

Annual Plan 2024

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Tamkeen

2024

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Executive Summary

Over the past year, the Labor Fund (Tamkeen) has made new strides in supporting Bahraini talent to access new opportunities in the labor market. Tamkeen is proud to have surpassed its 2023 targets of supporting over 20,000 Bahrainis for employment and training aligning with its wider commitments outlined in the Economic Recovery Plan (ERP) published in 2021.

Under the guidance of Tamkeen's Board of Directors, led by His Highness Shaikh Isa bin Salman bin Hamad Al Khalifa, Chairman of the Board of Trustees of the Isa bin Salman Education Charitable Trust and Chairman of the Labor Fund, Tamkeen continues to build on its previous achievements while taking additional steps towards developing national talents in the Kingdom. This is achieved through launching the largest suite of programs since Tamkeen's inception, aimed at supporting the employment and career progression of Bahrainis. The primary focus of Tamkeen's efforts is to ensure that Bahraini job seekers have access to high-quality employment opportunities, while fostering an environment where existing Bahraini employees can progress in their careers within the private sector. In tandem with these commitments, Tamkeen will continue its dedication in supporting the development and growth of enterprises.

The ambitious initiatives launched in November 2023 aim to amplify support for the employment and development of Bahraini talent in the private sector with a strong emphasis on career progression. This targeted approach will impact the careers of 50,000 Bahrainis in the private sector a year, marking the largest target since Tamkeen's inception. The programs strategically focus on three main pillars: (1) increasing economic participation through new employment opportunities for new entrants; (2) expanding career development opportunities available to Bahraini workforce; and (3) further developing the private sector by supporting enterprises and boosting productivity and adoption of technology.

In 2024, Tamkeen is committed to channeling the relevant human, financial and technological resources to achieve its ambitious program targets. This strategic decision translates into four key organizational priorities for the year, which will shape Tamkeen's efforts and will be closely aligned with the Economic Recovery Plan (ERP), the Government Program (2023-2026), and the National Labor Market Plan (2023-2026). These four priorities are (1) facilitating increased economic participation of Bahrainis and establishing new employment channels; (2) expanding support for career progression through increasing wages and skills development; (3) supporting the development and growth of enterprises,

especially those hiring Bahrainis; and (4) supporting the growth of the ecosystem surrounding the labor market and private sector.

This report showcases Tamkeen's plan for 2024, highlighting its expanded efforts to support the employment and career development of Bahrainis, as well as continuing the support for the private sector development. It outlines Tamkeen's key objectives in accordance with its mandate and the steps taken in 2023 to achieve them. Moreover, the report offers insights on Bahrain's economic conditions and Labour market dynamics, both of which are pivotal factors guiding decision-making and program development. Finally, the report details the impact of Tamkeen's programs and initiatives in 2023, followed by an overview of the new programs and organizational priorities for 2024.

Foreward



Against the backdrop of Bahrain's economic resurgence, marked by robust growth and a record-breaking surge in Bahraini employment in the private sector, we are immensely proud of the substantial impact we have had on the economy, as demonstrated by our remarkable performance in 2023. This achievement was made possible through our collective efforts at Tamkeen and by working in tandem with Team Bahrain.

We have prioritized sustainable economic development and the creation of quality jobs for Bahraini nationals, aligning our endeavors with the Government Program (2023-2026) and the National Labor Market Plan (2023-2026). We continue to be committed to driving the objectives of the Economic Recovery Plan (ERP) with a specific focus on employment and training opportunities for Bahrainis.

We are fully invested in focusing more effort on the development and progression of Bahrainis in the labor market guided by the leadership and direction of the Chairman of our Board of Directors, His Highness Shaikh Isa bin Salman bin Hamad Al Khalifa, and the recently appointed Board Members.

The Tamkeen Team unwavering determination and dedication in 2023 enabled us to surpass our set goals for both individual and enterprise support programs. I am pleased to share that we proudly facilitated the employment and the training of over 23,000 Bahrainis, surpassing our targets for that year. Additionally, over 5,100 enterprises received support through our programs, a staggering 92% increase from 2022.

In 2023, we intensified our efforts to foster a thriving ecosystem that underpins the labor market and private sector. As an example, through the Skills Bahrain initiative we have published two sector reports that identify sector-relevant skills gaps and requirements, with more reports to be published on additional sectors in 2024.

Our major achievement in 2023 was launching the largest suite of new programs since Tamkeen's inception, following the directives of the Board of Directors. The programs aim to support 50,000 Bahrainis in the private sector per year, and focus on three main pillars, which include increasing economic participation through new employment opportunities for new entrants, expanding career development opportunities available to Bahraini workforce, and further developing the private sector. These pillars stem from our profound and firm belief that Bahrainis are the Kingdom's most valued asset. To ensure that our new programs are fit for market needs, we meticulously designed and refined our new programs through comprehensive labor market analysis and extensive consultations with private sector stakeholders.

Under the royal directives, we are committed to supporting the integration and progression of Bahrainis in the labor market. As we embark on the journey to 2024, we eagerly anticipate continuous collaboration with Team Bahrain, the private sector, and the wider community to elevate the development of Bahrainis to new heights, empowering them to thrive and succeed.

Maha Abdulhameed Mofeez
Chief Executive

Our Mandate

Tamkeen was established to accomplish six primary objectives, as per our mandate. In 2023, Tamkeen actively pursued these objectives through a diverse range of initiatives, including launching the largest suite of programs since inception.

Tamkeen Efforts in 2023

Tamkeen Objectives

- 01** Contribute to the development and strengthening of the national economy
- 02** Contribute to the development of the private sector to make it the engine of economic growth
- 03** Create an environment conducive to making Bahraini labor the preferred choice for employment
- 04** Create new and suitable job opportunities for Bahraini labor
- 05** Increase the efficiency and productivity of Bahraini labor and their ability to compete in the labor market
- 06** Create an environment conducive to increasing Bahraini women's inclusion in the labor market

Projects and Initiatives

- **Supported more than 5,100 enterprises** to establish, grow, and employ Bahrainis, with Small and Medium Enterprises (SMEs) constituting approximately 54% of these enterprises.
- **Diversified enterprise support schemes** to enhance the private sector's competitiveness, supporting enterprises and boosting productivity and adoption of technology.
- **Developed an Information and Communication Technology (ICT) Roadmap** to foster the growth of a digital economy in Bahrain, focusing on the technological advancement of enterprises.
- **Enabled increased facilitation of loans to the private sector**, with a particular emphasis on SMEs.
- **Launched the largest suite of programs since Tamkeen's inception**, prioritizing the employment and career progression of Bahrainis, targeting an annual outreach of 50,000 Bahrainis.
- **Supported over 23,000 Bahrainis for employment and training**, surpassing annual targets set by the Economic Recovery Plan (ERP).
- **Expanded strategic partnerships with reputable institutions**, focusing on tech and specialized skills training for Bahrainis.
- **Committed to fostering an inclusive labor market**, with Bahraini females constituting 44% of those supported for employment and 61% for training.
- **Launched the second edition of Riyadat financing program** to promote greater inclusion of female entrepreneurs, in collaboration with the Supreme Council for Women (SCW) and Bahrain Development Bank (BDB).

Ecosystem Initiatives

- **Engaged in external policy advocacy with relevant stakeholders** to improve on financing support programs provided by Tamkeen.
- **Collaborated closely with Team Bahrain and the private sector** to elevate the SME ecosystem, foster improved access to alternative forms of financing, and unify efforts for startup support.
- **Collaborated with relevant parties to create new channels for Bahraini employment** within the private sector.
- **Employed Skills Bahrain's initiatives to guide local skills development** through developing sector-specific reports, defining national occupational standards, and working on the Employability Skills Portal (ESP).

