

## WORKFORCE EDUCATION AND TRAINING IN SAUDI ARABIA

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### Abstract

The research problem in this study concerns the efficacy of employee education and training in a large Saudi government firm. To solve this research problem, a qualitative study method was employed in which data was gathered using an interviewing technique. Qualitative data was obtained via semi-structured interviews by means of a purposive sample of training managers, human resource directors, senior managers and employees who were selected randomly from all departments of the organization. The interview questions covered the perceptions and experiences of senior managers, human resource directors, training managers and employees with regards to training outcomes for personnel and their company. The data recorded from the interview was transcribed, decoded into English, and then a content analysis carried out by assigning concepts and information to the research questions. The outcomes of the analysis had mixed feelings though there was general concurrence on the value of training for organizational objectives. Employers, nonetheless, seemed not to be committed to career development for staff. Practical implications – The conclusion from this research study is that vocational training and workforce education in Saudi Arabia is effective as it contributes to the achievement of better quality and quantity of outcomes. Perhaps, the employment and education authorities should hold discussions with industry leaders to formulate training courses in career frameworks.

Saudi Arabia is focusing on large scale vocational training and education of its workforce in order to bring them to international standards. This paper looked into the research problem that concerns the efficacy of vocational training and workforce education in a large Saudi company. This exploration provided school leavers and graduates with an understanding of the workplace environment and professional competency to help them become engaged and supportive of work.

This study employs a descriptive, qualitative approach, whereby the effectiveness of vocational training and workforce education will be measured by looking at key performance indicators, such as employee satisfaction and levels of commitment among other factors.

**Keywords:** Vocational Training, Workforce, Workforce Education, Training, Education, Development

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