



Introducing Etio

(formerly Tribal Education Services),

part of Tribal Group plc

TRIBAL



Global specialists in performance evaluation and improvement

- Part of Tribal Group plc with over 1,000 professionals employed
- Public listed business (AIM London) – education technology and services to government agencies and educational institutions
- Working in 55 countries – offices in UK, USA, UAE, Bahrain, Saudi Arabia
- 15+ years' experience delivering school improvement reviews
- Extensive record of delivering school review, evaluation and improvement globally



Department
for Education



NCETM
NATIONAL CENTRE FOR EXCELLENCE
IN THE TEACHING OF MATHEMATICS



دائرة التعليم والمعرفة
DEPARTMENT OF EDUCATION
AND KNOWLEDGE



United Kingdom

GCC

United States

What does Etio do?



Supporting system-wide knowledge, accountability, and quality improvement.



Accelerating impact through strategic planning, expanded leadership, and enhanced capability



Driving world class financial performance, and student experience, through evidence and comparative insights.



Preparing, equipping and empowering a high-performing workforce.

MEASURE AND UNDERSTAND (CAUSE)

IMPROVE AND DEVELOP (EFFECT)



United Nations
Educational, Scientific and
Cultural Organization



المركز الإقليمي للتخطيط التربوي
Regional Center for Educational Planning

RCEP - UNESCO

A Research Study

*Employer Perspectives on the Skill Gaps
Amongst GCC Graduates*

GCC: Saudi Arabia, Kuwait, the United Arab Emirates, Qatar, Bahrain, and Oman

Who is our client?



The Regional Center for Educational Planning (RCEP)

•Created by an agreement between

- The Government of the United Arab Emirates (UAE)
- The International Organization for Education, Science and Culture (UNESCO)



United Nations
Educational, Scientific and
Cultural Organization



المركز الإقليمي للتخطيط التربوي
Regional Center for Educational Planning

- To build national and regional capacities in the field of educational planning, policies, leadership and dissemination of related knowledge.
- To work in alignment with the UN Sustainable Development Goals (SDG's).



How it Fits With Our Propositions



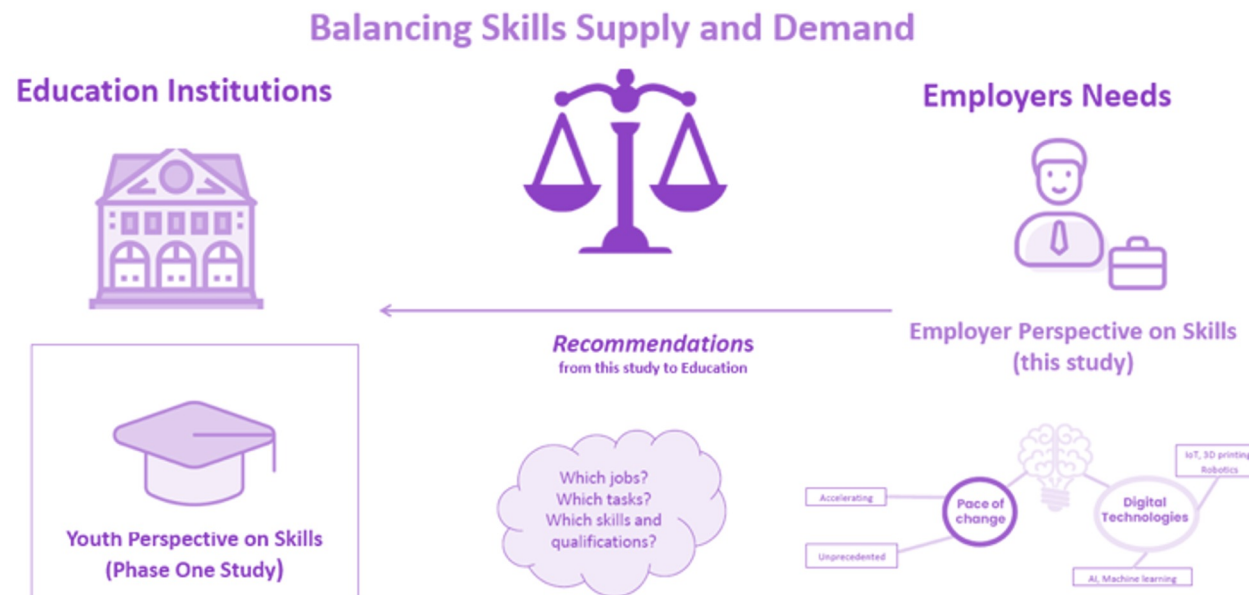
Accelerating impact through strategic planning, expanded leadership, and enhanced capability.

