



Kingdom of Bahrain
Ministry of Education
Secretariat General of the Higher Education Council

High Level Analysis of Higher Education and Future Needs of Bahrain

Background to Analysis

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The Office of the Secretary General of the HEC has recently undertaken a data collection from all higher education institutes both public and private. As a result of this collection HEC is able to provide analysis at a national level, key measures include:

- Student numbers by programme
 - Programmes offered by Institution
 - Trend analysis of students
 - Analysis of each University at student and programme level
 - Matching of current student information against labour market intelligence and future trends
-
- The Annual Economic Review of 2010 cites three clear important objectives:
 - That Bahrain will be able to employ all Bahrainis that seek jobs
 - That it will be able to substantially increase Bahraini real wages
 - That it will be able to restrain the growth rate of foreign workers to the growth rate of the Bahraini workforce

This analysis is a step towards bringing higher education and the future job market closer together and for the sector to be responsive to the future needs of Bahrain's economy. Additionally it will help HEC create a more balanced system of programmes.

World Bank 2011 “DISCONNECT BETWEEN SKILLS AND LABOR MARKET NEEDS TO BE ADDRESSED TO DEAL WITH HIGH UNEMPLOYMENT”.

Population and Economic Forecast

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The economic review makes some key projections that need to be considered also:

- Bahrain's population is projected to grow to over 1.5 million by 2020 with 46% being Bahraini
- The ratio between those outside the labour force to the number in the labour force is expected to decrease from 88% in 2008 to 76% in 2020
- The Bahraini working age population will grow by 41% by 2020 to cover over 400,000
- Assuming a higher workforce participation almost 80,000 additional Bahrainis will be in the workforce by 2020
- Bahrain would experience 19% growth in GDP per capita over the coming decade

