

تمكين
Tamkeen

Private Education

Sector Skills Report 2025

مهارات البحرين
Skills Bahrain

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Executive Summary

Bahrain's Education sector, both public and private, is well-positioned to address future challenges and opportunities effectively. This is evident in the sector's prestigious reputation, with one of the highest adult literacy rates in the GCC¹ at nearly 98% in 2022.² The Education sector accounted for 3.98% of the country's real GDP in 2024, underscoring the sector's potential for further expansion and its role in Bahrain's economic growth.³ The Private Education sector is a critical player in Bahrain's Education system, contributing significantly to its growth and development.

Bahrain emphasizes the importance of education and training, contributing to the highly skilled workforce. The Kingdom is ranked third in the Arab world, and 38th globally in the Human Development Index 2023, according to the United Nations Development Program (UNDP) latest report.⁴ The workforce in Bahrain's Private Education sector includes a diverse range of professionals engaged in various roles, such as early childhood teachers, school administrators and support staff. The multicultural workforce is a testament to the sector's ability to cater to the needs of learners from different backgrounds and to ensure excellence in delivering national and international curricula across the Kingdom's private schools, universities, training institutions and other providers in the Private Education sector.

The Private Education sector provides numerous job opportunities for Bahrainis in the education field, and is critical in generating internationally recognized, skilled individuals. These opportunities span both traditional teaching and education support roles, as well as recently emerging technology-related roles. The sector is at the forefront of innovation

as it works towards adopting digital advances, inclusive teaching practices, and a holistic teaching approach. The implementation of digital technologies, e-learning platforms, interactive teaching methods, Artificial Intelligence (AI), and big data serve as a catalyst for economic growth and educational excellence. The sector's adaptability positions it to meet the demands of a rapidly changing world, equipping learners with relevant know-how and skills for the future.

Individuals wishing to pursue a career within Bahrain's Private Education sector are capable of obtaining an Undergraduate Bachelor's Degree in Education or related field, followed by a Postgraduate Diploma in Education. As the sector continues to evolve to meet the changing demands of education providers, stronger collaboration and alignment between education and training institutions, that are training future educators, is required to maintain the competitiveness of individuals wishing to enter the Private Education sector.

Employers in the Private Education sector have highlighted a strong need to develop core and technical skills in the workforce. Core skills such as communication, adaptability, and building inclusivity, enable educators to effectively facilitate teaching and learning, accommodate diverse student needs, and foster an inclusive learning environment. There is also a growing demand for technical skills such as pedagogical skills, emerging technological adoption, data analytics and safeguarding. It is essential to bridge these gaps to ensure a future-ready workforce.

¹ World Bank Open Data: "Literacy rate, adult total (% of people ages 15 and above)"

² Information & eGovernment Authority (IGA) Open Data Portal: "Literacy rate for Population by Sex"

³ Information & eGovernment Authority (IGA)

⁴ United Nations Development Program (UNDP). "Human Development Report 2023"

Introduction and Purpose

Purpose

This report serves as a resource for individuals, organizations, and professionals intending to or currently operating in the Private Education sector. Its primary aim is to provide a clear understanding of both the current and future skills landscape within the sector, reflecting the views and insights from private sector representatives alongside comprehensive secondary research. The report

identifies emerging trends, highlights the evolving nature of jobs and career opportunities in the Private Education sector, and outlines critical skills required to enhance the workforce's alignment with sector needs. Additionally, it provides an overview of the various educational pathways and training programs available to embark on or advance a career within the Private Education sector.

Intended Audience

Individuals

Provides insights into sector trends, jobs and skills in demand, as well as relevant trainings and programs, aiding in informed career planning.



Employers

Provides insights into sector trends, current and emerging skills landscape, and relevant trainings to guide workforce planning.

Academia & Training Providers

Provides insights to support curriculum and training program development in alignment with industry needs.

Methodology

Research Methodology

The research methodology for the Private Education Sector Skills Report followed a robust and systematic approach with several key research activities, starting with an international benchmarking exercise to identify best practices in sector skills report development. This initial step, in addition to guidelines from the International Labour Organization (ILO), informed the design of the engagement methodology outlined in the following section.

Extensive desktop research established an understanding of the current landscape within Bahrain's Private Education sector, and a review of Government strategies – including Ministry of Education Strategic Plan 2023-2026⁵ – ensured alignment of findings with national strategic priorities. Economic and labor market data were sourced from official Governmental sources.

Engagements with sector representatives (see 'Engagement Methodology') provided the core insights into the sector's specific dynamics and requirements embedded throughout the report. The findings from these research activities have been consolidated into the sector skills report, which serves as a valuable resource for individuals, employers, academic institutions, and training providers.

Engagement Methodology

To gather critical insights, a Sector Working Group was formed, serving as a collaborative platform for engagement and knowledge exchange. The Sector Working Group aimed to uncover trends, opportunities, challenges, and skills gaps prevalent in the Private Education sector.

This group included a diverse array of stakeholders and experts encompassing representatives from private education institutions, including Early Childhood Education (ECE), Special Education, K-12 Schools, Higher Education (HE), and Technical and Vocational Education and Training (TVET) providers as well as the regulator of Bahrain's Higher Education sector, the Higher Education Council (HEC). This wide-ranging representation ensured a holistic view of the sector's needs and dynamics.

Over a period of 6 weeks, from January to February 2024, the Sector Working Group conducted a series of workshops with the active participation of over 20 representatives from the Private Education sector. These collaborative sessions were crucial in validating jobs in demand and career pathways in the sector, drawing on the collective insights of the Sector Working Group members.

The contributions of the Sector Working Group were instrumental in the development of a skills framework tailored to the sector's requirements and context in Bahrain.

Note: K-12 schools include primary education starting in kindergarten and secondary education ending in grade 12.

⁵ Ministry of Education. Strategic-plan.2023-2026.pdf (moe.gov.bh)

Sector Overview

The Education sector, including both public and private, holds significant importance to Bahrain's social infrastructure and ranks as the eighth-largest non-oil economic sector in terms of contribution to real GDP. The sector (including public and private) accounted for 3.98% of the national real GDP, with a total output of BHD 602.39 million in 2024.⁶

The Education sector in Bahrain, both public and private, is experiencing a surge in demand, fueled by several factors, primarily the growing population of citizens and residents under 20, and parental willingness to invest in education. The Gulf Cooperation Council (GCC) has projected the number of students to reach 15.5 million by 2029 according to Alpen Capital's 2025 GCC Education Industry Report.⁷

Several national initiatives have been enacted to advance Bahrain's Education public and private sector, while simultaneously contributing to other national objectives. For example, by 2030, Bahrain aims to fully establish the 10-year infrastructure plan, as well as meet the Sustainable Development Goals.⁸ In parallel to this, the Kingdom is focusing on an education system that prioritizes individual needs throughout the academic journey, as demonstrated by the focus on early childhood education all the way to higher education.

Early Childhood Education (ECE) is another component of the Private Education sector that exemplifies Bahrain's commitment to continually strengthening the education system within the nation. Fully provided by the private sector in Bahrain, ECE is comprised of nurseries and kindergartens. Bahrain has made significant progress in recent years in shaping the early learning landscape. The ECE subsector has been unified under the Ministry

of Education in 2021, and since then, independent nurseries and independent kindergartens operate under the purview of the Ministry's Early Childhood Education Licensing and Follow-up Directorate. In line with this development, the Ministry of Education published in 2024 a regulatory framework for ECE⁹ that provides clear policies and procedures across licensing, governance, funding, minimum education standards, ECE practitioner qualifications, and institution inspection and evaluation. The strategic direction for ECE includes a developmentally appropriate curriculum, qualified staff, quality assessment and accessibility in early learning.

The Higher Education Council (HEC) is the central accreditation and licensing authority responsible for maintaining the quality of higher education institutions and programs. It oversees both private and public universities and colleges and ensures adherence to standards. The HEC plays a vital role in recognizing educational programs and maintaining excellence in Bahrain's Higher Education subsector.

