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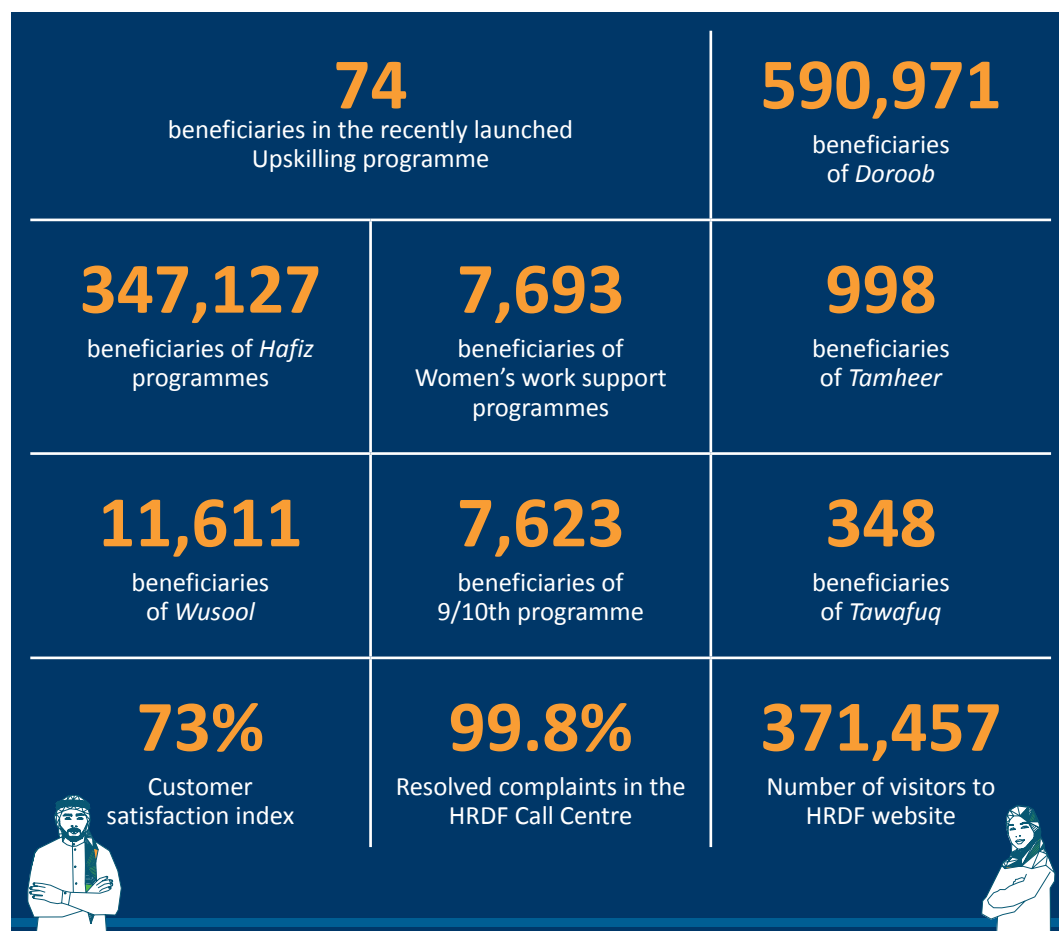
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Executive summary

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 April 2019 to 30 June 2019 (2019 Q2). 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 Second Quarter of 2019.

Overview of Q2 2019



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 Q2 2019

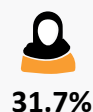


*Total labour force
in the private sector of KSA is

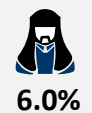


8.3 million

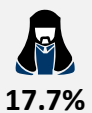
Of which,
1.70 million
are Saudi nationals



**Total unemployment rate
among Saudi nationals is
12.3%



**While the number of
job seekers were
1,002,885



133,652

*Number of
expatriates who
left private sector
employment

44,814

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

20.3%

*Saudisation rate

Data source:

* General Organization for Social Insurance (private sector) Q2 – 2019

** General Authority for Statistics (GASTAT) Saudi Arabia Q2 – 2019

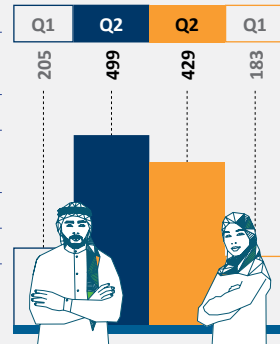
Channels to support the recruitment and upskilling of the national workforce in the private sector