- This project seeks to reform and enhance the alignment between higher education outputs and the current and future needs of the private sector within the GCC region.
- It is aimed at bridging the skills gap to support economic diversification.

Main Aim of the project



- Identify current and future **skills gaps** between GCC graduates and private sector needs.
- Develop strategies that higher education institutions to **align their curricula with real-world job market requirements**.
- To **foster stronger collaboration** between educational institutions and the private sector.

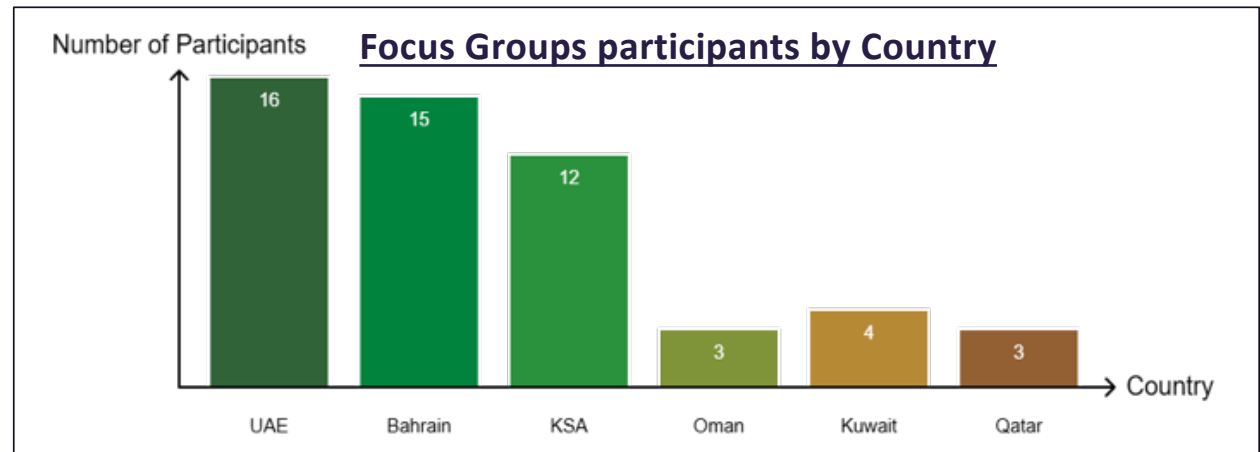
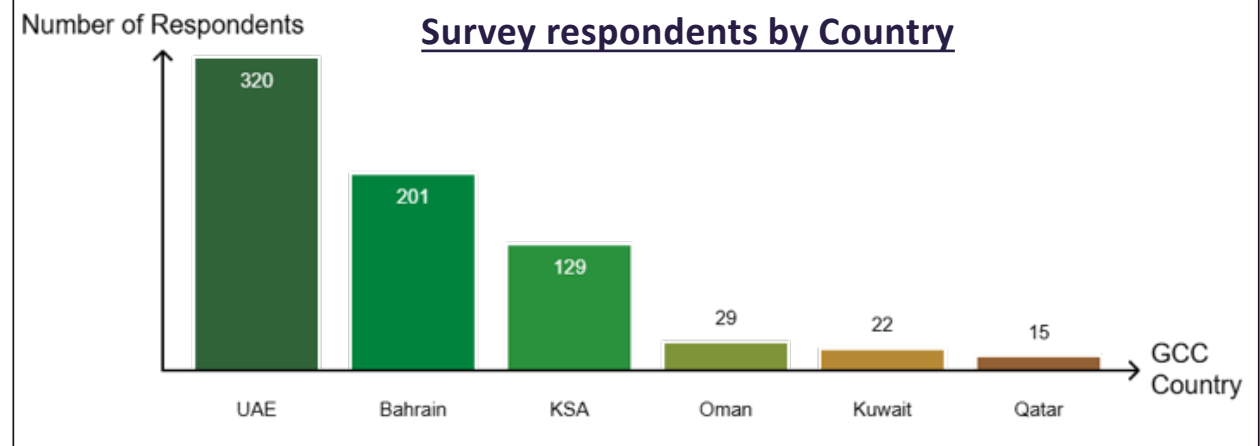
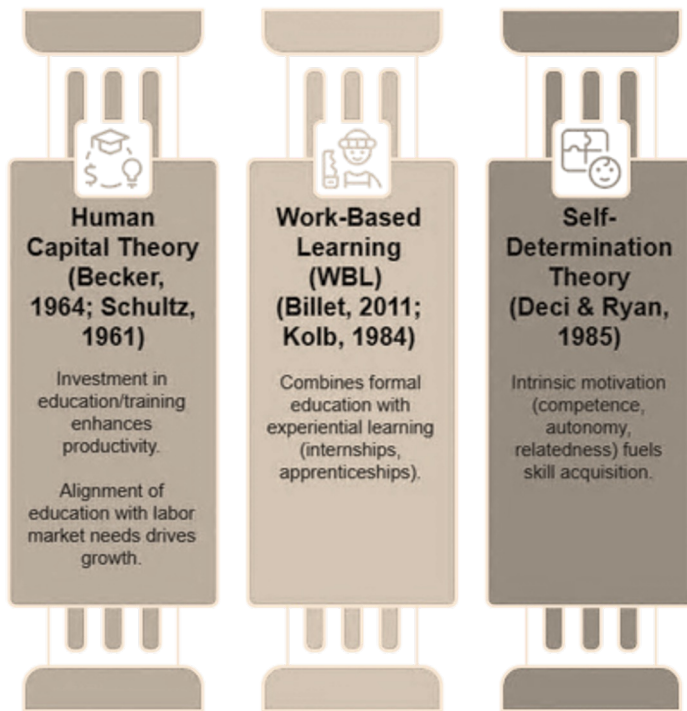