Internal Efforts



Built upon established organizational Key Performance Indicators (KPIs) and impact KPIs



Streamlined data and labor market statistics to guide decisions



Improved on customer experience



Introduced a brand-new platform for customer management



Increased outreach efforts to the private sector



Conducted regular consultations with Team Bahrain and the private sector



Economic Landscape



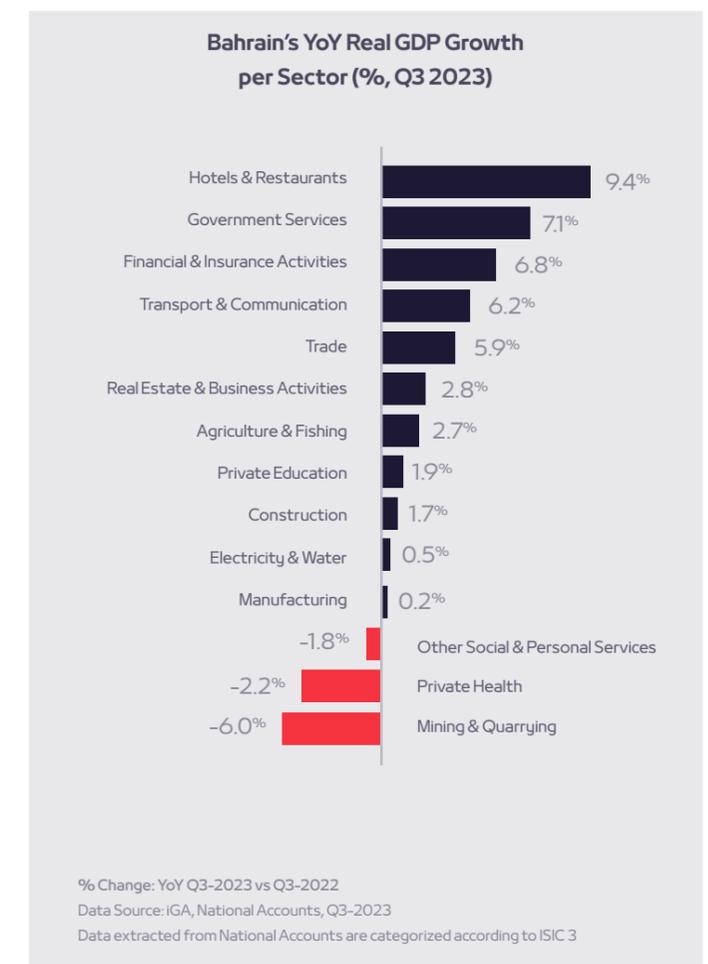
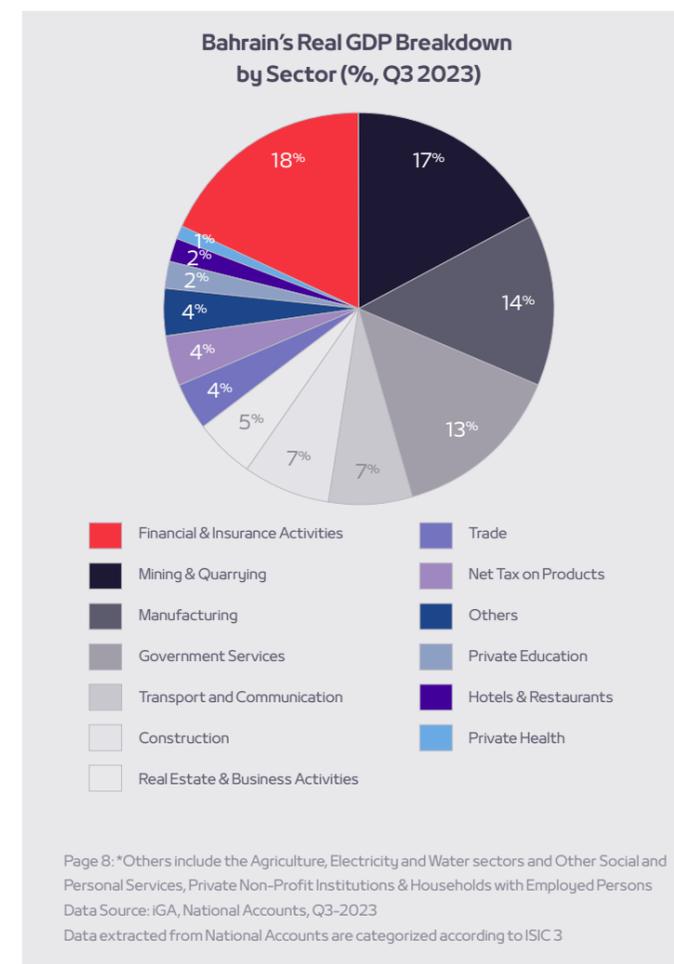
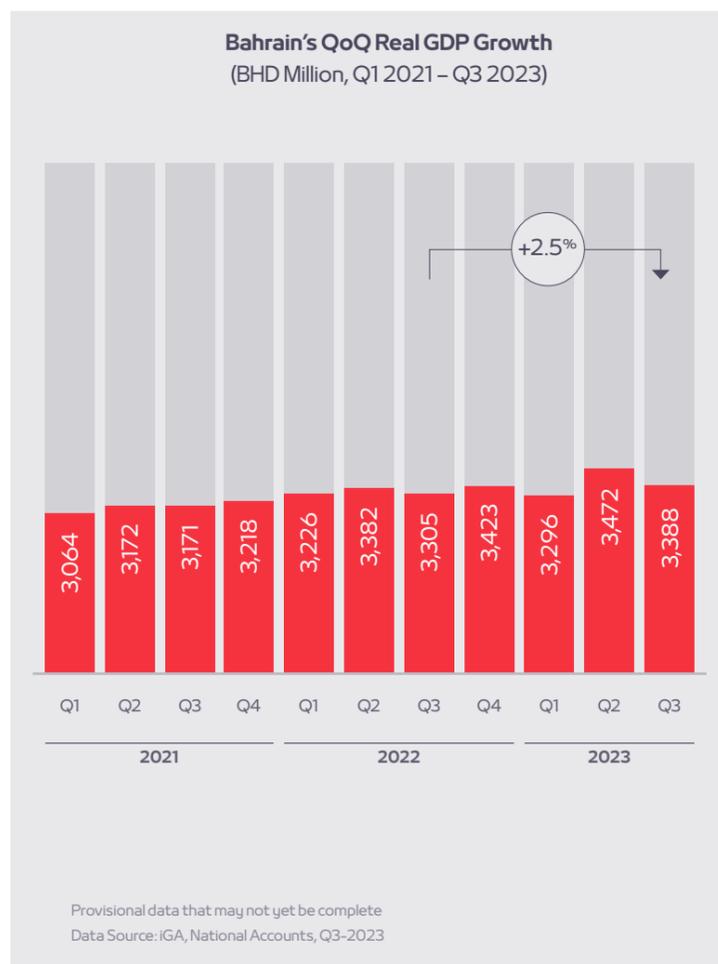
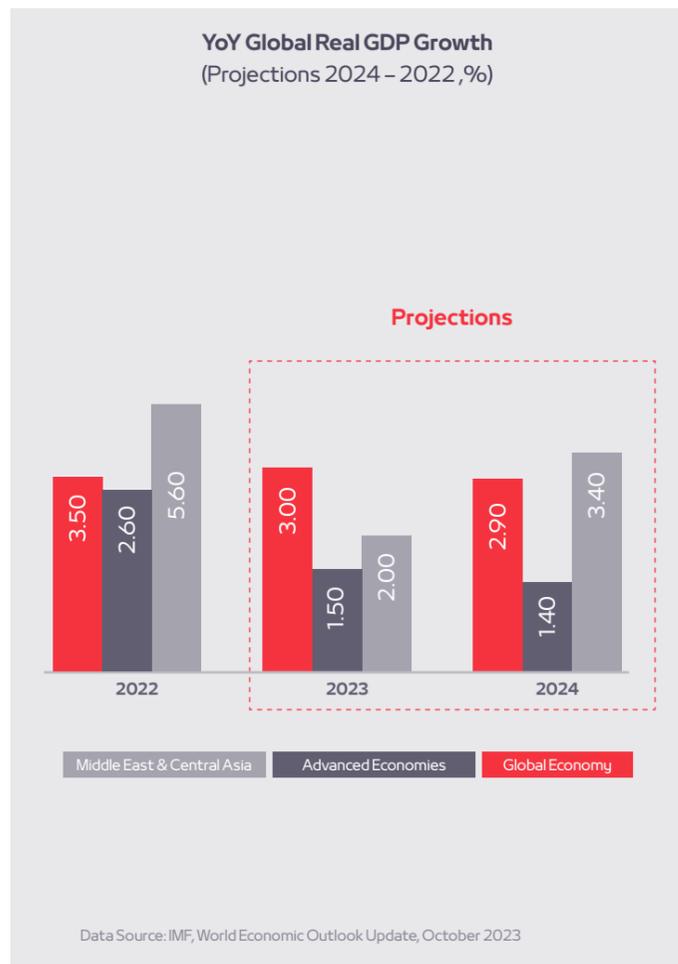
Economic Overview

