
Community colleges between reality and hopes in light of Saudi vision 2030

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Abstract

Optimizing the utilization of qualified human resources is an important mechanism for achieving the Kingdom's Vision 2030. One of the serious problems in the political, social and economic repercussions in the kingdom is the issue of unemployment as well as that of the national workforce employment. The problem of education outputs inadequacy regarding the needs of the labor market is considered to be a substantial clarification for the problem of the unemployment

The purpose of this research is to describe, analyze and diagnose the problem of incompatibility between the outputs of community colleges programs and the needs of the labor market under the requirements of the Kingdom Vision 2030. At the end of the research a proposal was presented to end the gap between the outputs of the community colleges and the needs of the labor market. It will open modern disciplines required by the labor market, and the need to provide incentives for the disciplines that correspond to the needs of the labor market, as well as the need to pay attention to the quality of students to graduate cadres with appropriate abilities and skills, with the importance of the need to reconsider and the participation of the private sector.

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1. Introduction

The problem of unemployment and the employment of the national labor force in the Kingdom is one of the most important issues of concern to those in charge of youth employment. Unemployment is a complex issue that has no single reliable reason to explain unemployment in the Kingdom, especially as the Saudi economy absorbs more than five million foreigners in various fields of employment. This has led many

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studies to explain unemployment through the quality of the outputs of community college programs as a major tributary and their compatibility with the requirements and needs of the labor market.[2]

This research followed the descriptive analytical approach of data and information collected from both the previous and field studies and also from the published researches in this field.[6]

This paper is divided into five sections. This introduction is the first section, the second section we review the nature and challenges facing the Saudi labor market, while the third section shall be the main features of the Kingdom's Vision 2030 and expected jobs. Section four is about community colleges outputs and their compatibility with the needs of the labor market, and finally the fifth section will be the discussion and the presentation of proposals and recommendations.

2. THE SAUDI LABOR MARKET: Nature and Challenges

The labor market is a virtual market where people who are looking for work meet with the owners of enterprises and companies looking for labor, and these markets consist of the supply of the population able to perform the work, with the demand meant that these companies need labor, and of course The situation of labor markets varies from country to country. There is a tight labor market, which means the labor market where the available and vacant job opportunities are higher than the number of those who wish to occupy these jobs, and there is the slack labor market, which is the market in which the number of job seekers exceeds the number of available jobs and so on.[1]

Unfortunately, there are no periodic reports on the ripples of the local labor market in the form of graphs and the implications of current development methods, the quality of education and the nature of public life on this sector, whether positive or negative.

Labor market challenges in the Kingdom:

The challenges in the Kingdom's labor market lie in the over-reliance on non-Saudi labor. The employment sector in Saudi Arabia has undergone a lot of changes over the past few years. For example, changes in the economy and technological advances have changed the way many companies employ them. Of course, there are always challenges to overcome, so in this paper we will discuss the Saudi labor market and the most common challenges it faces in the recruitment process within Saudi Arabia, and how these challenges are associated with Saudization and Saudis initiative.

The Saudi labor market can be described as a highly dependent market for foreign workers, particularly in the private sector, this is due to reasons such as:

First, the demand is very high for workers in the oil sector.

Second, Saudi Arabia's large area, which requires large infrastructure projects, requires temporary workers working only for the duration of the project and therefore does not provide safe jobs for Saudis.

The presence of this huge number of workers means that Saudi Arabia has a distinct labor market with different characteristics and qualities, one for Saudis and the other for foreigners.

The decline in the number of Saudi workers in labor-intensive sectors is due to the apparent disconnect between the needs of these sectors and the outputs of education and training they receive. The reason for this may also be partly because of the high working hours in the labor-intensive sectors, which discourages Saudis from working there.[2]

3. THE KINGDOM'S VISION 2030 AND THE LABOR MARKET [3],[4]

Optimal utilization of resources, including qualified human resources to meet the development challenges of the important mechanisms to achieve the vision of the Kingdom 2030. The Ministry of Labor and Social Development has identified eight required specializations in the Saudi labor market and suffers from a decline in the number of students available for these jobs at a time where the labor market suffers from a large surplus in the number of students available for four other specializations. The list of high professional demand included eight specializations: engineering of all kinds, education, nursing, computer science and information technology, medicine, pharmacy, medical technology, accounting and finance.

