

The Path to Building National Human Resources

Program Guide (Establishments)



About HRDF

HRDF's inception

The Human Resources Development Fund (HRDF) was established by Decision of the Council of Ministers on 29/04/1421H to support efforts to qualify and recruit the national workforce in the private and non-profit sectors



Our Vision

Building a sustainable national workforce in the Kingdom of Saudi Arabia.



Our Mission

Growth and development of national human resources through effective and high-impact initiatives delivered in partnership with key stakeholders of the labour market system.

Our Values:

- Accountability
- Teamwork
- Capability building
- Sustainable impact

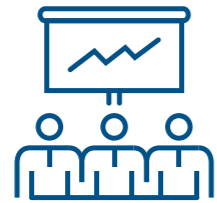
Who is this guide for?

- Private Sector Enterprises
- Non-Profit Sector Enterprises
- Governmental and semi-governmental institutions and entities



Objectives of HRDF:

HRDF's strategy is based on (3) main objectives:



Developing human resources that meet the demands of the labor market.



Increasing the efficiency of matching job supply and demand.



Providing employment sustainability to groups facing challenges entering or remaining in the labor market.



To achieve our strategic objectives:

The programs have been redesigned to become **(8) major programs** with products designed to meet the needs of individual beneficiaries and enterprises, in order to achieve a **comprehensive beneficial experience**. The programs include:

Our main programs

- Career Guidance and Counseling Program
- Training Support Program
- On-the-job Training Program
- E-Training Program
- Enablement Program
- Job Search Subsidy
- Job Matching Program
- Income Support



The HRDF also offers **several initiatives and programs** to support the training, employment and enablement of citizens and to support enterprises in all economic activities, sectors and occupations.



HADAF From The Human Resources Development Fund

Under this umbrella are the programs and products of the Human Resources Development Fund, which provide counseling, training, and empowerment services efficiently and effectively to increase the stability and development of the Saudi workforce.

Pillars

Counseling

Products that help target groups make good decisions regarding their educational and professional paths and support them with planning skills for their professional paths in line with their personal aspirations and labor market needs.

Training

Products to support the training and qualification of national cadres, increase their competitiveness and enhance their efficiency in the labor market, and contribute to the development of their knowledge and professional skills.

Enablement

Sustainable employment enablement products for groups facing challenges to enter or remain in the labor market in order to increase their level of participation, as well as initiatives provided by the HRDF to employers and entrepreneurs.

Programs and products provided to institutions and enterprises:

Training

- Graduate Development Product (Tamheer)
- Cooperative Training Product
- Professional Experience Product
- Institutions for Strategic Partnerships product
- MAHARAT Product
- HADAF leadership Product
- E-Training Program (Doroob)

Enablement

- Employment Support Product
- Children's Hospitality Support Product (Qurrah)
- Dialysis Support Product
- Nine Tenths Product



Training Pillar 



Graduate Development Product (Tamheer)

A product offered by the Human Resources Development Fund that aims to train male and female graduates with diplomas, bachelor's degrees and above in governmental, semi-governmental and private sector institutions and establishments, so that they can acquire the necessary experiences and skills to prepare them to participate in the labor market with the possibility of employing them.

Beneficiaries

- Governmental and semi-governmental institutions and privileged private sector enterprises.

Program Benefits

- Reducing the gap between an individual's qualifications and labor market skills.
- Providing graduates with practical and professional experience in line with market demands.
- Increasing employment opportunities by providing high-quality practical experience.
- A monthly reward of 3,000 SAR per month, provided by HRDF.

Graduate Development Product (Tamheer)

Support Mechanism

The Human Resources Development Fund (HRDF) contributes support to graduates of institutes and colleges with technical, health and administrative diplomas, and a bachelor's campaign with a bonus of 3,000 riyals per month, for a period of 3 to 6 months.

Eligibility Requirements

- Having an account on the HRDF website.
- The number of trainees for the graduate development product at the enterprise shall not exceed 10% of the total number of Saudi employees. Non-Saudi nationals in private sector enterprises, institutions, government entities and non-profit enterprises up to 100 trainees for the same period.
- The scope of the facility shall be (medium-green) and higher for private sector and non-profit enterprises.
- Enterprises should apply the criteria for accepting training opportunities as defined by the Fund.
- The enterprise's activity should be commensurate with the activities, sectors and occupations targeted by the Fund.
- The enterprise must not be in the Fund's "banned-list".

