



المؤسسة العامة للتدريب التقني والمهني
Technical and Vocational Training Corporation

Strategic Plan for Technical & Vocational Training In the Kingdom of Saudi Arabia (Training for Development)



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Strategic Plan for Technical & Vocational Training

**In the Kingdom of Saudi Arabia
(Training for Development)**



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**Strategic Plan for Technical & Vocational Training
(TVTC) Mission is:**

**To provide an efficient Technical & Vocational
Training in order to contribute in the Sustainable
National Development**

Technical Education & Vocational Training Corporation
(TVTC) **Vision** is:

**Achieving an International Leadership in the
field of Technical & Vocational Training**

Values: Values which condition Practices and Organization in the TVTC are derived from the precepts of Islam. In particular the following values are emphasized:

1. Pride to belong to the Technical & Vocational Community.
2. Discipline.
3. Perfection.
4. Responsibility.
5. Initiative.

Strategic Objectives and Policies

First Strategic Objective

To Absorb the maximum of people willing to benefit from Technical & Vocational Training in order to achieve a Sustainable Development.

Policies & Initiatives in order to achieve the 1st Strategic Objective:

1. Expansion in the programs of preparing & getting outstanding instructors.
2. Achieving a fair studied geographical coverage in order to increase the number of Colleges and Institutes (Boys & Girls) all over Governorates and cities in the Kingdom as well as upgrading their absorbing capacities.
3. Expansion in the programs of on – job and Joint training.
4. Optimal Investment in HR and in Physical Resources available to TVTC training Units.
5. Investing in training resources which are available in Government and Private sectors through partnership.
6. Consolidating expansion in Technical and Vocational Private Training Schemes.
7. Initiating e-training programs.
8. Expansion in providing programs of Technical & Vocational training for disabled-people.

Second Strategic Objective

To train and develop the national manpower in technical and vocational fields according to labor market requirements both in quality and quantity terms.

Policies & Initiatives in order to achieve the 2nd Strategic Objective:

1. Defining training programs both in quality and quantity terms.
2. Establishing, organizing and updating national professional standards as well as the professional examination scheme.
3. Relying on the principle of economic feasibility when initiating training programs or deciding their continuity.
4. Developing and updating technical and vocational training programs in accordance with professional standards.
5. Providing essential equipment and upgrading it in accordance with professional standards.
6. Conception and implementation of training programs for instructors based on job description and qualifications; covering technical and vocational specialism in accordance with the concept of lifetime learning.
7. Creating a supportive and encouraging environment for instructors and supervisors so as to link up with labor market and its specialists.

Third Strategic Objective

To Offer sufficient high quality training programs which allow the trainee to gain the relevant position in the labor market or alternatively qualify him to embark on a free enterprise.

Policies & Initiatives in order to achieve the 3rd Strategic Objective:

1. Applying the principle of Total Quality when offering training and performing clerical duties.
2. Upgrading training programs with the aim of gaining national and international accreditation.
3. Monitoring and orientating trainees during the training programs and measuring the level of their performance in the labor market.
4. Adopting training programs which are designed, offered and accredited by specialist international organizations & bodies.
5. Initiating programs aimed at developing training techniques, distance training and e-learning.
6. Developing programs destined to commercial production purposes which should also be a criterion for quality and sufficiency.
7. Adopting principles of free enterprise, small enterprises management and traditional crafts as part of technical and vocational training programs.

Fourth Strategic Objective

**The Capacity to adapt and deal with challenges and
.changes based on applied research**

Policies & Initiatives in order to achieve the 4th Strategic Objective:

1. Carrying out prospective research about labor market and technical / vocational trends in conjunction with continuous TVTC strategy monitoring.
2. Designing and adopting a TVTC performance Management scheme.
3. Supporting projects and research dealing with technical and vocational training as well as addressing their shortcomings.
4. Monitoring international trends in the field of technical and vocational training and benefiting from them.
5. Developing legislation which guarantees flexibility when dealing with challenges and changes.
6. Adopting the latest ICT systems.

Fifth Strategic Objective

To establish strategic partnership with industry in order to carry out technical & vocational programs.

Policies & Initiatives in order to achieve the 5th Strategic Objective:

1. Establishing strategic partnership with local & foreign training organizations in order to operate TVTC Colleges and Institutes.
2. Offering joint training programs with private sector.

Sixth Strategic Objective

To disseminate awareness among communities about the importance of working in technical and vocational fields as well as to provide an appropriate environment to lifetime learning.

Policies & Initiatives in order to achieve the 6th Strategic Objective:

1. Fostering a positive mental image and improving the social & cultural perception of technical and vocational jobs.
2. Caring about and developing professional orientation programs.
3. Organizing seminars and participating in conferences and fairs specialized in technical and vocational training.
4. Expanding in community services and continuing training programs.
5. Inviting charities, encouraging and orientating them to support technical and vocational training.

Seventh Strategic Objective

To provide a secure and inciting environment for work and training at the TVTC.

Policies & Initiatives in order to achieve the 7th Strategic Objective:

1. Building and adopting a career progression scheme for instructors.
2. Continuous development of wages and incentives with the aim of attracting outstanding staff and retaining them.
3. Involving employees and trainees in the implementation as well as in the assessing process of the TVTC's strategy.
4. Developing the concept of self-training for the TVTC employees and trainees as well as providing the necessary support and incentives.
5. Devising and adopting a safety and security organization in the training places with the aim of protecting buildings and properties.
6. Encouraging trainees to be more performant and innovative as well as caring for the distinguished among them with the possibility of late recruitment as instructors.
7. Promoting non- classroom programs destined to instructors and trainees.

Eighth Strategic Objective

To encourage investment in technical & vocational training.

Policies & Initiatives in order to achieve the 8th Strategic Objective:

1. Commissioning and publishing feasibility studies about private sector training.
2. Coordinating with donating bodies in order to support private sector training schemes.
3. Involving the private sector in making regulations and proposing organization of the private sector training.
4. Proposing mechanisms which can guarantee a healthy & fair competition in the private sector training.

Ninth Strategic Objective

To consolidate the relationship as well as the integration with all national educational and training entities.

Policies & Initiatives in order to achieve the 9th Strategic Objective:

1. Cooperating with the Ministry of Education in order to initiate and implement technical and vocational programs as well as integrating these programs into the General education curricula.
2. Allowing TVTC Units graduates to further their studies in the general and higher education institutions.
3. Cooperating with the Higher Education ministry in order to prepare and orientate university's graduates with the ultimate aim of recruiting them as instructors and supervisors.
4. Exchanging expertise and experiences with national educational and training institutions in the fields of assessing and updating methodologies of education and training. These institutions should also cooperate in the fields of preparing educational and training media as well as in the learning sourcing.

Tenth Strategic Objective

To expand in fields of advanced training which are supporting national plans as well as to contribute into programs of technology transfer and development.

Policies & Initiatives in order to achieve the 10th Strategic Objective:

1. Building & updating standards as well as organizing national professional qualifications in accordance with national plans needs in order to support technical and industrial development.
2. Offering specialized training programs in order to prepare the national technical workforce which in turn has a prominent role to play in supporting technical and industrial development.
3. Participating in programs of technology transfer for governmental and private institutions as well as contributing in technology appropriation.



Technical and Vocational Training Corporation
Documents & Archive Center - Tel.: +966 1 2896638 Fax: +966 1 2896256
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