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 55,292, where 928 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
- Providing training services

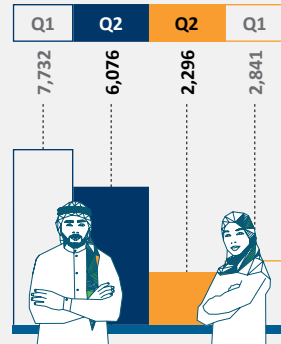


HRDF touchpoints

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:

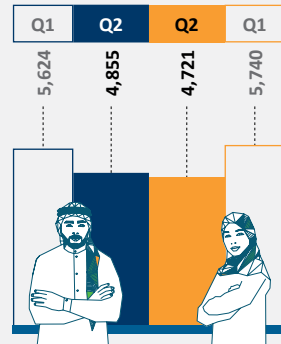
8,372 beneficiaries in 2019 Q2



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 45. 31 centres for males and 14 centres for females, and the total number of beneficiaries are:

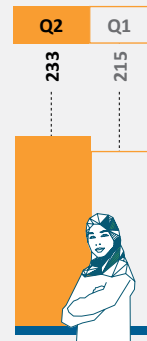
9,576 beneficiaries in 2019 Q2



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 8 tele-job placement centres and the total number of beneficiaries are:

233 beneficiaries in 2019 Q2



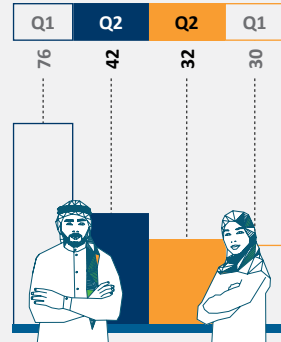
Employment support programmes

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).

74 beneficiaries in 2019 Q2



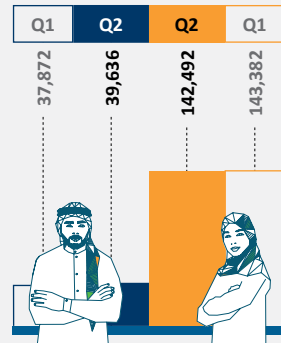
The National Job-Seeker Support Programme (*Hafiz*)

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:

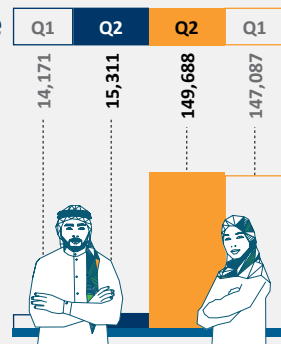
182,128 beneficiaries in 2019 Q2



Hafiz Difficulty in finding employment programme

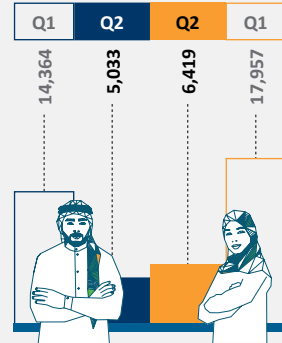
The *Hafiz* difficulty finding employment programme provides financial assistance reaching up to SAR 1,500 for the first fourth months, SAR 1,250 for the next fourth months, and SAR 1,000 for the last fourth months. It targets job-seekers who are over 35 years or those who completed the *Hafiz* Searching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

164,999 beneficiaries in 2019 Q2



Hafiz programme

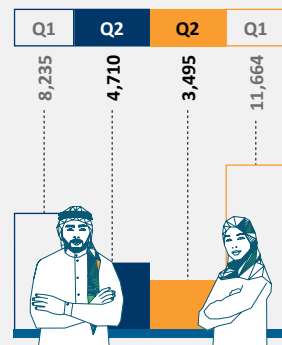
11,452 employed through the programme in 2019 Q2



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:

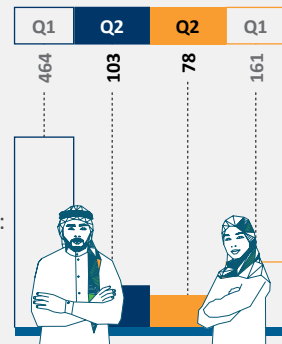
8,205 beneficiaries in 2019 Q2



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:

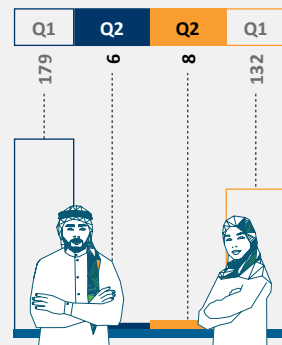
181 beneficiaries in 2019 Q2



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:

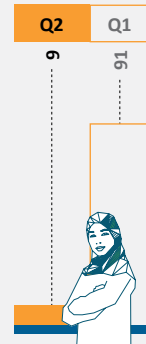
14 beneficiaries in 2019 Q2



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:

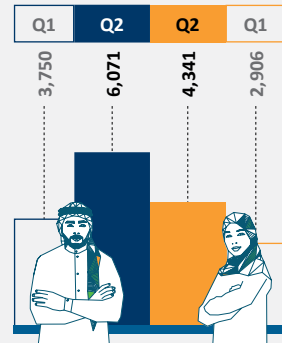
9 beneficiaries in 2019 Q2



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:

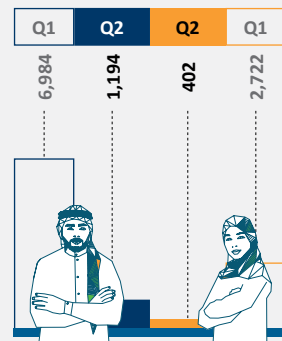
10,412 beneficiaries in 2019 Q2



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. The programme stopped taking support applications in October 2017. The total beneficiaries of the programme are:

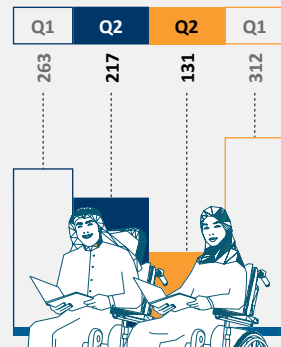
1,596 beneficiaries in 2019 Q2



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:

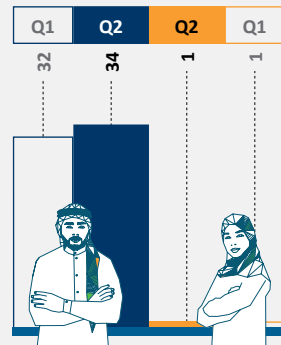
348 beneficiaries in 2019 Q2



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:

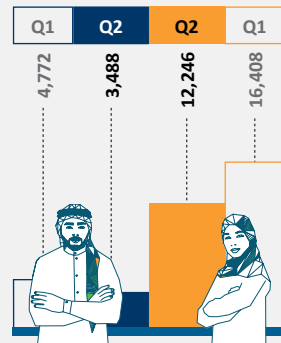
35 beneficiaries in 2019 Q2



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:

15,734 beneficiaries in 2019 Q2

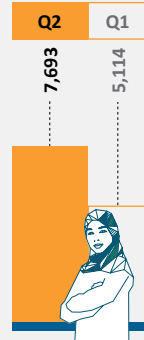


Women’s work support programmes (feminisation of shops and feminisation of factories programme)

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:

5,043 beneficiaries of feminisation of shops in 2019 Q2

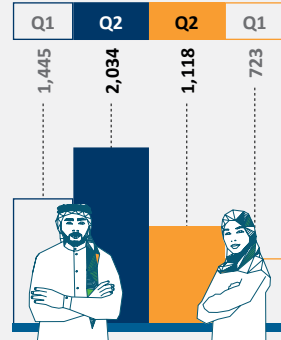
2,650 beneficiaries of feminisation of factories in 2019 Q2



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:

3,152 beneficiaries in 2019 Q2



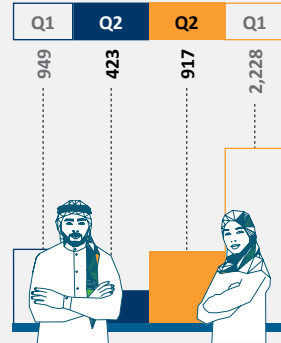
Training support programmes

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:

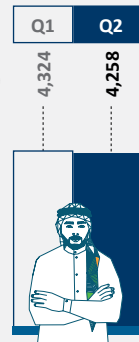
1,340 beneficiaries in 2019 Q2



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 benefited from the programme in 2019 Q2 reached 4,258 (male) trainees in targeted sectors such as oil, construction, drilling, electrical services, dairy, food, electronics, and others. The total beneficiaries of the programme are:

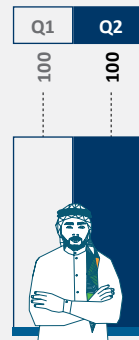
4,258 beneficiaries in 2019 Q2



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 Q2, which remained fixed as 2019 Q1.