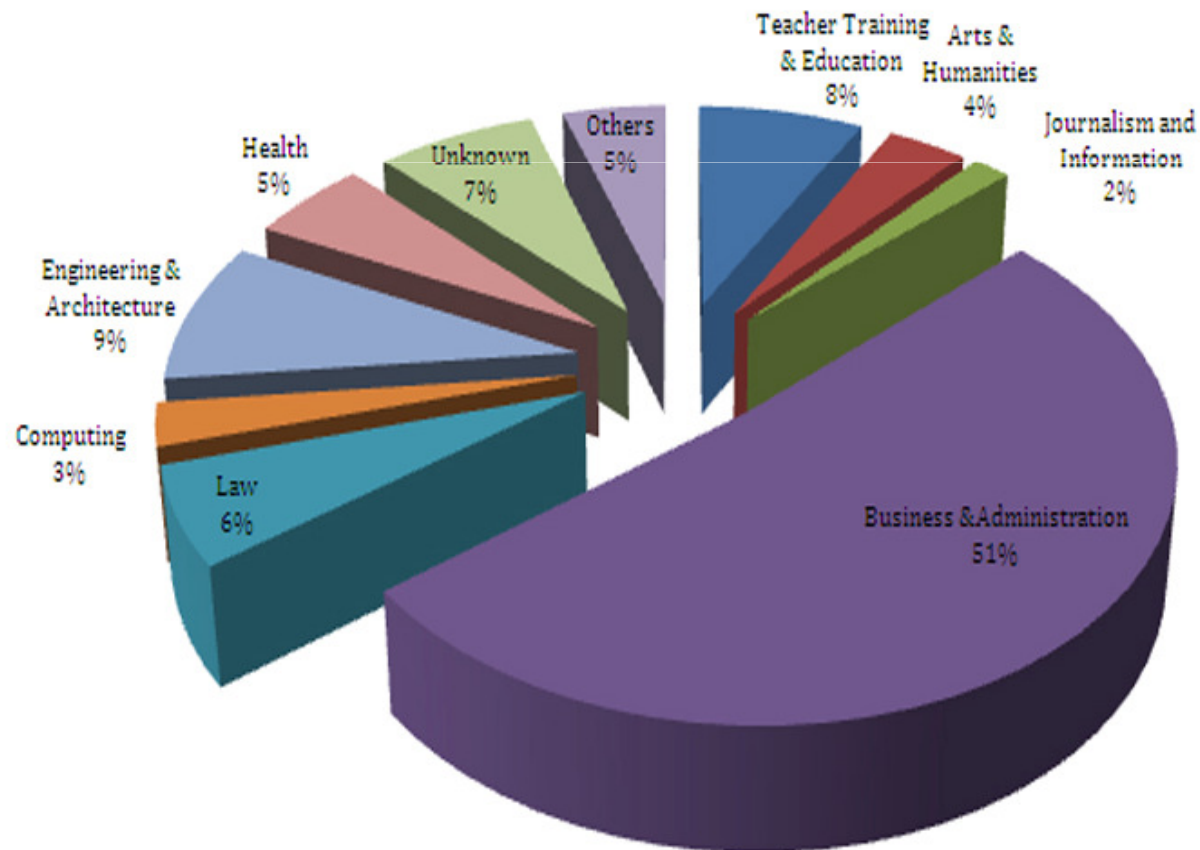
Higher Education Analysis- May 2012

Current Students Analysis- All HEIs Bahrain

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Students by Programme in 2011-2012

Students Enrolled By Programme

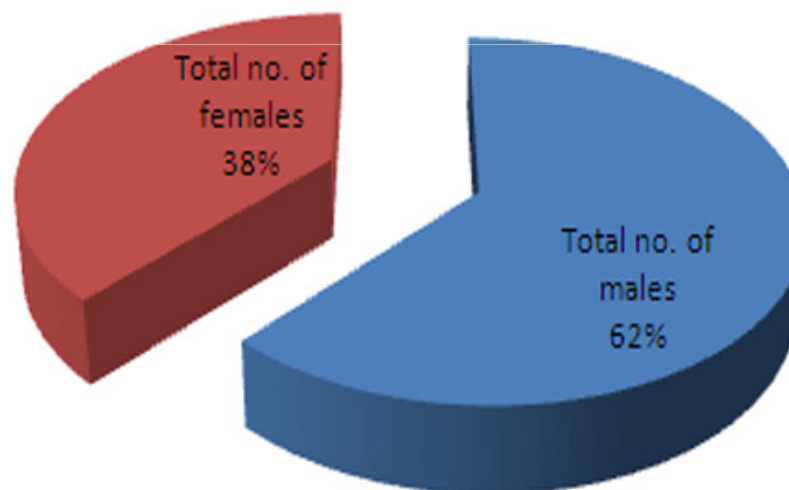


Current Teaching Staff Analysis- All HEIs Bahrain

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Teaching Staff in 2011-2012	
Total no. of Teaching staff	1,557
Total no. of males	964
Total no. of females	593
Teacher : Student Ratio is 1:20 for all institutions	