In 2023, global economic growth experienced a slowdown amid interest rate hikes and a volatile political risk environment. The International Monetary Fund (IMF), in its World Economic Outlook, revised growth projections for 2023 and 2024. The Middle East and Central Asia region, which experienced a sharp slowdown in its real GDP this year, mainly due to reduced oil production, is expected to rebound from approximately 2% in 2023 to 3.4% in 2024.

Against this background, Bahrain has continued to see resilient growth in its non-oil economy with a 2.5% Year on Year (YoY) increase in Q3 2023, when compared to Q3 2022.

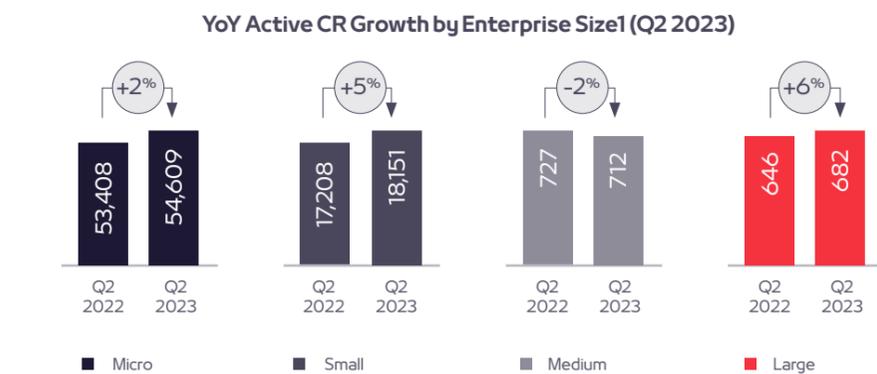
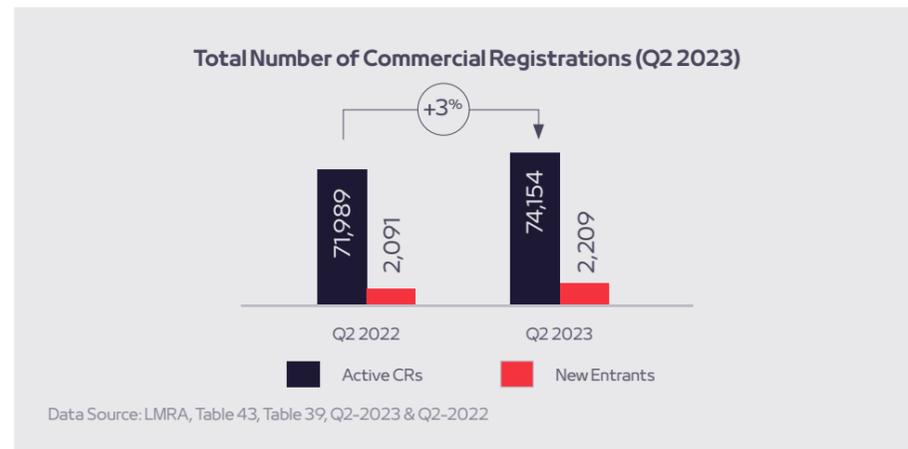
Sector-specific growth patterns continue to reflect some of the ongoing post-COVID normalization of economic activity. The fastest-growing sectors were Hotels & Restaurants sector, Government Services & Financial & insurance Activities, showcasing YoY gains of 9.4% and 7.1%, & 6.8% respectively.

Conversely, Private Health and Mining & Quarrying experienced a decline in Q3 2023, witnessing a decrease of 2.2% and 6%, respectively, in comparison to the corresponding quarter of the previous year.



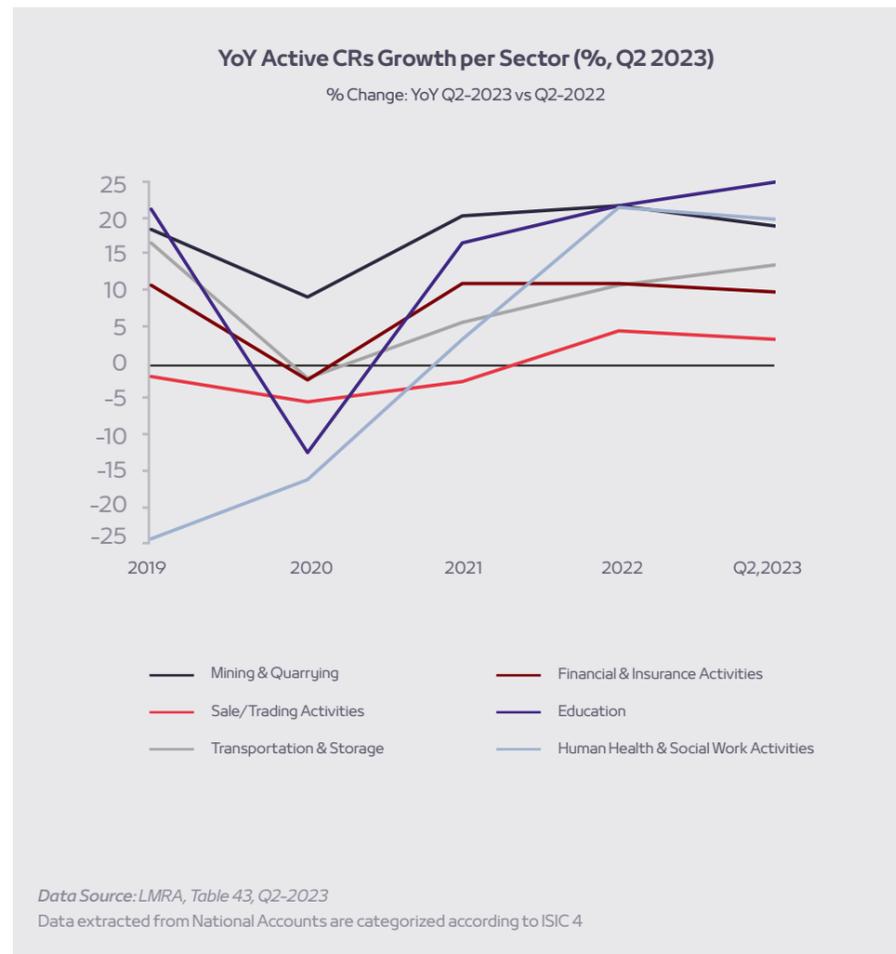
Private Sector Overview

- As of Q2 2023, the private sector in Bahrain comprised of over 74,000 enterprises, where SMEs represented 98% of the total.
- The number of active Commercial Registrations (CRs) in Bahrain exhibited a 3% YoY growth compared to Q2 2022. Most new business activities focused on Trade, Health, and Hotels, collectively constituting 44% of new CR entrants.
- The number of small enterprises experienced a 5% YoY growth, while large enterprises saw a 6% YoY increase in Q2-2023.
- Education, Human Health and Social Work Activities were the fastest growing non-oil sectors on a YoY basis, growing by 24% and 19%, respectively.