Graduate Development Product (Tamheer)

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Graduate Development Product (Tamheer)

Service delivery channels:

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: **18/07/2023**

Policies, Regulations and Procedures

Steps to obtain the service

1. Access the Human Resources Development Fund website.
2. Click on the "Electronic Services" icon.
3. Choose "Login for Establishments" (private sector, government sector, and semi-government sector).
4. If registering for the private sector, log in using the unified national access (NAFATH).
5. If registering for the government sector or semi-government sector, select "New User" and fill in the required fields, then confirm if there is no previous account.
6. Select the "Graduate Development Product"

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





Cooperative Training Product

This product, offered by the Human Resources Development Fund, targets male and female students who have cooperative training as a graduation requirement, with the aim of providing them with practical and professional experience to improve their employability.

Target group

- Governmental and semi-governmental institutions and privileged private sector enterprises.

Product Objectives

1. Reduce the inherent gap between an individual's qualifications and the skills required.
2. Prepare and develop students with practical and professional experience according to the need of the labor market.

Cooperative Training Product

Support Mechanism

The Fund's contribution to the cooperative training product is digital empowerment using the platform provided by the Fund.

Eligibility Requirements

- Having an account on the HRDF website.
- The number of trainees for the cooperative training product in the establishment shall not exceed 10% of the total number of Saudi and non-Saudi employees in private sector enterprises, institutions, government agencies and non-profit enterprises.



Cooperative Training Product

Service delivery channels:

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: **19/05/2024**

Policies, Regulations and Procedures

Steps to obtain the service

1. Access the Human Resources Development Fund website.
2. Click on the "Electronic Services" icon.
3. Choose "Login for Establishments" (private sector, government sector, and semi-government sector).
4. If registering for the private sector, log in using the unified national access (NAFATH).
5. If registering for the government sector or semi-government sector, select "New User" and fill in the required fields, then confirm if there is no previous account.
6. Select the "On-the-Job Training Program- Cooperative Training Product"

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





Professional Experience

This product, offered by the Human Resources Development Fund, targets male and female students in secondary school, diploma programs, and bachelor's degrees. Its aim is to raise awareness of various professions and prepare them for the job market by providing year-round, on-the-job training, including summer breaks. This allows them to learn and acquire essential skills required by the job market, explore different specializations and professions, and understand the nature of related work in a real-world work environment. This, in turn, helps reduce the time they spend searching for employment after graduation.

Target group

- Governmental and semi-governmental institutions and privileged private sector enterprises.

Product Objectives

- Prepare and develop students with scientific and professional expertise in accordance with the needs of the labor market.
- To acquire the knowledge and skills required for the labor market to the students.
- Reduce students' skill gap before graduating and engaging in the labor market.
- Reduce their period of staying job seekers after graduation.

Professional Experience Product

Service delivery channels:

- Human Resources Development Fund
Website: [Click Here](#)

Service Launch Date

- The service has been launched on:
08/07/2024

Policies, Regulations and Procedures

Steps to obtain the service

1. Access the Human Resources Development Fund website.
2. Click on the "Electronic Services" icon.
3. Choose "Login for Establishments" (private sector, government sector, and semi-government sector).
4. If registering for the private sector, log in using the unified national access (NAFATH).
5. If registering for the government sector or semi-government sector, select "New User" and fill in the required fields, then confirm if there is no previous account.
6. Select the "On-the-Job Training Program- Professional Experience Product."

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)



Institutions for Strategic Partnership Support

This product, offered by the Human Resources Development Fund, aims to train and employ job seekers in rare and available specializations at private sector establishments in one of the training entities licensed by the General Organization for Technical and Vocational Training as training entities, under employment contracts with the private sector with financial support from the Fund according to the approved support mechanism.

Target Beneficiaries

Private-sector entities

Product Objectives

- Recruiters benefit from national cadres who can train in the Institute.
- Optimize human investment.