Beyond Private Education, the Ministry of Labour maintains licensing and regulatory oversight on the broad vocational and training segment. Meanwhile, the Education and Training Qualification Authority (BQA) is an independent organization that conducts quality assurance on the educational and training institutions licensed to operate in the Kingdom, including schools, vocational training providers, colleges, and universities. The BQA was established in 2008 and is responsible for a number of quality assurance activities including overseeing the National Qualification Framework (NQF), setting performance standards and carrying out objective reviews of all education and training institutions.

⁶ Information & eGovernment Authority (IGA)

⁷ Alpen Capital. "GCC Education Industry Report 2025"

⁸ Ministry of Sustainable Development: Bahrain SDGs 2030 Portal

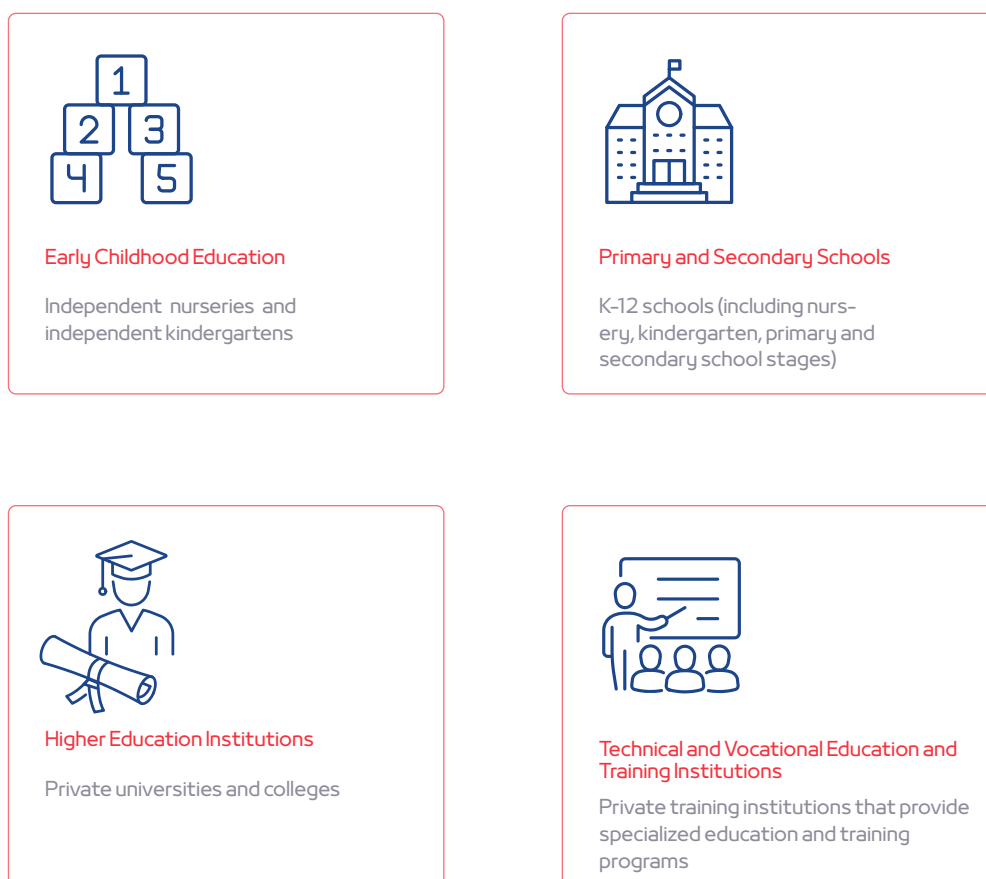
⁹ Ministry of Education (2024). "Regulatory framework for Independent Early Childhood Education Institutions": الإطار التنظيمي لمؤسسات التعليم المبكر المستقلة

This Sector Skills Report focuses on the Private Education sector referred to as “the sector” throughout this report.

This report focuses on several activities within the sector which were identified using the International Standards of Industrial Classification of All Economic Activities (ISIC) Revision 4. These activities have been categorized and aligned with

the skills requirements within the context of Bahrain. The activities covered are ECE institutions at nursery and kindergarten stages, Primary and Secondary Schools consisting of integrated K-12 schools that offer various educational stages of schooling, Higher Education institutions, and TVET institutions comprise a wide spectrum of institutes and centers, as shown below in Figure 1.

Figure 1: Bahrain's Private Education subsectors



The Private Education sector in Bahrain comprises a diverse array of local and international institutions offering a broad choice of international curricula and programs across educational stages, such as International Baccalaureate (IB), and SABIS. Alternative curricula, such as Montessori's in early childhood education, and vocational training accommodate diverse learning styles, abilities, and interests.

Bahrain has some renowned international Higher Education institutions that attract students from all over the world. For instance, the Royal College of Surgeons in Ireland (RCSI), the American University of Bahrain (AUBH) and the University of Strathclyde have a varied student body comprised of local and international students. Bahrain has a variety of TVET Higher Education institutions that offer

professional certifications and vocational programs. For instance, The Bahrain Institute for Banking and Finance (BIBF) offers specialized courses related to banking, finance, and insurance. Other specialized institutes provide programs in various fields, such as Vatel that caters to the hospitality industry, Berlitz that teaches languages, and other institutions catering to sports and performing arts.

The Private Education sector in Bahrain plays a crucial role in promoting long-term economic development and is focused on achieving sustainable growth and diversification goals. In that light, it is essential to recognize the global and regional trends that are reshaping the sector and creating new opportunities for innovation, productivity and growth across Private Education institutions.



The Sector in Numbers



Education

Education contributed
3.98%
to Bahrain’s real GDP in 2024

With a total real output of
BHD 602.39 Million
growing 3.5% from 2022

• Education used as a proxy to represent the GDP contribution of the Private Education sector released by the Bahrain Information & e-Government Authority (IGA)



Education

In 2024, Education attracted
BHD 160.65 Million
of foreign direct investments (FDI) into the Kingdom.

* Education used as a proxy to represent the Foreign Direct Investment of the Private Education sector released by the Bahrain Information & e-Government Authority (IGA)

Trends in the Sector

The sector is currently experiencing significant changes due to various trends. These trends are driven by technological advancements that are revolutionizing teaching methods, personalized learning experiences, and global accessibility through the implementation of adaptive learning platforms, Virtual Reality (VR) classrooms, data-driven decision-making, and sustainable educational practices. The focus on global collaboration and cultural experiences ensure that a supportive learning environment is provided to all individuals.

E-Learning Platforms and Artificial Intelligence (AI) Adoption

The sector is undergoing significant transformation, driven by the rapid adoption of digital trends and emerging technologies. The rise of e-learning platforms and the integration of AI across various educational practices are at the forefront of this development, reshaping traditional teaching and learning methods.

Globally, private education institutions and educators are developing and utilizing e-learning platforms to help them achieve several different objectives. Firstly, e-learning platforms have enabled private education institutions to expand their business model by offering their programs and courses online and effectively reaching regional and global prospective students. As such, educators are increasingly required to develop their skills to adapt to the needs of curating learning material and delivery methods to ensure effective engagement with students in a digital environment.

Additionally, institutions are leveraging existing e-learning platforms to enrich their own curricula, as well as to access customized professional development and trainings to upskill their teachers and faculty especially in terms of courses that previously required large investments and time commitment to enroll and attend these programs in-person, often requiring travel to other geographies.

AI and related technological integrations, including cloud computing, blockchain, and Augmented Reality/ Virtual Reality (AR/VR) within traditional educational practices have also become a significant force in this overall transformation. AI-powered tools, for example, have enabled private educators to deliver personalized instruction and learning pathways to students, adapting to individual learning styles and capabilities. In other applications, AI technologies bring out administrative efficiency for educators, such as automatic grading and real-time feedback.