Data Source: LMRA, Table 43, Q2-2023 & Q2-2022

¹Enterprise size is based on the number of employees as per in the Ministry of Industry & Commerce (MoIC) definition



Implications

Bahrain's track record of resilient growth and high economic diversification continues to offer investment and growth opportunities, despite the challenges imposed by a higher interest rates environment that has led to increased borrowing and business costs. Focusing on productivity through specific measures such as technology adoption can be particularly beneficial to the private sector. Moreover, Tamkeen's programs can benefit SMEs by adapting and incorporating the current economic conditions, addressing both the business and human capital perspectives and needs.

Labor Market Overview

- **In Q3 2023, Bahrain's private sector demonstrated a 2% YoY increase in the total number of employees**, reaching 567,411—an upward trend sustained since Q2 of 2020. Notably, female employment in the private sector increased by 2.5% YoY, compared to the 1.5% YoY increase in male employment. The total number of registered Bahraini private sector employees surpassed 100,000 for the first time, reaching 101,321 in Q3 2023.
- **The average wages of Bahrainis in the private sector rose by 4% YoY**, the Manufacturing sector recorded the highest wage growth, followed by the Mining and Quarrying, and Accommodation and Food Services sectors.
- **The sectors contributing the most to Bahrain's diversified economy, offer the highest average wages for Bahrainis.** The Financial and Insurance sector constitutes 18% of Bahrain's real GDP, while the Manufacturing sector accounts for 14% in Q3 2023. These sectors are also distinguished by the highest levels of productivity along with the highest average wages for Bahrainis in Q2 2023.

Implications

Labor Market

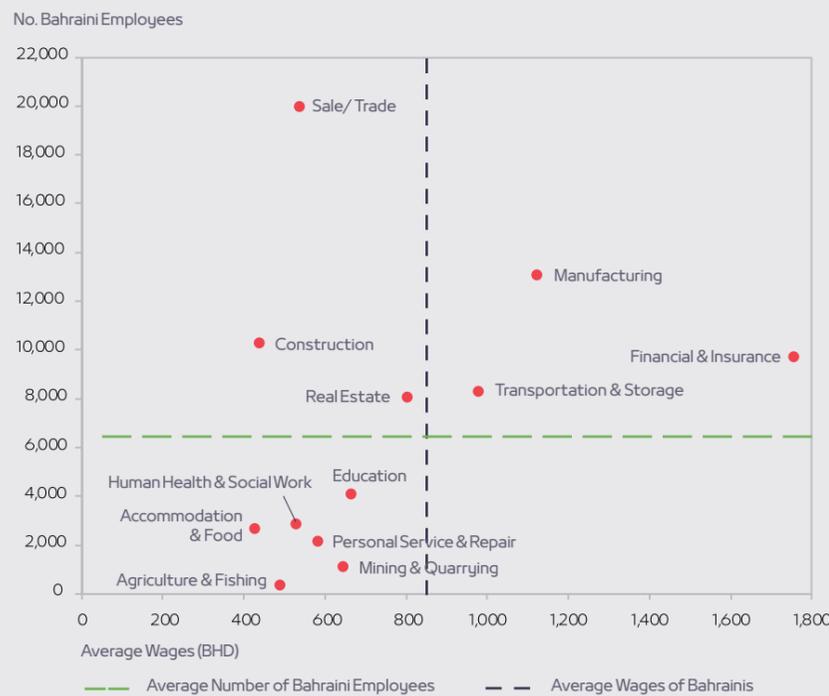
Through Tamkeen's new programs, Bahrain is well positioned to capitalize on the recent progress in boosting economic participation and private sector employment of Bahrainis. These broad-based initiatives aim to provide support for a large number of Bahraini employees and new entrants into the private sector. The support will include programs geared towards enhancing career development by covering wage increments, training support, and implementation of upskilling programs. Notably, the continuous rise in female workforce participation highlights a significant growth potential that can be harnessed through specific initiatives.

Wage Growth

The ongoing progress in the high value, and positively productive investments within the Financial Services and Manufacturing sectors continues to drive quality employment. Investments in new skills areas, such as digital technology, are facilitating the creation of more skill-based quality jobs across sectors.

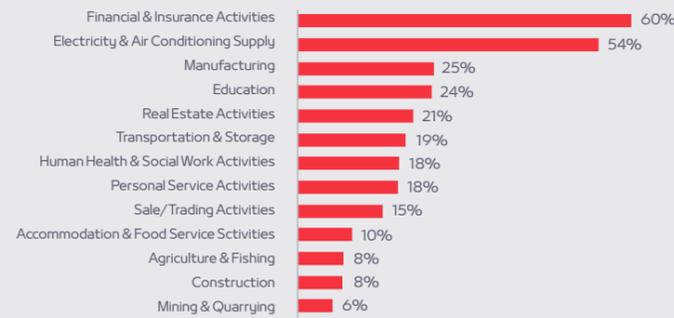
Labor market data indicates that the highest-paying sectors for Bahrainis are those that also employ skilled workers. However, there are sectors such as the Human Health and Social Work Activities and Education that tend to offer skilled roles with lower wages. Therefore, Tamkeen will strive to create opportunities for wage growth across various sectors that have the potential to employ Bahrainis, thereby contributing to an overall increase in wages within the private sector.

Bahraini Employment Dynamics in the Private Sector (BHD, Q2 2023)



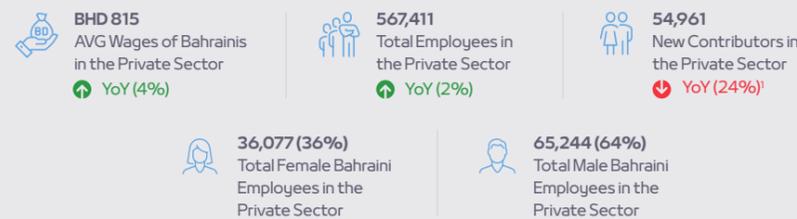
Data Source: LMRA, GOSI Tables 6 & 22, Q2-2023
Data extracted from National Accounts are categorized according to ISIC 4

Bahrainization Rate by Sector (% , Q2 2023)



