
BUILDING A SKILLED WORKFORCE FOR SAUDI VISION 2030

Caption: Building a skilled workforce is a cheat-sheet every economy needs to stay future-ready and competent. While the concept is still far-away from a perfect outcome, embracing it can change the world race of becoming a great nation. Nevertheless, Saudi Vision 2030 is a shaper but a competent workforce can take it to a new height. Check out how!

EXECUTIVE SUMMARY

Vision 2030 was designed as a reform program but now has become a light of development to transform the kingdom's success. Human capital is at the heart of this transformation that drives KSA Vision 2030 success. While the program is a bullet train for the economy, people are the driving fuel for this train. The mission "Human Capability Development Program (HCDP)" is a part of Vision 2030 and developing talent is mission-critical.

A developed country keeps its human resources at its heart, and so does a developing one. An educated population with future-ready skills takes a nation to global standards. Vision 2030 is a program to flip the script of an oil-reliant economy to one where human talent embraces innovation, and entrepreneurship takes center stage. When the World Economic Forum in 2025 predicted the advancement of technology and the need for at least 50% of all employees to reskill, Saudi Arabia is already leading the race and is ready to ride the wave. Zero risk to be left behind!

The million-dollar question - How? The simple answer - Skills assessments. Generic quizzes are a gone game now. It's a digital world that needs real-world evaluations. It's not only about identifying strengths, but about finding the gaps and creating personalized learning paths. Create a GPS to help individuals understand industries and get strong business outcomes. Saudi Arabia's talent pool is deep. The workforce is full of unsung heroes and these fighters are ready to lead the competition.

This report deals with skills assessments and a future-ready workforce that binds Vision 2030 of KSA for a better future. We will discuss 3Ws – What, Where, and Why:

- **Why do assessments matter?** To understand individuals and their skills to drive the nation.
- **Where do assessments fit in?** To understand every learning phase from education to training, and talent development.
- **What does success look like?** Facts and figures to reveal actionable insights for assessments and their growing demands.

Bottom line? The Kingdom of Saudi Arabia is at the forefront of the global smart curve. It is tech-driven and developing. The economic future of the nation depends on the assessment strategies. It can shape the workforce for a digitally better economy that leads.

WORKFORCE DEVELOPMENT IN THE CONTEXT OF VISION 2030

With AI being the vanguard of the future, countries are in an unsaid competition to be the best and to stay ahead in this wave of change. Saudi Arabia can be seen leading the way. Vision 2030 embraces a knowledge-based economy. This drives a need for a powerhouse of skilled professionals.

The Human Capability Development Program under Vision 2030 is the biggest operation to target at least five Saudi Universities into the top 200 globally by 2030 just by preparing the students with future-ready skills. Skills validation is the new degree. It is more about what people can do, not just what they know. The kingdom now has competency-based education frameworks, aligning curricula with industry requirements. A practical learning method with real-world skills helps the workforce be more updated in STEM fields.

The MENA region is emphasizing digital skills. UAE and Saudi Arabia are leading the race to bridge the gap where digital skills are in high demand. Upskilling could add \$366 billion to the Middle East's economy by 2030. Vision 2030 is helping the kingdom rewrite the economic playbook. It is no longer oil-dependent. Innovative technology and talent is fueling the nation. It's the lifeline of Vision 2030.



Here's the catch: A skilled workforce can become the backbone of a growing economy that attracts foreign investment. Saudi Arabia employers find it difficult to hire the right candidate. The rate's over 40%. Addressing the skills gap looming can do the work. Saudi Arabia can become a futuristic economy that can change competitive industries like technology and healthcare. It's not an option, but a necessity. Why?

Industries demand power shift:

- **Technology & Innovation:** AI is reshaping the world. A digital economy in Saudi Arabia demands better data scientists and AI specialists.
- **Healthcare Expansion:** Vision Realization Programs (VRPs) and similar projects need skilled doctors and researchers.
- **Tourism & Entertainment:** Virtual Saudi Arabia is just a stepping stone. 100 million tourists will be visiting annually by 2030. The hospitality industry demands technologically advanced professionals.
- **Green Energy:** Projects like NEOM require talents with extended knowledge in environmental science and smart technologies.