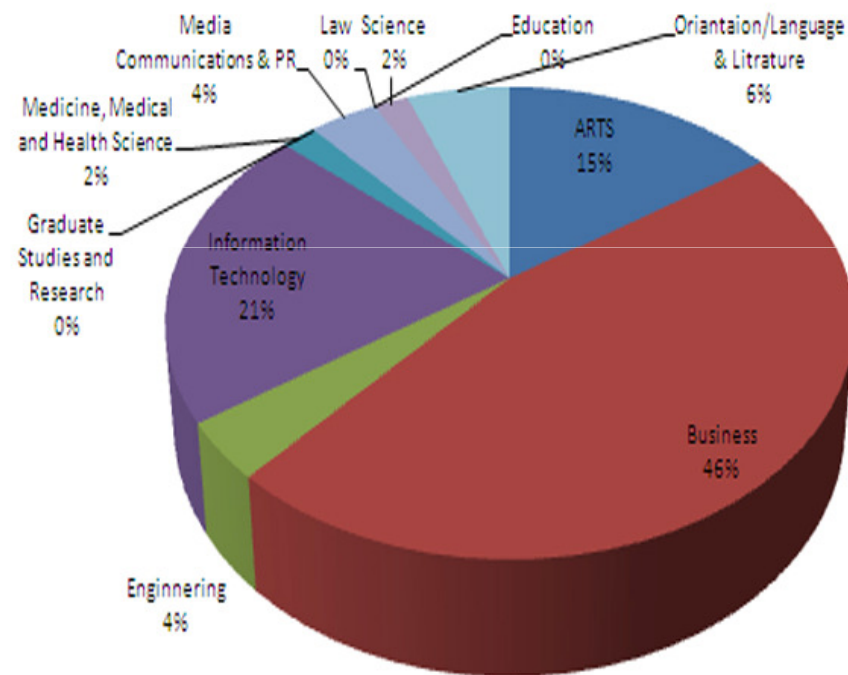
Teaching Staff in 2011-2012



Programme Analysis- All HEIs Bahrain (Current)

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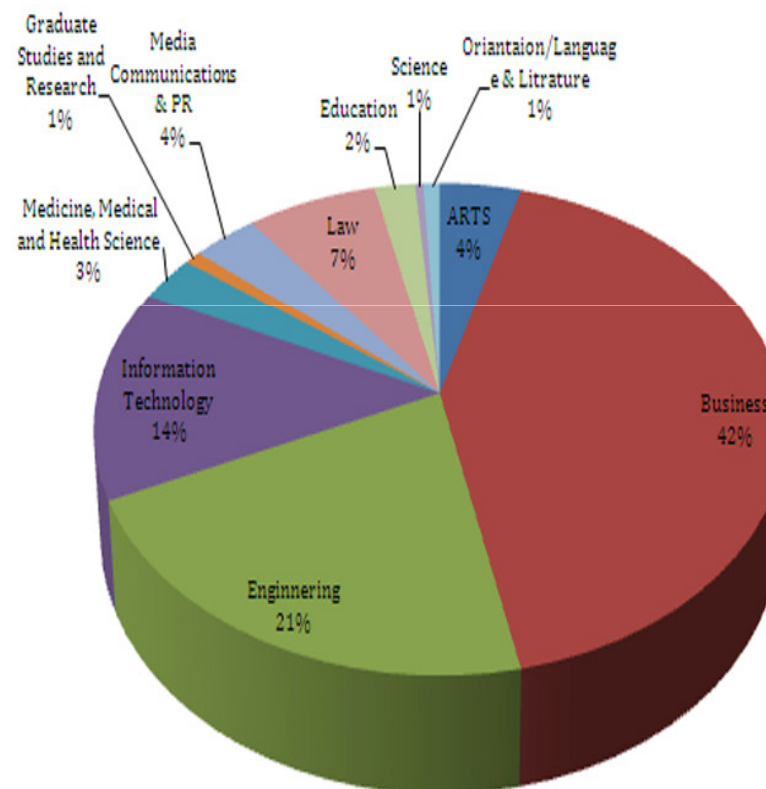
Programme	Current
ARTS	8
Business	24
Enginnering	2
Information Technology	11
Medicine, Medical and Health Science	1
Graduate Studies and Research	0
Media Communications & PR	2
Law	0
Education	0
Science	1
Oriantaion/Language & Litrature	3
Total	52



Programme Analysis- All HEIs Bahrain (Suspended)

