



Graduate Employment in the Saudi Labor Market

2021 University Graduates and their Employment until 2022

Kingdom of Saudi Arabia
2023



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About the National Labor Observatory (NLO):

“The NLO is the Kingdom of Saudi Arabia’s labor observatory and is the leading and trusted source for labor market data and insights in the Kingdom. Its mandate is to support entities, experts, and beneficiaries to enable them to make informed decisions and formulate policies based on labor market reports and data-driven research insights.”

National Labor Observatory

Riyadh – Kingdom of Saudi Arabia

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Executive Summary

The report provides an analysis of 2021 university graduates and their employment status in the Saudi labor market until the end of 2022.

Report Findings:

- 1. The number of graduates from (51) Saudi universities reached (207.9K) in 2021.** This includes more than (203.6K) Saudis, representing (98%) of the total graduates, of which (39%) are males and (61%) are females¹.
- 2. 84% of Saudi university graduates attained a Bachelor degree making it the predominant educational qualification.** As for specializations, (32%) of 2021 Saudi graduates specialized in Business, Administration, and Law, (19%) in Arts and Humanities and (10%) in Natural Sciences, Mathematics, and Statistics.
- 3. Umm Al-Qura University recorded the highest number of graduates in 2021, accounting for (11%) of total graduates.** This is followed by King Abdulaziz University and King Faisal University, which recorded (9%) and (8%) of the total number of graduates in 2021, respectively.
- 4. Saudi graduates achieved an employment rate of (41%) until 1 year after graduation,** of which (10%) were employed before graduation and are still on the job after graduation. Moreover, employment rate reached (14%) for graduates employed more than 12 months after graduation.
- 5. PhD graduates achieved the highest employment rate reaching (90%) until the end of 2022.** Of which, (43%) were employed before graduation and are still on the job after graduation. As for Bachelor degree graduates, the employment rate reached (31%) within 1 year after graduation, and (8%) for those employed before graduation and are still on the job after graduation.

Executive Summary

Report Findings:

6. Engineering, Manufacturing, and Construction specializations achieved the highest employment rate within the first 12 months after graduation, reaching (64%). As for Health and Welfare specializations, the overall employment rate reached (68%), of which (28%) were employed (12) months after graduation. Moreover, Business, Administration, and Law specializations recorded the highest employment rate for graduates who were employed before graduation and are still employed after graduation, reaching (14%), while the employment rate within the first 12 months after graduation reached (31%) for this specializations group.
7. The General Education Department for the Royal Commission in Jubail and King Fahd University of Petroleum and Minerals (KFUPM) achieved the highest employment rate within 1 year after graduation at (78%). This is followed by the Prince Mohammad Bin Fahd University and the University of Business and Technology which recorded employment rates of (63%) and (58%) within 1 year after graduation, respectively. Moreover, King Saud University and Princess Nourah bint Abdulrahman University recorded employment rates of (51%) and (47%) within the same period, respectively. As for the Saudi Electronic University, it achieved the highest percentage of Saudi graduates who were employed before graduation and are still on the job after graduation, at (44%).
8. Bachelor degree and Diploma graduates recorded an average wage of (5.4k) riyals for the first job after graduation. Engineering, Manufacturing, and Construction specializations and Health and Welfare specializations achieved the highest average wages compared to other specializations, with (6.8k) and (6.7k) riyals, respectively. This is followed by Information and Communication Technology specializations with an average wage of (6.3k) riyals.
9. The average waiting time to secure a job after graduation reached (274) days, or about (9) months, for Bachelor degree and Diploma graduates. Engineering, Manufacturing and Construction specializations recorded the shortest duration at (200) days, or about (7) months. Whereby Health and Welfare specializations recorded the longest duration at (320) days, or about (11) months, due to the post-graduation training requirements for these specializations

Introduction

The “Graduate Employment in The Saudi Labor Market” report presents the education and employment outcomes of graduates from different universities and educational institutions in the Kingdom of Saudi Arabia. Focusing on the demographic characteristics of graduates across diverse educational specializations, the report aims to offer data and insights on key indicators and to support strategic planning for the Saudi higher education system. Additionally, it aims to support supply/ demand foresight analysis.

Methodology

The report analyzes graduates’ data from (51) universities and colleges, including (27) public universities and educational institutions and (24) private universities and colleges. Additionally, it presents information on the employment rates after graduation, average wages and average waiting time to secure the first job after graduation.

The report focuses on graduates’ data for the year 2021 and tracks the integration of graduates into the Saudi labor market from the year of graduation until the end of 2022. The demographics data included in this report are derived from university records while employment data for the public and private sectors is provided by the Ministry of Human Resources and Social Development (MHRSD) and the General Organization for Social Insurance (GOSI) and excludes the military sector.

Indicators

The report covers various indicators as follows:

Number of graduates: the number of university graduates based on their education degrees and according to the graduation year (which is based on each university-specific calendar).

Employment rate: the percentage of graduates that are either registered as private sector employees in the GOSI database or are employed in the public sector and are registered within the MHRSD database.

The report categorizes the employment rates as follows:

1. Graduates employed within 1 year after graduation.
2. Graduates employed 12 months after graduation.
3. Graduates who were employed before graduation and are still on the job after graduation.

Average Wages: Average wages (in Saudi Riyals) for the first job after graduation.

Average waiting time: Average duration between the graduation date and the date of securing the first job after graduation.

List of Universities and Data Quality Measurement Index

#	University Name	Quality Percentage	University Type	Notes
1	General Education Department for the Royal Commission in Jubail	100%	Public	
2	Islamic University	96%	Public	Data not available
3	Saudi Electronic University	100%	Public	
4	Imam Abdulrahman Bin Faisal University	99%	Public	
5	Imam Mohammad Ibn Saud Islamic University	96%	Public	Data not available
6	University of Business and Technology	100%	Private	
7	Prince Sattam bin Abdulaziz University	100%	Public	
8	Prince Mohammad Bin Fahd University	100%	Private	
9	Prince Muqrin bin Abdulaziz University	94%	Private	
10	Princess Nourah bint Abdulrahman University	100%	Public	
11	Al-Baha University	100%	Public	
12	Al Jouf University	100%	Public	
13	Northern Border University	98%	Public	
14	Taif University	100%	Public	
15	Alfaisal University	100%	Private	
16	Qassim University	98%	Public	
17	Majmaah University	100%	Public	
18	Almaarefa University	100%	Private	
19	King Khalid University	100%	Public	
20	King Saud University	97%	Public	
21	King Saud bin Abdulaziz University for Health Sciences	100%	Public	
22	King Abdulaziz University	100%	Public	
23	King Fahd University of Petroleum and Minerals	85%	Public	
24	King Faisal University	63%	Public	
25	Al-Yamamah University	100%	Private	
26	Umm Al-Qura University	100%	Public	
27	University of Bisha	96%	Public	
28	University of Tabuk	100%	Public	
29	Jazan University	100%	Public	

- Data on the graduates of (27) public universities and educational institutions and (28) private universities and colleges were available. The data of the remaining universities has not yet become available. According to the Ministry of Education website, there are (29) public universities and (38) private universities and colleges.
- For more information on universities and data quality indices, please reach out through NLO website: nlo.gov.sa

List of Universities and Data Quality Measurement Index

#	University Name	Quality Percentage	University Type	Notes
33	Dar Al-Hekma University	100%	Private	
34	Dar Al-Uloom University	89%	Private	
35	Sulaiman Al Rajhi University	96%	Public	
36	Shaqra University	100%	Public	
37	Taibah University	100%	Public	
38	Effat University	100%	Private	
39	Fahd Bin Sultan University	100%	Private	
40	Najran University	100%	Public	
41	Riyadh Elm University	88%	Private	
42	Vision College	100%	Private	
43	Al-Rayan Colleges	100%	Private	
44	Al Ghad International Colleges	100%	Private	
45	Onaizah Colleges	100%	Private	
46	Royal Commission for Yanbu Colleges & Institutes	100%	Public	
47	Alasala College	99%	Private	
48	Batterjee Medical College	100%	Private	
49	Ibn Sina National College For Medical Studies	100%	Private	
50	Buraydah Private Colleges	100%	Private	
51	Jeddah International College	94%	Private	
52	Fakeeh College for Medical Sciences	98%	Private	
53	Mohammed Al-Mana College for Medical Sciences	100%	Private	
54	Prince Sultan University		Private	
55	Gulf Colleges		Private	Data not available
56	Arab East Colleges		Private	Data not available
57	Ibn Rushd Colleges		Private	Data not available
58	Al-Reyadah College of Health Sciences		Private	Data not available
59	College Medical Care		Private	Data not available
60	Arab Open University		Private	Data not available
61	Future university		Private	Data not available
62	Al Baha Private College of Science		Private	Data not available
63	Saad College of Nursing and Health Sciences		Private	Data not available
64	North College of Nursing		Private	Data not available
65	Al-Fayhaa College		Private	Data not available
66	ALMoosa College of Health Science		Private	Data not available
67	Vision Colleges in Riyadh		Private	Data not available

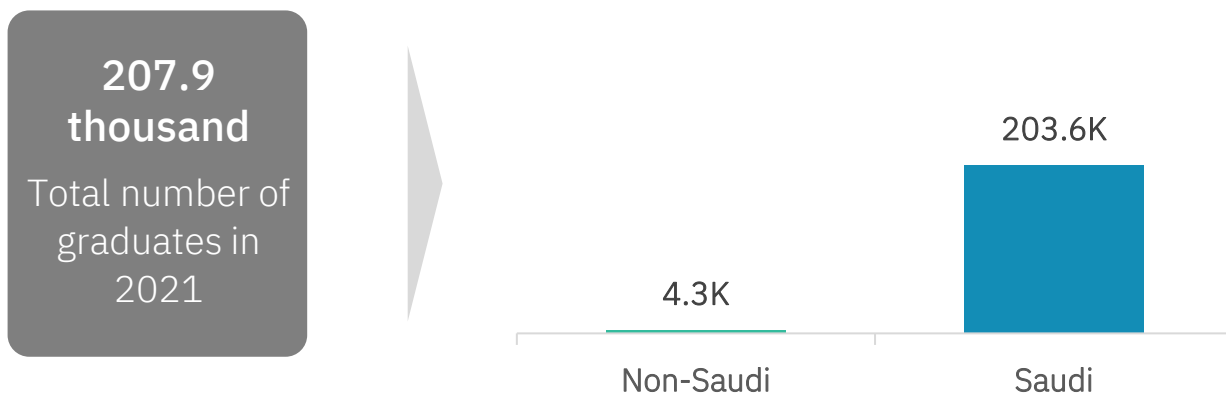
- Data on the graduates of (27) public universities and educational institutions and (28) private universities and colleges were available. The data of the remaining universities has not yet become available. According to the Ministry of Education website, there are (29) public universities and (38) private universities and colleges.
- For more information on universities and data quality indices, please reach out through NLO website: nlo.gov.sa

Graduates Data

The total number of graduates, from the (51) Saudi universities covered in this report, reached (207.9K) in 2021. Of which, (203.6K) graduates, or 98%, were Saudis, while (4.3K) were non-Saudis, making up (2%) of total graduates, as shown in Figure (1).

