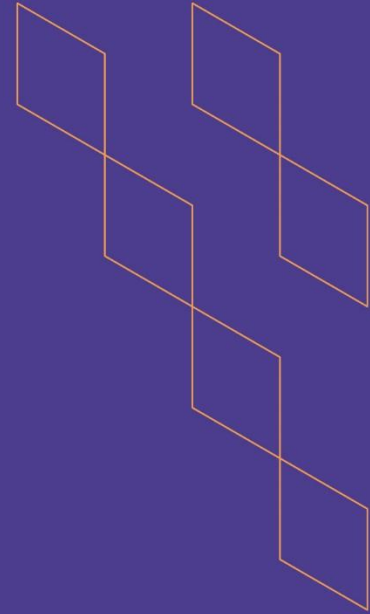




National TVET Opinion Survey

Employer Survey



In the Name of Allah, the Most Gracious, the Most Merciful



Introduction:

The Education and Training Evaluation Commission (ETEC) is the national authority in Saudi Arabia responsible for evaluating and accrediting education and training programs to ensure quality and alignment with labor market needs.

ETEC is conducting the first-of-its kind national TVET survey to develop the TVET sector and elevate the level of its outcomes.

The target audience of the survey:

To participate in this survey, you must be an employer from any industry who has hired at least one VET graduate within the past 12 months, or a professional who has directly engaged with or overseen a VET graduate in the workplace. This includes HR managers, Learning & Development (L&D) teams, direct supervisors, and other relevant staff members.

Instructions:

How to complete the survey?

- ✧ Use the “Next” and “Previous” buttons at the bottom of each page to navigate. Do not use your browser’s back and forward buttons, as this may cause you to lose progress.
- ✧ Please choose the response category that best suits you for each statement honestly and accurately. There are no right or wrong answers – your personal experience is what matters most.

Data protection

- ✧ Your responses are completely confidential and will be anonymized for analysis.
- ✧ The Education and Training Evaluation Commission (ETEC) complies with the Personal Data Protection Regulations issued by the Saudi Data and Artificial Intelligence Authority (SDAIA).
- ✧ The data collected will be used solely for research, improvement, and development of TVET policies and programs only.

Section 1: Demographic Information

#	Question	Response options
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1	Age group:	☐ 15 – less than 25 ☐ 25 – less than 35 ☐ 35 – less than 45 ☐ 45 and above
2	Gender:	☐ Male ☐ Female
3	Region where you are currently employed:	☐ Riyadh Province ☐ Makkah Province ☐ Al-Madinah Province ☐ Al-Qassim Province ☐ Eastern Province ☐ Asir Province ☐ Tabuk Province ☐ Hail Province ☐ Northern Province ☐ Jazan Province ☐ Najran Province ☐ Al-Baha Province ☐ Al Jouf Province
4	Current position at your place of employment:	☐ 'Chief Executive Officer (CEO) / General Manager ☐ Business Owner / Partner ☐ Director ☐ Deputy Director ☐ Manager ☐ Assistant Manager ☐ Supervisor ☐ Team Leader ☐ Coordinator ☐ Specialist ☐ Officer ☐ Consultant ☐ Technician ☐ Engineer ☐ Administrator ☐ Other (Please specify)

#	Question	Response options
5	If you selected "Other" in the previous	[Text input]



	question, please specify your current position.	
6	Primary economic activity of your organization:	☐ Tourism and Hospitality ☐ Manufacturing ☐ Energy and Utilities ☐ Non-profit Sector ☐ Sports ☐ Insurance ☐ Professional and Consulting Services ☐ Healthcare ☐ Financial Services ☐ Security Services ☐ Logistics and Transportation ☐ Construction and Real Estate Activities ☐ Wholesale and Retail Trade ☐ Cybersecurity ☐ Culture and Entertainment ☐ Digital Sector
7	Nationality:	☐ Saudi ☐ Non-Saudi
8	Size of your organization:	☐ 1-5 ☐ 6-49 ☐ 50-249 ☐ 250+ employees
9	Number of employees (graduates of technical and vocational training) in your organization (The number should not exceed the size of the organization)	☐ Enter a number