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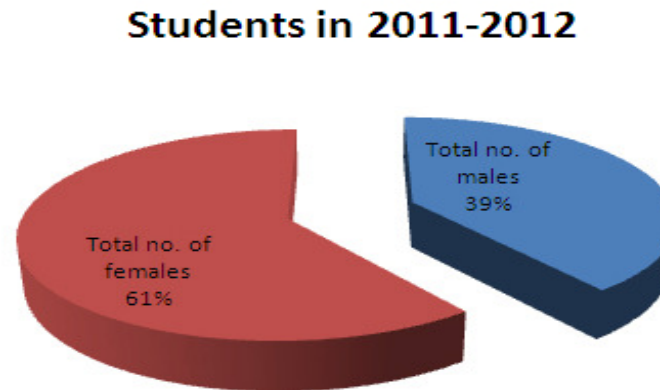
Programme	Suspended
ARTS	10
Business	97
Engineering	49
Information Technology	32
Medicine, Medical and Health Science	7
Graduate Studies and Research	2
Media Communications & PR	8
Law	16
Education	5
Science	1
Oriantaion/Language & Litrature	2
Total	229



Current Student Analysis- All HEIs Bahrain

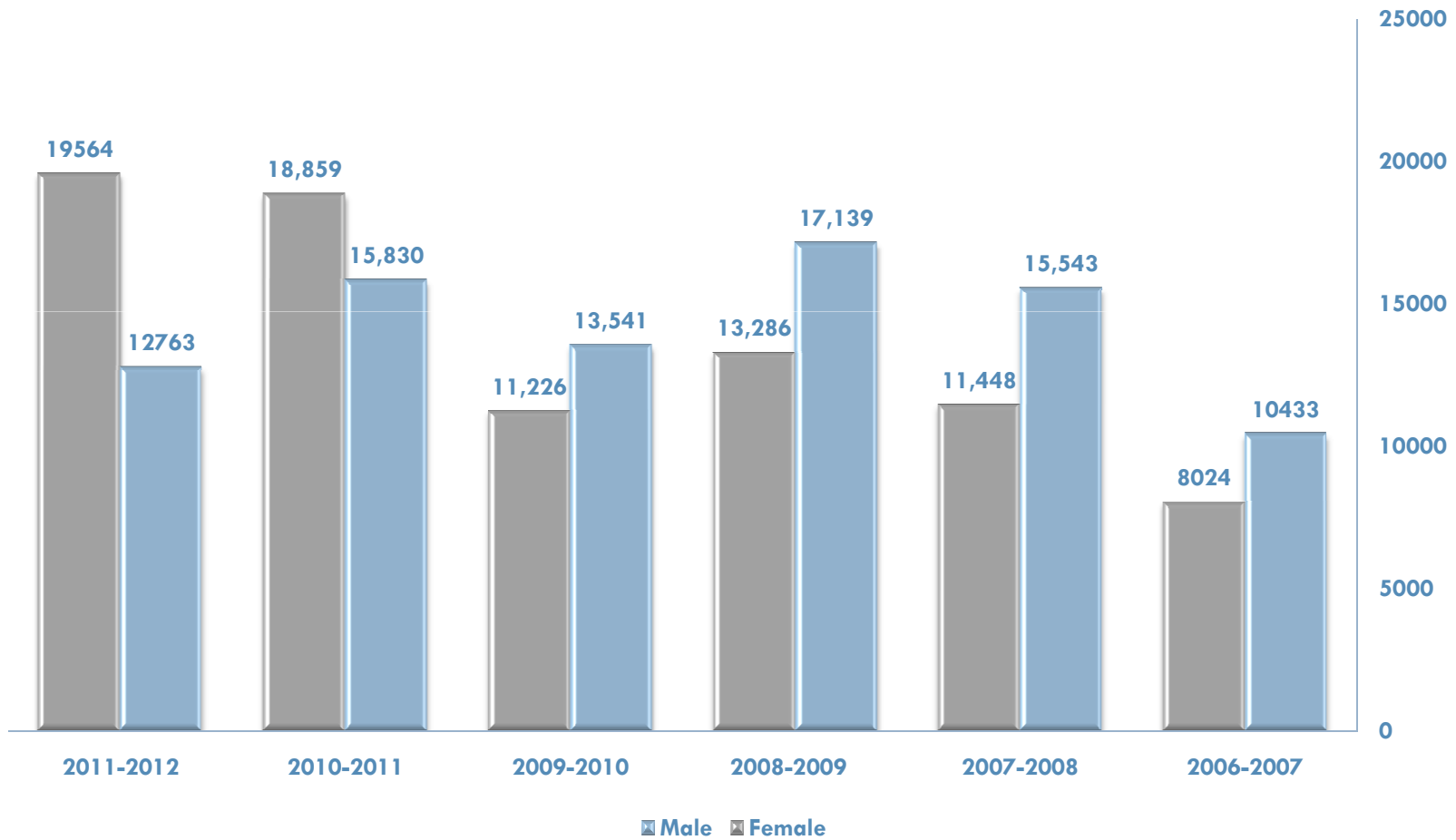
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Students in 2011-2012	
Total no. of Students	32,327
Total no. of males	12,763
Total no. of females	19,564