The emergence of these technologies presents a new set of challenges. Besides the investments required into the digital infrastructure to ensure equitable access to these technologies, educators (e.g. teachers, trainers, and faculty) need to undergo necessary training to ensure they are equipped with the skills necessary to understand the technologies and how to fully harness the benefits of the technologies and use cases within private education.

Bahrain, with its advancing digital infrastructure and increased focus on digitalization nation-wide, stands ready to capitalize on existing strengths, with its implementation of the HEC Decision No.4 for Regulating Online and Hybrid Education. Building on the technologies already implemented by Private Education institutions in the Kingdom, the adoption of tools such as Gamification, the Metaverse, and AI to enable predictive learning further accelerates the transition of the Private Education sector toward modernized teaching and learning approaches. These technologies aim to cultivate a digitalized educational culture encompassing e-Pedagogy, e-Program, curriculum design, and e-Assessment. Robotics is another technology gaining significant traction in Bahrain's Private Education sector, with applications through competitions within private schools and universities, as well as serving as a vital component of vocational training. Through hands-on experience like building and programming robots, students are encouraged to explore coding and programming, nurturing creativity and innovation.

Inclusion and Diversity

The future of Private Education, including schools, higher education and Technical and Vocational Education and Training Institutions (TVET), is focused on inclusivity, diversity, and providing equitable opportunities for all learners. This is in line with the UN 2030 Agenda for Sustainable Development and its commitment to ‘just, equitable, tolerant, open and socially inclusive world in which the needs of the most disadvantaged are met’, and Sustainable Development Goal 4 (SDG 4) to ensure ‘inclusive and equitable education quality education’ for all.¹⁰

Modern education is reflecting a growing recognition of the need to create supportive, accessible, and welcoming environments for all students, irrespective of their background, identity, or abilities. Globally, countries are striving to implement institution-wide integration strategies in order to meet the needs and diverse levels of students, thereby enhancing effectiveness, collaboration, and overall performance within educational institutions. This comprehensive strategy entails harmonizing various components within institutions, including curriculum, teaching methods, evaluation methods, support services, technology, and leadership, to operate cohesively and cater to diverse student populations effectively.

Many organizations have established programs to promote inclusion and diversity across education systems, to improve access, learning and equity, with the goal of leaving no one behind. For example, Global Partnership for education, a multi-stakeholder partnership hosted by the World Bank, aims to strengthen global education in developing countries. Teach for All, a global network with partners across 60+ countries, works with educators to teach in marginalized communities to ensure all children can fulfill their potential. Other networks, such as UNESCO’s UNEVOC, have focused on enhancing the quality and inclusiveness of TVET worldwide, removing

barriers and ensuring the integration of marginalized communities into the workforce.¹¹

The inclusion of students with special needs requires careful attention, and educational stakeholders globally recognize the importance of early diagnosis and effective communication channels during the learning process and emphasize the provision of appropriate tools and support systems for inclusivity. The use of assistive technologies has become increasingly widespread and successful in increasing inclusion and accessibility of special needs students, in some cases integrating them with the wider student cohorts, and where required, specialized classrooms and programs. These specialized programs cater to students with intellectual disabilities, down syndrome, autism, physical disabilities, visual impairment, hearing impairment, as well as outstanding and gifted students, ensuring equitable access to quality education for all.

Bahrain stands as a commendable example, making significant strides to ensure its private and public education system is inclusive and provides equitable learning opportunities. The Education Law in Bahrain mandates educational opportunities for all individuals, regardless of their abilities, emphasizing inclusivity.¹² The country has implemented regulations to integrate special needs students into its wider educational systems across all levels as part of the National Initiative. Initiatives such as integrating autistic students since the 2010/2011 academic year and launching programs for students with mild intellectual disabilities and down syndrome demonstrate Bahrain’s commitment to inclusive education.¹³ Additionally, the Ministry of Education offers literacy programs and evening classes, allowing individuals beyond the compulsory age to pursue basic education, further reinforcing the principles of inclusivity and accessibility.

¹⁰ United Nations. “The 2030 Agenda for Sustainable Development”

¹¹ UNESCO UNEVOC. International Centre for Technical and Vocational Education and Training

¹² Ministry of Education. “Law No. (27) of 2005 regarding the Education Services”

¹³ Ministry of Education. “Special Education Guide.”

Looking ahead, the future of Private Education is centered on inclusivity, diversity, and equitable opportunities for all learners. This trend is reshaping the role of teachers, trainers and faculty members across all stages of learning, including the skills required of them to fulfill their responsibilities. Teachers must create and maintain inclusive classrooms, understanding and addressing the unique learning needs of each student, and tailoring teaching methods to accommodate diverse learning styles, abilities and backgrounds of their students. For example, private educators are employing differentiated instruction and Universal Design for Learning (UDL) principles, a teaching approach that aims to accommodate the needs and abilities of all learners, to meet the unique needs of individuals. Ongoing professional development is crucial for private educators and trainers to stay updated on best practices in inclusive pedagogy, including how to address implicit biases, implement inclusive curricula and use of technology to support diverse learners.

Green Literacy

The Private Education sector is experiencing a significant shift towards environmental awareness and green literacy, which is an emerging way of teaching that prioritizes climate awareness, environmental stewardship, and sustainability principles. Private schools are recognizing the imperative to integrate climate-related content into curricula to equip students with green skills, empowering them to make informed choices for environmental conservation and preparing them for green jobs. Experiential learning approaches, including field trips and outdoor activities, play a pivotal role in providing students with firsthand experiences, fostering a deeper understanding and connection with the environment.

Global educational institutions are increasingly prioritizing sustainability by modeling green infrastructure and eco-friendly practices. This includes the implementation of recycling hubs and the utilization of solar energy applications, showcasing sustainable practices that reinforce classroom learning and encourage responsible behavior. Furthermore, climate literacy is evolving to encompass climate justice and equity, ensuring inclusivity and empowering students to advocate for marginalized communities affected by climate change. Green literacy transcends mere understanding of climate science; it empowers students to become responsible global citizens, contributing to a greener and more resilient future for all.

In Bahrain, Higher Education institutions offer a range of academic programs focused on environmental sustainability. Initiatives promoting green literacy are already being integrated into the overall Education sector as part of the Kingdom's commitment to Sustainable Development Goals (SDGs). Educational institutions are incorporating sustainability principles into their curricula, instilling knowledge and values related to environmental conservation and sustainable development.¹⁴ Students are encouraged to think critically about global and local sustainability issues, fostering innovation and the development of solutions to address environmental challenges. This showcases Bahrain's commitment to comprehensive action to prepare learners to tackle climate change and promote sustainable development, ensuring a brighter and greener future for generations to come.

¹⁴ Bahrain News Agency (2024). "Bahrain's efforts to include climate issues in education highlighted at GOP28"

Facilitating a Shift Toward a Skills-based workforce

Facilitating a transition toward a skills-based workforce is increasingly recognized as a crucial global trend in the education sector that is noticeably manifested in Bahrain. This shift is propelled by the acknowledgment that traditional qualifications alone are insufficient to determine employability in today's rapidly evolving job market. Employers are now prioritizing specific skills and competencies over rigid degree requirements, emphasizing the importance of skills assessments to accurately evaluate candidates' potential performance. By focusing also on skills rather than just on qualifications, employers are not only fostering inclusivity by removing degree requirements from job postings but also creating pathways for career progression through investment in training and upskilling programs.



Collaboration between employers and educational institutions plays an effective role in aligning curricula with private sector needs, thus bridging the gap between academia and the employer's required skills. A skills-based approach prepares individuals for the future of work in an era dominated by Automation and AI, emphasizing digital literacy, adaptability, and problem-solving abilities. Additionally, this shift promotes social equity by offering higher paying job opportunities and greater upward mobility for individuals from various backgrounds.