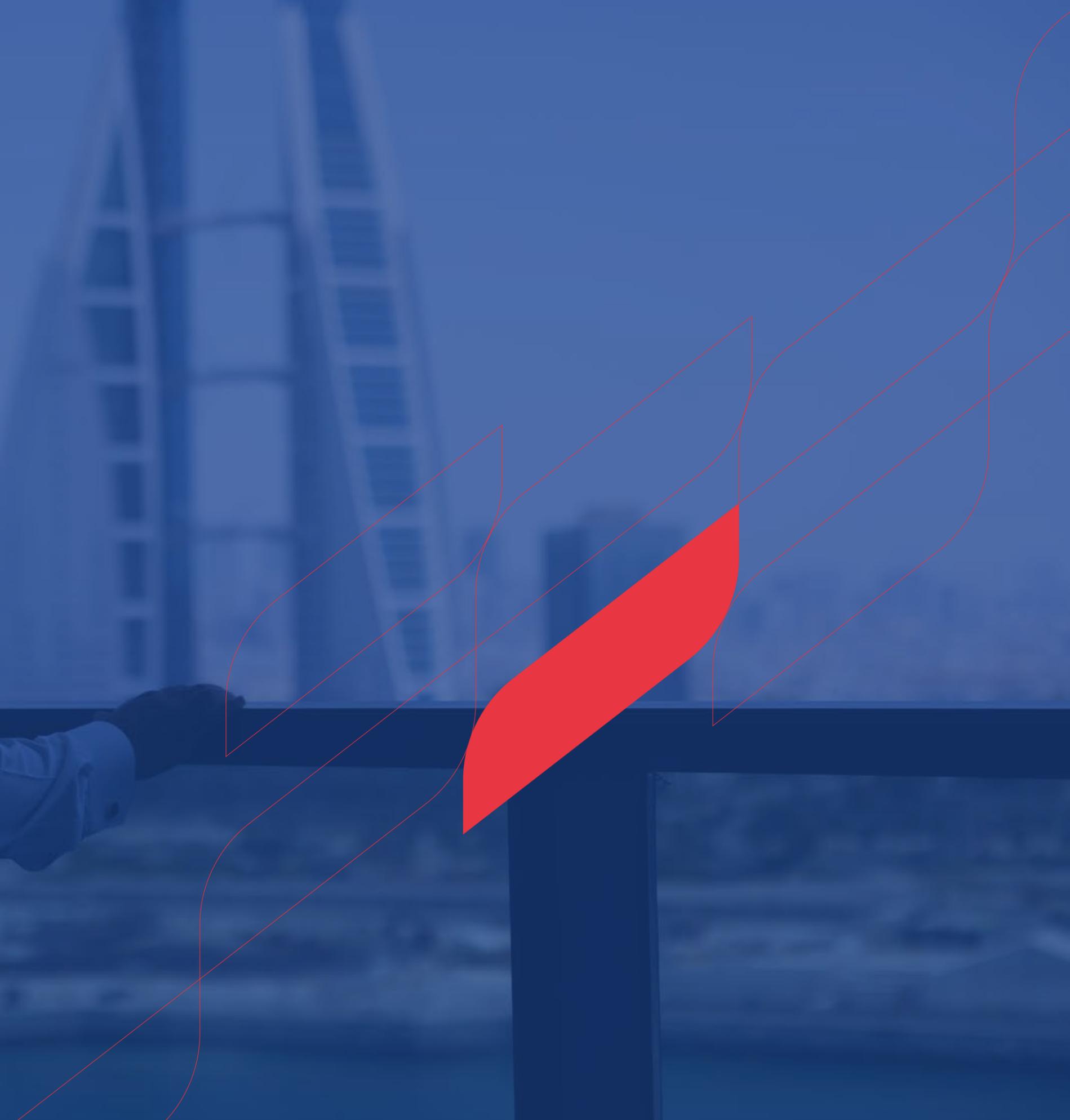
Data Source: LMRA, Table 6, Q2-2023

Labor Market Indicators (Q3 2023)



Data Source: SIO, Statistical Quarterly Report, Q3-2023
¹The decrease in new contributors is attributed to the normalization of employment activities following the surge in post-pandemic hiring, as well as a decrease in non-Bahrainis entering the labor market

Our Impact



Overview

Tamkeen's key achievements, in accordance with our strategic objectives

In 2023 we...

Reached record results in supporting the employment and training opportunities for Bahrainis, along with significant enterprise support

Fulfilled our role and commitment to national plans including the targets of the Economic Recovery Plan and Labor Market Plan (2023-2026)

Furthered usage of data and labor market statistics in setting new program priorities

Expanded on programs aimed at enhancing the human capital development of Bahrainis, with a primary focus on their employment and career advancement



12,300+

Employment Opportunities for Bahrainis



10,700+

Training Opportunities for Bahrainis



5,100+

Enterprises Supported through all Tamkeen Programs

Employment Support

33%

YoY Growth in Quality Jobs¹

91%

Employment Opportunities for Bahraini Youth aged 18-35

67%

Enterprise Support Applications Directed Towards Employment

Career Development

70%

YoY Growth in Professional Certificates

59%

Bahrainis Supported for Professional Training Were Women

Enterprise Support (Through Enterprise Support Programs)

44%

Enterprises Supported Were SMEs



Exponential YoY Growth in Financing Applications

52%

Financing Support Applications Were for SMEs

¹Jobs with wages of BHD 600 and over.

The data represents the total number of approved applications from January 1st to December 20th in 2022 and 2023.

Employment Support

Tamkeen is committed to increasing the participation of Bahrainis in the labor market through providing dedicated employment support and offering training programs to prepare them for the market.

Bahrainis Supported for New Employment Opportunities

- **Tamkeen surpassed its set target for Bahraini employment support for the second consecutive year**, with 11,426 Bahrainis employed in 2023. This accomplishment reflects a YoY growth of 13%, showcasing Tamkeen's continuous commitment towards helping Bahrainis enter the labor market.
- **Bahraini youth (aged 18 to 35) continue to stand as the primary beneficiaries of employment support**, constituting 91% of total employment application. This targeted focus on youth employment aims to facilitate their entry into the workforce and empower them with opportunities for professional growth.
- **Support for quality jobs continued to grow** with a substantial 33% YoY increase, emphasizing Tamkeen's dedication towards supporting the creation of quality jobs for Bahrainis. Average wages for quality jobs amount to BHD 1,092, with the overall average for all new employment applications reaching BHD 444.
- **Tamkeen is committed to increasing the economic participation of Bahraini females in line with its mandate** with 44% of those supported for employment in 2023 were women. The majority of these (55%) hold bachelor's degrees.

Bahrainis Trained for Entering the Labor Market

- **Tamkeen continues to fund the training of job seekers on the Ministry of Labor's (MoL) registry** with 6,200 Bahrainis trained through the program in 2023 with women representing 65% of the trainees.
- **Efforts were made to support the participation of Bahrainis in the labor market through the on-the-job training program with MoL**, with over 1,200 job seekers supported through the program.
- **Tamkeen aims to intensify its efforts in 2024 to further enhance the provision of structured training for job seekers**, enabling them to acquire the necessary skills and access to sustainable employment opportunities.

Enterprises Supported for Employment

- **A substantial majority of enterprises opting for Tamkeen's support are specifically selecting employment support programs**, with 67% of total enterprise support applications. This milestone sets a new record high, reflecting a notable YoY increase of 144%, highlighting the growing preference for employment-focused programs.
- **Similar to 2022, SMEs continue to constitute the largest segment for employment support** accounting for 58% of employment applications. This trend demonstrates a positive shift in labor market dynamics and could serve as testament to the confidence placed in the skillsets of Bahrainis within the private sector.



“Creating quality job opportunities for Bahrainis and integrating them in the labor market is a key focus of Tamkeen’s new programs to ensure their economic participation”

11,400+

New Employment Opportunities for Bahrainis

91%

Employment Opportunities for Bahraini Youth aged 18-35

33%

YoY Growth in Quality Jobs¹

44%

Employment Opportunities for Females

144%

YoY growth in Enterprises Supported for Employment

58%

Employment Support Directed Towards SMEs

¹Jobs with wages of BHD 600 and over. The data represents the total number of approved applications from January 1st to December 20th in 2022 and 2023.

Career Development

Tamkeen's dedication to the career development of Bahrainis is demonstrated through the provision of training programs for skills development and wage increment support.

Bahrainis Trained for Career Development

- **Tamkeen continues to be committed to offering high-quality training in 2023 to support sustainable career growth for Bahrainis** reflected in a remarkable 77% YoY growth in professional certificates, accounting for over 4,400 training opportunities. Bahraini women represented 53% of those who attained these certificates.
- **In 2023, opportunities for Bahrainis to gain invaluable international work experience and exposure increased twofold YoY through the Global Ready Talent program.** Placements in 2023 were secured in countries such as France, Japan, and the United Kingdom, with a particular focus on the Manufacturing and Technology sectors.

