

Quality assurance services: UAE Skills future framework for a competitive knowledge economy



Summary

We were commissioned by The Higher Colleges of Technology (HCT) for our expertise as an independent quality assurance body to map and benchmark occupational profiles to meet the needs of six industry sectors in the UAE. Within this project we worked with and supported not only HCT but also MoHRE, a department of UAE Government.

Challenge/Opportunity

The UAE agenda aims to instil an entrepreneurial culture in schools and universities to foster generations endowed with leadership, creativity, responsibility and ambition. The UAE Employment Strategy calls for a robust workforce to drive the knowledge economy, with an increased focus on Emiritization, especially for women in the private sector.

Current programmes and practices need to be realigned to the growing demands in an integrated manner reflecting the Vision of the country and the role that HCT needs to play in supporting economic growth and sustainability.

A framework is needed that ensures that HCT students have the relevant academic knowledge, along with the technical and soft skills required for employment, and that they meet the demand of the private sector.

Skills Solution

Though initial meetings took place in country prior to March 2020, the majority of the work on this project was carried out remotely. This included supporting MoHRE in remote employer meetings which forged a new way of working with the private sector in the UAE.

- To support and advise MoHRE with their interaction with the private sector to obtain employer input and labour market intelligence
- To advise MoHRE on their strategy and methodology for private sector engagement and data gathering
- To quality assure and provide feedback on occupational profiles and labour market information reports produced by MoHRE as a result of private sector engagement
- To benchmark occupational profiles to international standards
- To work with HCT to review occupational analysis and occupational skills frameworks and to provide feedback on occupational maps with a view to updating HCT curriculum and informing programme development.

Outcome/Impact

The quality assurance work carried out within the project has mapped and benchmarked the UAE's occupational profiles to international standards. The analysis has made a comparison of skills in demand and focus on knowledge, technical and employability requirements at an occupational profile level.

As employer input is so critical in the development of occupational profiles, our review of private sector engagement with six sectors including manufacturing, healthcare, oil and gas, IT, tourism and construction has ensured that the approach to gaining employer validation is fit for purpose.

The long-term benefit of our interventions within this project is the capacity and capability building of the teams at HCT and MoHRE who been provided with guidance and support to on the most effective approaches to develop occupational standards, frameworks and maps to an international standard.

Quote/testimonials

Sulaf Saleh Al-Zu'bi from MoHRE said

"Thank you so much! Thank you for your amazing feedback, support and efforts".

Dr Ra'a Said, Executive Dean from HCT said

"Thank you for your input during the meeting as well as in the email. We received the post validated Occupational Profiles for the first three sectors. For the purpose of carrying out the Gap Analysis, we have developed a tool and we highly appreciate your review and feedback of the tool.

About People 1st International

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