Recognizing the importance of lifelong learning in promoting transferable skills, initiatives aimed at aligning education and training with the evolving needs of the labor market are essential. Bahrain is actively addressing this through strategic policies and initiatives aimed at promoting a skills-based approach to workforce development. For example, a joint initiative between the Education and Training Quality Authority (BQA) and the Higher Education Council (HEC) is leading the development of framework for Recognition of Prior Learning (RPL)¹⁶ and the sector, which will further support the adoption of a skills-based system. Additionally, the National Qualifications Framework aims to promote lifelong learning by recognizing all types of learning, thus facilitating career progression and skill development.

The Ministry of Education's Strategic Plan 2023-2026¹⁷ emphasizes the continuous need to improve the quality and effectiveness of the curricula that align with market needs, while the National Higher Education Strategy (2014-2024)¹⁸ and its forthcoming strategy (2025-2035) focus on equipping Bahrain's higher education landscape with the skills needed to meet current and future market demands. These efforts underscore Bahrain's commitment to fostering a skilled and adaptable national workforce capable of thriving in a rapidly evolving global economy.

¹⁶ Education & Training Quality Authority (BQA). "Education & Training Quality Authority Strategy 2023-2026"

¹⁷ Ministry of Education. "Ministry of Education Strategic Plan 2023-2026"

¹⁸ Higher Education Council (HEC). "National Higher Education Strategy (2014-2024)"

Career Opportunities

Bahrain's Private Education sector presents a dynamic labor landscape with a diverse workforce, that includes both local and international professionals. The diversity in the sector's workforce is expected due to the fact that private schools and other private educational institutions offer international curricula and require specialized educators and administrators in those areas, allowing the sector to support learners from different cultures.

The Private Education sector offers numerous opportunities in both teaching and academic roles including teachers, higher education faculty, and Technical and Vocational Education and Training Institutions (TVET) trainers as well as support staff positions like quality assurers, who ensure educational standards, technologists who support the integration of technology in education, counselors who provide student guidance, and

librarians who manage educational resources. The diverse range of opportunities creates flexible career pathways across the sector, enabling professionals to transition between various positions and explore diverse roles that align with their skills and interests. This flexibility also encourages continuous professional growth, allowing educators and staff to acquire new skills, adapt to emerging trends, and take on leadership roles in different areas within private education.

As the sector grows, so will the overall demand for educators, requiring a greater need for educators in traditional roles as well as the need to prepare for new emerging roles. In line with observed global trends, upskilling and reskilling private education professionals is required as the sector moves toward building inclusive education practices, environmental and sustainable education, and the adoption of more digitalization and integrated technology.



Explore a Career in the Private Education Sector

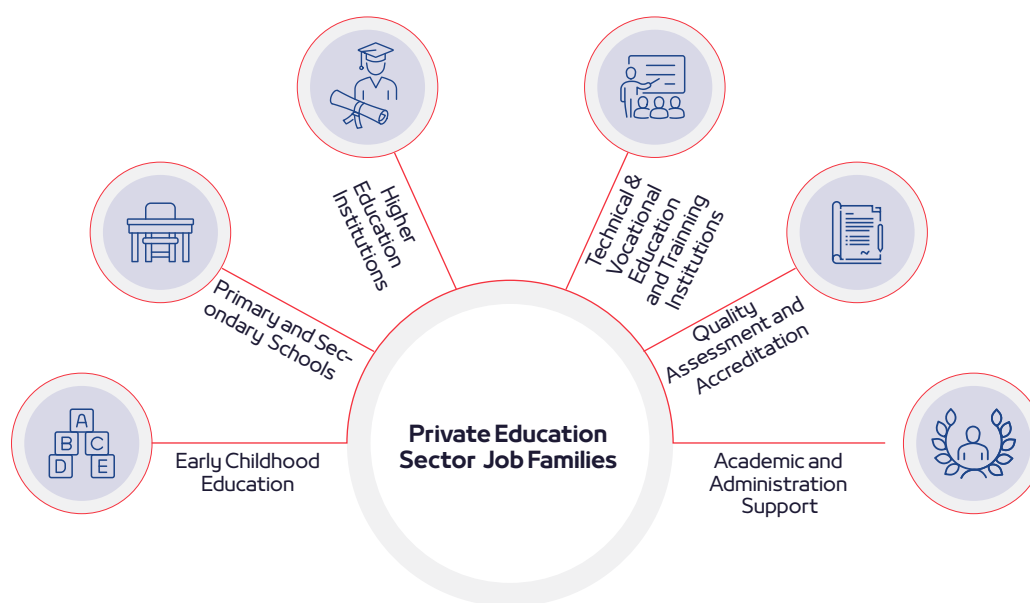
A career in the Private Education sector can provide a dynamic and rewarding experience across a broad range of academic and non-academic jobs and positions. In collaboration with the Sector Working Group, six job families were defined that encompass a diverse range of critical job roles within the sector. The job families include Early Childhood Education, Primary and Secondary Schools, Higher Education Institutions, Technical and Vocational Education and Training Institutions, Quality Assessment and Accreditation, and Academic and Administration Support (see supplementary document Private Education Sector Career Pathway Map).

Each job family includes a range of positions, from entry-level roles like Teaching Assistant and Lab Technicians to senior roles like Principal, Vice President, or Director of Administration, indicating a sector with a broad spectrum of career opportunities with multiple entry points and progression routes for job seekers.

For example, the TVET family includes technical roles such as specialized Trainers and Assessors, which require subject expertise and industry experience. This provides opportunities for professionals to transition into TVET from other segments within the Private Education sector, or from other sectors in the labor market such as Manufacturing, Transport and Logistics, or Financial Services, to name a few. In contrast, roles like in the career map it is Admissions and Registration Officer or Quality Specialist might appeal to those with a background in business administration or quality management.

In the ECE stage, positions such as Early Childhood Educator exemplify the sector's emphasis on nurturing the youngest learners, while Higher Education represents roles such as Tutors and Professors who are instrumental in shaping individuals' personal, academic, and professional development at private colleges and universities.

Figure 4: Sector job families



Source: Private Education Sector Working Group

Across the four subsectors, six broad job families have been outlined by the Sector Working Group that cover most of the sector-specific jobs of the industry, as shown above in Figure 4. The Sector Working Group have identified a number of roles that are in demand within the Private Education sector. The most significant demand highlighted was the teaching and faculty staff. This category includes specialized teaching roles, such as Special Education Needs (SEN) Educators, Vocational Trainers, Assessors, Curriculum Designers, Curriculum Coordinators, ECE Teachers, and Higher Education Faculty members.

Additionally, Special Education Needs (SEN) Educators are in demand within both Special Education schools and inclusive private schools, in line with Ministry of Education's initiative to support the integration of children with mild disabilities within Bahrain's schools. SEN-qualified Educators are crucial in catering to students with diverse learning needs by creating individualized learning plans and fostering an inclusive environment.

The Sector Working Group also highlighted the growing need for Technology and Digital Experts. These roles are essential to support the Private Education sector's goal of developing a future-ready workforce. Digital Experts play a vital role in implementing and managing digital tools, platforms, and systems to improve teaching, learning, assessments, and administrative processes. With the pandemic forcing a shift to online learning, digital roles have become even more critical in creating engaging e-learning content and ensuring seamless virtual classrooms.

To keep up with the changing job market and advancements in technology, the Sector Working Group identified new and emerging roles in the Private Education sector. This emphasized the importance of upskilling and reskilling staff to provide accessible learning solutions that are essential for sustaining the sector's evolving landscape. Roles such as Online Instructors and Virtual Classroom Managers facilitate a seamless remote learning experience. Instructional Designers cater to the shift towards online learning, crafting engaging e-learning materials and interactive resources. Additionally, the sector requires AI Specialists to support, inno-

vate, and enhance operational efficiency, ensuring personalized learning experiences for students.