Bahrainis Supported for Leadership Roles

- **Tamkeen is dedicated to creating new leadership roles for Bahrainis in the market**, evident in the significant increase in the number of Bahrainis supported for mid-career and executive positions. Most of these Bahrainis were employed in sectors like Financial and Insurance Activities, ICT, and Manufacturing, with average salaries surpassing BHD2,100 (of which Tamkeen supported 50% of the wage). Females comprised 32% of total Bahrainis supported in leadership roles.

Bahrainis Supported for Wage Increment

- **Through Tamkeen's wage increment program running from January 2023 to 18 November 2023, Bahraini employees experienced an average wage increase of BHD 178.** These were mainly in the following three sectors: Sale/ Trade Activities, Manufacturing, and Transport and Storage.
- **The new wage increment program received considerable interest**, with over 260 applications approved in less than two months since its launch.
- **Bahraini females constituted 31% of those supported for wage increments** across both programs.



"Tamkeen is placing unprecedented emphasis on advancing the career progression of Bahrainis through the new programs"

4,400+

Training Opportunities in Professional Certificates

53%

Bahrainis Supported for Professional Training Were Women

77%

YoY Growth in Professional Certificates

BHD 2,100

Average Wages of Bahrainis Supported in Leadership Roles

The data represents the total number of approved applications from January 1st to December 20th in 2022 and 2023.

Enterprise Support

In addition to supporting the private sector for the employment and career progression of Bahraini employees, Tamkeen continues to support the establishment and growth of enterprises through its enterprise support programs.

Enterprises Supported for Establishment and Development

- **Tamkeen remains dedicated to supporting enterprises to start and grow** with over 1,300 enterprises benefiting from the enterprise support programs in 2023, reflecting commitments of nearly BHD 13.9 million.
- **Tamkeen maintains its commitment to the establishment and growth of SMEs driven by the recognition of the pivotal role they play in driving economic development.** Notably, 44% of the enterprises supported in 2023 were SMEs.
- **Demonstrating sustained demand, the Start Your Business program has secured its position as the most sought-after enterprise support program for two consecutive years**, with over 600 approved applications in 2023. This aligns with Tamkeen's objective of facilitating the establishment of enterprises.

Facilitating Access to Financing

- **In 2023, the demand for financing applications experienced a noteworthy fourfold YoY surge.** This increase can be attributed to the collaborative policy advocacy efforts of Tamkeen and Team Bahrain, as well as continued collaboration with banks.
- **More than half of the enterprises supported for financing in 2023 were SMEs**, underscoring Tamkeen's strong commitment to empowering and facilitating the growth of this segment, with further efforts planned for 2024.
- **Tamkeen remained committed to empowering female entrepreneurs to access finance throughout 2023.** This support is anticipated to further expand with the new Riyadat program in partnership with the Supreme Council for Women (SCW) and Bahrain Development Bank (BDB).



“Tamkeen aims to further develop the private sector by supporting enterprises and boosting productivity and adoption of technology”

BHD 13.9MN+

Commitments Towards Enterprise Support Programs

44%

Enterprises Supported Were SMEs

51%

Enterprises Supported Were Fully or Partially Owned by Women



Exponential YoY Growth in Financing Applications

52%

Financing Support Applications Were for SMEs

The data represents the total number of approved applications from January 1st to December 20th in 2022 and 2023.



Key Developments in 2023

Tamkeen's New Programs

Following the Royal Directives of His Majesty King Hamad bin Isa AlKhalifa and the Cabinet's approval, chaired by His Royal Highness Prince Salman bin Hamad AlKhalifa, the Crown Prince and Prime Minister,

His Highness Shaikh Isa bin Salman bin Hamad Al Khalifa, Chairman of the Board of Trustees of the Isa bin Salman Education Charitable Trust, and Chairman of the Board of Directors of the Labor Fund (Tamkeen) instructed the launch of the biggest suite of programs since Tamkeen's inception. The newly launched programs in November 2023 are designed to expand on Tamkeen's efforts in **enhancing the integration and career development of Bahrainis** within the labor market.

The programs aim to support **50,000 Bahrainis** a year, the largest target since Tamkeen's inception.

New Programs Features



Placing greater focus on enhancing the integration and career development of Bahrainis within the labor market



Streamlining the customer experience on our new platform for the private sector



Aligning with the Government Program (2023-2026) and the National Labor Market Plan (2023-2026)



Employing an evidence-based approach to program design, leveraging labor market data and trends



Establishing continuous feedback loops with the private sector

New Programs' Key Pillars

01 **Employment Support**

02 **Career Development**

03 **Enterprise Support**



Key Program Changes

01 Employment Support



↑ Increasing the minimum wage by BHD 50 for all segments under the National Employment Program (NEP):

High School:	BHD 300	→	BHD 350
Diploma:	BHD 380	→	BHD 430
Bachelor's Degree:	BHD 450	→	BHD 500

Increasing the maximum wage for support by BHD 200
BHD 600 → BHD 800



↑ A monthly BHD 50 increase in the wages of existing NEP applicants upon employer approval



Creating new employment channels in partnership with the private sector
Work with private recruitment agencies to matchmake job seekers with available job opportunities



↑ Introducing programs to support apprenticeships, including training and employment aspects



Increasing the on-the-job training monthly stipend by BHD 50
BHD 150 → BHD 200

02 Career Development



↑ Increasing the maximum wage increment to 20% of the wage, capped at BHD 300

- Tamkeen to cover 100% of the increment for 24 months**
- Focusing on Bahrainis with monthly wages below BHD 1,500
 - Increasing increment cap by 150%
From BHD 120 → BHD 300
 - Doubling the support duration
12 months → 24 months



↑ A new track to support employees moving between enterprises with higher wages
Tamkeen will support 100% of the wage difference for 24 months



↑ Supporting 50% of wages for Bahrainis in leadership roles
• Doubling of the support duration
From 12 months → 24 months



↑ Supporting 100% of professional certificates training costs for employees
• Expanding support for specialized and tech training



Introducing new incentives for employees enrolled in training
• Offering monthly stipends for Bahrainis with wages below BHD 600 enrolled in specific trainings

03 Enterprise Support



Diversifying support for enterprise development and growth with a greater focus on those aiming to employ Bahrainis or increase productivity and innovation

- Facilitating greater access to finance
- Expanding programs to support the entrepreneurial ecosystem



Introducing incentives tied to enterprise development goals such as:

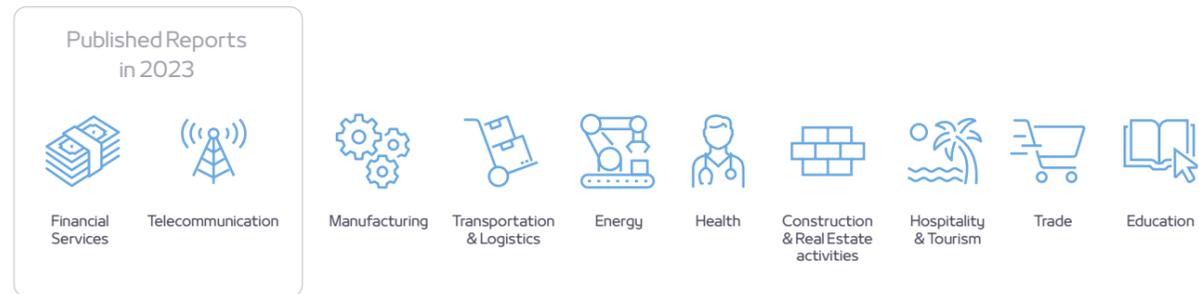
- Creation of quality jobs
- Financial growth
- Increase in productivity

Focus on Skills Development Through Skills Bahrain

Skills Bahrain is a national initiative operating under Tamkeen's umbrella, which focuses on guiding local skills development through three core functions:

01 Sector Skills Reports

Develop and publish in-depth sector specific reports based on economic sector studies within Bahrain to identify skills gaps, as well as current and future skills required in the labor market. The sector-specific market intelligence will be used to guide education and training outcomes to enhance labor market competitiveness and productivity. Sectors of focus include:



02 National Occupational Standards

Develop national occupational standards in close collaboration with the private sector and define clear career pathways for Bahraini nationals that align with the dynamic needs of the labor market.