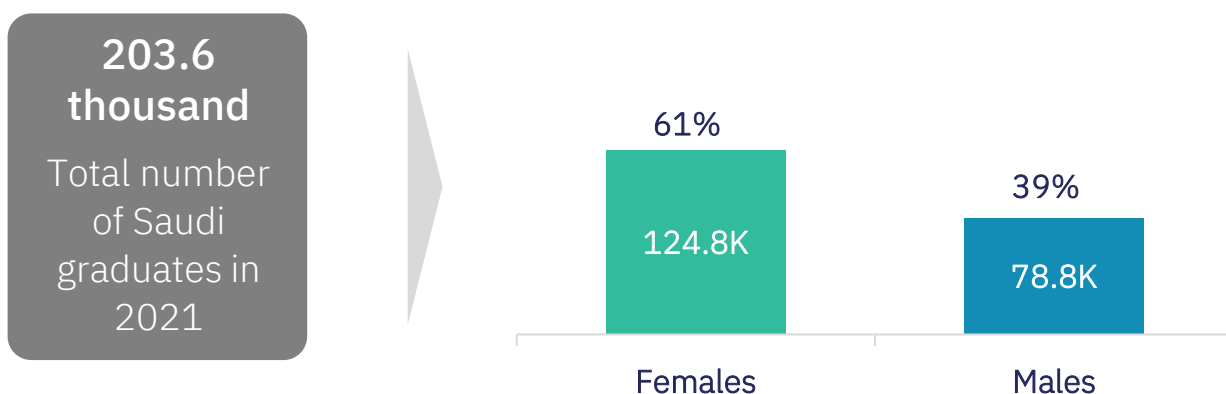
This report focuses on Saudi graduates to track and analyze their integration into the Saudi labor market.

Figure (1): Number of graduates by nationality | 2021



Source: Graduates data from universities.

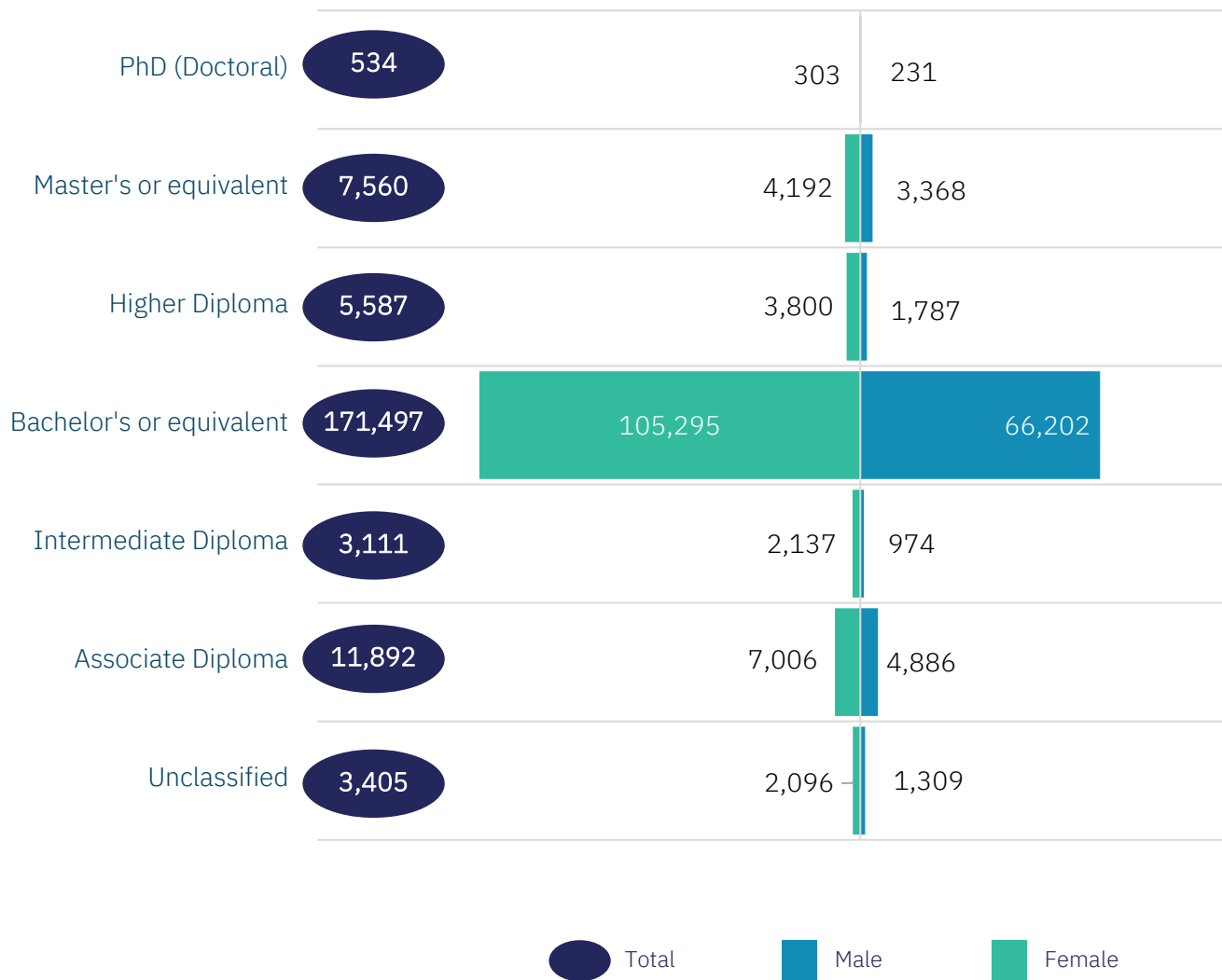
Figure (2): Number of Saudi graduates by gender² | 2021



Source: Graduates data from universities.

Females¹ accounted for the majority of Saudi graduates in 2021, reaching (61%), compared to (39%) for Saudi male graduates, as shown in Figure (2).

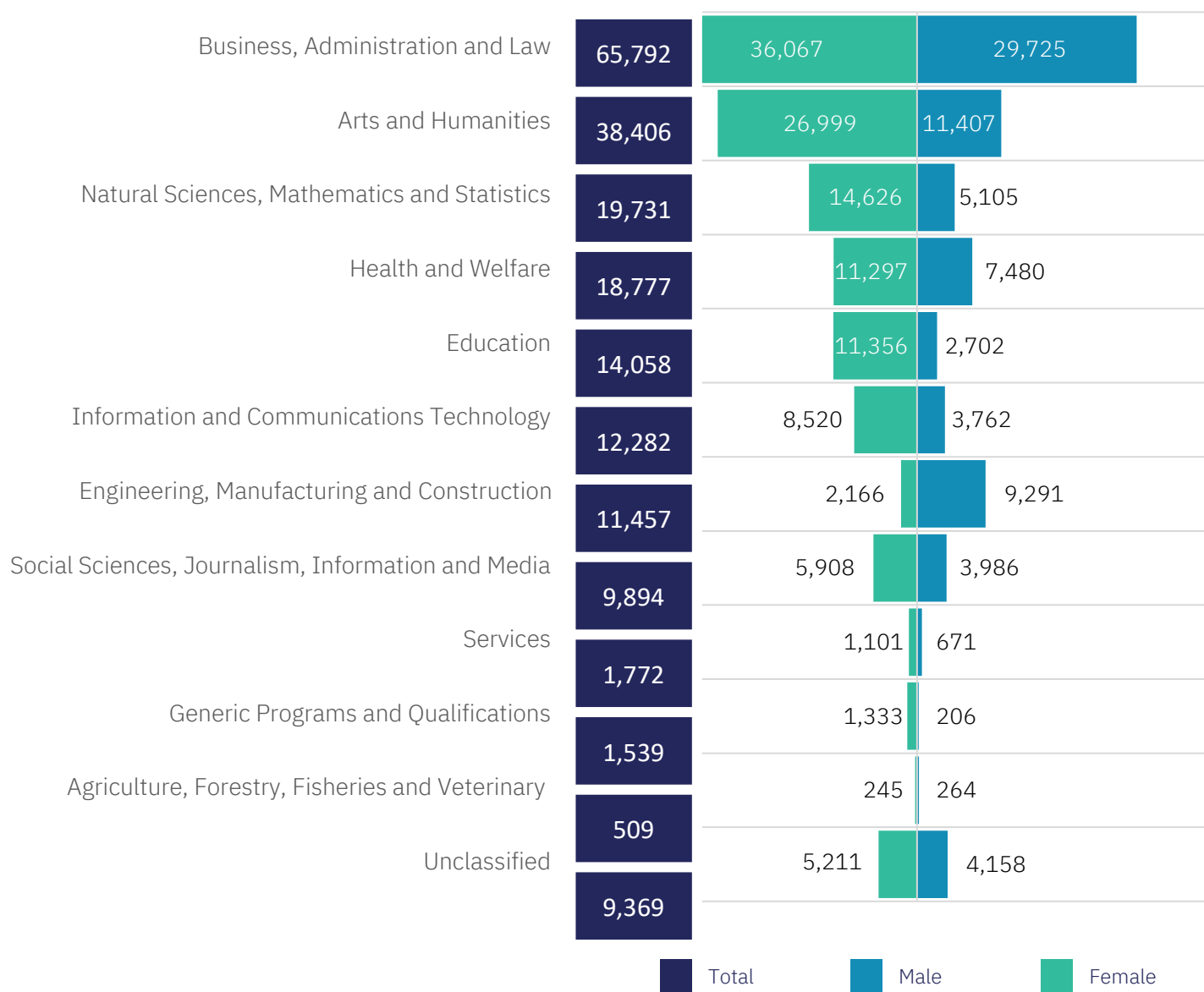
Figure (3): Number of Saudi graduates by gender and educational qualification | 2021



Source: Graduates data from universities.
 The Saudi Standard Classification of Educational Levels and Specializations (ISCED).
 Unclassified means that some universities have not classified all their qualifications according to (ISCED).

