



07

**Human Resource
Development**



Human Resource Development

In its pursuit of enhancing the working environment across various platforms and fostering a competitive atmosphere to attract top national talents and expertise, SIDF remains committed to implementing the highest international standards of quality and efficiency. In 2022, SIDF achieved several notable milestones in this regard, including:

First: Organizational Culture

In its continuous pursuit of improvement and prioritizing employee satisfaction, SIDF has attained an impressive customer satisfaction rate of 82%. Moreover, for the third consecutive year, SIDF was proudly recognized with the prestigious 2022 Great Place to Work certification. This certification involves conducting surveys to gather feedback and suggestions from employees, aiming to enhance the work environment and overall employee experience at SIDF. By actively participating in this initiative in 2022, SIDF demonstrated its commitment to ongoing enhancement and implemented various initiatives to cater to the needs of its employees, resulting in positive improvements in both the work environment and operational processes.

The survey conducted by the HR Department involved the active participation of representatives from all departments of SIDF, known as the “Best Work Environment Ambassadors.”



Second: Recruitment

By the end of the fiscal year 1443 - 1444H, the combined count of male and female employees at SIDF was 993, out of which 962 were Saudi nationals. These individuals were distributed across various roles, including leadership, supervision, specialization, professionalism, technical expertise, and administrative support. Consequently, Saudi employees accounted for approximately 97% of the total workforce. Additionally, SIDF successfully attracted and hired 145 new employees throughout the year, with a particular focus on departments directly involved in core activities. This strategic approach aimed to contribute significantly to SIDF's primary goals of supporting and advancing the industrial sector in the Kingdom.



993 employees

by end of 2022



145 employees

attracted across different departments



97%

are Saudi employees

Third: Training and Qualification Program

For the third consecutive year, SIDF has obtained an impressive 82% customer satisfaction rate and received the prestigious Great Place to Work certification in 2022. This certification involves a comprehensive survey that gathers feedback and suggestions from employees, with the goal of enhancing the work environment and overall employee experience at SIDF. By actively participating in this program, SIDF demonstrates its ongoing commitment to improvement and the implementation of initiatives to cater to the needs of its workforce, resulting in notable enhancements in the work environment and processes.



2 employees
trained at the French Credit-Agricole Bank



7 employees
trained at Roland Berger for Administrative Consultation



45 trainees
in Nokhab Program out of 16,000 applicants



83 trainees
in cooperative training from Saudi universities



701 employees
attended short training programs, including 57 conferences and exhibitions



29 candidates
on scholarships, 10 out of them in the top universities in the world. 2 in universities inside the Kingdom



5 employees
received accredited career certificates CFA – SOCPA



20 employees
received training on institutional excellence



12 Innovation Ambassadors
as candidates for international certificates in their field



8 workshops
on innovation, quality of life, social intelligence, etc.



4 employees
received training at IHS Markit



8 employees
received English Language Program

Phoenix Club

1 employee
received practical training at Phoenix Club



2 employees
received training at MODON

Fourth: SIDF Academy

Academy's Vision

To be a primary knowledge hub building human capabilities in priority sectors essential to achieving industrial evolution in the Kingdom.

Academy's Mission

To build human capabilities of SIDF employees, customers, and agencies within the industrial ecosystem – through offering top-notch programs in collaboration with renowned training and educational institutions, and by incorporating innovative educational methods that align with SIDF's core functions and national objectives.

Academy's Strategic Objectives



Developing specialized programs that focus on SIDF main functions.



Realizing strategic alignment with governmental and private organizations in the industrial ecosystem.



Building human capabilities to serve SIDF industrial development needs, customers, and the industrial ecosystem.



Concluding strategic partnerships with leading local and global learning and educational institutions to enhance the learning journey.



Building a matrix of skills and competencies in line with national goals.



SIDF Academy Key Achievements



16
Partnerships with educational and training providers



+350
Beneficiaries from the government and private sectors



8,188
Trainees



7
Nokhab Programs



20 seminars
in various financial, industrial and economic fields



37
Training Programs

Key Initiatives and Programs in 2022

1. Empowerment of Human Capabilities

SIDF Academy has played a crucial role in training and developing skilled individuals in alignment with Saudi Vision 2030. It offers high-quality education and training programs that cater to the needs of employees within the industrial ecosystem across various fields. The objective is to enhance the capabilities of human resources and provide specialized education of exceptional quality. To date, the SIDF Academy has successfully trained 8,188 individuals from both the industrial ecosystem and SIDF, including its customers. Among these, 2,787 participants benefited from the Academy's programs in finance, business, digitization, innovation, and professional development. Additionally, the Academy's Nokhab Programs served 225 trainees, and a total of 5,176 individuals attended seminars on topics related to finance, industry, and the economy.