#	Question	Response options
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10	Number of technical and vocational training institutions whose graduates have been employed in your organization: (The number should not exceed the number of employees entered in Question 9)	☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐ 13 ☐ 14 ☐ 15 ☐ 16 ☐ 17 ☐ 18 ☐ 19 or more
11	The organization from which employee X graduated in technical and vocational training:	☐ [Please insert a list of all training institutions that meet the participation criteria in the survey]
12	If "Other" was selected in the previous question, please specify the name of the training organization:	☐ 1-5 ☐ 6-49 ☐ 50-249 ☐ 250+ employees

Section 2: Statement

Please select the response category that best suits you for all the statements



#	Statement	Completely	To a great extent	To a moderate extent	To a small extent	Not at all
1	It is easy to assess the technical and job-related skills of graduates when hiring them.					
2	The training curricula clearly represent labor market trends and workforce needs.					
3	Periodic program updates keep pace with current developments in the labor market.					
4	TVET graduates' skills meet the current requirements of the labor market.					
5	TVET graduates meet professional performance expectations from the start of their employment.					
6	TVET graduates are ready to apply technical skills upon employment.					
7	TVET graduates demonstrate competence in communication skills and a positive teamwork spirit.					
8	TVET graduates are characterized by critical thinking skills and problems solving abilities.					
9	Institutional training contributes to preparing TVET graduates well for the labor market.					
10	Employers have opportunities to contribute to curriculum development.					
11	Work-based learning contributes to bridging the gap between training outputs and labor market needs.					
12	Training institutions support employer partnerships in applied learning programs.					
13	It is easy to establish partnerships with training institutions.					

#	Statement	Completely	To a great extent	To a moderate extent	To a small extent	Not at all
14	Training institutions have clear communication channels with employers.					
15	Partnerships with training institutions start in effective and organized ways.					
16	The steps to collaborate with training institutions are clear and easy to implement.					
17	Training institutions respond positively to partnership opportunities.					
18	Training institutions develop content based on labor market changes.					



19	Employer involvement in TVET program development is effective and impactful.					
20	Training evaluations reflect clear and accurate indicators of graduate performance.					
21	The assessment tools used during the training take into account the complexity of real work environments.					
22	I feel comfortable with the ease of using the Learning Management System at the training organization to complete tasks and access services.					
23	The TVET institution's quality assurance system effectively monitors training outcomes.					
24	The training institution effectively employs data to continuously improve its programs.					
25	I appreciate the efforts made by the leadership of training institutions to ensure that their outcomes align with sector needs.					
26	I value the leadership of training institutions engaging in continuous dialogue with employers.					
27	I am pleased with the approach of training institutions' leadership in adjusting their programs to address challenges in the labor market					

#	Statement	Completely	To a great extent	To a moderate extent	To a small extent	Not at all
28	I feel confident that the education and training programs contribute to building a highly competent workforce.					
29	Hiring graduates has positively impacted the quality of work in my organization.					
30	I trust TVET graduates to fulfill their responsibilities effectively.					
31	I feel confident that TVET graduates can work without constant supervision.					





32	I am pleased that the performance of graduates in my organization delivers positive outcomes.					
33	I appreciate TVET graduates' quick adaptation to the work environment.					
34	I feel reassured that my institution provides opportunities for practical training or apprenticeships for trainees.					
35	I was satisfied with the performance of the Learning Management System at the training organization, as it operates efficiently across different devices.					
36	I appreciate that the training curricula reflect the competencies required in my field.					
37	I trust that the institution updates its programs according to labor market needs.					
38	I appreciated the collaboration between training institutions and employers to improve training content.					
39	I am reassured that training institutions give great attention to continuously improving quality.					



Outro:

Thank you for your time and valuable participation. We highly appreciate your insights and feedback, which contribute to the improvement and development of the education and training system in KSA. If you have any inquiries, you can contact the Education & Training Evaluation Commission (ETEC) via the following email: eval.masar@ETEC.com





هيئة تقويم التعليم والتدريب

Education & Training Evaluation Commission