Bachelor degrees were the predominant educational qualification attained by Saudi graduates in 2021, totaling around (171k) graduates or (84%) of the total number of graduates. Moreover, the number of Saudi female graduates holding Bachelor degrees exceeded that of Saudi male graduates, with approximately (105k) female graduates compared to (66k) male graduates.

Figure (4): Number of Saudi graduates by gender and main educational specializations | 2021



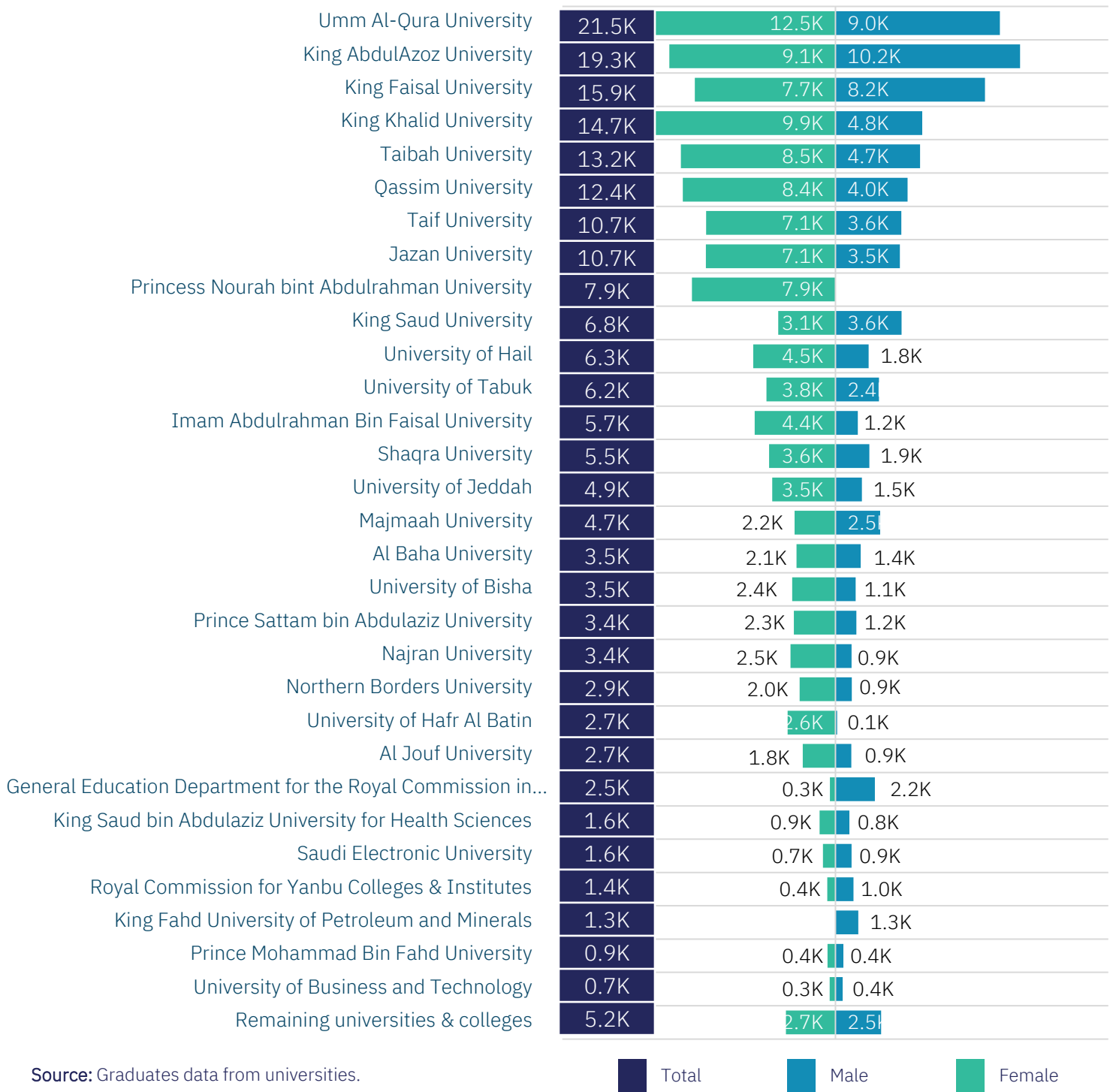
Source: Graduates data from universities

Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED

Unclassified means that some universities have not classified all their qualifications according to (ISCED).

Business, Administration, and Law specializations recorded (65,792) graduates in 2021, the highest among all specializations. This is followed by Arts and Humanities with (38,406) graduates, Natural Sciences, Mathematics, and Statistics specializations with (19,731) graduates, Health and Welfare specializations with (18,777) graduates, and Education specializations with (14,058) graduates. Moreover, the highest number of male graduates was also recorded within the Business, Administration, and Law specializations, which accounted for (38%) of the total male graduates, followed by Arts and Humanities specializations which accounted for (14%) of male graduates, and Engineering, Manufacturing, and Construction specializations accounting for (12%) of male graduates. As for female graduates, Business, Administration and Law specializations represented the highest proportion, accounting for (29%) of female graduates, followed by Arts and Humanities specializations which accounted for (22%) of total female graduates.

Figure (5): Number of Saudi graduates by gender and university | 2021



Source: Graduates data from universities.

Umm Al-Qura University recorded the highest number of Saudi graduates in 2021, with (21.5k) graduates, followed by King Abdul Aziz University with (19.3k) graduates. King Abdul Aziz University also recorded the highest number of male graduates, accounting for (13%) of total male graduates, followed by Umm Al-Qura University with (11%), King Faisal University with (10%), and King Khaled University and Taibah University with (6%) of male graduates. As for female graduates, Umm Al-Qura University recorded the highest number, accounting for (11%) of female graduates, followed by King Abdul Aziz University with (9%), King Faisal University (8%) and King Khaled University with (7%) of total Saudi female graduates.

Employment Rates

(41%) of Saudi graduates were employed until 1 year after their graduation date, of which (10%) were employed before graduation and are still on the job after graduation. Moreover, the employment rate for Saudi graduates employed 12 months after graduation reached (14%) until the end of 2022, as shown in Figure (6).

Figure (6): Employment rate of Saudi graduates by gender



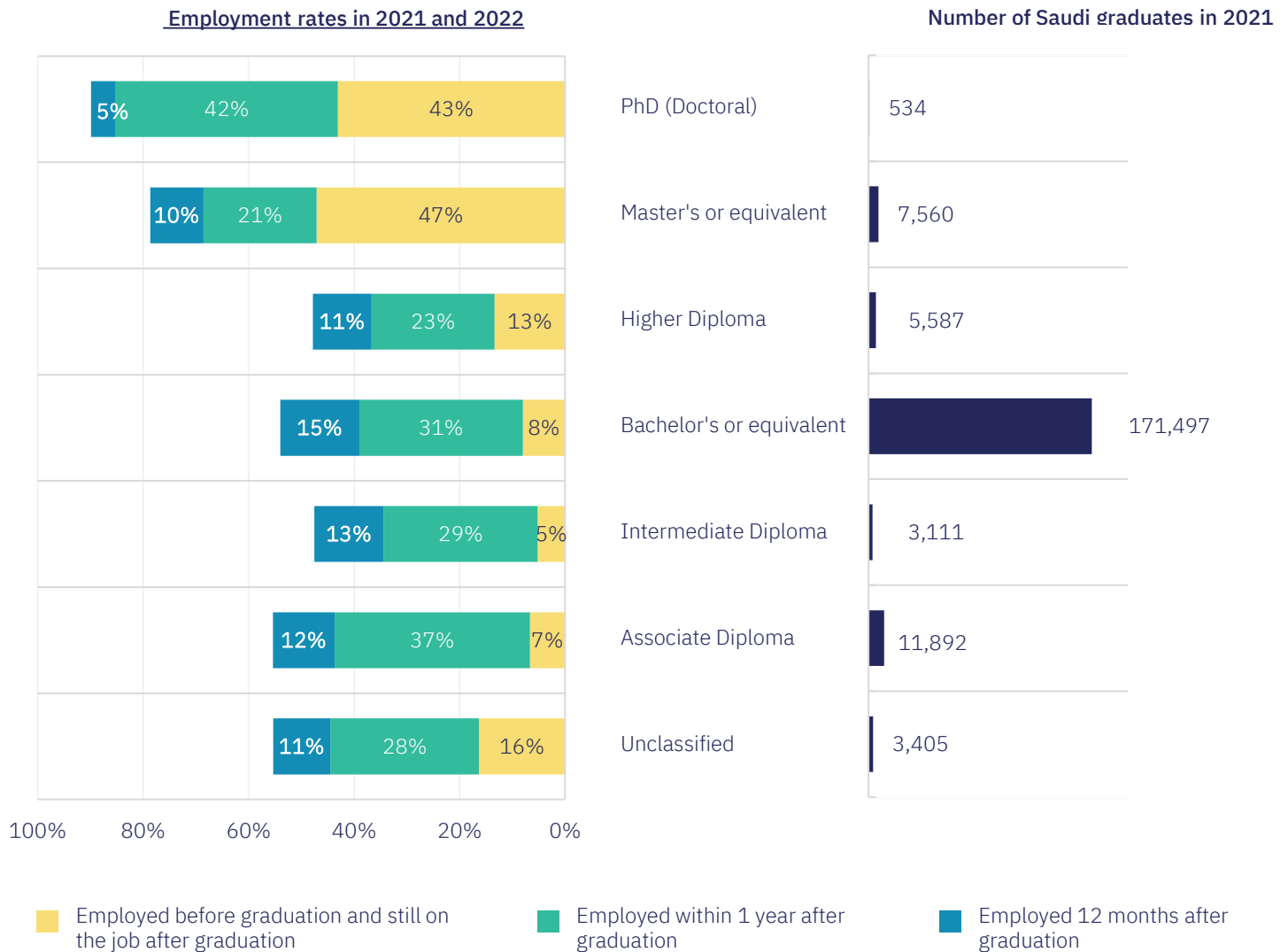
2021 graduates and 2021-2022 employees - arranged based on the highest number of graduates