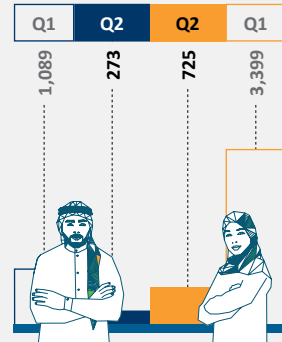
100 beneficiaries in 2019 Q2



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:

998 beneficiaries in 2019 Q2

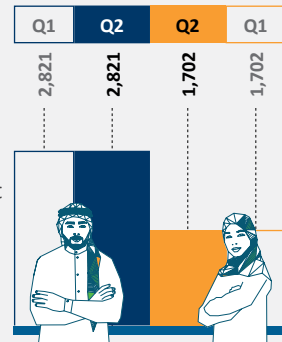


Refresher programme for Health Diploma Holders – MOH

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:

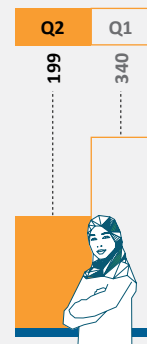
4,523 beneficiaries in 2019 Q2



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:

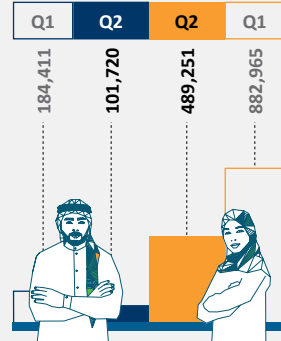
199 beneficiaries in 2019 Q2



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:

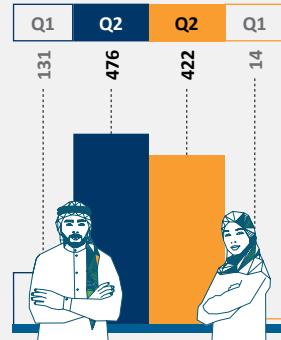
590,971 beneficiaries in 2019 Q2



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:

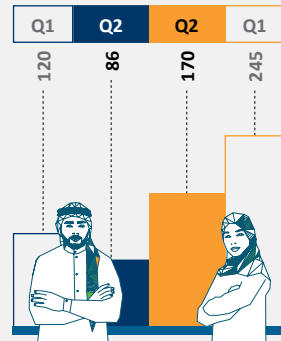
898 beneficiaries in 2019 Q2



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:

256 beneficiaries in 2019 Q2



Nationalisation of 12 retail activities

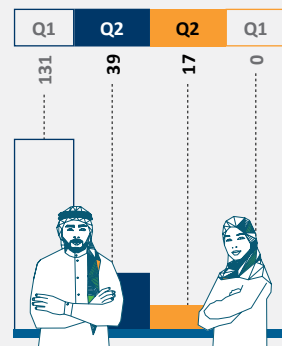
In line with the efforts of the Ministry of Labour and Social Development to promote Saudisation in 12 retail activities, the programme was approved by the Fund Resolution No. 40/17/D on 17/01/1440 AH as one of the projects to raise the skills of job seekers in the specific retail activities and promote 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 instalments.

- **The first instalment:** 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 instalment:** represents 80% of the total cost of the training plus the cost of employment of SAR 1,000. The second instalment requires the employment of the individual at a private sector establishments within the stipulated activities, and continuing on the job for a period of three months.

56 beneficiaries in 2019 Q2



Enablement and creativity programmes

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

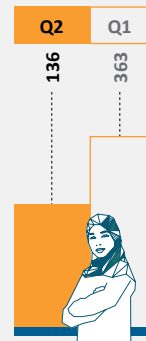
Qurrah working women childcare programme

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 subsidising them to enrol 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

136 beneficiaries in 2019 Q2

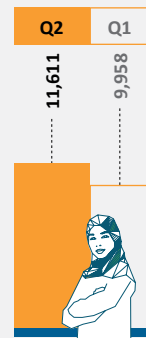


Wusool transportation of working women programme

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

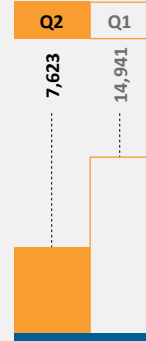
11,611 beneficiaries in 2019 Q2



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.