2. Academy Portal

The SIDF Academy has introduced an online platform that provides a comprehensive view of its operations, staff members, registration processes for training programs, and reports generated by the Academy. This online portal serves as a convenient and centralized source of information for anyone interested in learning about the Academy's activities and accessing its services.

Academy's online portal offers beneficiaries the opportunity to access and explore a range of services, which include but are not limited to:

- » Accessing the training outline and academic calendar.
- » Enabling electronic registration for programs and seminars.
- » Examining the specifics of training programs, seminars, and the organizations offering such programs.
- » Viewing all policies and documents
- » FAQ.
- » Enabling direct contact with the support team

3. Industrial ecosystem Leaders Development Program (MIM+)

SIDF Academy has created the Industrial Ecosystem Leaders Program with the intention of fostering participative leadership, innovation, and strategic thinking. The program drew the participation of 44 leaders from 13 industrial entities. It spanned across seven stages, both within the Kingdom and abroad, as indicated in the accompanying table.

Stage	Event	Provider
First	Stanford Center for Professional Development (SCPD) event	Stanford Center
Second	Leaders Coaching Program	L'ERMITAGE WOOD
Third	Top 50 event	Silicon Valley
Fourth	Al-Ula visit	CUBEX
Fifth	Knowledge series	MIT
Sixth	Training camp	CHICAGO BOOTH
Seventh	Orientations	Silicon Valley

Program Key Objectives:

- » Promoting participative leadership, innovation and strategic thinking.
- » Empowering participants to learn about the latest leadership practices in the industrial sectors.
- » Aligning trends and promoting effective communication among industrial ecosystem leaders.

44

 Leaders

at the Industrial ecosystem
Leaders Program

13

 Entities

from the Industrial ecosystem

7

 Stages

within the Kingdom and over-
seas

4. Scientific Research and Case Studies

- » SIDF has endorsed a collaborative research framework between SIDF Academy and both national and international universities in the key domains pertinent to the Kingdom's industrial sector.
- » SIDF has undertaken case studies on specific topics related to the challenges faced by the industrial sector. These studies have been carried out in a way that benefits the academic community and contributes to the development of benchmarks for local best practices.

The promotion of Scientific Research and Case Studies has yielded the below objectives:



Identifying research gaps that have yet to be explored in the local industrial sector.



Making a valuable contribution to the industrial ecosystem by conducting research or developing case studies that address the knowledge and data requirements of the industry.



Contributing to the improvement of learning outcomes in "Nokhab" programs in line with work requirements, to achieve SIDF's strategic goals.

5. Agreements and Partnerships with International and Local Entities

In 2022, SIDF Academy entered into partnerships with renowned international and local education and training providers. These collaboration agreements were aimed at enhancing the skills of employees in the industrial ecosystem, spanning both public and private sectors. The chosen universities and institutes possess excellent capabilities in diverse training fields. The primary objective was to foster the growth of the human capital sector within the Kingdom. In total, sixteen agreements were signed in 2022 with the following major organizations:

	Credit Analysis Program Training Agreement with Fitch Learning Ltd.
	Market Studies Agreement and Local Content Program Agreement with London Business School.
	Credit Analyst, Hackathon, Leadership and Business, Leading Creative Transformation in Critical Times agreements with Stanford University.
	Nokhab Engineers Program with the University of Berkeley.
	Economic Outlook for Industry and Mining Leaders Agreement with the University of Chicago.
	Training Agreement for the motivation of digitization and innovation strategy in industrial ecosystem with MIT.
	Silicon Valley Leadership Program with Silicon Valley.
	Leaders for the AIUla Journey Program with the Institute of Research and Studies at the Saudi Electronic University.
	Training Agreement for a series of virtual programs to transfer the actual work experience across v-work Program with MISK.
	Memorandum of Understanding to provide joint training programs with King Abdullah University of Science and Technology (KAUST).