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.

Saudi male graduates achieved a higher employment rate within 1 year after graduation as compared to Saudi females. Whereby Saudi males achieved (42%) employment rate within 1 year after graduation compared to (24%) for Saudi female graduates.

Education Degrees

Figure (7): Number of graduates and employment rate by education degrees



2021 graduates and 2021-2022 employees

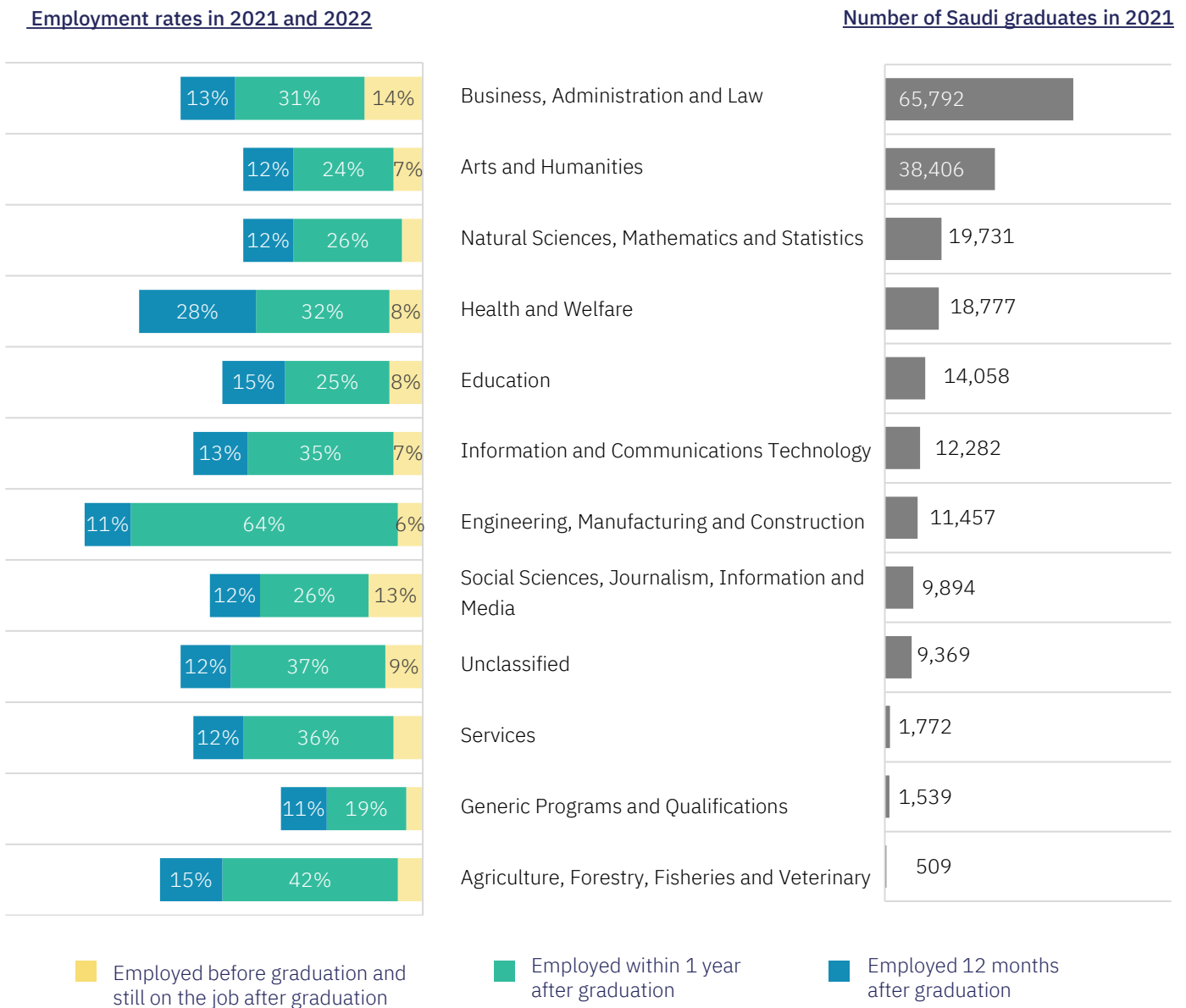
Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data. Unclassified means that some universities have not classified all their qualifications according to (ISCED).

PhD graduates achieved the highest employment rate, reaching (90%). Of which, (43%) were employed before graduation and are still on the job after graduation. Moreover, employment rate for PhD graduates reached (42%) within one year after graduation.

Bachelor degree graduates, who represented the majority of graduates in 2021, recorded an employment rate of (31%) within one year after graduation. As for Master degree graduates, the employment rate reached (21%) within one year after graduation, while (47%) of Master degree graduates were already employed before graduation and are still on the job after graduation.

Main Educational Specializations

Figure (8): Number of graduates and employment rate by main educational specialization



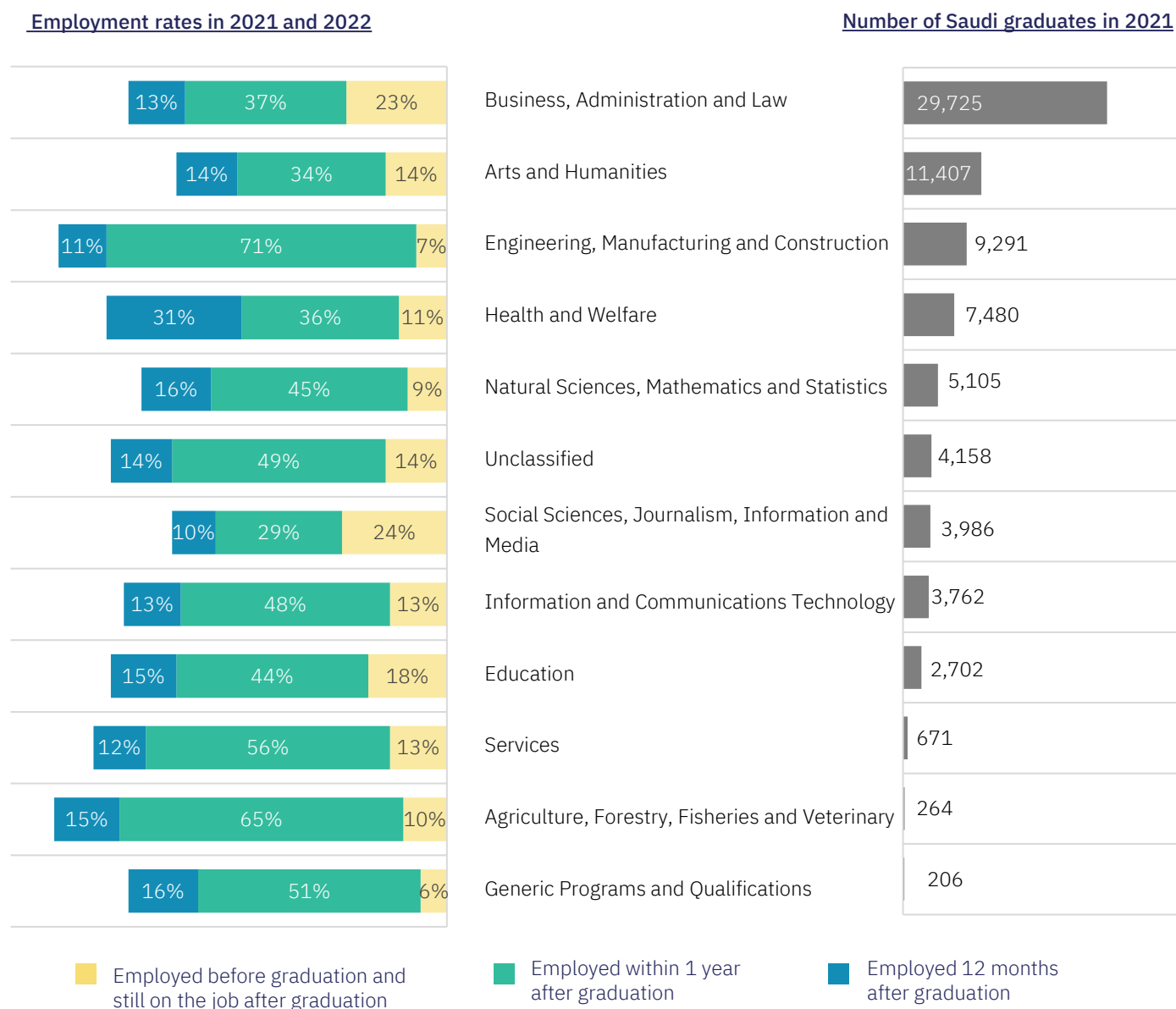
2021 graduates and 2021-2022 employees - arranged based on the highest number of graduates

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED

Engineering, Manufacturing, and Construction specializations achieved the highest overall employment rate, reaching (82%), of which (64%), or around (7.3k) graduates, secured a job within 1 year after graduation. This is followed by Health and Welfare specializations with an employment rate of (68%), of which (28%) were employed (12) months after graduation. The high employment rate recorded (12) months after graduation for health and welfare specializations is due to the post-graduation training requirements for these specializations. As for Business, Administration, and Law specializations which recorded the highest number of graduates, the employment rate within 1 year after graduation reached (31%) or around (20k) graduates, whereas overall employment rate reached (58%) until the end of 2022.