How Education and Training are Evolving

It's no more a learning model but more of a skilled model. It's the era of competency-based learning – An approach to show more. Degrees matter but skills matter the most. Here's how the Saudi Kingdom is leveling up to this gold standard:

- **Vocational & Technical Training:** Saudi Technical and Vocational Training Corporation (TVTC) and other key players have started skillful programs to make the workforce strong with job-ready skills.
- **Public-Private Partnerships:** Saudi Arabian companies have not only teamed up with educational institutes but the government players have also partnered with UNWTO (The United Nations World Tourism Organization) to promote professional development in skill-based education.
- **Digital Learning Platforms:** Online learning and AI-driven assessments are more prominent for flexible and accessible knowledge.

Vision 2030 is setting the stage for a “skills-first” era. A nation where people are backed by education and training takes the spotlight in a transformational world. Bottom line? **Saudi Arabia is doing an outstanding job already.**

UNDERSTANDING THE SKILLS GAP AND LABOR MARKET NEEDS

A quick reality check: nearly half of KSA jobs will be automated by 2030. The highly skilled occupation that makes up about 25% of the total KSA jobs will be largely impacted by generative AI. While this will be around 50% of hours for high-skilled jobs, it will be only 17% for low-skilled occupations. That's a huge number.

However, automation is wiping out some time-consuming roles. Ultimately, workers will get more bandwidth for more creative and higher-order work. Is it creating demand for brand-new skill sets?

Automation will flip the market on its head. A tech-savvy nation can adapt. But how? By staying competitive and ready to face 'the tomorrow'.

Crippling Setbacks

- **A Talent Drought:** What seems like a little problem can be a huge gap to reach the top. While AI is leading the tech world, Saudi Arabia is lacking professionals with engineering expertise and digital skills. This persistent gap demands training. The IT sector alone in the KSA will need more than 100,000 skilled professionals by 2030. Now is the time to take the step and deal with the shortage.
- **The Tech Tsunami:** Blockchain and AI started with a 'buzzworthy' note but not anymore. Anything with the power to redefine industries is much more than 'just knowing.' While upskilling was a constant symphony, experts believe it alone won't do enough. Reskilling is the new trend. Today's hot job can be tomorrow's obsolete skill. It's not a need anymore, but a necessity.
- **The Soft Skills Crunch:** Whereas one strong skill was enough to survive the market, now the tech world demands a whole room of skills. Upskill is the new upgrade! Employers demand more critical thinkers. Solid communication with creative problem-solving ability is the new power. Automation will ultimately take over repetitive tasks. Exceptional knowledge and soft skills will be a stronger combination to power up the job market.



Industries and Demands

- **The Tech World:** AI development is the new demand. Coding is a difficult skill, albeit essential. The know-how of data analytics and cyber security can help challenge the challenges beforehand. The KSA lags in the global digital race with a workforce without these skills.
- **Healthcare:** One industry that demands continuous development cannot do without a skilled workforce. Professionals in health informatics and biotech can change the way diseases are treated. Imagine a world with personalized medicine to treat every pain and health issue! Don't just imagine, start working on it and make Saudi Arabia a place for the best healthcare services in the world.
- **Manufacturing:** While automation is notably taking center stage and changing everything, subsequently future skills will change the optimization. AI integration is non-negotiable. Saudi Arabia needs a skilled workforce now more than ever to transform automation in the manufacturing industry and make the workforce prepared for better human jobs.
- **Tourism & Entertainment:** KSA's virtual tourism has already gained a lot of attention. But, it's not enough to make the kingdom a global tourism hotspot. What they need is a skilled hospitality management who knows every know-how of this virtual platform without compromising the cultural curation. The catch is to have a workforce technically, culturally, and positively upskilled.