Institutions for Strategic Partnership Support Product

Support Mechanism

Training phase support:

- During the period of training, the Fund contributes 75% of the costs of training and for a period not exceeding 24 months, not exceeding SAR 3,000 per month per employee. The employee shall bear the rest of the costs, in accordance with the regulations set by the Fund.
- During the training period, the Fund contributes 75% of the employee's salary not exceeding SAR 1,000 per month to the employee. The employee shall bear the remainder of the salary in accordance with the regulations set by the Fund.

Recruitment support:

- For a period of one year, the Fund contributes 50% of the employee's salary and not exceeding SAR 2,000 per month per employee according to the regulations set by the Fund.

Eligibility Requirements

- All private sector enterprises can apply for training support at strategic partnership institutes in line with the enterprise's accredited activities.

Institutions for Strategic Partnership Support Product

Our Strategic Training Partners

Riyadh Region

- Al Kharj** ♦ Dairy and Food Polytechnic.
- Riyadh** ♦ Saudi Electronics and Home Appliances Institute.
- Riyadh** ♦ Higher Institute for Plastics Fabrication.
- Riyadh** ♦ Riyadh Polytechnic Institute.
- Riyadh** ♦ Higher Institute for Tourism and Hospitality.
- Riyadh** ♦ National Training Center for Facilities & Hospitality Management.
- Riyadh** ♦ Saudi Electric Services Polytechnic.
- Riyadh** ♦ Saudi Logistics Academy.
- Riyadh** ♦ National Construction Academy (NCA).
- Riyadh** ♦ Saudi Entertainment Academy.

Eastern Region

- Al Khobar** ♦ National Training Center for Facilities and Hospitality.
- Al Khobar** ♦ Leading National Academy.
- Dammam** ♦ National Power Academy.
- Dammam** ♦ EnergyTech
- Al Jubail** ♦ National Maritime Academy.
- Khafji** ♦ Saudi Petroleum Services Polytechnic- Khafji.
- Al-Ahsa** ♦ National Industrial Training Institute.
- Abqaiq** ♦ Saudi Arabian Drilling Academy.
- Al Nairyah** ♦ Maharat Construction Training Center
- Al Nairyah** ♦ Saudi Technical Institute for Electricity Services

Institutions for Strategic Partnership Support Product

Our Strategic Training Partners

Makkah Region

- Rabigh** ▶ Energy & Water Academy
- Jeddah** ▶ Saudi Japanese Automobile High Institute
- Jeddah** ▶ High Institute for Paper and Industrial Technologies
- Jeddah** ▶ Saudi Logistic Academy

Northern Borders Region

- Arar** ▶ Saudi Mining Polytechnic Return.

Jazan Region

- Baish** ▶ Saudi Electric Services Polytechnic.
- Jazan** ▶ Higher Institute for Tourism and Hospitality.

Al-Qassim Region

- Buradah** ▶ Saudi Railway Polytechnic.
- Al Bukayriyah** ▶ Al Watania Poultry Institute of Technology.

Al-Baha Region

- Al-Baha** ▶ High Institute for Tourism and Hospitality.

Enterprises and Institutions wishing to train at these institutes according to their functional needs can communicate with the training authorities directly.





Institutions for Strategic Partnership Support Product

Available Service Delivery Channels

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: **10/11/2008**

Policies, Regulations and Procedures

Steps to obtain the service

1. Click on the HRDF Portal link: <https://hrdf.org.sa/home>
2. Click on eservices.
3. Select " Training and Employment System".
4. Employer Registration.

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





MAHARAT

A product offered by the Human Resources Development Fund enables the launch of training programs in general skills and specialized professional skills in partnership with training entities licensed by the relevant authorities, directed at job seekers and employees in the private sector, with the aim of raising the skills of the target group and increasing their employment opportunities in the private sector and increasing their stability on the job, by reducing the gap between the skills required in the job and the skills of the job seeker or employee.

Beneficiaries

- Training and qualification for job seekers
- Training and qualification of employees in the private sector
- Training and qualification for new employees in the private sector (those who have not completed one year in the job)

Product Objectives

- Enhancing the skills of target beneficiaries and increasing their employment opportunities.
- Maintaining their job stability.
- Reducing the gap between the skills required for the job and the skills of the candidate or employee.

