



Saudi Arabia

Potentials and Fields of Cooperation in Vocational Education and Training

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The image shows a modern building with a large red 'giz' logo on its roof. The building has multiple floors with large windows and balconies. In the background, a city skyline is visible under a blue sky with scattered clouds. The logo is in a stylized, lowercase font.

giz

**The Deutsche Gesellschaft
für Internationale
Zusammenarbeit**



Our organisation

- Established on 1 January 2011, GIZ brings together under one roof the long-standing expertise of DED (German Development Service), GTZ (German Technical Cooperation) und InWEnt (Capacity Building International). Our registered offices are in Bonn and Eschborn.

- **GIZ's purpose** is to promote international cooperation for sustainable development and international education work.

As a 100% federally owned, public-benefit enterprise, we support the German Government in achieving its development policy goals.

- Some **facts & figures**

2,065 projects in 130 partner countries;
consolidated business volume EUR 1.9 billion
approximately 18,000 staff members worldwide





GIZ worldwide



- GIZ Offices Eschborn, Bonn,
- Berlin and other locations in Germany
- GIZ Brussels / Belgium
- GIZ Offices Worldwide

GIZ International Services

Your effective service provider for sustainable development

GIZ International Services (GIZ IS)
is dedicated to our international clients.

IS works on behalf of

- international organisations,
- governments,
- foundations and
- private companies





Our expertise

Each client, each contract and each solution is unique.
Our knowledge, experience and competence are available
in the following six key areas

- Management of construction programmes & infrastructure (building and civil engineering, housing)
- Renewable energies, energy efficiency and climate change
- Health
- Water
- Governance
- **Technical and vocational education and training**





GIZ IS in the Kingdom of Saudi Arabia

- Working in Saudi Arabia since the Sixties
- Currently more than 100 seconded experts
- Active in many different fields for the Government of Saudi Arabia based on governmental agreements
- Main Focus: Human Resources Development, Water, Consulting in Government Ministries





Socio-economic Framework

1. Very young population
2. High and steady budget surpluses
3. Political will to develop the country by developing its people
4. Key sectors of economic development:
 - Crude oil and Mining
 - Downstream industry (crude oil based)
 - Construction (housing, industrial, public infrastructure)
 - Tourism, especially religious tourism
 - Services (e.g. telecommunication)





Key Players in Education and Training

1. Ministry of Education (Tatweer Programme)
2. Ministry of Labour and Social Affairs
3. Technical and Vocational Training Corporation (TVTC)
4. Ministry of Higher Education
5. Other ministries (Water, Electricity, Health, Petroleum and Mineral Resources, ...)
6. Large private conglomerates
7. Human Resources Development Fund
8. Royal Commission for Jubail and Yanbu





Major Initiatives

1. Since 2011 very sincere Saudization efforts
2. Ministry of Labour: Nitaqat Programme
(86,500/115,000 results in google on Oct 4/5, 2011)
3. King Abdullah Scholarship Programme (KASP)
4. Joint ventures between TVTC and private Companies
 - Plastics Institute
 - Automobile Institute
 - Small Appliances Institute
5. Inclusion of females into the Labour Market
6. Training of Females
7. Development of Employment Promotion Services





Example: Technical Trainers College (TTC)

1. Concept developed since June 2004
2. First batch of students in September 2009
3. Status 2011: 900 students, first 120 graduates summer 2012
4. More than 60 German specialists
5. Nucleus of a new approach in training
6. Modern equipment for several Million Euro
7. Departments of Mechanical Technology, Electrical Technology, Information Technology and Vocational Pedagogy
8. Focus on practical teaching experience and industrial experience





TTC Site Development Concept





Integrated Learning. Practice + Theory





Future: Employment Promotion Services I

Arab countries are facing significant changes in social-economic regards. Especially for young people unemployment is a genuine risk.

To **avoid unemployment** a synchronized approach is necessary, consisting out of three elements:

1. Creating jobs,
2. investing in education/training,
3. **implementing labor market tools.**

In the same time it is a fact that Saudi people are not adequately represented in the national labor market.

As per the Ministry of Labor the **“Promotion of Job Nationalization Program”** should help to create well paid job opportunities for Saudis in the private sector.

The national **triphas** **“Hafiz” program** should help job-seeking citizens and motivate those looking for work.





Future: Employment Promotion Services II

In a pilot phase up to 30 **job centers** should be developed.

Additionally an **intermediary workforce organization** could serve as a platform for ensuring the necessary support mechanisms for relevant national labor market programs like the **Nitaqaat-quota system**.

Ultimate goal:

to find a balance between the need to develop and employ national workforce and the economic prosperity of the employer organizations, while also allowing employers' organizations the ability to adhere to and prosper in the labor market.

The **core benefit** for employer organizations using an intermediary workforce organization as a temporary employment agency is that employers no longer have to worry about perceived permanent employment issues that come along with hiring national workforce.



Thank you!

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