An Unforeseen Growth

No future-ready skills means no upskilled workforce and that means no economic progress. You don't participate in a race you can't win. Saudi Arabia's vision to have ambitious infrastructure projects, a digital economy, and a culturally rich heritage hinges on the right talent with the right skills working in the right roles. It isn't only about bridging this gap—it's more about having a place in the world's list of growing economies.

The takeaway?

It's time-consuming, nevertheless, the kingdom needs skills doubling. It starts with ticking the skills the kingdom needs the most followed by assessments. Take it as a compass to guide your way, ensuring the workforce is right on the path you want, not just in a reaction to change, but to lead it.

THE FUNCTION OF ASSESSMENTS IN TALENT DEVELOPMENT

What's up with all the fuss about upskilling and ticking the boxes? It's more than a list! It's about ensuring the talent is moving in the right direction. Saudi Arabia does not only need an upskilled workforce but a working model to ensure they learn the right skills and steer the while directly at the top of the world. Take it as a cheat code—a shortcut that leads to building a smarter, sharper workforce.

The Ultimate Assessment Cheat-Sheet:

Technical Tests



For a developer, data scientist, or AI specialist, coding is their core. Conduct technical tests to code and build a particular type of model you want. Dig deep into practical know-how. For a more complex system, ask the workforce to understand more about the complex machinery. These assessments aren't just assessments but a key to unlocking the real skills the kingdom needs to grow.

Cognitive Evaluations



Ever heard of Cognitive evaluation theory (CET)? It's an important theory that understands how external events affect a person and their decisions. Employers need to ask questions about their adaptability to test their problem-solving speed. These tests help understand the mental agility and analytical skills of a prospect.

Behavioral Tests



You can get your creative thinkers by testing their behavioral approach. This helps you understand their cultural alignment and attitude towards getting work done. A leading economy like KSA needs to enroll in more behavioral tests to gauge a leadership approach for a better technological world.

Certifications & Competency Checks



Vision 2030 approaches toward a better world. The workforce demands a clear picture of differentiation between smart working and appreciation. Training and learning are not enough. The right workforce demands certifications. Skills validation in the form of recognized badges allows us to bifurcate an upskilled workforce and use them at the right time for the right tasks.

Digital & Adaptive Tools



The digital game is formidable. Undoubtedly, AI is a real game-changer. Offer a personalized testing experience with AI-powered solutions to make the candidates realize what they are dealing with and how important it is to stay ahead in this race.

WHY THEY MATTER

Personalized Pathways



Assessments not only identify the real strengths but turn the world upside down to know all the weaknesses and create customized learning for every individual. If individuals differ, so does the learning journey. Nothing can work like magic other than targeted learning.

Spotting Talent Early



Some assessments are just spot on. They help you zero in on the high-potential employees at an early stage. No unnecessary fueling or pipelining; the right answers lead directly to the right candidates.

Smart Workforce Planning



Smart companies believe in smart assessments. They keep a database to get timely insights on everything that works and also that doesn't. While assessments do their part to identify the employee types, data-driven insights help to identify what type works for them. It's important to identify the right people but it's more important to land them in the right roles.

Bottom line? When you have a clear vision of your goal, you need a GPS to that goal and smart assessments are that GPS. Industries need guidance for future success. Saudi Arabian companies can have a prime workforce with a polished skillset to get the kingdom ready to dominate the global stage.