7,623 beneficiaries in 2019 Q2



Forsah

It is an electronic platform that connects buyers to suppliers from all regions of the Kingdom.

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. 4 booths were constructed in 2019 Q2 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.

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.

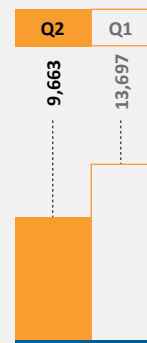
Zad access to information

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.

9,663 online visitors in 2019 Q2



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.

77% Customer satisfaction index for 2018 Q2

73% Customer satisfaction index for 2019 Q2



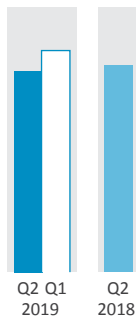
Job seekers

71% 81% 76%



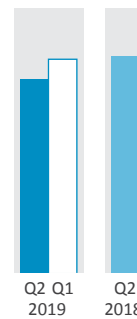
Employers

76% 84% 78%



Employed

73% 81% 82%

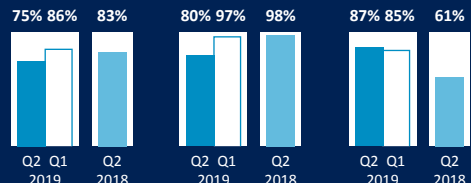


By programmes

Hafiz



By participant



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 Q2, 222,037 calls and 133,159 text messages were handled by the HRDF call centre.



Calls

| Q2 2018 | Q1 2019 | Q2 2019 |
|---------|---------|----------------|
| 486,946 | 420,022 | 222,037 |



Text messages

| Q2 2018 | Q1 2019 | Q2 2019 |
|---------|---------|----------------|
| 153,393 | 186,343 | 133,159 |



Percentage of resolved complaints

| Q2 2018 | Q1 2019 | Q2 2019 |
|---------|---------|--------------|
| 83% | 94.0% | 99.8% |



Average processing time

| Q2 2018 | Q1 2019 | Q2 2019 |
|---------|---------|------------------|
| 14 days | 14 days | 18.6 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.



Number of visitors

| Q2 2018 | Q1 2019 | Q2 2019 |
|---------|---------|----------------|
| 413,673 | 446,712 | 371,457 |



Number of views

| Q2 2018 | Q1 2019 | Q2 2019 |
|-----------|-----------|------------------|
| 1,646,750 | 1,572,865 | 1,303,188 |

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 e-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. 92 knowledge hours were conducted in 2019 Q2, up by 97% over 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 second quarter of 2019 are as follows.

Three new indicators for workers and enterprises in the private sector

National Labour Observatory (NLO) of the Fund added three new indicators for workers and enterprises in the Saudi labour market. The indicators include: participants in social insurance in the private sector; participants in the work of social insurance; and the percentage change in the number of social insurance subscribers in the private sector, and their relative distribution by economic activity.

Launch of HRDF Leadership Academy

The Minister of Labour and Social Development, Chairman of the Fund, inaugurated the HRDF Leadership Academy, which aims to develop future leaders from the private sector in KSA to support the Kingdom's Vision 2030. The participants will be trained with the necessary skills and competencies required by the labour market.



Workshop in collaboration with the Princess Noura University

The workshop was aimed at educating university graduates and undergraduates about HRDF's programmes and also the ways in which graduates can increase their competence to join the Saudi labour market. The workshop emphasised on key HRDF's programmes and initiatives, and their benefits for university graduates.

The key programmes that were highlighted were On-the-job training (*Tamheer*), Professional career certificates support programme, National e-training platform (*Doroob*), and the *Subol* career education and development programme and National Labour Gateway (*Taqat*). The workshop was conducted as a measure to implement the terms of agreement between HRDF and the University.



Workshop of training mechanism in the employment support programme

In order to design and develop support programmes that meet the requirements of employers and their employees and meet their job and training needs, a workshop entitled “Training Mechanism in the Employment Support Programme for Skills Upgrading” was organised at the Fund’s headquarters with the participation of training authorities. The key aim was to improve and upgrade the training programmes for beneficiaries.



