%
Average processing time	14 days	11 days

HRDF website

The HRDF website www.hrdf.sa is one of the principal means of engaging with the Fund's customers. The website contains details on HRDF as an organisation and the Fund's portfolio and offering of programmes and services. It also includes the latest updates on events and activities conducted by HRDF.

	2019 Q1	2018 Q1
Number of visitors	446,712	451,332
Number of views	1,572,865	381,288

National Labour Observatory (NLO) – NLO.SA

The National Labour Observatory (NLO) was launched to provide consolidated data, generate statistics and advanced analytics, and to provide insights to manage knowledge on the labour market for the benefit of policy and decision-makers.

KSA labour market indicators

Several indicators have been established to reflect the status of KSA labour market. Each indicator includes its definition, source of data, mathematical formula, and periodicity. The indicators are divided into four main groups:

- Indicators of social insurance subscribers in the private sector
 - Indicators of job mobility and stability within social insurance
 - Indicators of graduates employment
 - Indicators of *Nitaqat* establishments
-

Dashboards

Dashboards were developed for the following to include information on labour market and display indices that are automatically updated:

- Training support programmes
- Employment support programmes
- *Taqat*
- *Hafiz*
- HRDF systems
- Labour market
- *Nitaqat*

Labour market sector-wise studies

These studies on potential economic sectors were conducted to find effective and viable Saudisation solutions to create job opportunities for Saudi nationals. The findings contribute to the formulation of programmes and initiatives in partnership with Government, private, education, and training sectors to fulfil the HRDF mandate.

Research collaboration and partnership

The joint research programme with the Kennedy School of Government (Harvard University) aims to promote applied research in building evidence-based labour market programmes and policies, and to identify appropriate intervention mechanisms to develop these programmes and policies.

Reports and analytics

Periodic bulletins that reflect labour market status, and detailed reports (sector-wise and region-wise), as well as tailored statistical reports for decision-makers within the labour system.

The National Labour Observatory portal

The National Observatory of Labour e-portal is developed to reflect NLO's role and enable users to access its services and products such as interactive indices and dashboards of KSA labour market. There are also additional content on multi-disciplinary studies and analytical reports on the labour market.

Knowledge initiatives: Knowledge hour

It is an initiative aiming to enable HRDF employees to share information and data in a way that is projected to sustain knowledge and experiences through learning. 97 knowledge hours were conducted in 2019 Q1.

Events and achievements

The Fund organises and participates in many events held both inside and outside the Kingdom. The most significant events during the first quarter of 2019 are as follows.

Riyadh 2019

The Fund organised Riyadh 2019 at the Riyadh International Convention and Exhibition Centre for a period of three days. The forum attracted a total of 23,000 visitors, leading businessmen and employers, employees and employees, researchers and job seekers, students and students.

The first seminar was held under the title: “Looking at employment trends under the vision of the Kingdom 2030”, highlighting the possibilities of supporting employment and promising opportunities in the labour market. There were 63 specialized workshops for students, pioneers, business leaders, researchers, Employers and employees, and persons with disabilities, as well as the deplorable experiences of national human resources in the labour market.



Signed an agreement between the Fund and the Saudi Red Crescent 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 the Diploma in Emergency Medicine for 400 Saudi technicians, in order to enable them to enrol in the health sector job market. Under this agreement, a four-month training programme was initiated in the Red Crescent centres and an agreement was effected to recruit these trainees to one of the Red Crescent centres.

Cooperation with the current Chambers to qualify and employ Saudis and Saudi women

The Fund concluded six cooperation agreements with the Chambers of Commerce and Industry in Tabuk, Al Jouf, Qurayat, Najran, Jeddah and Jazan to support the training and employment of Saudi nationals in the outlets for more than two years. Under these agreements, the Fund will coordinate with these Chambers of Commerce and Industry to provide training and financial support programmes. The Chambers of Commerce will implement training programmes for the rehabilitation of the workforce and supervise the implementation process in its training units.

Signing a memorandum of understanding to settle 20,000 jobs in the accounting sector

The Ministry of Labour and Social Development, the Fund and the Saudi Organization for Certified Public Accountants signed a MoU aimed at settling 20,000 accounting professionals in the private sector by the end of 2022, with the aim of raising Saudisation and stimulate the accounting sector to grow following the NTP 2020 and Vision 2030.

The Fund will provide job training programmes, employment support for targeted occupations, as well as training and qualification programmes provided by the Institute of Accountants, to enable the accounting sector to achieve settlement objectives, in accordance with the terms of the memorandum of understanding.