Other roles, such as Data Analysts and Data Scientists, extract insights and drive evidence-based decision-making in Private Education. There is also a growing demand for teachers in Robotics to lead programs in the field, which leverage the potential of robotics to revolutionize industries through automation. As institutions integrate technology into education, EdTech Consultants and flexible learning facilitators are becoming increasingly important in guiding and facilitating adaptable learning experiences for diverse learners. Additionally, Education Policy Analysts and Researchers drive evidence-based policymaking by studying education systems and recommend improvements. Overall, digital and technological roles are driving innovation and transformation in the Private Education sector, and these emerging roles are essential for navigating the complexities of modern education and preparing learners for the future.

The Sector Working Group highlighted other in-demand jobs, such as Academic, Career and Social Counselors, as a response to the growing emphasis on student well-being by offering support and coping strategies.

The Sector Working Group also emphasized the importance of job roles within Quality Assessment and Accreditation such as Assessors, Internal Quality Assurers (IQA) and Quality Specialists. These roles are pivotal in ensuring that standards are consistently met, recognizing achievements and driving continuous improvement across all educational systems.

The Sector Working Group's insights into Bahrain's Private Education sector revealed a diverse range of roles necessary for delivering high-quality education and shaping student learning experiences. Additionally, the growing demand for digital experts highlights the sector's commitment to technological advancement and innovation, which contribute to Bahrain's educational excellence and the development of a future-ready workforce.

Figure 5: Jobs anticipated by the Sector Working Group to be in demand.

Note: The job roles listed below are highlighted by the Sector Working Group and are not ranked based on their level of demand.

Job in demand	Job overview
Instructional Designers	Instructional Designers create engaging and effective learning experiences for Technical and Vocational Education and Training Institutions (TVET) students by analyzing learning objectives and designing curricula that align with these goals. By leveraging multi-media tools and instructional technologies, Instructional Designers develop dynamic content that caters to diverse learning styles.
Digital Transformation Specialists	Digital Transformation Specialists spearhead the integration of technology into educational processes to enhance efficiency and foster innovation. They assess current practices and recommend digital solutions that streamline administrative tasks and optimize teaching and learning experiences. The Specialists ensure a seamless integration of technology through the provision of training and support to staff on new technologies.
Educational Technologist and EdTech Integrator	Educational Technologists and EdTech Integrators bridge the gap between education and technology, supporting teachers in effectively integrating educational technology (EdTech) tools into their instructional practices. They provide training and professional development opportunities for educators on various EdTech platforms and troubleshoot technical issues that may arise.
Special Education Needs (SEN) Educator	Special Education Needs (SEN) Educators provide tailored support and accommodations to students with disabilities. They collaborate with parents, caregivers, and other specialists to develop individualized education plans (IEPs) that address the unique needs of each student. SEN Educators adapt teaching methods and materials to ensure that all students have access to a quality education and opportunities for academic success.
Early Childhood Education (ECE) Teacher	Early Childhood Education Teachers are dedicated to nurturing the social, emotional, and cognitive development of young learners. They plan and implement age-appropriate activities that stimulate curiosity and foster foundational skills in language, motor development, and social interaction. Early childhood educators play an important role in laying the groundwork for lifelong learning and academic success.

Job in demand	Job overview
Specialized Subject Teacher, Faculty Member and Vocational Trainer	Specialized Subject Teachers, Faculty Members, and Vocational Trainers bring expertise in specific subject areas or vocational skills. They deliver subject-specific content through engaging and interactive lessons, providing hands-on training and practical experience in vocational areas to equip students with the knowledge and skills necessary for success in their chosen career paths. In demand specializations highlighted by the Sector Working Group include Physical Education, International Baccalaureate, IGCSE curricula, Coding, and Robotics.
Curriculum Designer / Coordinator	Curriculum Designers / Coordinators collaborate to develop cohesive educational programs that align with educational standards and objectives. They create, scope, and sequence documents to ensure the seamless implementation and alignment of curriculum across grade levels and subjects.
Counselor	Counselors provide essential counselling support and guidance to students on their social, emotional, and academic well-being. Addressing behavioral and emotional issues, they create a supportive and nurturing environment that promotes student success and well-being.
Librarian	Librarians manage library resources and promote literacy among students. They curate book collections, organize library materials, and provide access to a wide range of resources to support student learning and research. Librarians empower students to critically evaluate and use information effectively.
Quality Assurance, Compliance and Accreditation Specialists	Quality Assurance, Compliance, and Accreditation Specialists play a vital role in ensuring educational quality and compliance with standards and regulations. They conduct audits and assessments to monitor educational practices and maintain accreditation. Implementing quality improvement initiatives, these specialists drive continuous improvement efforts to enhance educational outcomes and institutional effectiveness.



Career Spotlight

Career Spotlight:

DIGITAL TRANSFORMATION SPECIALIST

Role Overview

Digital Transformation Specialists spearhead the integration of technology into educational processes to enhance efficiency and foster innovation. They assess current practices and recommend digital solutions that streamline administrative tasks and optimize teaching and learning experiences. Providing training and support to staff on new technologies, these specialists ensure smooth technology integration and empower educators to leverage digital tools effectively in their instructional practices.

Career Pathway and Progression

Career progression for Digital Transformation Specialists in Private Education begins with roles such as Educational Technologist, IT Support Specialists, or Data Analysts, gaining hands-on experience and assisting with technical issues and educational tools. Moving into mid-level roles, they may transition to positions like Digital Learning Coordinator, overseeing technology integration across classrooms and departments, or Instructional Technologists, collaborating with teachers to design effective digital learning experiences.

As specialists deepen their expertise, they may advance into leadership positions, such as Digital Transformation Specialists leading initiatives to transform teaching and learning or EdTech Consultants advising private education providers on technology adoption. Advanced roles include becoming a Director of Educational Technology, overseeing technology strategy at an institutional level, or Chief Information Officer (CIO), leading technology vision and implementation across an entire educational organization. Al-

ternatively, individuals may choose entrepreneurial paths, founding EdTech startups, consulting firms, or opt for research roles, contributing to the field through innovation and thought leadership.

Throughout their career journey, Digital Transformation Specialists pursue professional development through acquiring certifications in Educational Technology, Project Management, and Data Analytics while also staying updated on emerging technologies and pedagogical trends through continued learning and networking opportunities.



Career Spotlight:

SPECIAL EDUCATIONAL NEEDS (SEN) TEACHER

Role Overview

Special Education Needs (SEN) Teachers provide tailored support to students with special educational needs and disabilities. They collaborate with parents, caregivers, and other specialists such as Speech Therapists and Behavior Analysts to develop Individualized Education Plans (IEPs) that address each student's unique needs. SEN Teachers adapt teaching methods and materials to create inclusive classroom environments and ensure that all students have access to a quality education and opportunities for academic success.

Advancing beyond institution-based positions, this role can progress to become an Educational Consultant specializing in SEN, offering guidance on best practices and policy development. Additionally, some may contribute to the field as Researchers in inclusive education, driving evidence-based practices forward.

Throughout their career journey, SEN Teachers pursue professional development through certifications in special education, behavior analysis, and assistive technology while staying updated on research, teaching strategies, and legislative changes.

Career Pathway and Progression

At the entry level into this role, a SEN Teacher will typically hold a teaching qualification with specialized SEN certification. Alternatively, they may start as a Teaching Assistant in SEN classrooms, gaining practical experience alongside SEN Teachers, providing targeted support to students in small groups.

As SEN Teachers advance, they may assume leadership roles as Lead SEN Teachers, overseeing departmental operations and mentoring junior staff. Specialization avenues include becoming Behavior Intervention Specialists, focusing on behavior management strategies, or Assistive Technology Specialists, integrating technology tools to enhance learning for students with disabilities. SEN Teachers may rise to positions like Special Education Coordinators / Inclusion Coordinators, managing SEN services at institutional level.