Etio delivering with impact

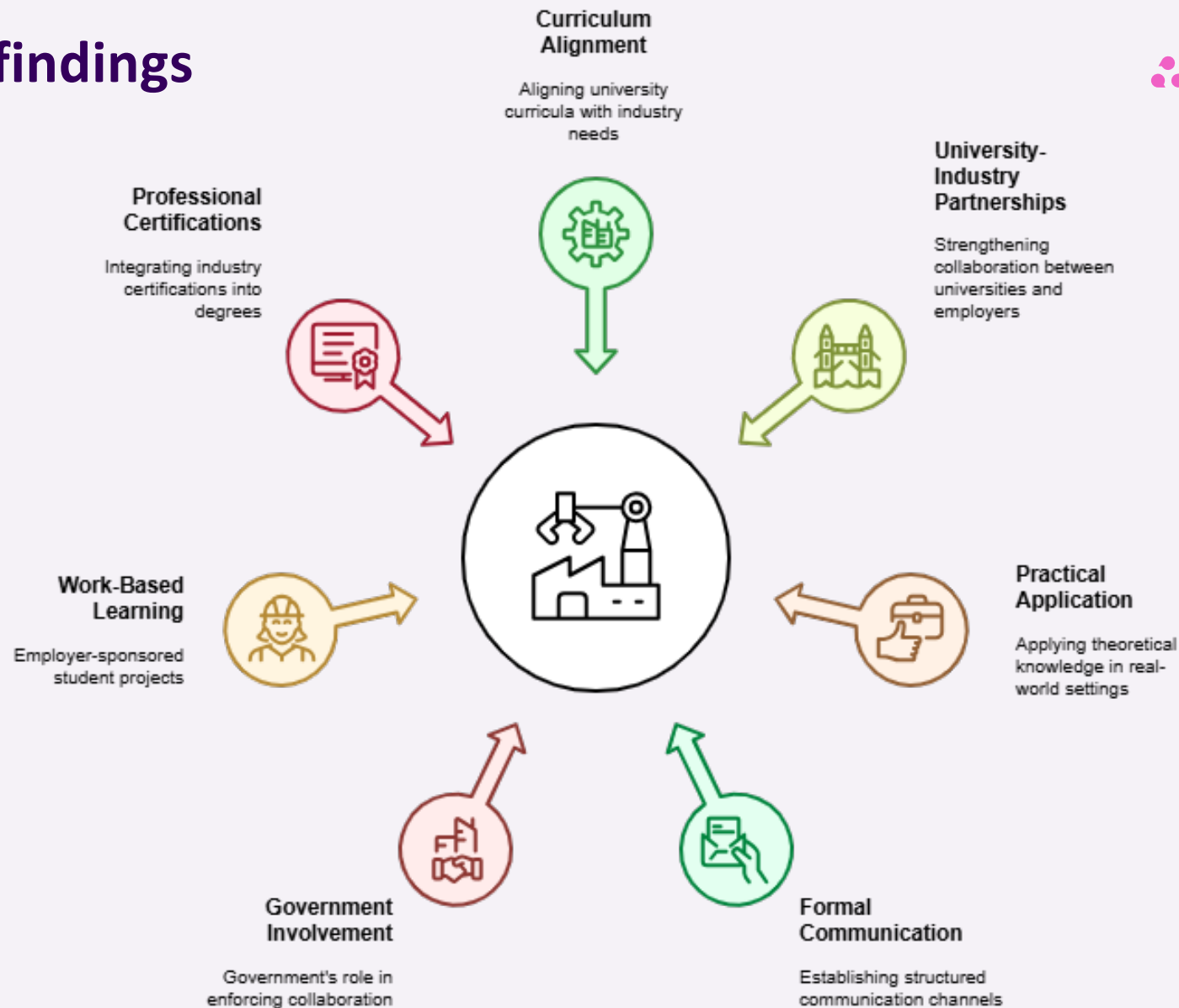


Extensive literature review and Market analysis → around 700 Surveyed Managers/business owners → 6 focus groups.

Theoretical and Conceptual Framework



Overall findings