IMPLEMENTATION STRATEGIES FOR EFFECTIVE ASSESSMENTS

Big games are played with big teams and smart players. It isn't a solo mission. Getting assessments right means you hired the right players. Now the challenge is to bring the players together to support bigger players. An organization cannot grow alone with the major players—government, industries, and tech innovators being a part of the show. A collaborative win is an actual win. Here's how Saudi Arabia can level up its assessment game:

Collaboration is Key

- **National Initiatives:** The Human Capability Development Program as a part of KSA Vision 2030 has set the stage for skill-focused education. HCDP is a part of realization programs to prepare the Saudi workforce for a competitive global stage. It's more of a necessity than a need. A competency-based education framework can prepare the workforce with future-proof skills for a modern outlook.
- **Private Sector Engagement:** Government, Private Sector, Public Sector, and Citizens are like four tires to this high-speed car of development. One missing tire means a broken car is of no use to reach the destination. Industries can't just sit on the sidelines. Private companies need to hand in their efforts and stay active at every step. They need to invest in assessment frameworks and cope with the demands of the evolving market. Whether it's about internship programs or certifications, the private sector needs skill-sharp models for continuous evaluation.

Tech-Forward Approaches

- **AI-Powered Tools:** AI is not something you haven't heard of. It's got you covered. What? Prediction! For all your real-time analytics, you need just one simple tool - AI and you are all set to go and curate personalized training modules. There are so many free and paid AI applications available to help you design your assessment modules.
- **Gamified Platforms:** Don't go and ruin the experience for the assessment-takers. The most qualified will be the first ones to leave. Then, what to do? Try to gamify assessments. Add a layer of fun. Make them engaging. Nobody likes boring tests. Make them challenging, something like rewards to pass. Offer badges for every level. There's no better approach to measuring critical skills.
- **Remote Testing:** As the digital world has taken over, try to make everything available remotely. History is evident, the smartest of people have emerged from the remotest of areas. Remote assessment tools are accessible to even rural and underserved regions. Skills look at no place, no region, and no community. Right opportunities knock at the right talents. Try to upskill and validate these talents.



Success Stories:

- **Tech Sector:** Tech sector cannot do without coding. Coding boot camps allow tech talent to learn in-demand areas, attend lectures, and gain real-time experience to upskill. Live lectures mean instant feedback and a chance to know exactly where they are. Top coding boot camps have around 96% of the job placement rate. The boot camp market shapes the educational landscape and gives participants a chance to learn how to improve.
- **Healthcare:** Adaptive learning can enhance knowledge retention by over 30%. It's a hands-on tool for medical professionals to upskill and stay updated with the latest medical advancements. Many medical professionals stick to AI to tailor personalized experiences for their patients. Each one has a different medical history that requires unique care. Digital upgrades help healthcare professionals personalize care for their patients without overwhelming themselves.
- **Manufacturing:** While virtual reality took gaming to the next level, smart cities are slowly taking their own shape with the technology. Virtual reality is changing the manufacturing industry. VR-based skills tests help identify precision and safety in operations. Workers can master complex operations and reduce risks. On one hand, Ford workers used models to analyze the 3D design of their vehicles, and Rolls-Royce on the other utilizes VR for repairing tasks. Saudi Arabia, being one of the top oil refinement nations in the world can leverage VR for 3D evaluation and simulate environments.

The takeaway? Technology is getting smarter and it needs the human world to accept the change. Smart assessments mean a smart workforce and accessible growth. A smarter employee base leads a nation to a future-ready world and a better tomorrow.

CHALLENGES AND SOLUTIONS IN WORKFORCE ASSESSMENTS

The road is not bump-free, and it's definitely not at all smooth sailing. The truth is, that effective assessments do not just happen by change. It requires effort. It isn't anything like walking in a park. There are deal-breakers. But, Saudi Arabia is a strong nation with the power to deal it out.

What's Holding Us Back

Resistance to Change: Change does not happen overnight. It demands a willingness to ditch traditional learning and embrace real-time assessments. The hesitation is real. Users are unfamiliar with competency-based models. The path is tougher to walk than it sounds.

Digital Divide: Remote areas of the kingdom have limited access to digital services and the internet. Digital Assessments will be a tough call. While the urban population is seen as more convinced and upfront to get on the board of innovation, around 14% of the rural population still struggles to find basic internet connectivity.

Assessment Literacy: People won't do what they know nothing about. Right awareness is the real demand. Many institutions still lack confidence in assessments. A large population still isn't aware of the game-changing assessment evaluations. No right information means bad adoption. The path can become sluggish.