Career Spotlight:

SPECIALIZED VOCATIONAL INSTRUCTORS / TRAINERS

Role Overview

The role of a Specialized Vocational Instructor / Trainer in the Technical and Vocational Education and Training (TVET) sector aims to teach practical skills and knowledge to students. These professionals are industry experts with years of experience, who design and deliver specialized courses aligned with industry standards. They conduct hands-on training sessions, demonstrate techniques and processes, and assess student performance to ensure effective learning. Instructors / Trainers collaborate with industry professionals to keep the course content relevant. They also engage in continuous professional development to enhance their teaching skills and stay current with industry advancements. Their primary goal is to prepare students for successful careers in their respective vocational fields.

Career Pathway and Progression

In the vocational and technical education sector, the career pathway starts with the role of an Instructor / Trainer, who is typically an industry expert with several years of experience. These professionals bring their practical knowledge and skills to the classroom, designing and delivering courses that align with industry standards.

As they progress in their career, they may take on mid-level leadership roles and become a Program Coordinator / Head of Department. This position involves developing curricula, overseeing faculty, and ensuring that programs meet industry needs and accreditation standards. It requires advanced skills in collaboration, communication, and resource management.

At the advanced level, professionals may transition into a leadership role such as the Director of a TVET training institute. In this role, individuals are responsible for the strategic leadership of the institution, setting its vision and mission, and aligning them with industry demands.

Throughout their career journey, professionals in these roles pursue professional development through certifications in their subject area or vocational field, engage in continued learning to stay updated on industry trends and teaching methodologies, and network with professionals in their field to foster growth and development.

Preparing a Future-Ready Workforce

In today's rapidly changing Private Education landscape, a shift in mindset is crucial for educators and administrators to keep pace with the latest developments. The traditional approach of relying on tenure and job titles is being replaced by a focus on skills. To succeed in this new environment, educators must prioritize continuous skill development and adaptability to navigate the complexities and opportunities presented by technology, evolving classroom dynamics, and changing student needs. Embracing this mindset ensures that educators remain relevant and competitive in the evolving sector.

Recognizing this need, Tamkeen in collaboration with the Sector Working Group, has developed National Occupational Standards and Career Pathway Maps specifically for the Private Education sector. These resources are instrumental in illustrating the various career trajectories available within the sector, both vertically and laterally. They provide a clear framework for understanding the skills and competencies required at different stages and in different roles, offering guidance for those aiming to advance or pivot within the sector. This approach empowers employees to make informed decisions about their career paths and professional development, focusing on acquiring and refining the skills that are most valued and needed in today's Private Education landscape. By utilizing these standards and maps, Bahrain's

Private Education workforce can better align their personal career goals with the sector's evolving needs, ensuring a robust, skilled, and adaptable talent pool.

The Private Education sector is currently undergoing significant changes to equip individuals with the skills needed for the future workforce. Driven by technological advancements, digitalization, inclusion, diversity practices, and sustainability initiatives, traditional teaching methods are being rethought. Private Education now emphasizes personalized learning, vocational training, and interdisciplinary approaches. Bahrain, with its commitment to a sustainable and diversified economy, recognizes the importance of developing a workforce with the right set of skills to ensure success.

Skills can be classified as either core or technical skills, both of which are critical to building a successful and competent workforce. Core skills—also known as generic or soft skills—are essential for performing well in any environment or organization and are becoming increasingly more important to employers. These core skills have been captured in a Core Skills Framework which can be applied across all industries. Technical skills are the abilities, knowledge, or expertise required to perform specific, job-related tasks. Many of these skills can be acquired through vocational training, learning programs or on-the-job experience.



Core Skills Framework

Tamkeen has developed a Core Skills Framework as part of the country's wider skills taxonomy. The framework has been aligned against a comprehensive list of international benchmarks and best practices, whilst reflecting the specific needs and aspirations of Bahrain as a progressive country.

Core skills underpin, promote and provide the foundation of the skills required to carry out specific job roles and functions. They are usually gained through life and work experience or through structured learning and training programs. Core skills are essential for any job or profession, providing a strong basis for lifelong learning and for building the technical skills required to support specific job roles.

The Core Skills Framework is structured around three key pillars: Social Intelligence, Self Management, and Analytical Skills, each playing a vital role in shaping a proficient and adaptive workforce. Under each of the key pillars, four core skills are defined forming a complete framework of twelve core skills.

Core Skills Framework



SOCIAL INTELLIGENCE

The ability to be self-aware, inclusive, communicative and form relationships with others with empathy, compassion and assertiveness

Building Inclusivity

The ability to create an environment and manage relationships across diverse groups in a range of different contexts by seeking to establish common ground regardless of race, ethnicity, religion, gender, age, ability, education, or socioeconomic status.

Communication

The ability to listen effectively and understand, articulate thoughts and ideas effectively, exchange information, employ negotiation skills and use oral, written and non-verbal skills across a range of different environments.

Empathy

The ability to demonstrate emotional intelligence by demonstrating awareness of the feelings and emotions of others and being able to act accordingly within that context.

Collaboration and Teamwork

The ability to work collectively and effectively with one or more people in order to achieve a common goal, bringing together a range of experience and skills based on exchanging ideas, sharing experience and developing creative solutions.



SELF MANAGEMENT

The ability to manage behaviors, thoughts and emotions in a conscious and productive way

Adaptability

The ability to easily adapt to new situations and changing circumstances in life and work and change actions as required.

Initiative

The ability to think independently, identify opportunities, think innovatively and take action when necessary and without direction.

Planning and Organizing

The ability to plan and organize tasks in order to fulfill requirements within a given time frame.

Literacy

The ability to understand and have the confidence and skills to work with language to identify, interpret, create and communicate effectively in written and oral formats.



ANALYTICAL SKILLS

The ability to collect, organize, visualize and assimilate data using a range of tools and skills

Digital Literacy

The ability to find, evaluate, analyze, use, share and create content using digital devices, use software applications and troubleshoot common problems.

Critical Thinking

The ability to analyze, interpret, evaluate, infer, explain, synthesize and self-reflect in the context of making reasoned judgements based on a logical sequence of independent thought.

Problem Solving

The ability to identify and assess issues and problems and make use of available resources to evaluate and generate potential solutions in personal, social and work contexts.

Numeracy

The ability to understand and have the confidence and skills to work with numbers using numerical skills to process, interpret and communicate information to help understand, predict and solve problems.

Core Skills to Enable Your Success in the Sector

In addition to providing a foundation for continuous learning and development, core skills play a crucial role in achieving success in a rapidly evolving workplace. Core skills foster resilience, innovation, and the ability to navigate diverse challenges across different contexts. As professionals progress in their

careers, the emphasis on core skills intensifies, and the cultivation and development of core skills move to the forefront. The Sector Working Group has identified five core skills that are most required across the Private Education sector.

Figure 6: Core skills identified as essential by the Sector Working Group

Note: The skills listed below are highlighted by the Sector Working Group and are not ranked based on their level of demand.

Communication	Clear communication is essential in conveying concepts, instructions, and expectations to students, ensuring their understanding of the material. Good communication helps students work together while encouraging them to think critically in group settings and classroom discussions. Regular communication between teachers and learners builds trust, prompts feedback, and addresses individual needs, further enhancing the learning environment. Effective communication extends beyond traditional classrooms through online platforms, emails, and virtual classrooms, supporting e-learning initiatives. Communication skills also help teachers and educators in their interactions with parents to ensure holistic development across all settings.
Empathy	Empathy is an important skill for teachers and educators to have in order to build strong relationships with their students. Empathy also plays a vital role in creating inclusive classrooms where diverse learners feel valued and accepted. When educators can empathize with learners with disabilities, it reduces stigma and promotes acceptance. Empathy also strengthens teacher-student relationships, building trust and rapport that enhance learning outcomes and create a safe space for learners to express themselves comfortably. Empathy extends beyond the classroom, facilitating effective parent-teacher communication by building trust, encouraging collaboration, and understanding home contexts.
Adaptability	Adaptability in Private Education allows teachers to adjust their teaching methods, materials, and strategies to handle unexpected situations and challenges effectively. This flexibility allows for a student-centered approach, accommodating individual learning needs, including those of students with disabilities or language barriers. Adaptable teachers are skilled in integrating technology, using digital tools to enhance in-person and online learning experiences, and keeping students engaged. They prepare students for the future workforce by fostering skills such as resilience and flexibility, helping learners navigate the job market confidently.