MAHARAT

Eligibility Requirements:

- The training agency shall be licensed by the authorized accreditation authority, or the training agency shall be one of the bodies whose organizational functions is to implement the training.
- The training programs shall be accredited by the authorized accreditation authorities, or the training programs shall be from those entities whose organizational functions include the implementation of the training.
- Registration of the trainee after obtaining the certificate of completion of the training program and documentation of the certificate from the authorized accreditation authorities, or the certificate of completion of the training program is one of the bodies whose organizational tasks is to carry out the training.



To Register
hrdf.org.sa



MAHARAT

Available Service Delivery Channels

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: **15/08/2021**

Policies, Regulations and Procedures

Steps to obtain the service

1. Click on the HRDF Portal link: <https://hrdf.org.sa/home>
2. Select "Programs/Establishments/Training/Skills."
3. Enroll in MAHARAT by clicking "Get Service."
4. The system will transfer the beneficiary to the login page of the electronic services.
5. The system will appear to the user "Human Resources Development Fund Electronic Services" to complete the registration the user clicks on the "Private and non-profit sector".
6. After choosing to log in you will be transferred to page (NAFATH).
7. After completing the log-in process via NAFATH, the system will display the list of authorized establishments on which the person logged into the portal.

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)



HADAF Leadership

An educational and training product offered by the Human Resources Development Fund in cooperation with leading international universities in the field of leadership, with the aim of preparing and developing future national leaders from the private sector, both male and female, and appointing them to leadership positions in establishments within the Kingdom, in line with the Kingdom's Vision 2030 for high-quality localization and the creation of leaders capable of creative planning and innovation.

Target group

- National future leaders from female and male private sector employees.

Support Mechanism

- Human Resources Development Fund bears the cost of the training program only

Product Objectives

1. To provide participants with the necessary information, techniques and skills.
2. Optimizing human investment for national enterprises.
3. Transfer global expertise and operationalize the principles of effective and influential leadership.
4. and the transfer of similar practices as well as direct follow-up and simulation with globally distinguished experts in leadership building.

HADAF leadership product

Eligibility Requirements:

- The beneficiary must be a Saudi national.
- Be on the job in a private sector enterprise.
- To have a minimum bachelor's degree.
- At least five years' practical experience, including a minimum of two supervisory or administrative years.
- English proficiency only for the training course offered in English



HADAF leadership

Available Service Delivery Channels

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 09/01/2019

Policies, Regulations and Procedures

Steps to obtain the service

- Sign up for a HADAF Leadership Product by emailing:
AcademicAF@hrdf.org.sa

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





E-Training Program "Dorooob" - Establishments

E-Training Program "Doroob" - Establishments

One of the tracks of the e-training program (Doroob) provided by the Human Resources Development Fund, which allows establishments to train their employees and monitor their training performance in accordance with the training needs of the employee and the establishment, which contributes to improving efficiency and raising productivity at work.

Beneficiaries

All establishments with different fields and ranges can register and benefit from the service

Eligibility Requirements:

All owners of establishments are entitled to enroll in the e-training program (DOROOB) - establishments and benefit from training programs

Support Mechanism

Registration is available to all national enterprise owners and payable from the Fund

E-Training Program "Doroob" - Establishments

Program Objectives

- Inviting and classifying employees of establishments into groups.
- Assign training content or trainings to an employee or group of personnel of the establishment.
- Follow up on the training performance of the establishment's staff and learn about the completion of the training through detailed reports issued by the platform.
- Create training pathways from the available content of the platform in line with the training needs of the facility.



E-Training Program "Doroob" - Establishments

Available Service Delivery Channels

- Doroob Platform: [Click Here](#)
- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 09/01/2019

Policies, Regulations and Procedures

Steps to obtain the service

1. Log in through the Electronic Training Program (Doroob).
2. Select "Establishments" from the top of the page.
3. Choose the registration icon and then complete the requirements for the National Access Service.
4. Complete your establishment's profile.

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





Enabling Pillar



Employment Support

The Employment Support Product is provided by the Human Resources Development Fund to support job seekers to join the private sector by the Fund bearing a percentage of the employee's salary, and it includes support for all full-time jobs in the private sector.

Target Group

- private sector enterprises.
- Current and new staff.

Eligibility Requirements:

1. The beneficiary must be a Saudi national.
2. The applicant's age shall be 18 to 60 depending on the Gregorian calendar.
3. The applicant shall not be a student according to Ministry of Education data.
4. The applicant shall not be a government employee or business owner
5. The applicant shall not exceed the allowable period of 24 months' support in the product.
6. The applicant must be registered in the social insurance system of the same specific establishment.
7. The applicant is not registered at any other origin in social insurance during the support period of the product.