Participation in the Janadriyah Festival

The Fund participated in the 33rd *Janadriyah* Heritage and Culture Festival to provide services, programmes and initiatives to support the rehabilitation, and training and employment of job seekers and employers. It also participated in its mobile branches which provide employment support services to private sector enterprises through a multi-channel recruitment channel, in buses equipped with customer service offices and waiting desks, as well as a meeting room to provide professional guidance services.

HRDF's stall included presentations of the *Tamhir* job training programme, the national work portal *Taqat*, and the initiative to transfer the branches of the Fund in all regions of the Kingdom to rehabilitation and employment centres to support researchers and job seekers, as well as the programme of employment of persons with disabilities, "The DROP training platform, the nine-tenths programme and the incentive programme for job seekers.

Launch of National Labour Observatory Portal

The Fund launched a portal to serve as a channel for its customers to publish its products from reports, surveys, and indicators that reflect the status of the Saudi labour market. It aims to be the reliable source of data and analysis for the labour market and contribute to support the strategic transformation by providing data and visualizations on key topics.

The Observatory identified four strategic objectives: providing accurate and reliable data to all customers, providing analysis and visualization to business partners, building a network of experts and professionals to meet labour market challenges, and managing and disseminating knowledge.



Summary of HRDF programmes

Channels to support the recruitment and rehabilitation of the national workforce in the private sector

Region	Taqat National Labour Gateway		Branches		Job placement centres		Tele job placement centres	
	Male	Female	Male	Female	Male	Female	Male	Female
Riyadh	–	–	1,558	535	965	1,496	–	–
Makkah Al Mukaramah	–	–	1,520	761	1,309	2,317	–	–
Al Madinah Al Munawarah	–	–	684	286	403	330	–	–
Eastern Region	–	–	1,479	461	1,142	1,300	–	1
Al Qassim	–	–	265	129	252	–	–	14
Hail	–	–	224	71	161	–	–	1
Tabuk	–	–	281	131	122	35	–	3
Al Jouf	–	–	144	67	82	–	–	45
Northern Frontier	–	–	71	29	329	–	–	26
Asir	–	–	290	52	286	262	–	–
Jazan	–	–	579	126	240	–	–	92
Najran	–	–	406	140	130	–	–	4
Al Baha	–	–	231	53	203	–	–	29
Total	205	183	7,732	2,841	5,624	5,740	–	215

Enablement and creativity programmes

Region	Qurrah Working women childcare programme		Wusool Transportation of working women programme	
	Male	Female	Male	Female
Riyadh	–	126	–	4,187
Makkah Al Mukaramah	–	106	–	3,160
Al Madinah Al Munawarah	–	18	–	571
Eastern Region	–	96	–	1,310
Al Qassim	–	13	–	93
Hail	–	–	–	99
Tabuk	–	1	–	195
Al Jouf	–	–	–	–
Northern Frontier	–	–	–	–
Asir	–	–	–	112
Jazan	–	–	–	75
Najran	–	–	–	2
Al Baha	–	3	–	1
Other	–	–	–	153
Total	–	363	–	9,958

Employment support programmes

Region	Upskilling programme		Searching for employment programme (Hafiz 1)		Difficulty in finding employment programme (Hafiz 2)		Employment through Hafiz		Full-time subsidy programme		Part-time subsidy programme		Freelance subsidy programme	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Riyadh	35	6	5,046	32,625	1,772	36,903	2,718	6,243	3,037	3,841	130	44	-	-
Makkah Al Mukaramah	11	5	7,938	28,065	2,786	29,618	3,563	4,283	2,370	2,547	138	42	-	-
Al Madinah Al Munawarah	3	3	4,549	11,365	1,876	11,272	1,346	1,059	355	507	3	4	-	-
Eastern Region	13	8	3,168	20,369	1,397	22,559	2,148	3,075	1,274	3,034	81	33	-	-
Al Qassim	4	-	1,965	8,510	580	7,520	661	591	183	450	5	8	-	-
Hail	-	-	1,428	4,208	521	3,754	361	251	68	76	-	1	-	-
Tabuk	2	2	2,050	6,123	823	5,746	513	532	98	108	4	-	-	-
Al Jouf	-	-	1,484	3,099	702	2,681	346	181	36	42	2	3	-	-
Northern Frontier	-	-	762	2,216	325	1,946	227	128	9	13	4	-	-	-
Asir	2	4	4,464	13,531	1,528	11,912	1,167	754	390	421	78	4	-	-
Jazan	4	1	3,879	7,953	1,485	7,371	851	509	167	204	9	6	-	-
Najran	1	-	577	2,953	214	3,384	229	210	199	326	9	16	-	-
Al Baha	-	-	545	2,307	160	2,404	215	131	49	95	1	-	-	-
Other*	1	1	17	58	2	17	19	10	-	-	-	-	-	-
Total	76	30	37,872	143,382	14,171	147,087	14,364	17,957	8,235	11,664	464	161	179	132