Main Educational Specializations

Figure (9): Number of graduates and employment rate for Saudi male graduates by main educational specialization



2021 graduates and 2021-2022 employees - arranged based on the highest number of graduates

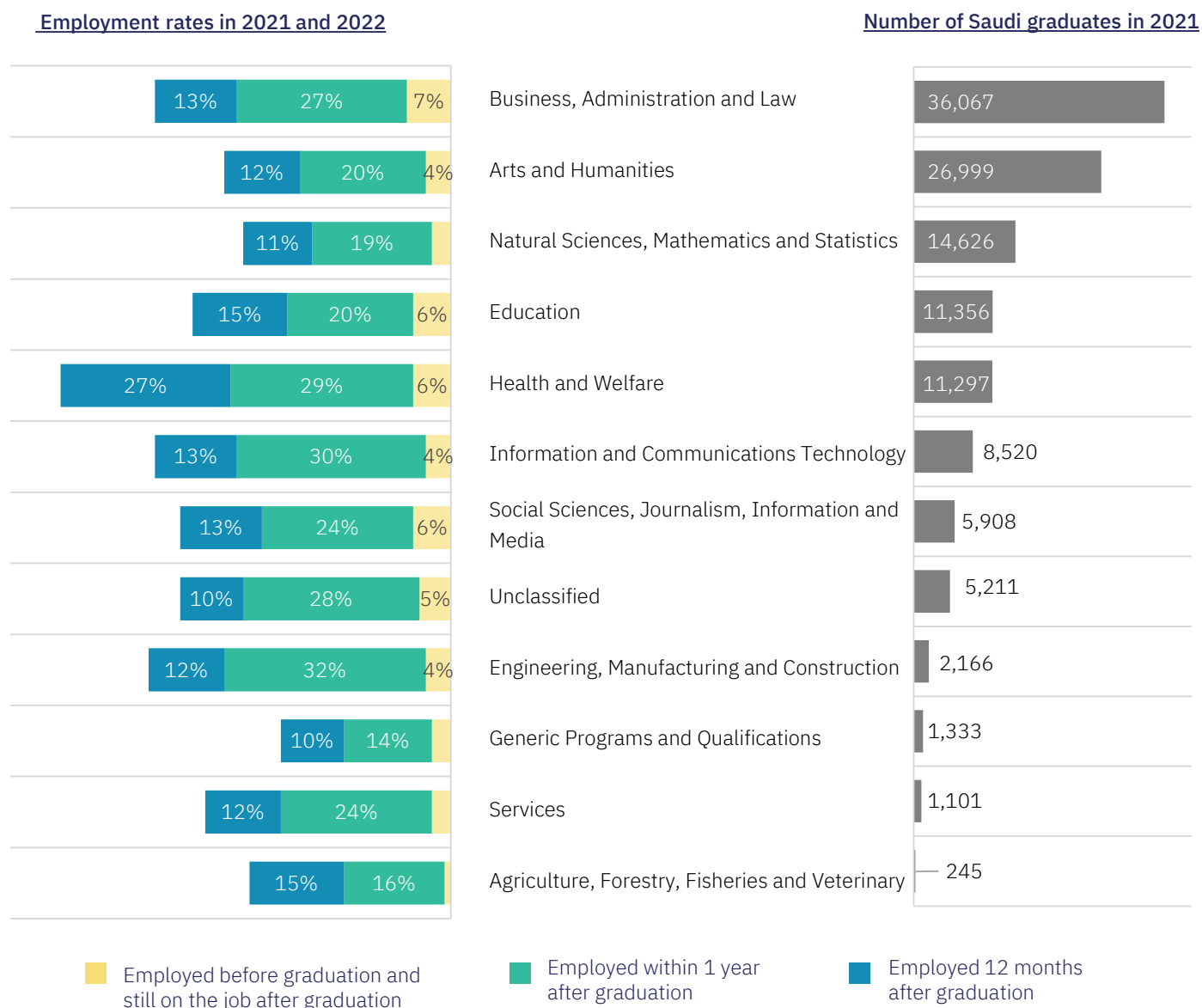
Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED
Unclassified means that some universities have not classified all their qualifications according to (ISCED).

Engineering, Manufacturing, and Construction specializations achieved the highest employment rate among male graduates in 2021-2022, reaching (90%). Of which (71%), or around (6.6k) graduates were employed within the first year after graduation.

As for Business, Administration and Law specializations, which recorded the highest number of graduates in 2021, the employment rate reached (36%) within the first year after graduation. This represents approximately (10.8k) employed graduates out of a total of (29.7k) male graduates and includes (23%) who were already employed before graduation and are still employed after graduation.

Main Educational Specializations

Figure (10): Number of graduates and employment rate for Saudi female graduates by main educational specialization



2021 graduates and 2021-2022 employees - arranged based on the highest number of graduates

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED
 Unclassified means that some universities have not classified all their qualifications according to (ISCED).

Health and Welfare specializations recorded the highest overall employment rate among female graduates, reaching (62%). Most of these graduates were employed one year after graduation, primarily due to the training requirements of the Saudi Commission for Health Specialties. As for Business, Administration and Law specializations which achieved the highest number of females graduates, the employment rate within 1 year after graduation reached (27%) or around (9.6k) females employed out of (36k) female graduates, and this includes (7%) who were already employed before graduation and are still on the job after graduation. Moreover, the Natural Sciences, Mathematics, and Statistics specializations, Education specializations, and Arts and Humanities specializations recorded lower employment rates within 1 year after graduation reaching around (20%), which represents (2.8k), (2.3k) and (5.4k) employed females graduates

Detailed Educational Specializations

Table (2): Number of graduates and employment rate for Saudi graduates by detailed educational specialization

#	Detailed-field education specializations	Number of graduates	Employed before graduation and still on the job after graduation	Employed within 1 year after graduation	Employed 12 months after graduation	Total employment rate
1 Business, Administration and Law						
1	Management & Administration	36,191	19%	26%	12%	56%
2	Law	12,965	10%	34%	15%	59%
3	Accounting and Taxation	7,356	5%	45%	11%	62%
4	Marketing and Advertising	3,985	9%	35%	13%	57%
5	Finance, Banking & Insurance	3,915	6%	44%	14%	64%
6	Secretarial and Office Work	1,230	6%	25%	10%	41%
7	Wholesale and Retail Sales	77	12%	38%	16%	66%
2 Arts and Humanities						
1	Religion and Theology	14,964	8%	22%	11%	41%
2	Language Acquisition	11,011	8%	29%	14%	51%
3	Literature and Linguistics	8,738	5%	20%	12%	37%
4	History and Archaeology	1,862	7%	25%	12%	44%
5	Fashion, Interior and Industrial Design	1,132	4%	35%	16%	56%
6	Audio-Visual Techniques and Media Production	411	6%	50%	13%	69%
7	Fine Arts	279	5%	27%	18%	51%
3 Natural Sciences, Mathematics And Statistics						
1	Mathematics	4,845	4%	27%	14%	45%
2	Biology	4,451	4%	25%	11%	40%
3	Chemistry	4,277	4%	25%	12%	41%
4	Physics	2,845	4%	23%	11%	38%
5	Earth Sciences	2,113	6%	28%	13%	48%
6	Biochemistry	839	13%	27%	10%	50%
7	Statistics	261	7%	42%	18%	66%
8	Environmental Sciences	72	28%	36%	17%	81%

■ <10%
 ■ ≥ 10%, < 30%
 ■ ≥ 30%, < 50%
 ■ ≥ 50%

Detailed Educational Specializations

#	Detailed-field education specializations	Number of graduates	Employed before graduation and still on the job after graduation	Employed within 1 year after graduation	Employed 12 months after graduation	Total employment rate
4	Health and Welfare					
1	Medicine	3,837	6%	24%	48%	78%
2	Social Work and Counselling	2,848	12%	32%	15%	59%
3	Nursing and Midwifery	2,776	10%	28%	35%	74%
4	Therapy and Rehabilitation	2,666	6%	26%	29%	60%
5	Medical Diagnostic And Treatment Technology	2,300	6%	28%	24%	58%
6	Pharmacy	2,114	7%	66%	12%	85%
7	Dental Studies	1,670	11%	23%	25%	59%
8	Child Care and Youth Services	203	5%	17%	15%	38%
5	Education					
1	Teacher Training With Subject Specialization	5,898	5%	28%	16%	49%
2	Training For Pre-School Teachers	3,569	2%	19%	15%	37%
3	Education Science	2,286	23%	20%	10%	53%
4	Teacher Training Without Subject Specialization	2,283	10%	30%	17%	57%
6	Engineering, Manufacturing And Construction					
1	Mechanics and Metal Trades	2,671	4%	75%	10%	89%
2	Electricity and Energy	1,507	9%	71%	10%	91%
3	Electronics and Automation	1,438	5%	59%	13%	76%
4	Building and Civil Engineering	1,172	4%	82%	9%	95%
5	Food Processing	1,128	5%	25%	13%	42%
6	Chemical Engineering and Processes	902	6%	67%	11%	84%
7	الهندسة العمارة وتخطيط المدن	897	7%	73%	11%	90%
8	Textiles (Clothes, Footwear and Leather)	321	4%	21%	7%	32%
9	Motor Vehicles, Ships and Aircraft	50	2%	52%	28%	82%
10	Environmental Protection Technology	32	9%	75%	13%	97%
11	Others	1,339	14%	59%	16%	89%