Can we Fix the Gaps?

The answer is Yes! All of it requires the right efforts to go in the right direction. It's not rocket science to fix the problems. Smart problems require smart solutions and here are your smart solutions:

- **Access & Scalability:** Collaboration is the key. Collaborate with the government to expand internet access. It's time to go internet-friendly first. Develop mobile-friendly platforms and make assessments accessible everywhere to everyone. Saudi Arabia is capable enough to scale internet infrastructure. Why leave remote areas now when the future won't leave them?
- **Assessment Literacy:** Educate before training. Think of workshops as fun learning events to overflow information sessions. Host national campaigns to showcase the value of assessments. Show individuals and organizations how assessments can change their hiring game. Value creates attraction and they will be quicker to jump on board.
- **Lifelong Learning:** Learning is a never-ending process. Indeed, the world we live in never stops growing, so why should we? Upskilling isn't a one-time thing. It's a new normal. Continuous learning means staying updated with every change shaping a nation. Encourage regular sessions and assessments. Upgrading skills means upgrading profit. Support ongoing training programs and welcome ongoing benefits. It's as simple as that!



Keep Up With The Good Work

- **MENA Tech Leaders:** Aramco is already ahead in the race. The company uses Accenture LearnVantage's AI-native platform to personalize learning sessions. From certifications to skills gap assessments, the company does everything smoothly with this AI integration. STC is a step ahead. It partnered with Shaffra for AI employees for better task scaling.
- **Global Best Practices:** Gamifying onboarding practice is not new in the UAE. Younger employees love the fun learning techniques. KPMG has gamified its recruitment process. It incentivizes employees from diverse backgrounds. Interestingly, KPMG gets the assessment score within 30 seconds when the game ends.
- **Government Push:** Government is one the most important wheels of this drive. The "Digital Saudi" program is one huge step towards bridging these technical gaps. The nation needs more such initiatives to make online assessments a compulsion. Making these assessments accessible to the remotest areas will be the cherry on the cake.

Have you ever seen something unfixable? It just needs a creative way with a smart approach and you are all set with your solution. It's about creating an inclusive system. Make assessments accessible and scalable. Let the creative part unfold naturally. That's a true career growth. Saudi Arabia needs a workforce that is not only future-ready but is leading the world professionals in the 2030 economy.



FUTURE OUTLOOK AND RECOMMENDATIONS

Saudi Arabia has a golden egg in its hand. One crack and the nation can lead the global charge of an upskilled economy. A few changes and a forever chance of holding the grip. Here's how:

1. Policy Upgrades:

Policies should not be the guidelines. Saudi Arabia should make policies a power move to mandate assessments into education and work. The nation needs a strong framework to integrate these assessments naturally without making them feel a burden. The Human Capability Development Program is just a start. The kingdom needs more standards across industries, cross-cultural collaborations, and employee development frameworks.

- Assessments should follow national standards.
- Competency-based evaluations should be an important part of educational curricula.
- Private-public collaboration can uphold a large investment in assessment frameworks.

2. Sector-Specific Models:

There's no jack-of-all-trades. Each trade needs its own jack. Same for each industry! Every industry needs tailored assessments. From tech to tourism, different demands need unique assessments to understand the pressure, reality, and adaptiveness. Consider the cases:

- **Tech Industry:** For tech experts, AI is changing everything. They need more digital assistance to assess future tech trends. From cybersecurity maintenance to developing security walls, the tech sector needs more digital assessments and learning to stay ahead of the tech.
- **Healthcare:** Stimulated assessments help healthcare professionals to practice in a controlled, realistic environment. Although Augmented Reality (AR) and Virtual Reality (VR) have contributed a lot to practice, there's still a need for team-based evaluations. It's important to understand critical situations and high-pressure scenarios.
- **Manufacturing:** VR-based evaluations are best suited for all problems involving machinery. CNC machines, welding equipment, and robotic arms; everything help mimic complex machinery and equipment. Without a doubt, VR evaluations need safety protocols, lockout/tagout (LOTO) practices, and protective gear use. However, ergonomic guidelines can reduce handling risks and ensure efficient outcomes.