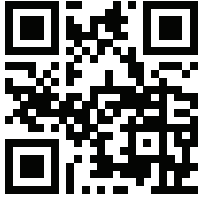
Training support programmes

Region	Training to employment subsidy programme outside the establishment		Training in non-profitable institutes programme		SABIC National Saudisation project		Tamheer On-the-job training programme		Refresher programme for health diploma holders – MOH	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Riyadh	747	2,125	385	-	-	-	579	1,547	215	111
Makkah Al Mukaramah	76	102	691	-	-	-	11	39	662	145
Al Madinah Al Munawarah	-	-	-	-	-	-	48	126	142	293
Eastern Region	126	1	2,840	-	100	-	93	498	293	639
Al Qassim	-	-	97	-	-	-	14	135	423	24
Hail	-	-	-	-	-	-	26	5	54	17
Tabuk	-	-	-	-	-	-	24	15	78	54
Al Jouf	-	-	-	-	-	-	38	149	230	23
Northern Frontier	-	-	-	-	-	-	2	3	14	60
Asir	-	-	-	-	-	-	18	122	153	32
Jazan	-	-	228	-	-	-	27	303	329	304
Najran	-	-	-	-	-	-	1	2	228	-
Al Baha	-	-	83	-	-	-	2	12	-	-
Other*	-	-	-	-	-	-	206	443	-	-
Total	949	2,228	4,324	-	100	-	1,089	3,399	2,821	1,702

*The beneficiary did not specify the geographical area when registering for the programme

Tele-work programme		Direct employment subsidy programme		Additional wage support		Tawafuq Employment of persons with disabilities programme		Subsidising the wage of dialysis days		Teachers subsidy programme in private schools		Women's work support programmes (Feminisation of shops and feminisation of factories programmes)		Small enterprise owners support programme	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Factories	Shops	Male	Female
-	56	1,003	1,220	2,974	995	53	123	7	-	1,576	6,602	744	1,150	103	79
-	10	650	554	1,407	579	28	72	18	1	1,197	3,921	815	936	142	135
-	-	116	92	259	166	5	11	2	-	245	1,145	11	84	127	53
-	14	926	726	1,397	786	87	69	2	-	610	2,385	137	401	101	64
-	-	256	55	157	25	4	4	1	-	130	484	124	163	155	20
-	11	133	13	140	23	20	4	-	-	87	171	3	59	206	121
-	-	42	35	94	28	10	6	-	-	183	395	39	41	38	27
-	-	38	43	48	12	10	2	1	-	194	195	1	25	127	78
-	-	63	25	57	16	5	-	-	-	49	98	1	28	100	35
-	-	97	30	237	60	6	9	1	-	257	571	18	138	89	30
-	-	221	50	150	22	13	3	-	-	131	306	2	82	110	34
-	-	162	58	28	8	13	9	-	-	67	89	-	75	70	18
-	-	43	5	36	2	9	-	-	-	46	46	-	37	77	29
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	91	3,750	2,906	6,984	2,722	263	312	32	1	4,772	16,408	1,895	3,219	1,445	723

Rehabilitation of the Faculties of Science female graduates programme in the health sector		Doroob National e-learning platform		Professional career certificates support programme		Mahir Job seekers training programme		College of Excellence training subsidy programme		Nationalisation of 12 retail activities	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
-	148	12,481	80,649	68	9	57	177	-	-	-	-
-	131	14,260	52,390	30	3	23	46	-	-	-	-
-	-	6,889	21,633	7	-	-	1	-	-	-	-
-	61	6,667	47,501	12	-	-	5	-	-	-	-
-	-	2,916	17,920	6	1	40	10	-	-	-	-
-	-	2,207	8,677	1	-	-	-	-	-	-	-
-	-	2,964	12,623	2	1	-	6	-	-	-	-
-	-	1,800	5,281	-	-	-	-	-	-	-	-
-	-	1,151	3,824	-	-	-	-	-	-	-	-
-	-	5,979	25,916	4	-	-	-	131	-	131	-
-	-	5,642	15,586	1	-	-	-	-	-	-	-
-	-	981	5,744	-	-	-	-	-	-	-	-
-	-	1,022	5,672	-	-	-	-	-	-	-	-
-	-	119,452	579,549	-	-	-	-	-	-	-	-
-	340	184,411	882,965	131	14	120	245	131	-	131	-



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