Current Student Analysis- All HEIs Bahrain

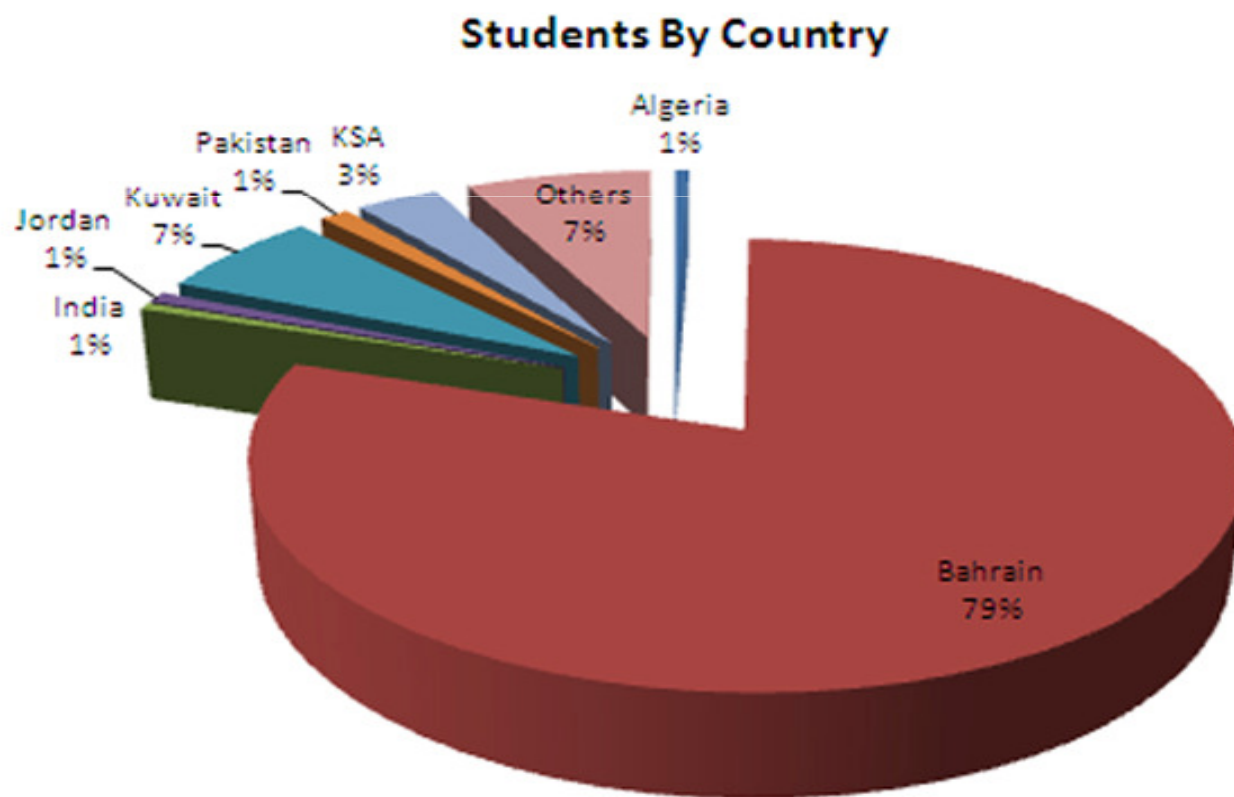
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Current Students Analysis- All HEIs Bahrain