■ <10%
■ ≥ 10%, < 30%
■ ≥ 30%, < 50%
■ ≥ 50%

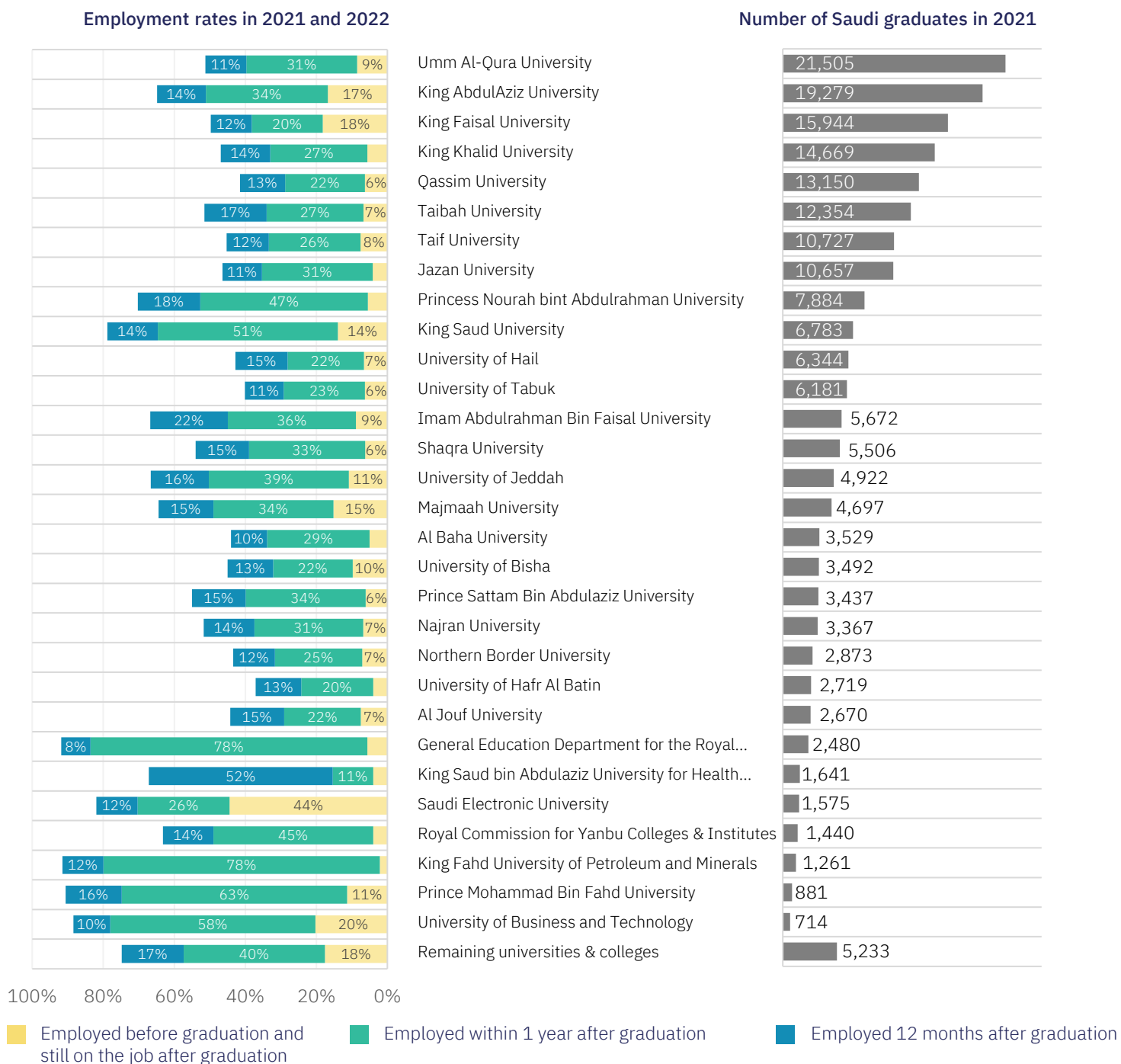
Detailed Educational Specializations

#	Detailed-field education specializations	Number of graduates	Employed before graduation and still on the job after graduation	Employed within 1 year after graduation	Employed 12 months after graduation	Total employment rate
7	Information and Communication Technologies (ICTs)					
1	Software and Applications Development and Analysis	10,178	6%	36%	13%	54%
2	Database and Network Design and Administration	1,246	12%	36%	13%	61%
3	Others	858	12%	30%	13%	55%
8	Social Sciences, Journalism and Information					
1	Journalism and Reporting	3,150	20%	25%	11%	56%
2	Sociology and Cultural Studies	2,501	13%	24%	11%	48%
3	Psychology	2,340	11%	23%	13%	48%
4	Library, Information and Archival Studies	983	6%	32%	12%	50%
5	Economics	756	5%	36%	14%	55%
6	Political Sciences and Civics	164	16%	40%	15%	71%
9	Services					
1	Travel, Tourism and Leisure	674	6%	47%	11%	65%
2	Domestic Services	553	3%	15%	12%	30%
3	Hotel, Restaurants and Catering	252	6%	47%	9%	62%
4	Sports	140	12%	32%	16%	61%
5	Occupational Health and Safety	74	45%	34%	9%	88%
6	Transport Services	64	6%	67%	20%	94%
10	Agriculture, Forestry, Fisheries And Veterinary					
1	Crop and Livestock Production	395	4%	33%	15%	53%
2	Veterinary	90	9%	72%	13%	94%
3	Fisheries	14	14%	64%	14%	93%

■ <10%
 ■ ≥ 10%, < 30%
 ■ ≥ 30%, < 50%
 ■ ≥ 50%

Universities and Colleges

Figure (11): Number of graduates and employment rate by university and college



2021 graduates and 2021-2022 employees - arranged according to the highest number of graduates

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.

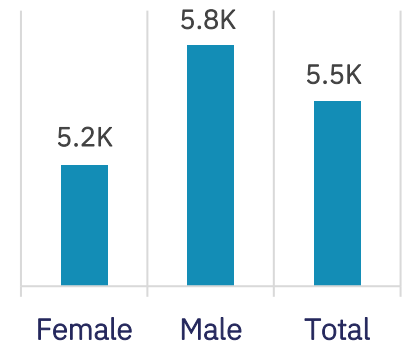
The General Education Department for the Royal Commission in Jubail and King Fahd University of Petroleum and Minerals achieved the highest employment rate within 1 year after graduation at (78%). This is followed by Prince Mohammad Bin Fahd University at (63%), University of Business and Technology at (58%), King Saud University at (51%) and Princess Nourah bint Abdulrahman University at (47%). The Saudi Electronic University achieved the highest employment rate for graduates employed before graduation and who are still on the job after graduation, at (44%)

As for Umm Al-Qura University, which recorded the highest number of Saudi graduates at (21.5k), the overall employment rate reached (51%), of which (31%) were employed within 1 year after graduation.

Average Wages for the First Job within One Year after Graduation

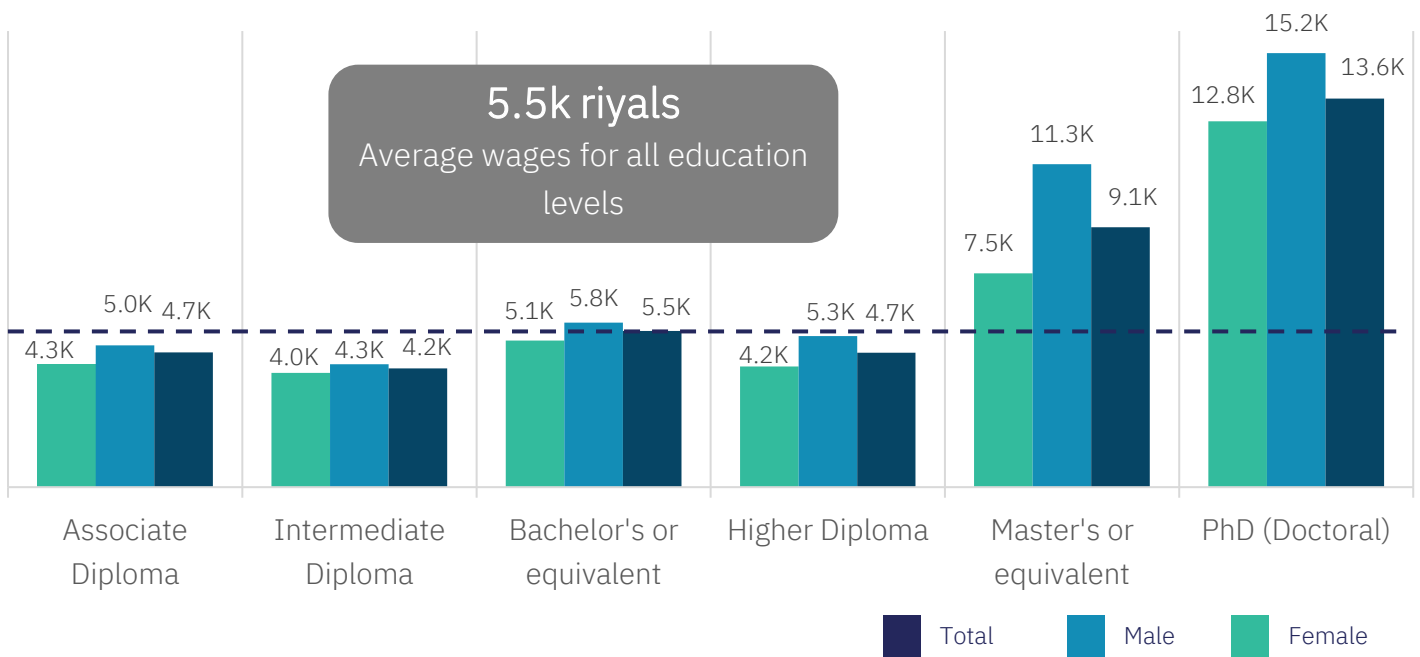
Figure (13): Average wages for the first job within a year after graduation by gender

The overall average wages for Saudi graduates across all universities in 2021 amounted to (5.5k) riyals. Male graduates earned a higher average wage of (5.8k) riyals, compared to (5.2k) riyals for female graduates.