Building Inclusivity

Building inclusivity helps create a fair learning environment for all students, regardless of their backgrounds, abilities, or identities. Inclusive classrooms celebrate diversity, promote mutual respect, and challenge biases, which can lead to better social harmony. This approach also supports students' emotional wellbeing, making them feel safe and valued, which can improve their engagement and academic performance.

Planning and Organizing

Planning and organizing allows educators to structure lessons with clear objectives, activities, and assessments, which helps create an environment conducive to student engagement and success. Planning and organizing skills help educators transition seamlessly between topics, maximizing learning time and maintaining student focus. It enables educators to accommodate diverse student needs through differentiated instruction, fostering inclusion and ensuring that all learners have the opportunity to participate and thrive. Additionally, by modeling organization and planning skills, educators teach learners valuable life skills such as time management, prioritization, and goal setting. Planning and organizing is also important across non-academic functions, as it enables the accurate and timely processing of student information. In their daily operations, administrators and support staff handle large sets of data, plan internal and external communications and coordinate annual events and ceremonies.

Critical Technical Skills for an Agile Workforce

Building on the insights from the earlier sections of this report, it is evident that specific technical skills are in demand within the Private Education sector. These skills reflect the current operational needs and anticipate future sector requirements. A deeper understanding of these key areas can guide professionals to identify necessary upskilling, reskilling or aligning their current expertise with the sector's requirements.

Professionals equipped with the relevant technical skills are well-positioned to contribute significantly to the sector's evolution and support Bahrain's overarching objectives. The Sector Working Group provided insights into a list of technical skills which are currently in demand by the Private Education and training institutes in Bahrain as shown below in Figure 7.

Figure 7: Technical skills in-demand identified by the Sector Working Group

Note: The skills listed below are highlighted by the Sector Working Group and are not ranked based on their level of demand.



Assessment Design and Implementation

Designing tests that align with learning objectives, implementing them in a way that minimizes bias and distortion, and interpreting the results to inform future instruction.



Classroom Management

Refers to the wide variety of skills and techniques that teachers use to keep students organized, orderly, focused, attentive, on task, and academically productive during a class.



Counseling

Counseling involves providing guidance to students about their academic, career, or personal issues. It can also involve working with parents and other stakeholders to support the student's overall wellbeing.



Coaching and Mentoring

Guiding and supporting students or other teachers in their professional development. It can include providing feedback, setting goals, offering emotional support, and sharing expertise.



Data Analysis and Data-Driven Decision Making

Involves collecting, analyzing, and interpreting data related to student performance and using this information to inform instructional decisions. It can help in identifying patterns, making predictions, and evaluating the effectiveness of instructional strategies.



Emerging Technology Adoption and Integration:

Refers to the ability to understand, adopt, and effectively integrate emerging technologies into the educational process. It involves staying updated with the latest technological advancements and understanding how they can enhance teaching and learning.



Pedagogical Skills

These are the skills teachers use to facilitate learning. They include designing effective lessons, differentiating instruction to meet diverse learning needs, creating a positive learning environment, and using assessment data to improve instruction.



Professional Knowledge and Competence

Involves having a deep understanding of the subject matter, pedagogical strategies, and educational policies. It also includes the ability to apply this knowledge in practice to facilitate student learning.



Research Skills

These are the skills needed to conduct educational research. They include formulating research questions, conducting literature reviews, collecting and analyzing data, and drawing conclusions.



Safeguarding

Safeguarding refers to the measures taken to protect the health, well-being, and human rights of individuals, which allow people — especially children, young people, and vulnerable adults — to live free from abuse, harm, and neglect

Training Programs and Initiatives

The Sector Working Group has highlighted a significant gap in the Private Education and Training landscape in Bahrain. Comprehensive training programs enhance the quality of private education and cater to the sector's requirements. Educators have expressed the need for tailored training programs that focus on modern pedagogical strategies, classroom management techniques, and assessment design and implementation in line with international standards.

The development of comprehensive vocational training programs can address the needs of trainers, assessors, and quality assurance personnel. Additionally, there is a need for training programs that support the integration of technological and digital advancements to enrich curriculum, promote inclusive teaching practices, enhance learning experiences, and prepare students for the digital age. Training programs can empower educators to upgrade their skills locally, making teaching a more sustainable and appealing career choice, and improving the overall quality of education, thus attracting and retaining high-quality teachers.

The Sector Working Group emphasized the need for stronger alignment and ongoing engagement between the private education and training institutions, as well as private education employers, to evaluate and expand the education and training offerings. This proactive approach ensures the workforce remains competitive and prepared to meet the Private Education sector's future demand as providers embrace the integration of emerging technologies, the implementation of data-driven decision-making processes, and the development of comprehensive assessment designs. These advancements, coupled with a commitment to continuous pro-

fessional development, allow Private Education providers to meet current demands and prepare for future challenges in the sector. This approach fosters an environment that encourages research, innovation, and the safeguarding of all participants in the educational process.

Individuals and employers may also benefit from the numerous programs and initiatives offered by Tamkeen. Tamkeen is dedicated to enhancing the skills and competencies of individuals and businesses to address the changing demands of the global market. Tamkeen offers a range of programs that help bridge skill gaps and foster a culture of continuous learning and adaptation.

Undergraduate Degrees and Diploma Programs

For those looking to delve into the Private Education sector, education programs for educators encompass a variety of pathways to prepare individuals for careers in teaching. Undergraduate programs typically span four years and offer a comprehensive understanding of specific subject areas alongside pedagogical strategies, enabling graduates to apply for teaching licenses. Bahrain Teachers College (BTC), and the University of Bahrain, offer comprehensive programs for both new and experienced educators, including initial preparatory courses and undergraduate degrees, the Bachelor of Primary Education and the Bachelor of Education (B.Ed.) programs. These programs provide a solid foundation in both content knowledge and instructional methods.

There are also teacher certification programs that cater to individuals with bachelor's degrees in noneducational fields who seek to transition into teaching. These post-graduate programs focus on pedagogical training, equipping aspiring educators with the practical skills and theoretical knowledge essential for effective teaching.

For individuals considering a career in ECE, a range of programs are available that specifically cater to Montessori teaching. To qualify as a Teacher's Assistant, a Foundation Certificate can be obtained over a total of 100 lecture hours to provide a basic understanding of early childhood development and an introduction to Montessori theory and practice. Alternatively, the Early Childhood Certificate of Montessori Theory and Methodology is an 18-month program that provides a solid foundation in ECE and Montessori. Graduates of the Certificate program can then enroll in the International Diploma in Montessori Pedagogy program that involves 420 hours of practical teaching at a pre-assigned Montessori preschool. Following the completion of the International Diploma, graduates can qualify for a head Montessori teacher role.

Additionally, obtaining a Teaching English as a Foreign Language (TEFL) certification is beneficial as the program imparts the necessary skills to teach English to non-native speakers, addressing language barriers and promoting effective communication in diverse educational settings. Through these diverse programs, individuals can acquire the expertise and credentials needed to embark on fulfilling careers in education.

Postgraduate Degrees and Continued Professional Development Programs

Postgraduate programs for Private Education professionals in Bahrain offer advanced knowledge and skills tailored to meet the demands of the sector. Bahrain Teachers College (BTC), in collaboration with Boston University's Wheelock College of Education and Human Development, provides a Master of Education (EdM) in Educational Leadership and Policy Studies. This two-year program offers affordable, online graduate education or professional development courses.