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Students by Country in 2011-2012



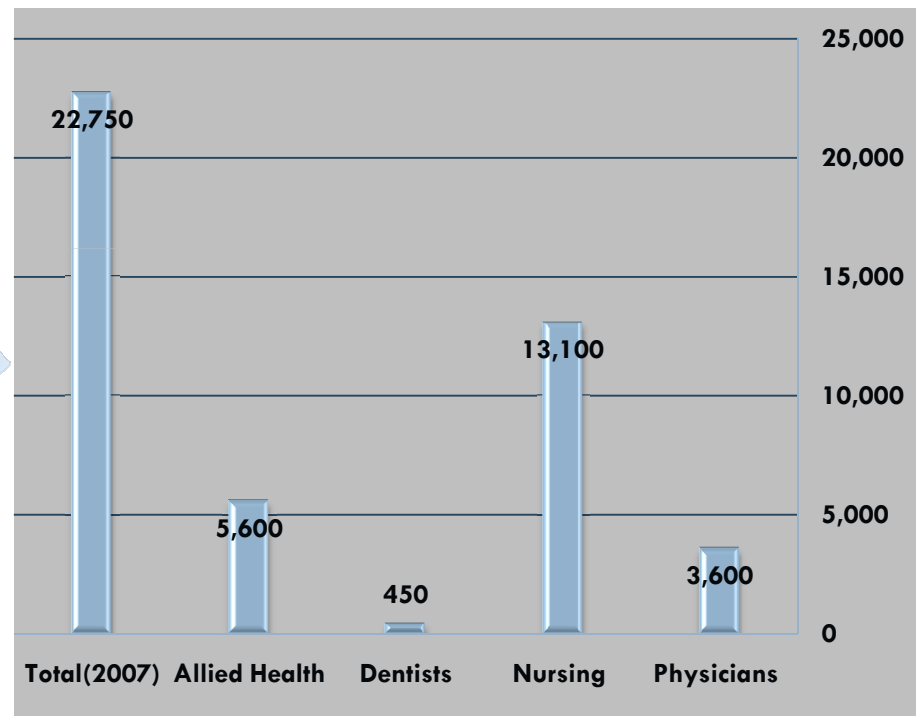
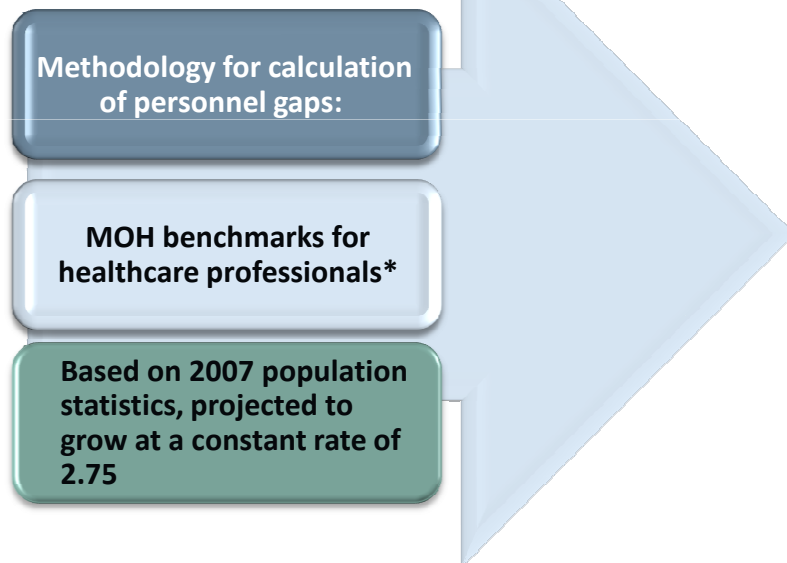
Future Employment in Bahrain