2021 graduates who were employed within a year after graduation

Figure (14): Average wages by gender and education level



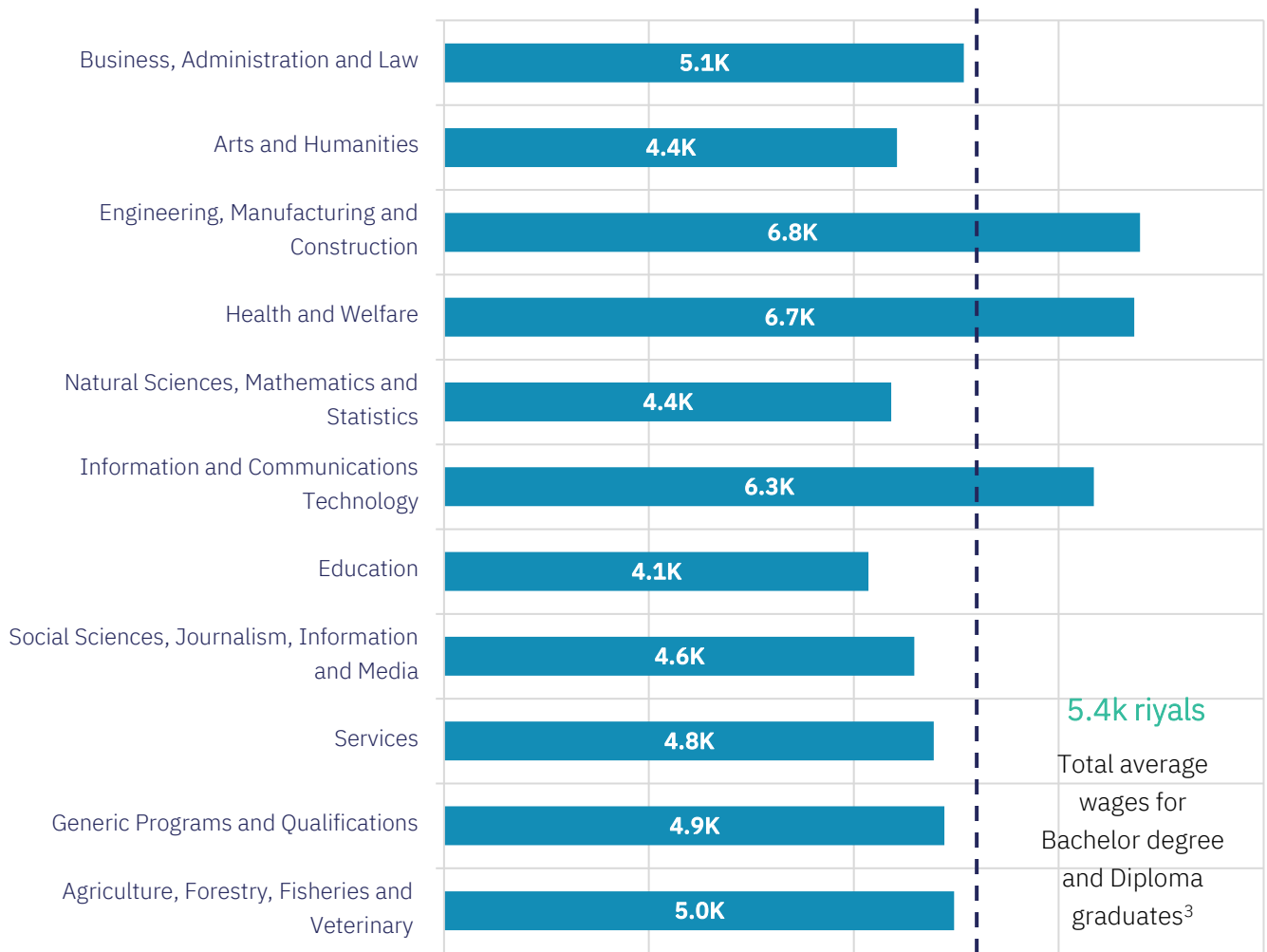
2021 graduates who were employed within a year after graduation

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.

PhD male and female graduates achieved the highest average wages, followed by Master degree graduates. It is worth highlighting that the average wages for Associate Diploma male graduates were higher than the average wages for Intermediate Diploma male graduates. Moreover, Associate Diploma graduates achieved similar average wages between male and female graduates

Bachelor degree graduates recorded an average wage of (5.48k) riyals, almost equal to the total average wage across all education levels.

Figure (15): Average wages for Bachelor degree and Diploma graduates by main educational specialization



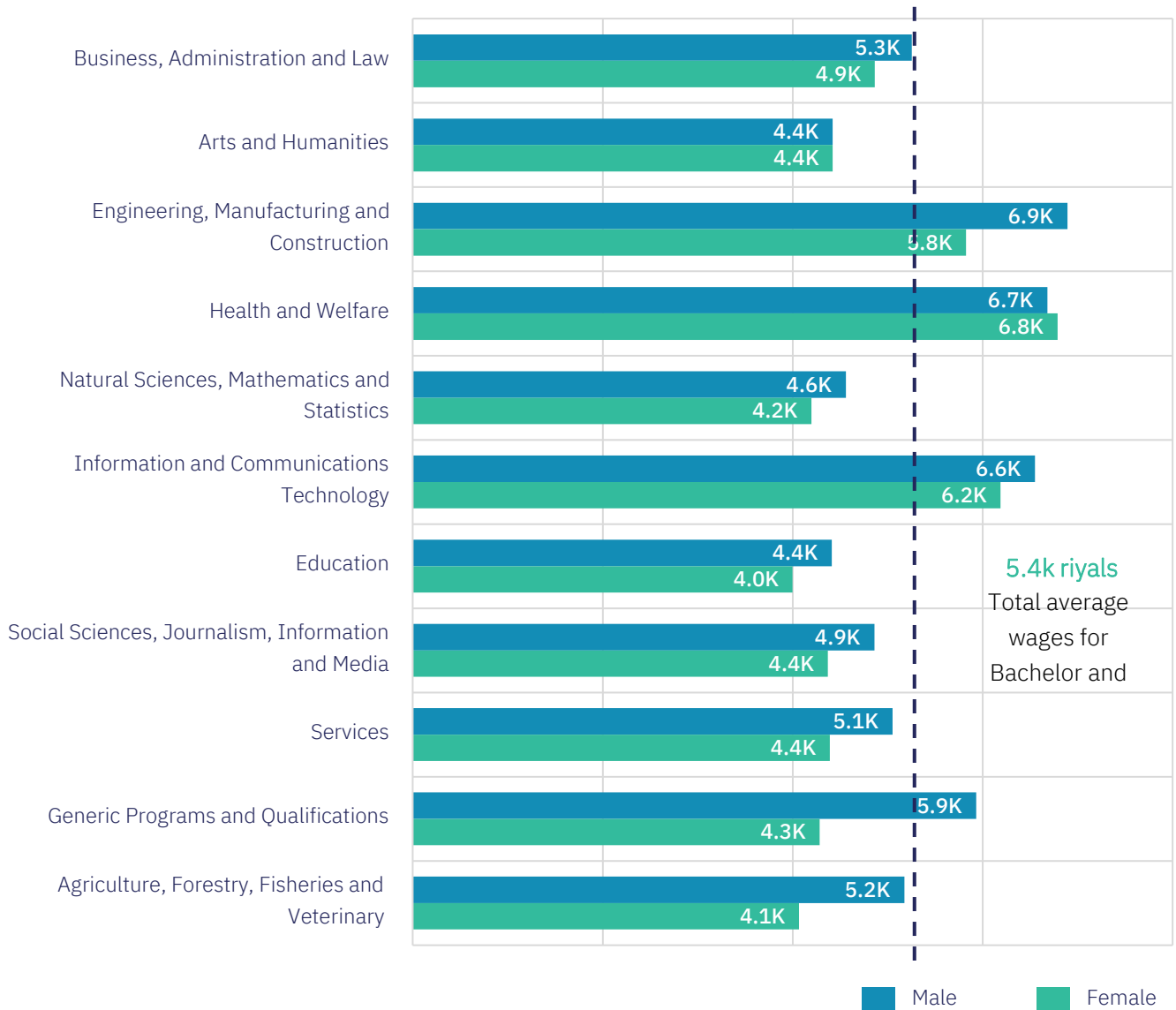
2021 graduates who were employed within a year after graduation

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
 Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED

Engineering, Manufacturing and Construction graduates achieved the highest average wages at (6.8k) riyals, followed by Health and Welfare graduates at (6.7k) riyals, and Information and Communication Technology graduates at (6.3k) riyals. While the lowest average wages were observed among graduates in Education specializations at (4.1k) riyals.

³ Diploma graduates covers all diploma degrees (associate diploma, intermediate diploma, and higher diploma)

Figure (16): Average wages for Bachelor degree and Diploma graduates by gender and main educational specialization



2021 graduates who were employed within a year after graduation

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED

The highest average wages for Bachelor degree and Diploma male graduates were recorded within Engineering, Manufacturing and Construction specializations at (6.9k) riyals, followed by Health and Welfare specialization at (6.7k) riyals, and Information and Communication Technology at (6.6k) riyals.