3. Data-Driven Workforce Planning:

AI's got a serious clout in the market. Big data is lit. Together, these technologies slay the data-driven industry. It's high time to wake up and get on the technology train. AI has such a main character energy to create smarter workforce strategies. Saudi Arabia can finesse its way into leveraging data analytics as a secret weapon and transform the economy. This is how:

- Prediction is snatched. Identify the future skill gaps, get on with the assessments, and align training accordingly.
- AI is bussin'. Leverage AI-driven platforms, go digital, and personalize every part of learning experiences.
- Labor market trends are low-key anonymous. Monitor the market trends, forecast industry demands, and get all the receipts of the future workforce craze.

It's not as fuss and muss as it sounds. Here's the cue: follow global giants. IBM and Amazon are ahead on this curve. Leverage what they have. Follow the pattern. Understand the buzz. Use AI to shape workforce strategies. The KSA is strong enough to create a dynamic system and reinvent the working industry.

The Big Picture:

All Saudi needs is the right strategy. The road to becoming a global leader in talent development is not large. The right tools with the right strategies will increase the speed. Assessments are up-and-coming. Double down the policy support, encourage industry-specific assessments, invest more in workforce development, and stay consistent. The kingdom is not far away from taking Vision 2030 from the papers to reality.



CONCLUSION

Workforce transformation is real. A good talent base can change the fate of an economy. A good employee base is not born overnight. They are made with the right efforts and skills. Assessments aren't just tools. Saudi Arabia can take workforce transformation to a whole new level by embracing workforce evaluation and assessments. There will be twists and turns but a fast-changing economy knows how to deal exactly. The kingdom isn't just viewing Vision 2030, it is setting a bar so high that challenges the global workforce development system.

Why Assessments Matter for the Future:

Assessments do not only test the workforce but they identify the skills gap and prepare them for a future-ready workload. Individuals do not only learn the skills, they gain the right knowledge for the future jobs they wish. They identify their strengths, pin out the gaps, and get a personalized learning module to overcome challenges. These assessments do not only identify the job-ready candidates, they transform them into job-competitive human machines with smartness and intelligence.

Saudi Arabia's Opportunity to Lead:

With mega projects like NEOM, Saudi Arabia is already at the front door of a technology-led economy. Well Begun is half done! The other half requires a skilled workforce to take care of this wonderful start. There's a demand for specialized talent. Assessments fulfill this demand. The Saudi workforce needs a thriving start to lead the global economic race. Success is no accident! It is the hard work and efforts that pay back.

Continuous Upskilling is Non-Negotiable:

Assessments do not let the workforce fall behind. An evolving future needs evolving resources. Continuous assessments drive upskilling. A cultural update with creative learning ensures upskilling never stops. Assessment-driven upskilling is the key to continuous learning and a future-proof economy. A smart workforce means smart development. Staying ready and relevant is the key.

The message is loud and clear: Assessments are not expenses but investments. Saudi Arabia knows how to lead a competent race. It's time to act – be future proof.

ICG'S EXPERTISE

ICG works with an agenda of taking Saudi Arabia at the centre of the world innovation platform. ICG believes in Vision 2030 and understands it within the core. Skilled workforce is the ace card to do so. ICG with its knowledge and creativity helps businesses to understand strategies and technologies to its core. While sustainability is one card, workforce is another, and ethical practice is another.

Our expert advisors are well versed to help businesses lead the way. From digital transformation to being future-proof, ICG knows every shortcut to technologically transform businesses. At ICG, we offer a customized approach to shape your employee structure. Whether it's assessments or training, we help you take your workforce to a level of high competition and effectiveness.

Get ready to compete in this aggressive world with a proactive workforce that can take you to the height of economic advantage. Let's shape your workforce together.


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