03 Employability Skills Portal (ESP)

Launch a dedicated platform for employment skills, with relevant parties, designed to provide comprehensive information about Bahrain's labor market to various stakeholders, including students, parents, job seekers, employees, education and training service providers, employers, and decision makers. The platform's objective is to empower users to make well-informed decisions by providing valuable insights the labor market landscape, essential skills, and growing opportunities in the current and future job markets, among others.

مهارات البحرين Skills Bahrain



Published the Telecommunications and Financial Services Sectors Reports



Currently in the process of licensing 23 occupational standards with the Ministry of Labor

Sector reports developed through:

6,000+

Survey Responses

15+

Focus Groups

70+

Engagements



Scan the QR code to view the Skills Bahrain reports

Focus on Tech Skills through Strategic Partnerships

- **Tamkeen is committed to fostering Bahraini tech talent**, in line with relevant national strategies, through bridging the skills gap and catering to the evolving needs of the market and new job roles emerging in the field.
- **Throughout 2023, Tamkeen established numerous strategic partnerships with both local and international institutions, aiming to deliver high-quality technology training programs** that support Bahrainis in acquiring skills necessary for the ever-changing labor market needs.
- **Through these efforts, Tamkeen will continue to play a pivotal role in nurturing a skilled workforce that contributes to the development of Bahrain's digital economy and the overall growth of the private sector.**



Key Tech Training Areas



Software Engineering



Data Science



3D Modelling



Full Stack Development



Computer graphics



E-Games



User Experience Design



iOS App Development



Cyber Security



Cloud Innovation

Key Statistics in 2023

1,000+

Bahrainis Trained through Strategic Tech Partnership

44%

Females

91%

Youth

+22%

Job Seekers Employed Post-Training in the Same Year

Focus on the Tech Sector Through the ICT Roadmap

Tamkeen developed an Information & Communications Technology (ICT) Roadmap in 2023, in alignment with relevant national strategies, to contribute to fulfilling its strategic objective of increasing the productivity, innovation, and dynamism of the private sector enterprises, with the aim of creating high quality jobs for Bahrainis. The ICT Roadmap is specifically designed to provide targeted support to guide the private sector towards digital transformation.

Key Objectives of the ICT Roadmap

- 01 Enhance individuals' readiness for ICT jobs** through upskilling and reskilling talents and enhancing job readiness.
- 02 Catalyze the growth of locally established ICT enterprises** by enhancing value creation, scaling abroad and creating high quality jobs.
- 03 Cultivate digitalization within non-ICT companies** by instigating mindset shifts, optimizing operations, and improving client interactions.

Key Initiatives of the ICT Roadmap

The following key initiatives under the ICT Roadmap are a part of Tamkeen's 2024 strategic priorities and have been incorporated into the organization's operational plan for the year.



Establish an ICT tech trend & skills radar



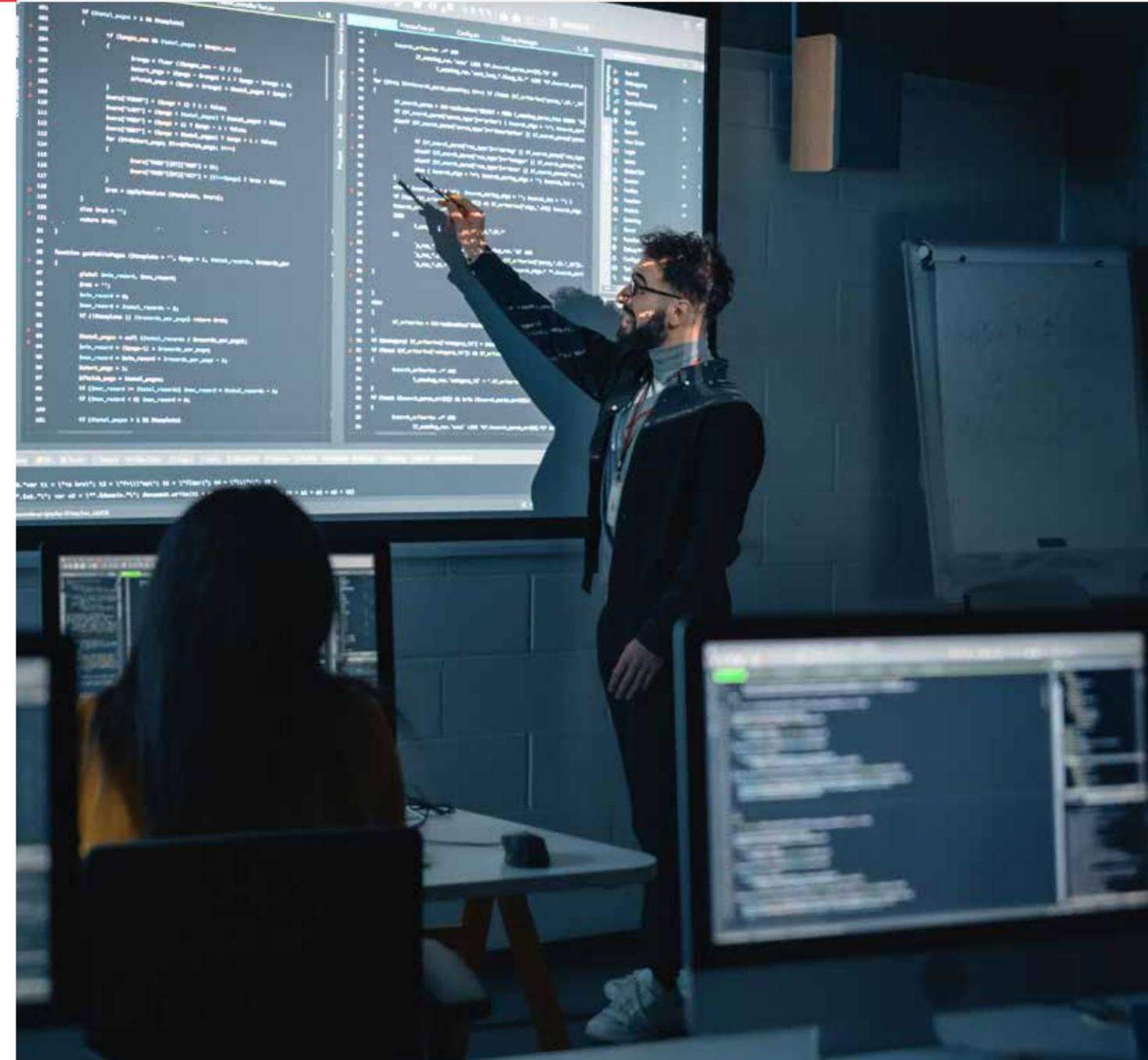
Create ICT self-diagnostic tools



Create digitalization support packages & toolkits



Expand on ICT apprenticeships



Startup Ecosystem

Tamkeen is dedicated to supporting startups as a key pillar of its 2021-2025 Strategy, recognizing their pivotal role in driving economic transformation. Startups serve as catalysts for change by introducing innovative ideas and solutions that provide exceptional value and creatively solve real economic issues.

In 2023, Tamkeen has contributed to startup development and scaleup through various means with key initiatives including:



- StartUp Bahrain stands as Bahrain's national ecosystem dedicated to supporting the development of innovative and scalable startups. It brings together startups, corporates, investors, accelerators, incubators, educational institutions as well as Team Bahrain.
- The StartUp Bahrain Pitch event is one of StartUp Bahrain's key initiatives, providing startups with the opportunity to present their innovative business ideas to investors.
- The program runs for two-weeks, featuring a comprehensive boot camp designed to prepare entrepreneurs with the skills and insights needed for effective pitching before investors.
- Following the boot camp, finalists earn the opportunity to compete in a pitching event before a local and international panel of judges for a chance to win a monetary reward.