The Bahrain Teachers College offers a variety of postgraduate diplomas and specialized programs. For example, BTC offers the Teacher Leadership Programme, School Leadership Programme, Special Education Programme, and a Unit for Teaching Excellence and Leadership.

Holders of Bachelor's Degrees in Education, psychology or social work can opt to specialize in Special Needs Education (SEN) through a variety of Postgraduate Diplomas and Master's Degrees. These programs cover learning and development disabilities such as Autism, Intellectual Disability, and Learning Disability.



Tamkeen: Employment Support Programs

National Employment Program

The program encourages private sector enterprises to employ nationals through wage support for up to five years. This helps Bahraini graduates and jobseekers to enter the labor market, while also supporting enterprises to employ the talent they need to drive their productivity and success.

Jobseeker Training Program

The program provides training and upskilling opportunities for jobseekers nominated by the Ministry of Labour to increase their competitiveness and facilitate their entry to the labor market.

Train and Place Program

The program offers training support for jobseekers to gain essential skills and requirements for the labor market through creating sustainable employment opportunities and matching the requirements of the private sector with available talent.

On-the-Job Training Program

The program provides opportunities for jobseekers to gain practical work experiences that can equip them with the required skills to enter the labor market.

Apprenticeship Program

The program, in collaboration with academic and vocational training institutes, provides enterprises with the opportunity to employ Bahrainis as apprentices, giving them the chance to obtain in-demand vocational skills across different trades as well as specialize in the fields of information technology, cybersecurity, and other future jobs.



Tamkeen: Career Development Support Programs

Wage Increment Support

The program allows enterprises to obtain wage increment support for existing employees, facilitating the career progression of Bahrainis in the private sector and encouraging employers to retain and reward their workforce. As part of Tamkeen's commitment to supporting this progression, enterprises are encouraged to hire new talent at higher wages by fully covering the difference between the new and previous wages.

Leadership Employment Program

The program aims to empower Bahrainis to advance in their careers by providing wage support/increment for enterprises looking to employ Bahrainis in mid and executive jobs in the private sector. This enables enterprises to employ and promote talented individuals to assume leadership roles, thus helping Bahrainis progress in their careers.

Enterprise Training Support Program

The program offers enterprises support with their training costs to upskill and develop their human capital with the aim of improving their competencies and capabilities to become more productive, and help enterprises grow, remain competitive, and retain talented employees.

Professional Certification Program

The program offers individuals an opportunity to enhance their skills and build their competencies through attaining internationally accredited professional certificates related to their area of expertise.

Global Ready Talent Program

The program supports overseas placement and work opportunities for Bahrainis to help them gain valuable work experience, develop their skills and gain exposure to international work environments.

Key Takeaways

► There are a variety of education and training programs for individuals within the Private Education sector to upskill and reskill

Individuals within the Private Education sector have numerous opportunities in Bahrain to upskill or reskill at institutions such as the Bahrain Teachers College (BTC) and Bahrain Polytechnic. Academic degrees equip private educators with essential pedagogical skills at different levels, as well as leadership skills for experienced educators to progress in their careers. Private educators can also find specialized programs at other institutions that will enable them to take their careers in a new direction, such as Teaching English as a Foreign Language (TEFL), training in Montessori Pedagogy, and Special Needs Education programs focused on Autism and other intellectual and learning disabilities. Alternatively, private educators and administrators may pursue postgraduate degrees and specialized programs to deepen their expertise in their chosen subject areas.

► Early Childhood Education is a growth area in Bahrain following the strategic unification of ECE under the Ministry of Education

The unification of Early Childhood Education (ECE) under the Ministry of Education as a sole regulator in 2021 serves to strengthen pre-primary private education in Bahrain. The unified regulatory framework sets clear guidelines, governance, minimum education standards, and inspection criteria for ECE institutions. Published in 2024 by the Ministry of Education, the framework ensures all children attending nursery and kindergarten are provided consistent and quality learning, assessment and environment. The framework also defines clear qualifications standards for ECE Teachers, including orientation programs offered by Ministry of Education and training programs offered by Tamkeen, which will provide valuable insight to individuals considering a career in ECE and educational institutions developing programs catering to ECE as the sector is witnessing significant demand for quality ECE Teachers, which contributes to encouraging investment in the sector and increasing employment and training opportunities.

► **Technical and vocational training provides opportunities for professionals with successful industry-specific expertise who are considering a career change to transition into a role in Private Education**

For professionals considering a career shift, technical and vocational training can be an area worth exploring, particularly in roles that leverage their industry-specific skills and expertise. Professionals from fields such as Manufacturing, Transport & Logistics, Engineering, Financial Services and ICT can find their experience highly valuable in roles such as Vocational Trainers, Instructional Designers, Curriculum Designers, Educational Technologists and Quality Specialists. This industry-specific experience is essential for the development of relevant and up-to-date training content, the ability to convey and teach practical skills to student-trainees, and to enhance the training experience through the integration of technologies like Artificial Intelligence and Virtual Reality.

► **Employers and individuals must promote and facilitate a culture of continuous learning and professional development to keep up with changing demands**

Continuous learning and development is essential for educators and non-academic professionals to improve their competencies, deepen their expertise in their respective functions, and keep up with the emerging needs of the Private Education sector. For example, the integration of new technologies within teaching classrooms and new developments in teaching philosophies and curricula, are already causing a shift in the skills employers require. Ongoing engagement and alignment between employers and education and training institutions is necessary to ensure quality programs are designed to skill employees in required areas, such as modern pedagogies, assessment design and implementation standards, classroom management techniques, technology integration and adoption, data analysis and data-driven decision-making, counseling and mentorship skills. Overall, continuous learning and development will help individuals stay on top of industry needs and contribute to the creation of effective learning environments at their institutions.

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- Bahrain Institute of Technology
- Bahrain Teachers College (BTC)
- Beacon Private School
- Berlitz Training Center
- British School of Bahrain
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Glossary of Terms

Term	Definition
Core Skills	The combination of essential skills required to be fully prepared for life and work in a global economy
Digitalization	The use of digital technologies, digitized information and data to change business operations and introduce efficiencies and opportunities
Emerging Jobs	A job/occupation that currently has small numbers but is expected to grow in the future
Job	A paid position of employment held by an individual
Job Family	A group of jobs/positions that involve work in the same functional occupation and share related core knowledge and background requirements. The job family structure is based on function rather than organizational structure.
Job Role	A specific set of responsibilities and duties assigned to an employee within an organization
National Occupational Standards (NOS)	A set of skills, knowledge and performance criteria required for key job roles in the sector. NOS provide a standardized framework for defining skills and competencies, ensuring that all individuals in the same sector or profession meet a certain minimum standard set by the sector
Sector Skills Report	A concise report which outlines an overview of an industry sector by identifying trends, presenting macro-economic data, outlining current and future job roles and associated skills gaps and making recommendations for the future
Skills Framework	Provides information such as key sector information, occupations and job roles, and the required existing and emerging skills to fulfil roles within that sector
Skills Gap	The difference between the identified skills (core and technical) that an employer expects their employees to have and the actual skills that employees possess
Skills Mismatch	An overarching term which can be used to describe various instances of imbalance in skills e.g. skill shortage which is where the demand for a particular type of skills exceeds the supply of the workforce with these skills; skill surplus which is where the supply of the workforce with a particular type of skills exceeds demand in the job market; over-skilling occurs where the workforce has more skills than required to perform a job adequately; under-skilling occurs where the workforce has less skills than required to perform a job adequately
Stakeholder Engagement	The process by which an organization involves others who may be affected by the decisions it makes or can influence the impact and implementation of its decisions
Technical Skills	The specialized knowledge and expertise required to perform specific tasks and use specific tools and programs associated with a particular job role