Future Employment in Bahrain

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Bahrain will have to find 23,000 additional health professionals over the next 20 years to meet MOH's benchmarks 2030;staff numbers (public and private sectors)

Currently Medicine is available in 3 Institutes
Dentistry is not currently available



Additionally further demand will be placed on the areas of

- Sports medicine
- Physiotherapy
- Pharmacology

Future Employment in Bahrain

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Education and Teaching

As the demand for education continues more quality teachers will need to be developed and trained. Recent labor market information provided by Tamkeen shows that the some of the core subjects taught in schools and universities have the highest amount of non Bahraini staff. These include:

- English
- IT
- Science
- Mathematics
- Kindergarten

According to the Monster Employment Index for the Middle East, education and healthcare sectors will generated the highest number of jobs over the next 3 years. Education recruitment is expected to rise by 37% and healthcare is expected to rise by 33%.

Future Employment in Bahrain

Finance and Banking

Key areas are expected to include

- **Islamic finance** has gained favor in recent years because of the turmoil in conventional financial markets, According to the Middle East banking sector analysis banking industry assets will grow at a GAGR of 16% between 2011-2014. An earlier Ernst & Young study showed an urgent and growing need for Islamic finance professionals with a relatively low number of Bahrainis currently employed in the sector

- **Insurance- Insurance-** Oxford Business Group May 2012: Bahrain's insurance sector is reaching out to potential clients through greater use of tools such as bancassurance. The sector is also hoping plans for increased infrastructure spending will boost the call for coverage for the construction and industrial sectors

Underwriting

The GCC Accenture survey of the banking industry which includes Bahrain states that a skills shortage was cited by 69% of those from the largest banks . In fact 64% of respondents agreed that the biggest impact of more global banks operating in the region will be the increased competition for skills and talent.

Banks in the region are expected to look for the skills required in graduates to help them develop more innovative products and to manage and grow their businesses.

Future Employment in Bahrain



Tourism and Hospitality

In April 2012, figures released show Bahrain posted a 112 percent increase in occupancy rates and a 14.6 percent increase in average daily rates. Overall, Bahrain's hotel industry rose 143.1 percent in revenue growth per room available. Add to this the likes of Hilton Worldwide, which is boosting its number of Saudi properties from six to 14, then evidence suggests that this sector will be a growth sector over coming years. Key employment areas include;

- Tourism
- Hospitality Management
- Food and beverage
- Logistics
- Retail Management

Future Employment in Bahrain

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Engineering and Infrastructure

Labor market survey shows that the following areas of engineering also have the highest number of non Bahraini workers, and these areas of engineering are expected to expand.

- Mechanical engineering
- Civil Engineering
- Aeronautical engineering
- Road engineering
- Architects
- Quantity surveyors

Newswire reports in May 10th 2102 that A MAJOR international consultancy which has a base in Bahrain has up to 1,000 jobs available for highly qualified Irish construction staff as it ramps up its operations in the Middle East, which is enjoying a boom in infrastructure spending. Hyder Consulting, which already employs nearly 4,000 people in the UK, Germany, the Middle East and Asia, is attempting to hire up to 400 workers over the course of the rest of the year, with another 600 posts to be filled over the next two years.

Future Employment in Bahrain

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Engineering and Infrastructure

Minister of Works Essam bin Abdulla Khalaf in April 2012 outlined his vision for the Kingdom's infrastructure upgrade which includes major highways with uninterrupted traffic flows connecting all major areas.