Employment Support

8. The applicant must be registered in the National Unified Employment Platform (JADARAT).
9. The minimum wage shall not be less than SAR 4,000 and the maximum wage shall not be greater than SAR 15,000.
10. The amount of support is calculated based on the salary recorded in social insurance.
11. The applicant's social insurance registration period shall not be less than 90 days and shall be calculated from the date of registration. The institution may raise the request for support on a HADAF platform from day 91 to day 180 from the date of registration in social insurance. There is an exception to this requirement so that the enterprise can add requests for support from day 91 to day 330 of the employee's registration in social insurance at the same facility, the exception expires on October 20, 2024.
12. A new request for support for an employee who was in the same establishment is not filed until 6 months after the date of exclusion from social insurance.
13. Supporting for previous employment support programs for those who have not completed 24 months and have not exceeded 3 times support. Active beneficiaries are not supported in employment-related training support programs. Beneficiaries of the product (job search subsidy, Qura, wusool, professional certificates, dialysis support, e-training) can support in the product.

Employment Support

Support Mechanism

- Support to beneficiary enterprises shall be in accordance with the Fund's approved mechanism and modifications, as follows:
 1. The duration of the support (24) months, the support rate starts at 30% of the employee's monthly wages
 2. The proportion of support provided can be increased in the following cases:
 - A. If the employee is a person with disabilities, 10% of the support provided to him shall be added according to his data in the National Unified Employment Platform (JADARAT)
 - B. If the supported employee is female, 10% support is added.
 - C. If the size of the beneficiary enterprise is medium, small or micro, add 10% support.
 - D. If the job is one of the economic sectors, 10% support is added.
 - E. If the job is located in cities other than (Riyadh, Jeddah, Dammam, Khobar), 10% support is added.
 - F. If the job is one of the professions and target job titles, 10% support is added.

The maximum amount of support (SAR 3,000) or 50% of the wage shall not exceed whichever is lower.

Employment Support

Available Service Delivery Channels

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 23/03/2020

Policies, Regulations and Procedures:

Steps to obtain the service

1. Registration is through the electronic services of the Human Resources Development Fund.
2. Sign in with the Establishment account at the Ministry of Human Resources.
3. Select the Employment Support Product and agree to the terms.
4. Add the Establishment's IBAN

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)

Childcare Support (Qurrah)

This product, offered by the Human Resources Development Fund, aims to create a communication bridge between hospitality centers to offer and market their services to female citizens working in the private sector to register their children, in addition to supporting the empowerment of working women to join and remain in the labor market.

Beneficiaries

Children's hospitality centers

Support Mechanism

The Fund contributes up to 50% of the cost of children's hospitality up to SAR 1,600 per child

Eligibility Requirements:

1. The Centre shall be licensed by the Ministry of Human Resources and Social Development or by the Ministry of Education.
2. Agree to Terms and Conditions.
3. The Center has a bank account with the same name as the Center (IBAN is not accepted in the name of a personal account).
4. Register in Qurrah portal and add center data and services.

Childcare Support (Qurrah)

Available Service Delivery Channels

- Qurrah Platform: [Click Here](#)
- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 01/11/2017

Policies, Regulations and Procedures

Steps to obtain the service

1. Log in to the registration page and add the required center information in Qurrah portal.
2. Entering the center page and activating the account.
3. Fill out the center information.
4. Wait for 24 hours until you are notified via e-mail of a response to your request.

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)

Dialysis Support

The product aims to stimulate private sector establishments to recruit patients with kidney failure and continue their work to achieve their functional stability.

Target Group

Saudi kidney failure patients working in the private sector.

Employee Eligibility Requirements:

- The request for support is for a Saudi national.
- The employee is currently registered with the General Organization for Social Insurance.
- The employee must work for the same establishment applying for the support.
- Must have kidney failure, undergo regular dialysis treatment, and possess a valid dialysis permit issued by the Seha platform.
- The date of the beneficiary's most recent dialysis leave must not be more than (3) months prior to the date of attempting to add them to the support application, as reflected on the "Seha" platform.
- The beneficiary must not be employed by any government entity (public sector).
- The beneficiary must not be currently supported under the Dialysis Support Product at another establishment.