Recommended actions to address identified skills gaps

Digital Literacy Initiatives



Education Sector

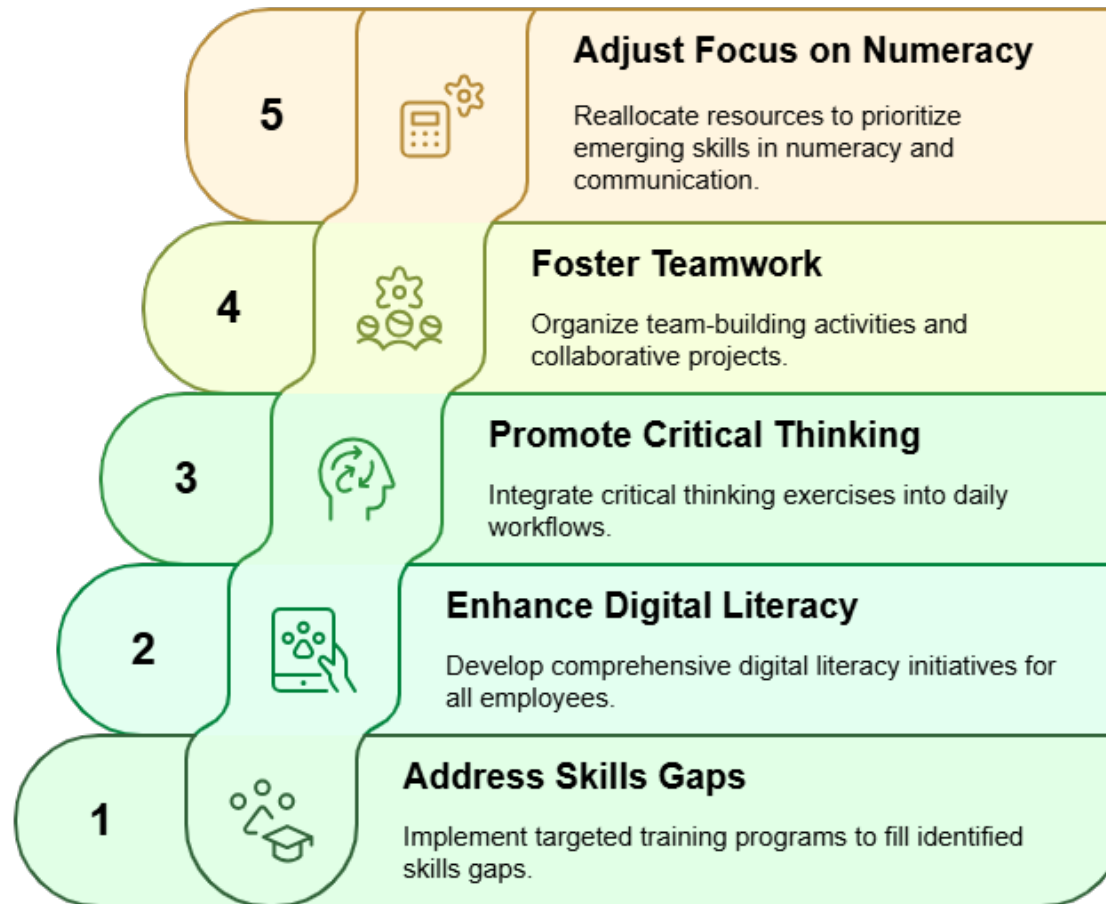
Develop adaptable tech training programs to boost digital literacy and meet market demands.