In order to achieve the Kingdom's Vision 2030, there is an important role for qualified human resources to be utilized, where some occupations that are not needed by the labor market in large cities may be needed by the labor market in small and medium cities.

The place in cities and villages has comparative advantages that urban plans contribute to highlight and through which the current and future needs of land, housing, infrastructure and services, including religious and educational, all need qualified human resources.

Required specialties in Saudi Arabia [4]. At a time when the Saudi labor market suffers from a large surplus in certain sectors, there is an urgent need for graduates and professionals required in Saudi Arabia within certain sectors in the light of the new economic era and the current and future trends of the Kingdom,

so what are the specializations required in the Saudi labor market that support Vision 2030. According to Saudi Arabia's vision of a comprehensive economic renaissance, there will be enormous numbers of jobs and abundance of jobs produced by Vision projects. The Ministry of Labor on every occasion urges Saudi youth to move towards university disciplines and diplomas that comply with Vision 2030, to meet the needs of the labor market

Information Technology Sector [4]

The report pointed out that the Kingdom is seeking to invest in large global companies and emerging technology companies in all countries of the world, where will work to develop the infrastructure of communications and information technology, especially high-speed broadband technologies, to increase the rate of coverage in cities and abroad and improve the quality of communication. Specialties required by this sector:

- Computer Science and Programming
- Computer Engineering
- Computer Software Engineering
- Electronic Engineering
- Mechanical engineering
- Computer Science
- Information Security
- Networks
- Computer Networks Diploma
- Information Security Diploma

Retail sector

As for the development of the retail sector and small enterprises, the retail sector has grown by more than 10 per cent annually over the past decade, and currently employs 1.5 million workers, including 300,000 Saudis. By 2030, the Kingdom is seeking to create one million job opportunities for citizens in the retail sector while developing it as a commercial attraction. . In the coming period, the Kingdom seeks to support small enterprises and increase their participation in the GDP by more than 20%

The most important disciplines that will serve the sector in the Saudi labor market:

- Business management
- Finance
- Economy
- Sharia and law with the specialty of commercial law
- Diploma in Sales Management
- Marketing Diploma

The financial sector

The Financial Sector Development Program is one of the twelve executive programs launched by the Council for Economic and Development Affairs and for the development of the financial sector, to be an effective sector and stimulate savings, finance and investment, and increase its efficiency to meet and address challenges.

Specialties that the financial sector will need:

- Finance
- Economy
- Islamic economy
- Finance and investment
- Financial Mathematics
- Science

Logistics Sector

As for transport, supply chains and logistics, the Kingdom has developed a strategic plan to be a global logistics platform, where attention has been drawn to the Saudi ports, the importance of the role they will play in the next phase, and therefore the Kingdom's seaports will have in the context of the Kingdom's vision of many duties and tasks and many Challenges to achieve the Kingdom's ranking in the Logistics Performance Index from 49th to 25th globally.

The most important specialties required by the sector:

- Business management

Maritime transport ports
Logistics and supply chain management
Diploma of supply chains

Required specializations in the educational sector

The Kingdom's vision seeks to develop general education and to guide students towards appropriate career and vocational options and to provide them with the opportunity to rehabilitate them, this will require a specialization which is: educational administration.

Specializations required in the mining sector

The Kingdom has a wealth of precious metals of phosphate, copper, aluminum, uranium and gold. The vision has set a goal to enhance the contribution of the private sector, to contribute to the needs of industries and the national market of mineral resources, and this will contribute to increase the number of jobs by 2030 to 90 thousand jobs need specialties:

Mining Engineering
Geology
Physics of the Earth
Mining Diploma

Required specialties in military industries

The Kingdom is moving towards the localization of military industries and work to build its capabilities in this sensitive and expensive field, where it seeks to settle more than 50 per cent of military spending, and there is no specific specialization in military industries, but graduates of these disciplines will need them:

- Mechanical Engineering
- Materials Engineering
- Chemical Engineering
- Aerospace Engineering
- Diploma of Aviation Mechanics
- Diploma in avionics
- Diploma of Production Mechanics

It is clear from the above the need for the Saudi labor market for graduates of community college programs (diplomas) In some disciplines according to the Vision 2030.

