



AI Analysis

What Are the Best Models for Ongoing Professional Development in Hospitality in Saudi Arabia?

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Summary

The session on ongoing professional development in hospitality in Saudi Arabia highlighted several critical issues and solutions. The speakers discussed the significant talent gap in the hospitality industry, emphasizing the need for clear career progression pathways from high school to management positions. Mohammed Marghalani stressed the importance of raising awareness among high school students about hospitality careers, suggesting that the Ministry of Tourism should conduct campaigns to educate students about the opportunities within the industry. Additionally, he pointed out the need for vocational training programs to address the demand for operational roles, which are often overlooked in favor of mid-management and leadership training.

Imran Changezi provided insights into how the Diriyah Company's projects are tackling the talent shortage by collaborating with international brands to train and upskill Saudi nationals in preparation for the opening of new hotels. He emphasized the importance of tailor-made training programs that focus on specific job roles rather than generic hospitality training. Paul Kendall Stevens suggested that shifting the focus from enforcing Saudization quotas to providing incentives for achieving high Saudization rates could help attract and retain talent. He also highlighted the need for a broader application of hospitality skills across different industries, such as luxury retail, healthcare, and aviation.

Yasser Faisal Al-Sharif discussed the need for internationally accredited institutions to establish campuses in Saudi Arabia to provide high-quality hospitality education. He proposed developing curricula in collaboration with industry stakeholders to ensure that the training programs meet market needs. The panelists agreed that instilling a sense of national pride and purpose in hospitality careers is crucial for attracting and retaining talent. They also emphasized the importance of creating sustainable and self-sufficient models that can deliver the required training without relying solely on government support. In conclusion, the session highlighted the need for collaborative efforts between educational institutions, government bodies, and industry stakeholders to address the talent gap and build a robust hospitality sector in Saudi Arabia.





Key Takeaways

Importance of Early Awareness

Raising awareness about hospitality careers among high school students is crucial. Campaigns led by the Ministry of Tourism and industry stakeholders should educate students on the opportunities and career progression pathways within the hospitality sector, helping them to make informed choices early on.

Need for Vocational Training Programs

Vocational training programs are essential for addressing the demand for operational roles in the hospitality industry. These programs should focus on specific areas such as food and beverage, housekeeping, and front office operations, ensuring that employees are well-prepared for their roles.

Collaboration and Incentives

Collaborative efforts between educational institutions, government bodies, and industry stakeholders are necessary to develop effective training programs. Additionally, providing incentives for achieving high Saudization rates can help attract and retain talent, making the hospitality industry more appealing to Saudi nationals.



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