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# IT For KSA

## Human Resources

### M. Nagadi

# Introduction

- **Importance**

- **Essential for any development**
- **Global scarcity**
- **To be able to compete**

# Introduction

- **Vision**

- To have self sufficiency of a well trained competent **workforce** through dynamic university and training programs which produce qualified graduates with an internationally recognized certificates.
- To have a **society** which uses the information technology in all aspects of life comfortably.

# Introduction

## ● Mission

- To build an educational and training system that provide the local IT-Industry with a highly qualified **workforce**.
- To develop programs that prepare the **society** for the IT- era.

# Introduction

- **Goals** (short term, midterm, and long term)
  - **A clear view of the market needs**
  - **Remove all the un-necessary regulations and establish a flexible and supportive procedures**
  - **To have a continuously updated database on human resources and make it readily available for the public.**

# Introduction

- **Goals** (short term, midterm, and long term)
  - To support an extensive studies on human resources in KSA.
  - Encourage and support the use of computers and Internet
  - Increase the public awareness of IT-related issues
  - Revise and update university programs

# Introduction

- **Goals** (short term, midterm, and long term)
  - **Establish an assessment and accreditation institute or society of IT educational and training programs**
  - **Enhance the use of computers and internet in education**
  - **To vigorously seek alliance programs with major companies**
  - **Encourage and support IT institutes and computer training centers**

# Introduction

- **Goals** (short term, midterm, and long term)
  - **Provide legal protection for intellectual property**
  - **Enhance the use and availability of the internet in the society at a very affordable prices**



# Introduction

- **Goals** (short term, midterm, and long term)
  - **Device an award system** to appreciate the achievements of the IT society
  - **Establish a nationwide system** for identifying and locating **employment and business opportunities**
  - **Initiate special programs** for **gifted students**
  - **Encourage local meetings, workshops, and conferences** in IT

# Introduction

- **Goals** (short term, midterm, and long term)
  - **Encourage international participation in IT activities**
  - **Support IT summer programs**
  - **Establish a network of digital libraries for public use**

# Introduction

- **Goals** (short term, midterm, and long term)
  - **Support public training programs at very affordable prices**
  - **Encourage investment in training**
  - **Offer comfortable loans for young IT entrepreneurs**

# Introduction

- **Goals** (short term, midterm, and long term)
  - **Use of e-education as an important mean of education especially for females and people in remote areas**

# Introduction

- **General Policies**

- **Facilitate the large Saudi Market**
- **Facilitate on the special position of KSA as a leading Moslem nation**
- **Observe our Islamic values and traditions**

# The current situation

- **IT Employees**
  - **Visits**
  - **Civil Bureau**
  - **Ministry of labor and social Affairs**
  - **IT companies**
  - **Research ( RI, Library, Internet...)**
  - **Experts**

# The current situation

- **University and College Programs**
  - **List of colleges and number of graduates**
  - **Programs and areas of specialization**
  - **Visits to major universities**
  - **Shortage, areas for improvements**

# The current situation

- **Training Centers**

- **List of institutions and number of graduates**
- **Programs and areas of specialization**
- **Visits to major training centers**
- **Shortage, areas for improvements**



# The current situation

- **Other Educational and Training Programs**
  - **List of institutions and number of graduates**
  - **Programs and areas of specialization**
  - **Visits to major training centers**
  - **Shortage, areas for improvements**

# The current situation

- **Statistical Comparisons**
  - **Local and global comparison**

# The global picture

- **A Comparative Study of IT-HR plans**  
(strategic trends, Laws and regulations, Initiatives, Statistics)
  - **USA**
  - **India**
  - **Jordan**
  - **Australia**
  - **Singapore**

# IT education and training projects

- IT for Experts
- IT for Specialists
- IT for Non IT Workers
- Incubators
- IT for Public
- University, College, Institutes, and Training Centers Programs
- Alliance Programs
- Awareness Programs
- Certificate Authentication

# KSA human resources requirements

- **People, Skills, and Programs**

(Government and private sectors)

→ **Infrastructure**

→ **IT industry**

→ **E-Learning**

→ **E-Business**

# The language barrier

- English → Arabic
- Arabic → English

# Laws, policies, and regulations

- **Current regulations**
- **Proposed regulations?**



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# IT job classification





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# Recommendations & Initiatives



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# Follow-up committee



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# Resources