Establishment Eligibility Requirements:

- The establishment must not be suspended by the Human Resources Development Fund.
- The establishment must have an active and updated bank IBAN registered in the HRDF's automated system.
- No amounts may be deducted from the employee's salary due to absence for undergoing dialysis treatment.

Dialysis Support

Support Mechanism

The establishment shall be compensated for the working days during which the employee is absent to undergo dialysis treatment, provided that the compensation does not exceed an average of thirteen (13) working days per month.

Available Service Delivery Channels

- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 15/07/2025

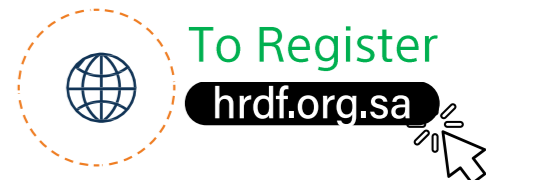
Policies, Regulations and Procedures

Steps to obtain the service

1. Sign up in the electronic services via the HRD's platform.
2. Apply for support request via Establishment account.

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)





Other Programs





▶ 9/10ths



The 9/10ths platform

The Nine Tenth Platform aims to support the local economy and change the working culture of individuals and society in Saudi Arabia, by encouraging and supporting entrepreneurship and SMEs, and enabling individuals to create new jobs in innovative ways.

Target Group:

- Small and medium enterprises
- entrepreneurs
- Freelancers
- Productive families

Services provided by 9/10ths:

- **Forsah**

We link buyers and suppliers and enable SMEs to compete for opportunities offered by major entities.

- **Zadd**

We provide interactive reports, data and maps to most regions of the Kingdom to enable entrepreneurs to make decisions on scientific grounds.

- **Tojjar**

It is a platform designed to enable productive families and entrepreneurs to grow their business by serving TOJJAR booths and TOJJAR apps.

- **Bahr**

We connect Saudi freelancers with different skills to entrepreneurs to carry out their business with high skill and lower cost.

The 9/10ths platform

Available Service Delivery Channels

- 9/10ths platforms: [Click Here](#)
- Human Resources Development Fund Website: [Click Here](#)

Service Launch Date

- The service has been launched on: 25/08/2016

Policies, Regulations and Procedures

Steps to obtain the service

1. Visit the Platform Website
2. Confirm your Email
3. Select the service and fill out information

To learn more about the product and view the FAQs: [Click Here](#)

For more information on the regulations and procedures of the Human Resources Development Fund: [Click Here](#)



▶ **Job Matching**

Job Matching

The program aims to facilitate the job harmonization process for Saudis and business owners by focusing on increasing employability and job sustainability, as well as achieving common interests by harmonizing job seekers and supporting the most difficult groups in employment and linking them to appropriate jobs to achieve high productivity and career sustainability that achieve satisfaction and reduce unemployment rates for all segments of society.

Program Objectives

- Provide a comprehensive experience and an improved proposed value for business owners and job seekers to ensure that all job advertisements in attendance channels are integrated with the online platform (JADARAT).
- Preparation of accurate files for enrolments in the National Unified Employment Platform (JADARAT) who are looking for jobs.
- Enabling employment with serious job seekers contained in the database through proactive communication with them.
- Improve the recruitment process by developing advanced and predictive analyses.

Target group

- Job seekers in a platform (murals)
- Business owners(public, semi-government, private and non-profit)

Program services

1. Job vacancy analysis at the unified national recruitment platform (JADARAT) to achieve functional harmonization and increase recruitment efficiency
2. Analysis of qualifications' data and inventory of those who are serious about job on an ongoing basis; To align supply with demand for jobs
3. Sharing candidates' data on the work of qualified persons with HRDF branch management and channels to achieve functional alignment according to vacancies
4. Share qualified data with the Fund's program management to take advantage of related program products to upgrade researchers' skills and prepare them for the labor market



▶ Unified National Employment Platform (JADARAT)

Introduction

The Unified National Employment Platform was established by Royal Decree No. 20-6-1442, which includes the directive to consolidate the various employment platforms into a single platform, to include civil service public sector, parastatal and private sector jobs and to cover the following objectives:

Improvement

Facilitate recruitment and job search procedures for citizens in the Kingdom.