Saudisation of the accounting profession workshop

HRDF and the Council of Saudi Chambers, in cooperation and coordination with the National Centre for Family Enterprises, held a workshop on “Saudisation of the Accounting Profession” at the Council’s headquarters in Riyadh. The aim of the workshop is to create a more qualified, productive and stable national workforce.

Tamheer Forum II

The *Tamheer* forum was organised for the second time which aims to link training opportunities between qualified individual and enterprises. The forum discussed how to raise the standards of training programmes and trainees, to facilitate the interview process, and provided professional guidance on available opportunities.

MoU with the Education and Training Evaluation Authority

The Fund signed a Memorandum of Understanding with the Education and Training Evaluation Authority, which aims to develop the Fund’s mechanisms in the quality of training and evaluation, as well as to support its efforts in training and employing the national workforce in the private sector establishments through various programmes that achieve the highest efficiency of training and employment support services and programmes.

The MoU provides for the accreditation and evaluation of training bodies involved in the implementation of support programmes (institutional accreditation, programme accreditation), and the evaluation and measurement of the outputs of training programmes and the impact of training on trainees, and the evaluation and measurement of electronic training programs and their impact on designing a business model to measure the return on investment in training, preparing and qualifying the Fund’s staff and granting them accreditation to the National Centre for Assessment and Technical and Vocational Accreditation.



Summary of HRDF programmes

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

| Region | Taqat National Labour Gateway | | Registered in Taqat | | Branches | | Job placement centres | | Tele job placement centres | |
|-------------------------|-------------------------------|------------|---------------------|---------------|--------------|--------------|-----------------------|--------------|----------------------------|------------|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Riyadh | 146 | 124 | 4,880 | 7,054 | 1,133 | 232 | 874 | 1,187 | – | 1 |
| Makkah Al Mukaramah | 76 | 72 | 4,057 | 4,826 | 1,270 | 763 | 1,230 | 1,776 | – | – |
| Al Madinah Al Munawarah | 22 | 24 | 1,606 | 1,677 | 715 | 308 | 443 | 259 | – | – |
| Eastern Region | 122 | 99 | 2,832 | 3,652 | 1,375 | 221 | 916 | 1,236 | – | 1 |
| Al Qassim | 6 | 12 | 985 | 1,161 | 148 | 114 | 190 | – | – | 29 |
| Hail | 6 | 4 | 619 | 501 | 133 | 52 | 116 | – | – | – |
| Tabuk | 9 | 2 | 643 | 734 | 253 | 99 | 122 | – | – | 3 |
| Al Jouf | 2 | 2 | 488 | 400 | 185 | 70 | 163 | – | – | 31 |
| Northern Frontier | 1 | 2 | 349 | 294 | 87 | 78 | 71 | – | – | 17 |
| Asir | 22 | 22 | 1,558 | 1,737 | 152 | 108 | 263 | 263 | – | – |
| Jazan | 40 | 36 | 1,226 | 1,124 | 261 | 189 | 205 | – | – | 145 |
| Najran | 12 | 7 | 449 | 376 | 262 | 49 | 148 | – | – | 5 |
| Al Baha | 6 | 2 | 257 | 269 | 102 | 13 | 114 | – | – | 1 |
| Others | 29 | 21 | 6,882 | 4,656 | – | – | – | – | – | – |
| Total | 499 | 429 | 26,831 | 28,461 | 6,076 | 2,296 | 4,855 | 4,721 | – | 233 |

Enablement and creativity programmes

| Region | Qurrah Working women childcare programme | | Wusool Transportation of working women programme | | 9/10th programme | | Subol Career education and development programme | |
|-------------------------|--|------------|--|---------------|------------------|----------|--|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Riyadh | – | 44 | – | 4,950 | – | – | – | – |
| Makkah Al Mukaramah | – | 32 | – | 3,448 | – | – | – | – |
| Al Madinah Al Munawarah | – | 9 | – | 758 | – | – | – | – |
| Eastern Region | – | 46 | – | 1,683 | – | – | – | – |
| Al Qassim | – | – | – | 189 | – | – | – | – |
| Hail | – | – | – | 111 | – | – | – | – |
| Tabuk | – | – | – | 204 | – | – | – | – |
| Al Jouf | – | – | – | 2 | – | – | – | – |
| Northern Frontier | – | – | – | 5 | – | – | – | – |
| Asir | – | 1 | – | 186 | – | – | – | – |
| Jazan | – | – | – | 70 | – | – | – | – |
| Najran | – | – | – | 1 | – | – | – | – |
| Al Baha | – | 4 | – | 4 | – | – | – | – |
| Total | – | 136 | – | 11,611 | – | – | 7,623 | 9,663 |