4. Align the outputs of community colleges and the requirements of the labor market

The adaptation of Saudi higher education to the requirements of the labor market was not an issue at hand when the Saudi labor market absorbed all graduates of higher education institutions and guaranteed them the right job, However, the changes that have taken place in recent years in the economic fields, the Saudi labor market and the Saudi Vision 2030 have made such alignment a fundamental issue. Studies and researches attribute the poor compatibility between the outputs of community colleges programs and the national development needs in the Kingdom to: [8], [9].

- 1 - Low internal qualitative efficiency of community colleges, which indicators of low knowledge collection and specialized rehabilitation and weak analytical, innovative and applied capabilities, and the lack of strengthening values and productivity trends.
- 2 - Reduced external quantitative and qualitative, and this is represented in the graduation of a number of graduates in disciplines not needed by the labor market with a deficit and demand in other disciplines.

The harmonization of the outputs of community colleges with the requirements of the labor market is a collective responsibility that requires integrated efforts, and the steps to achieve this harmonization are as follows:

- First: Providing a database on labor market requirements in accordance with the Kingdom's Vision 2030.
Second: Developing curricula commensurate with the needs of the labor market.
Third: Continuous training and qualification in partnership with labor market institutions. The training shall be for students in labor market institutions as part of graduation requirements, as well as for faculty members to be acquainted with the latest developments in the labor market.
Fourth: Communicate with the graduates after joining the labor market.[5], [16], [17], [18].

5. Conclusion (proposals and recommendations)

The following are some suggestions and recommendations that would bridge the gap between the outputs of community colleges and the needs of the labor market in light of the Kingdom's Vision 2030:

- * Opening new and modern specialties required by the labor market.
- * Reducing acceptance in disciplines that do not have areas in the labor market.
- * Improve the outputs of community colleges to meet the desire and need of the private public sector to obtain a distinct quality of graduates, and cooperate with the General Organization for Technical and Vocational Training in that.
- * The contribution of the private sector in training and qualifying graduates of community colleges to attract competencies that meet its needs.
- * Continuation in a planned and codified manner to replace national rather than non-national competencies.
- * Raising the awareness of children of the appropriate specialties and strengthening their inclinations towards them, and facilitate the conditions in order to be creative and excel in their specialties.
- * To improve the choice of students and specializations and areas that are commensurate with their abilities and required by the labor market.
- * Invite officials in community colleges to study the actual needs of the labor market.
- * Establishing genuine partnerships with labor market institutions, such as a harmonization mechanism to contribute to the graduation of students with the skills and competencies necessary for the labor market.
- * The use of specialists and technicians working in the labor market as lecturers in some aspects of applied.
- * Participation of representatives of the community and the labor market in the process of evaluating the outputs of community colleges.
- * Developing curricula and programs of community colleges continuously in line with the developments of the labor market and development requirements.
- * Periodic evaluation of all elements of the educational process of curricula and faculty members and teaching aids and outputs.
- * Establishing a coordination unit between each community college and the surrounding labor market institutions.
- * Create a special department in the executive body of community colleges to deal with labor market research and trends.
- * Work on the issuance of a law to regulate the relationship between community colleges and labor market institutions in order to ensure the cooperation of the parties to reach the outputs adapted to the requirements of the labor market.
- * Focus on the use of modern methods and methods of teaching based on critical thinking and the development of creativity and the ability to solve problems.
- * Communication with the graduates after joining the labor market and the goal of this communication is to: [7], [10], [11], [12].
 - Follow up the employment of graduates and guide them.
 - Know the obstacles they face in their business.
 - Access to information on the extent of their absorption in the labor market.
 - Assist in their development and improvement.
 - Rehabilitation of those who have entered the reality of unemployment because of their absorption in the labor market.
 - To benefit from some of their successful experiences in the labor market by summoning them to present these experiences [13], [14], [15].

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