Employers

Invest in digital upskilling (workshops, certifications) for key competencies like data analytics and AI tools.

Recommendations For Policymakers



Recommendations to Employers



Employer Strategies for Talent Acquisition

Youth Recruitment

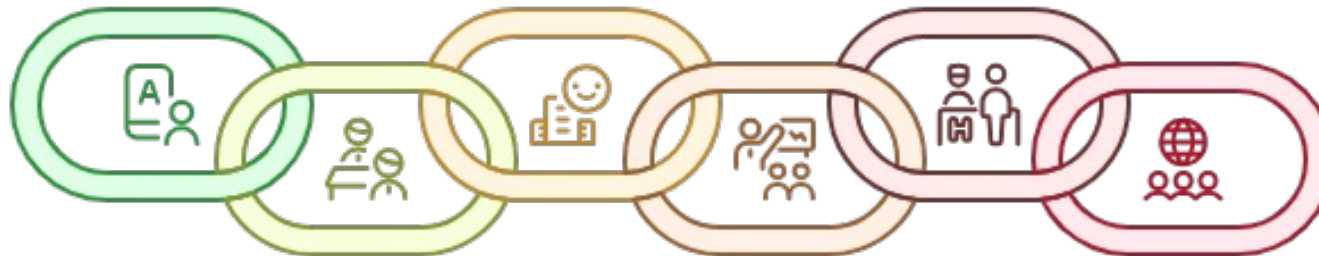
Focuses on attracting young talent through internships and apprenticeships.

Competitive Compensation

Enhances pay and benefits to compete with the public sector.

HEI Collaboration

Involves partnerships with higher education institutions for talent development.



Education Partnerships

Aims to align educational curricula with future employment needs.