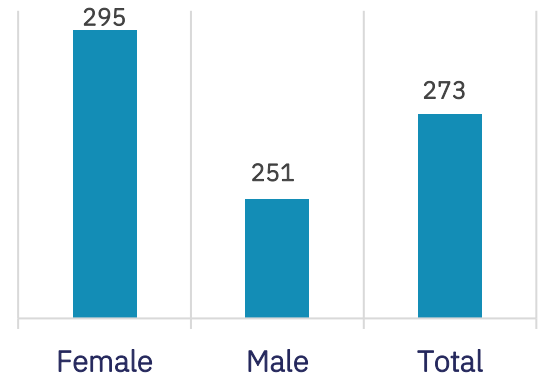
As for female graduates, the highest average wages for Bachelor degree and Diploma graduates were recorded in Health and Welfare specializations at (6.8k) riyals, followed by Information and Communication Technology at (6.2k) riyals.

Education specializations recorded the lowest average wages for male and female graduates holding Bachelor degrees or Diplomas, reaching (4.4k) riyals for male graduates and (4k) riyals for female graduates.

Average Waiting Time to Secure the First Job After Graduation

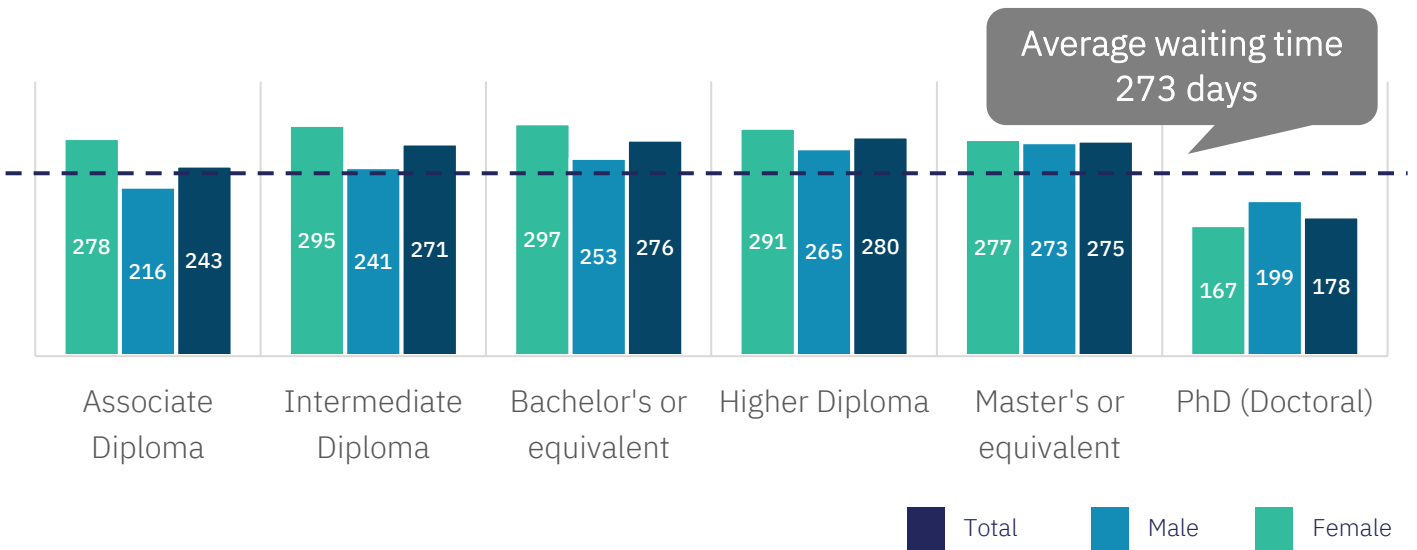
Figure (19): Average waiting time by gender

The average waiting time between graduation and securing the first job was approximately (273) days, roughly equivalent to (9) months for all graduates. Notably, Saudi males experienced a shorter waiting time compared to their female counterparts, with an average of (251) days, or about (8) months for males, compared to (295) days or around (10) months for females.



2021 graduates who were employed within a year after graduation

Figure (20): Average waiting time in days by gender and educational level



2021 graduates and 2021-2022 after graduation employees

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.

Male PhD graduates experienced the shortest waiting time to secure their first job after graduation, averaging (199) days, or around (7) months. This is followed by Associate Diploma graduates with (216) days, and Intermediate Diploma graduates with (241) days. As for female graduates, PhD degree holders experienced the shortest waiting time, averaging (167) days, or around (6) months, followed by Master degree graduates with an average waiting time of (277) days or around (9) months.

Figure (21): Average waiting days for Bachelor degree and Diploma graduates by main educational specialization



2021 graduates and 2021-2022 after graduation employees

Source: GOSI, Ministry of Human Resources, and data on graduates from universities, excluding the military sector data.
 Specialization Classification: Saudi Standard Classification of Educational Levels and Specializations - Broad Field ISCED

Graduates specializing in Health and Welfare experienced the longest waiting time to secure their first job after graduation, averaging (320) days, or around (11) months. This long waiting time is due to the health education system requirements for students to complete a training period after graduation and before employment. On the other hand, graduates specializing in Engineering, Manufacturing, and Construction recorded the shortest waiting time to secure their first job, averaging (200) days, or around (7) months.

References

1. Graduate data received public and private universities
2. Private sector employment data provided by the General Organization for Social Insurance (GOSI)
3. Public sector employment data provided by the Ministry of Human Resources and Social Development (MHRSD)
4. Saudi Standard Classification of Educational Levels and Specializations

Annex

Details of data quality percentages for each element at each university:

University	Specializations	Types	Academic Degree	college	GPA	Graduation Date	Graduation date (day-month-year)	academic achievement	National ID	Graduation Semester	Education system	Total
1 General Education Department for the Royal Commission in Jubail	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
2 Saudi Electronic University	100%	100%	100%	100%	100%	95%	0%	89%	100%	100%	100%	99%
3 University of Business and Technology	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
4 Imam Abdulrahman Bin Faisal University	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
5 Prince Sattam Bin Abdulaziz University	90%	100%	98%	92%	100%	100%	0%	100%	100%	100%	100%	98%
6 Princess Nourah bint Abdulrahman University	99%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
7 University of Al Baha	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
8 Al Jouf University	80%	100%	50%	72%	100%	0%	100%	0%	100%	0%	0%	70%
9 Northern Border University	88%	100%	85%	85%	100%	100%	0%	82%	100%	100%	100%	95%
10 Taif University	96%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
11 Qassim University	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
12 Majmaah University	72%	100%	50%	100%	100%	50%	0%	100%	100%	99%	91%	87%
13 Almaarefa university	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
14 King Khalid University	98%	100%	100%	100%	100%	100%	0%	100%	100%	100%	99%	100%
15 King Saud University	98%	100%	100%	100%	100%	96%	0%	100%	100%	100%	100%	99%
16 King Saud bin Abdulaziz University for Health Sciences	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
17 King Abdulaziz University	88%	100%	94%	82%	100%	0%	100%	0%	100%	0%	0%	76%
18 King Fahd University of Petroleum and Minerals	53%	100%	50%	50%	100%	0%	100%	0%	100%	0%	0%	65%
19 King Faisal University	73%	100%	67%	99%	100%	0%	100%	0%	100%	0%	0%	74%
20 Bisha University	98%	100%	89%	76%	100%	100%	0%	100%	100%	100%	97%	96%
21 Tabuk University	100%	100%	100%	99%	100%	100%	0%	100%	100%	100%	100%	100%
22 Jazan University	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	99%	100%
23 Jeddah University	87%	100%	100%	86%	100%	100%	0%	100%	100%	100%	100%	98%
24 Hail University	74%	100%	97%	88%	100%	100%	0%	83%	100%	100%	100%	95%
25 University of Hafr Al-Batin	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
26 Dar Al-Hekma University	50%	100%	100%	72%	100%	0%	100%	0%	100%	0%	0%	72%
27 Dar Al-Uloom University	87%	50%	50%	68%	100%	0%	100%	0%	100%	0%	0%	65%
28 Shaqra Univer	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
29 Taibah University	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
30 Najran University	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
31 Rayan Colleges	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%
32 Onaizah Private Colleges	100%	100%	100%	100%	100%	100%	0%	100%	100%	100%	100%	100%

- For more information on universities and data quality indices, please reach out through NLO website: nlo.gov.sa

Glossary

Private Sector	Individuals, institutions, and private companies including government institutions with independent budgets.
Public Sector	Includes all government entities such as ministries, authorities, government institutions, municipalities, public schools, universities, institutes, government hospitals, military sectors, and government banks such as the Social Development Bank and the Agricultural Bank, as well as development funds.
Employment Rate	The percentage of employed graduates registered at the General Organization for Social Insurance, and the public employees registered in the Ministry of Human Resources.
Graduates Number	The number of university graduates based on the graduation semester and according to the university's specific calendar.
Education Degrees	Includes all academic degrees, diplomas, certificates, and comparable credentials granted to individuals upon the official approval of successfully completing an educational program or a specific stage within a program, granted by the relevant authorities.
Specialization	Specializations according to the Saudi Standard Classification of Educational Levels and Specializations, with a focus on the comprehensive field in the classification (12 groups of specializations).
Waiting Time to Secure the First Job	The average time it takes for a university graduate to secure their first job after graduation.
Average wages for the first job after graduation	The average wages (calculated in Saudi Riyals) earned by a university graduate in their first job after graduation.

About the Report

The "Graduate Employment in the Saudi Labor Market" is an annual publication by NLO, that presents findings related to the education and employment of graduates from universities and educational institutions in the Kingdom of Saudi Arabia. The report analyzes the data of Saudi graduates and the employment outcomes across various educational specializations, qualifications, and other relevant criteria, aiming to offer essential information for establishing benchmark standards and facilitating strategic planning within the Kingdom's higher education system.