97

Startups Participated in the Boot Camps

36

Pitches Presented to Judges

9

Events & Winners

StartUp Bahrain Pitch is in collaboration with



Startup Ecosystem

Young Entrepreneur Mashroo3i

- The Young Entrepreneur (Mashroo3i 2.0) program supports youth aged 18 to 35 in developing their business ideas and entrepreneurial skills.
- The program commences with a six-weeks training bootcamp, engaging an initial cohort of 60 teams to support them with the ideation stage. Following this phase, a curated shortlist of 20 teams advance to an advisory program where further guidance is provided on developing a minimum viable product (MVP).
- Up to 10 teams qualify for the final round to pitch to potential investors during a demo day event.

60

Teams Embark in Ideation Stage Bootcamp

20

Pitches Presented to Judges

10

Finalists a Demo Day

GITEX GLOBAL

- In October 2023, Tamkeen served as the official sponsor of Bahrain's pavilion at GITEX, the world's largest tech event held in Dubai and supported the participation of 32 startups and SMEs.
- A total of 20 agreements were signed by Bahraini companies during the event, fostering collaborations and increasing Bahrain's presence in the international tech landscape.
- Three Bahraini startups reached the final stages of the Supernova Pitch Competition, with one startup achieving second place.





2024

Priorities

2024 Strategic Priorities

In line with the Royal Directives of His Majesty King Hamad bin Isa Al Khalifa to continue creating quality opportunities for Bahrainis and integrating them in the labor market, Tamkeen has updated its strategic priorities for 2024 to focus on four key areas. These priorities are placed to ensure supporting an annual target of 50,000 Bahrainis through creating quality opportunities for new market entrants, supporting career development, and enhancing the private sector's competitiveness.

01 Facilitate increased economic participation of Bahrainis and establish new employment channels

- **Expand the support for new Bahraini market entrants and current labor market participants** across various job levels and career stages.
- **Support the establishment of new employment channels** in collaboration with the private sector and the Ministry of Labor in Bahrain.
- **Prioritize the creation of more quality, high-value jobs** by proactively identifying opportunities and establishing new partnerships.
- **Support the increased flexibility in the workplace**, such as part-time employment and remote work, especially for women.
- **Provide incentives to increase economic participation**, especially for women.

02 Expand support for career progression through increasing wages and upskilling and reskilling

- **Focus on career progression of Bahrainis in the private sector**, especially those earning monthly wages below BHD 1,500.
- **Expand support for skills-oriented training programs**, particularly in technical and specialized fields, and encourage active participation in these opportunities.
- **Develop and implement a comprehensive plan for fostering the development of new and emerging skills.**
- **Prioritize outcome-based training** (e.g., job placement, new skills, career progression) in different sectors.

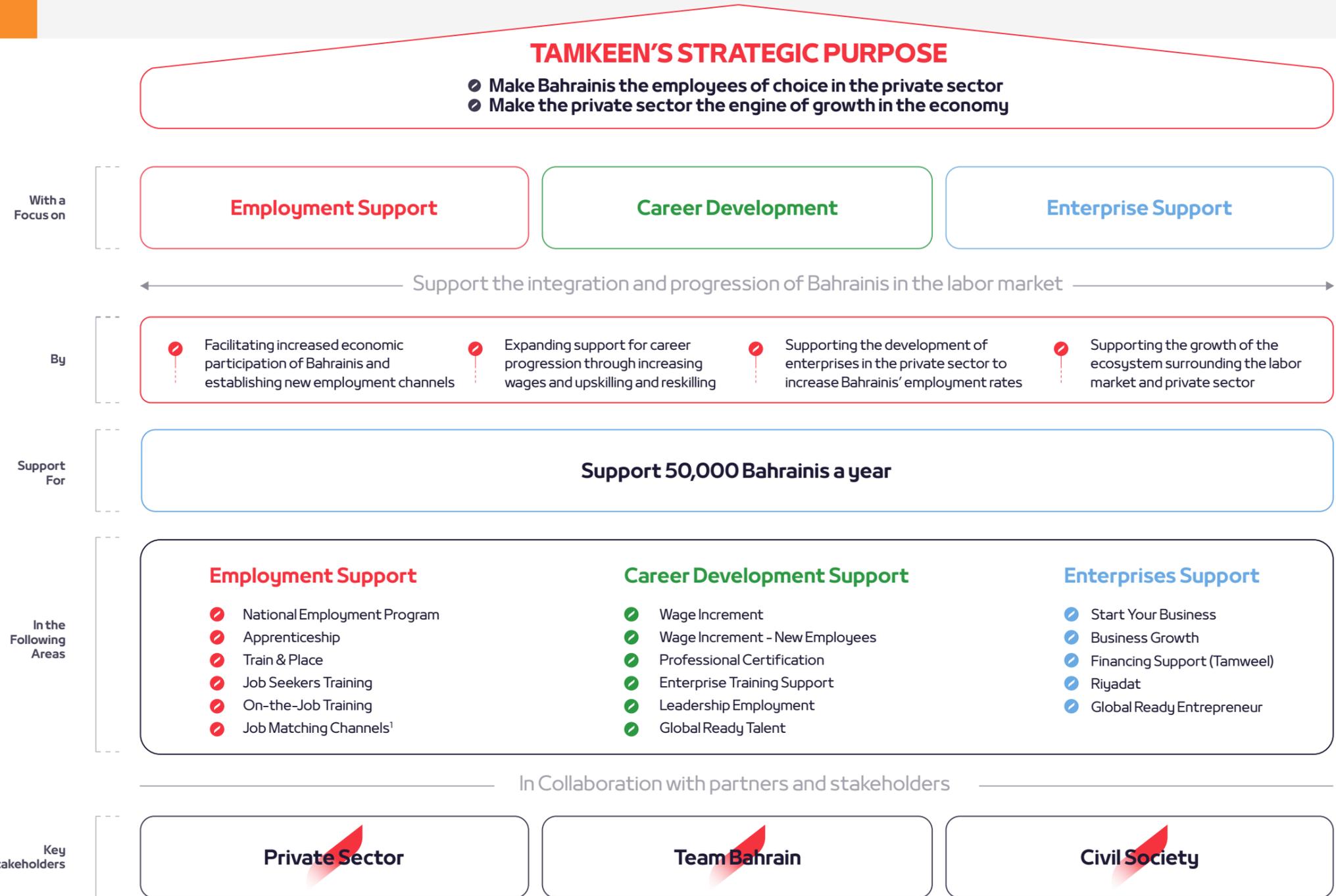
03 Support the development of enterprises in the private sector to increase Bahrainis' employment rates

- **Review enterprise development programs and enhance their effectiveness in increasing the productivity of the private sector** to create quality job opportunities for Bahrainis and achieve financial sustainability.
- **Support enterprises that have a high economic impact** due to their higher productivity, enabling them to grow and create quality jobs for Bahrainis.
- **Support technological development and digital transformation** that drive productivity.
- **Support organizations with innovative business models.**
- **Proactively target technology-based startups.**
- **Provide incentives for enterprises that support local employment.**
- **Contribute to the development and implementation of a national plan for the digital transformation of the private sector.**

04 Support the growth of the ecosystem surrounding the labor market and private sector

- **Prioritize support for initiatives that maximize Tamkeen's impact in the labor market and the private sector**, through supporting the entrepreneurship ecosystems, studying and identifying market-relevant skills, as well as establishing national occupational standards, among other initiatives.

Our Strategic House





Financials

2024 Budget



Towards Projects

Main Budget Categories for 2024



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