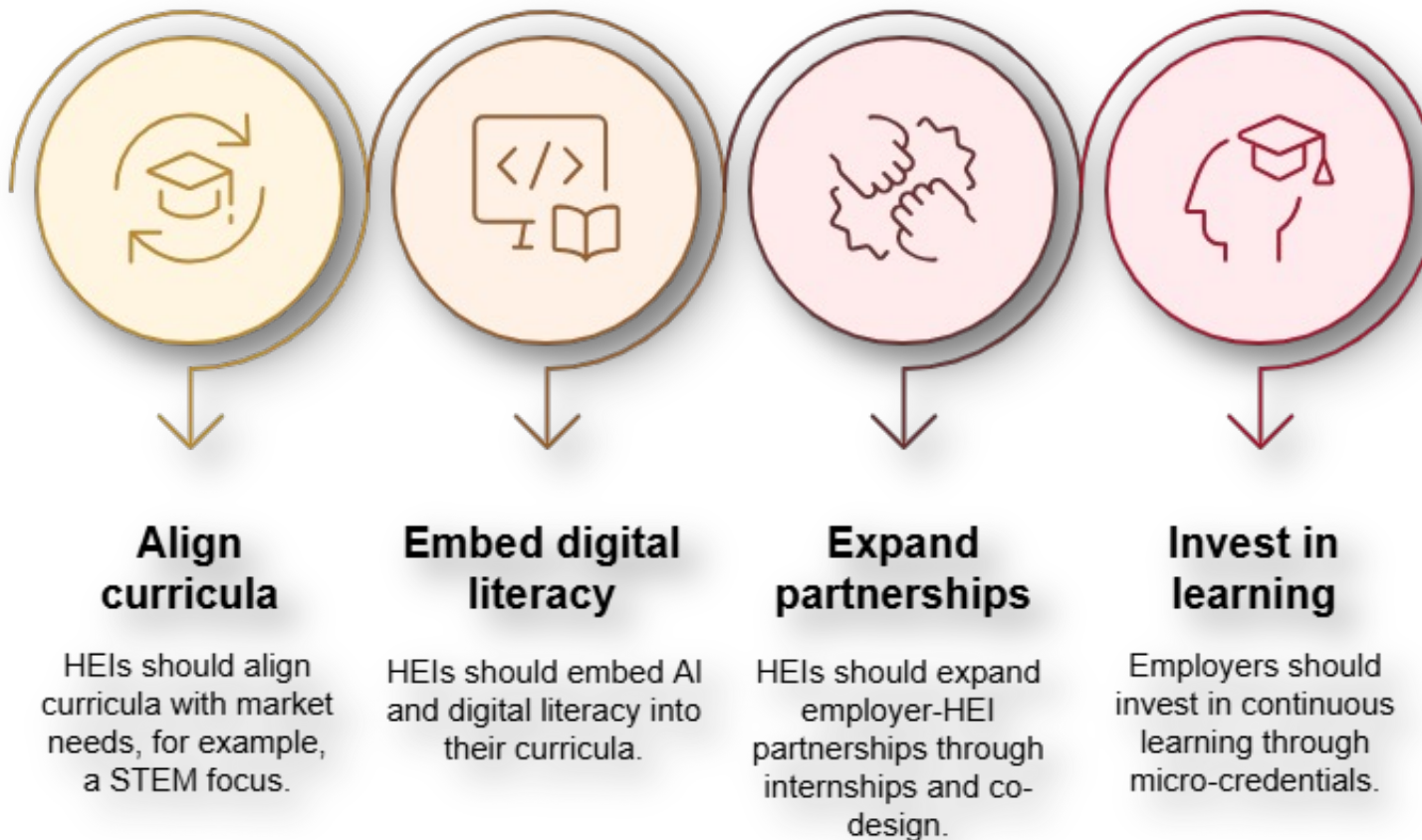
In-House Training

Provides upskilling initiatives to address immediate skill gaps.

Global Talent Sourcing

Relies on international talent to fill local skill shortages.

Recommendations to Higher Education



Suggested Areas for Further Investigation/ research



Enhancing Higher Education



Pedagogical Reforms

Focuses on integrating employability skills into curricula without compromising academic rigor.



Knowledge vs. Skills Balance

Aims to find the ideal balance between theoretical knowledge and applied skills in education.



Curriculum Adaptation

Addresses how curricula can remain agile and responsive to rapid industry changes.



Expectations Alignment

Seeks to align employer and youth expectations regarding workforce readiness.



Assessment Reforms

Focuses on improving assessment methods to validate skill acquisition for employers.

How does this elevate our position as a trusted partner?



This project demonstrates our ability to manage complex, collaborative initiatives, addressing key issues linking education and economic growth.



By crafting tailored solutions, we establish ourselves as innovative, reliable partners in education reform and policy development.



Aligning with GCC goals reinforces our role as key experts in regional development.



Contact Us

Masooma Fadhul

Operations Manager – Middle East

Masooma.Fadhul@etioglobal.org

info@etioglobal.org

www.etioglobal.org | www.linkedin.com/company/etioglobal