Employment support programmes

| Region | Upskilling programme | | Searching for employment programme (Hafiz 1) | | Difficulty in finding employment programme (Hafiz 2) | | They employ 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 | 14 | 6 | 5,280 | 32,594 | 1,938 | 37,183 | 926 | 2,214 | 2,653 | 2,239 | 53 | 51 | 6 | 8 |
| Makkah Al Mukaramah | 6 | 8 | 8,355 | 28,310 | 2,977 | 30,349 | 1,272 | 1,474 | 775 | 609 | 29 | 11 | - | - |
| Al Madinah Al Munawarah | 1 | - | 4,614 | 11,344 | 2,092 | 11,557 | 507 | 400 | 86 | 71 | 1 | 2 | - | - |
| Eastern Region | 9 | 5 | 3,267 | 20,587 | 1,431 | 22,679 | 749 | 1,224 | 860 | 318 | 6 | 7 | - | - |
| Al Qassim | - | - | 2,157 | 8,142 | 661 | 7,781 | 207 | 196 | 66 | 21 | 1 | - | - | - |
| Hail | - | 2 | 1,513 | 4,202 | 577 | 3,870 | 128 | 88 | 27 | 17 | 2 | - | - | - |
| Tabuk | - | 1 | 2,128 | 5,938 | 889 | 5,870 | 175 | 140 | 28 | 27 | 3 | - | - | - |
| Al Jouf | - | - | 1,516 | 2,898 | 712 | 2,751 | 103 | 57 | 11 | 15 | - | - | - | - |
| Northern Frontier | - | - | 791 | 1,995 | 343 | 1,993 | 70 | 44 | 1 | 1 | - | - | - | - |
| Asir | - | - | 4,680 | 13,218 | 1,700 | 12,138 | 396 | 283 | 44 | 68 | 2 | 2 | - | - |
| Jazan | 1 | 2 | 4,142 | 8,217 | 1,598 | 7,693 | 336 | 180 | 44 | 54 | 1 | 2 | - | - |
| Najran | - | - | 604 | 2,807 | 217 | 3,409 | 99 | 83 | 96 | 40 | 5 | 3 | - | - |
| Al Baha | 2 | - | 568 | 2,179 | 174 | 2,395 | 60 | 30 | 19 | 15 | - | - | - | - |
| Others | 9 | 8 | 21 | 61 | 2 | 20 | 5 | 6 | - | - | - | - | - | - |
| Total | 42 | 32 | 39,636 | 142,492 | 15,311 | 149,688 | 5,033 | 6,419 | 4,710 | 3,495 | 103 | 78 | 6 | 8 |