Unification

Combine recruitment efforts and localization for all sectors in one platform

Adequacy

Provide all business owners with access to all suitable job seekers from all over the Kingdom.

Effectiveness

The use of modern technologies such as artificial intelligence, advanced analysis and behavioral science in the service of job alignment.

Transparency

Enabling decision makers to build labor market governance decisions by familiarizing them with the challenges and potential with the highest degree of transparency.

Justice

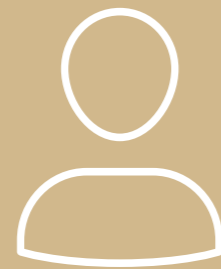
Ensure fairness and clarity in recruitment procedures and job data.

Accuracy

Reflect a real and accurate picture of the reality of the labor market, job sources and business owners' challenges in finding candidates.

The platform targets several different categories of the work system:

Job Seekers



PRIVATE
SECTOR
JOB
SEEKERS



PUBLIC
SECTOR
JOB
SEEKERS

Employers



PRIVATE
EMPLOYERS



PUBLIC
EMPLOYERS

Added value and advantages For business owners

- **Provision of a variety of candidates:** employers can access a variety of suitable candidates to meet their job needs and facilitate the selection process for candidates according to "AI algorithms"
- **The database is documented in integration with (Ministry of Education - Social Insurance):** business owners can review candidates' data after being verified automatically through integration with government systems in documenting qualifications and experiences.
- **Functional alignment engine:** Using accurate functional alignment techniques allows employers to effectively select the candidates most suited to job requirements.
- **Increased recruitment efficiency:** Using artificial intelligence techniques, business owners can improve the efficiency of recruitment processes and reduce the time and resources used to search for suitable candidates.
- **Preparing job ads using the latest AI techniques:** proposing job description and skills and experiences required based on the job title.
- **Providing advanced analyses:** We provide advanced analyses that help employers understand labor market needs and employment trends, and build effective strategies to meet those needs.
- **Continuous support and assistance:** We provide continuous support and assistance to business owners through a dedicated customer service team, to ensure an excellent experience and effectively solve all queries and problems.

Added value and advantages For Individuals

- **Unified National Job Site:** Our platform brings together jobs from all sectors and fields in one place.
- **Career Guidance:** The platform automatically offers personalized career suggestions that help individuals review careers according to their career path and know the skills required in the labor market and develop them with the latest adaptive techniques.
- **Advanced job alignment:** Using job alignment techniques and artificial intelligence, we provide accurate alignment between individuals' skills and jobs.
- **Continuous support and assistance:** We provide ongoing support and assistance to individuals through a dedicated customer service team, to ensure an excellent experience and effectively solve all queries and problems.
- **Auto-writing and CV improvement:** Using AI algorithms to automatically improve candidates' CV, making it more attractive to business owners.
- **Providing career opportunities for all regions:** A national platform enables users across the Kingdom to access job opportunities in different regions, increasing the likelihood of finding a suitable job regardless of a person's location.
- **Transparency and fairness in submission:** achieving adequacy, effectiveness, accuracy, transparency and fairness in the provision of employment.

Unified National Employment Platform "JADARAT"

The platform connects job seekers with opportunities in the public and private sectors through a seamless and comprehensive digital alignment that achieves effectiveness, accuracy and transparency in job creation on the link jadarat.sa

Alternative Channels

- 8001222030 Contact Centre
- Social Media Accounts: [@hrdfksa](https://www.instagram.com/hrdfksa) | [@hrdf_care](https://www.instagram.com/hrdf_care)
- Human Resources Development Fund website www.hrdf.org.sa
- A communication channel dedicated to investors in the education sector.

Branches & Centers

HADAF branches:

- Provision of career alignment and counselling services to support polarization and recruitment efforts
- Support to individual beneficiaries and establishments to obtain their needs for the Fund's services.

Employment and rehabilitation centers:

- Specialized centers to support the employment of male and female job seekers, including persons with disabilities, by providing appropriate job opportunities and achieving sustainability

University Employment Offices

- This program aims to involve educational institutions and combine efforts to help graduates find appropriate career opportunities and join the private sector.



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Branches

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Job Placement Centers

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Recruitment Offices

THANK YOU