Khalaf revealed details of upgrades to Bahrain's roads and infrastructure while speaking at a luncheon meeting hosted by the Bahrain British Business Forum (BBBF) at the Diplomat Radisson Blu Hotel in Manama. Addressing an audience of almost 200 BBBF members and their guests, Khalaf said the Ministry had awarded 33 tenders worth BD29.1 million (\$77.2 million) in the first quarter, and invited bids on another 20 tenders for a total value of nearly BD29.7 million. Source Trade Arabia

Future Employment in Bahrain

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Telecoms and Broadband

Bahrain is currently one of the most connected countries in the MENA region; it now has a next-generation network deployed by the incumbent Batelo, new fixed-wireless operators such as MENA Telecom and now has three mobile operators—Batelco, Zain, and VIVA. The Economic Vision 2030 for Bahrain outlines the future path for the development for the Bahraini economy. The vision for 2030 will turn Bahrain into a telecom hub to attract foreign investments to help develop the sector to make it more innovative and competitive.

Minister of State for Cabinet Affairs Shaikh Ahmed bin Ateyatala al-Khalifa “One of the key factors that has been identified to achieve the aspirations of the kingdom’s Economic Vision 2030 is the information communications technology, considered a catalyst for economic growth, increased productivity and social development in the future through the provision of advanced telecommunications services for all.”

Market research.com expects the internet sector to outperform the fixed-line and mobile sectors because of the expected strong demand for data services from both corporate and residential users. Our revised forecast show broadband subscriptions will reach 513,000 by 2016, equivalent to a penetration rate of about 36.1%.

Future Employment in Bahrain

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Law

DLA Piper the worlds largest global law firm with 4,200 lawyers expanded its operations to Bahrain. Many top tier law firms now operate from Bahrain and this trend is expected to continue within legal services as regardless the economic situation legal services are needed. Key demand in this area is:

- Law graduates with English and Arabic
- International law
- Commercial law

Taylor Root Middle East Outlook in 2012- “ Law firms and legal teams within companies (both local and multinational) appear likely to provide a steady number of a opportunities for individuals looking to develop their legal career in the Middle East)

There are a number of factors that suggest legal demand in the Middle East will continue to grow. Perhaps the most obvious is that the increasing demand for common law, qualified solicitors in the labour market with numerous job vacancies for banking, corporate and constructions solicitors within GCC countries.

Also there is the fact the fact that many more doors have been opened up within the legal market; a higher demand for Private Equity Lawyers, an arising need for energy, fuel and gas lawyers and commercial law - to name but a few.

Future Employment in Bahrain

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Energy and Environment

The Middle East's environment provide great potential for sustainable development. Both the Governments of the of the Emirates and Saudi Arabia have recently been engaged with commissioning sustainable design pilot projects. Continued economic development of Bahrain depends on the sustainable use of its natural resources.

Recent reports highlight issues such as making clean water available to all and reducing pollution in the middle east. These measures alone will help create a cleaner environment and improved health conditions.

Therefore should this trend continue Bahrain will need graduates that can contribute to:

- Environment and Ecology
- Power and Renewable Energy
- Waste and Recycling
- Water
- Oil and gas
- Quality and Audit
- Built Environment and Transport Infrastructure

Summary and Conclusions

- Business related programmes and student uptake has saturated Higher Education In Bahrain
- Programmes currently offered do not map adequately with the future needs of Bahrain
- HEC Analysis to be considered when making decisions regarding new programmes and Institutions
- Labour market data must be collected and analysed on a annual basis
- More must be done to provide labour intelligence and analysis to schools, universities, students and parents
- To create a more balanced Higher Education in Bahrain the following studies need to be developed and integrated into university offerings
 - Biological sciences
 - Dentistry
 - Languages
 - Social sciences
 - Visual arts and communications
 - Music
 - Fashion and textiles
 - Performance and new media
 - Broadcasting and journalism