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 | 359 | 916 | 219 | - | - | - | 143 | 328 | 215 | 111 |
| Makkah Al Mukaramah | - | - | 676 | - | - | - | 46 | 107 | 662 | 145 |
| Al Madinah Al Munawarah | - | - | - | - | - | - | 19 | 24 | 142 | 293 |
| Eastern Region | 64 | 1 | 3,005 | - | 100 | - | 24 | 77 | 293 | 639 |
| Al Qassim | - | - | 138 | - | - | - | 3 | 16 | 423 | 24 |
| Hail | - | - | - | - | - | - | - | 2 | 54 | 17 |
| Tabuk | - | - | - | - | - | - | 6 | 6 | 78 | 54 |
| Al Jouf | - | - | - | - | - | - | - | 6 | 230 | 23 |
| Northern Frontier | - | - | 67 | - | - | - | - | - | 14 | 60 |
| Asir | - | - | - | - | - | - | 2 | 9 | 153 | 32 |
| Jazan | - | - | 109 | - | - | - | 22 | 127 | 329 | 304 |
| Najran | - | - | - | - | - | - | 6 | 18 | 228 | - |
| Al Baha | - | - | 44 | - | - | - | 2 | 5 | - | - |
| Others | - | - | - | - | - | - | - | - | - | - |
| Total | 423 | 917 | 4,258 | - | 100 | - | 273 | 725 | 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 | | Teachers subsidy programme in private schools | | Subsidising the wage of dialysis | | 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 |
| - | 1 | 1,937 | 1,766 | 559 | 166 | 62 | 44 | 1,132 | 5,348 | 8 | - | 894 | 2,152 | 131 | 94 |
| - | - | 1,073 | 777 | 240 | 86 | 44 | 18 | 1,007 | 2,873 | 17 | 1 | 1,366 | 1,779 | 135 | 141 |
| - | - | 235 | 235 | 52 | 25 | 13 | 4 | 188 | 805 | 2 | - | 22 | 32 | 208 | 80 |
| - | 8 | 1,433 | 964 | 238 | 107 | 39 | 20 | 373 | 1,484 | 4 | - | 56 | 729 | 73 | 109 |
| - | - | 314 | 18 | 36 | 5 | 1 | - | 109 | 407 | 1 | - | 179 | 24 | 243 | 26 |
| - | - | 173 | 17 | 26 | 6 | 19 | 3 | 61 | 128 | - | - | - | 32 | 306 | 176 |
| - | - | 64 | 67 | 5 | - | 2 | 3 | 181 | 320 | - | - | 98 | 7 | 66 | 40 |
| - | - | 59 | 49 | - | - | 7 | 11 | 129 | 144 | 1 | - | - | 9 | 183 | 132 |
| - | - | 90 | 29 | 6 | - | 11 | 8 | 34 | 45 | - | - | - | 1 | 78 | 65 |
| - | - | 175 | 43 | 25 | 6 | 1 | 6 | 134 | 372 | 1 | - | 5 | 78 | 158 | 43 |
| - | - | 318 | 278 | 3 | 1 | 12 | 5 | 86 | 224 | - | - | - | 77 | 221 | 69 |
| - | - | 128 | 88 | 1 | - | 3 | 9 | 46 | 75 | - | - | - | 90 | 118 | 40 |
| - | - | 72 | 10 | 3 | - | 3 | - | 8 | 21 | - | - | - | 29 | 113 | 51 |
| - | - | - | - | - | - | - | - | - | - | - | - | 30 | 4 | 1 | 52 |
| - | 9 | 6,071 | 4,341 | 1,194 | 402 | 217 | 131 | 3,488 | 12,246 | 34 | 1 | 2,650 | 5,043 | 2,034 | 1,118 |

| Rehabilitation of the Faculties of Science female graduates programme in the health sector | Doroob National e-learning platform | | Registered in 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 | |
| - | 83 | 7,590 | 50,032 | 4,992 | 8,910 | 274 | 168 | 33 | 115 | - | - | - | - |
| - | 76 | 8,617 | 40,065 | 4,035 | 6,669 | 91 | 88 | 17 | 39 | - | - | 14 | 17 |
| - | - | 4,244 | 13,640 | 1,377 | 1,923 | 14 | 23 | - | - | - | - | - | - |
| - | 40 | 4,229 | 30,011 | 2,640 | 4,630 | 43 | 62 | - | 1 | - | - | - | - |
| - | - | 1,921 | 11,117 | 750 | 1,213 | 10 | 43 | 36 | 9 | - | - | - | - |
| - | - | 1,295 | 4,971 | 299 | 526 | 1 | - | - | - | - | - | - | - |
| - | - | 1,798 | 7,325 | 549 | 943 | 9 | 14 | - | 6 | - | - | - | - |
| - | - | 1,086 | 3,196 | 298 | 345 | 3 | 1 | - | - | - | - | - | - |
| - | - | 677 | 2,293 | 213 | 297 | 2 | - | - | - | - | - | - | - |
| - | - | 3,697 | 15,888 | 1,072 | 1,761 | 24 | 22 | - | - | - | - | 25 | - |
| - | - | 653 | 3,617 | 265 | 469 | 4 | - | - | - | - | - | - | - |
| - | - | 3,734 | 9,659 | 1,006 | 1,076 | 1 | - | - | - | - | - | - | - |
| - | - | 593 | 3,452 | 221 | 388 | - | 1 | - | - | - | - | - | - |
| - | - | 61,586 | 293,985 | 11,848 | 26,001 | - | - | - | - | - | - | - | - |
| - | 199 | 101,720 | 489,251 | 29,565 | 55,151 | 476 | 422 | 86 | 170 | - | - | 39 | 17 |



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