

SIDF Academy
أكاديمية الصندوق الصناعي

SIDF
صندوق التنمية الصناعية السعودي

SIDF Academy Annual Report 2024

Classification: Confidential

Executive Summary

The past year has been a transformative period for SIDF Academy, marked by significant achievements, strategic growth, and a firm commitment to excellence in training. As we reflect on our accomplishments, we are proud to report that we have successfully advanced our mission to empower individuals with the skills and knowledge necessary to thrive in today's dynamic job market.

We experienced a 63% increase in 2024 in completion rate, with a total of 2,474 learners across our diverse range of programs. This growth reflects the increasing demand for our training offerings and the trust placed in us by our partners and beneficiaries. In response to industry needs, we expanded our curriculum to include 21 new programs, bringing our total offerings to 44 programs. These programs are designed to equip learners with relevant skills in high-demand fields such as Finance, Business, and Innovation.

We invested in upgrading our facilities and resources, including the development and enhancement of the Learning Management System which enriched the learning environment and improved student engagement and outcomes.

As we move forward, SIDF Academy is committed to continuous improvement and innovation. Our strategic goals for the upcoming year include further expanding our program offerings, enhancing our partnerships with industry leaders, and implementing new technologies to support student learning. We will continue to prioritize student success and community impact, ensuring that we remain the pioneers in training.

To conclude, we extend our heartfelt gratitude to our dedicated faculty, staff, students, and partners for their support and commitment to our mission. Together, we are shaping the future of training and empowering the next generation of leaders.

About

- ❑ SIDF was established in 1974, by Royal Decree from His Majesty King Faisal.
- ❑ SIDF signed a service level and training agreement with Chase Manhattan in 1977.
- ❑ On March 2024, SIDF completed 50 years since its establishment, completing 5 decades of achievements in the development of the national economy and human capital.
- ❑ As per SIDF's Law approved by Royal Decree, last modified by Royal Decree No M/122 dated 30/10/1440H, Reference to Article # 3 "The Power of the Fund" **Paragraph # 5**

referring to the Academy's role:

“Establishing and managing academic training centres specialized in the fields of finance, industry, energy, technology, mining, and logistics and providing specialized training programs in these fields in accordance with established procedures”.



Academy Overview

Vision

To become the Academy of choice for public and private entities in KSA, driving human capital development across key sectors of the economy.

Mission

To provide high-quality training and support services that enhance the finance, business management, and leadership skills of professionals empowering their growth and development.

SIDF Academy Objectives

- 1. Ensure top-quality program content that aligns with current and future labor market needs and training requirements.
- 2. Maximize training outcomes and learning experiences by utilizing the best pedagogical resources and methodologies.
- 3. Ensure the Academy builds strong roots in community of the elite professionals and executives.
- 4. Foster a sense of belonging and create network synergies within the alumni community.
- 5. Develop comprehensive career guidance and secondment programs to effectively match talents with labor market needs.

Impact

Generate impact at
Saudi ecosystem

Alignment

Align capability building needs
with stakeholders needs

Specialization

Provide world-class programs
with top academic partners

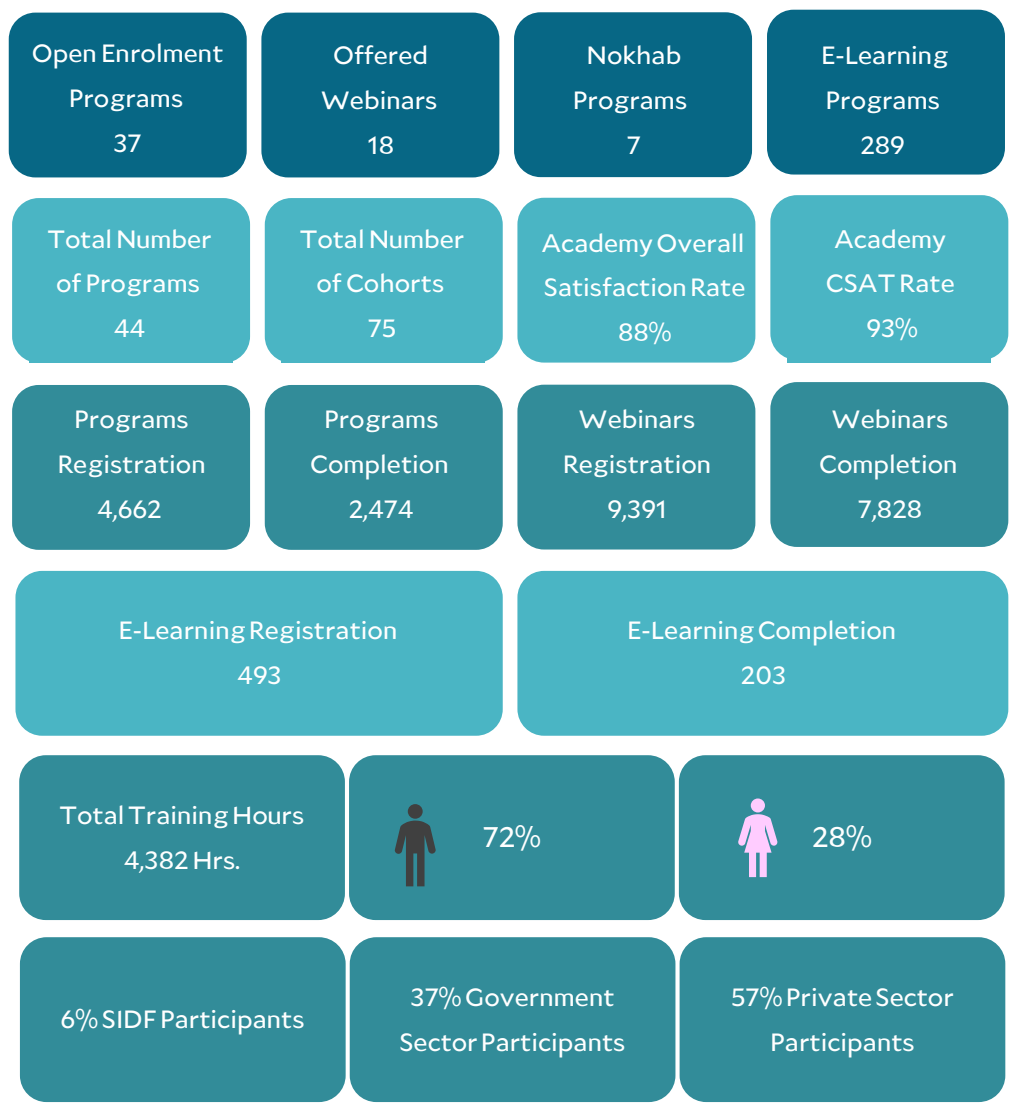
Knowledge Hub

Become the knowledge
hub for KSA

Academy in Numbers 2024

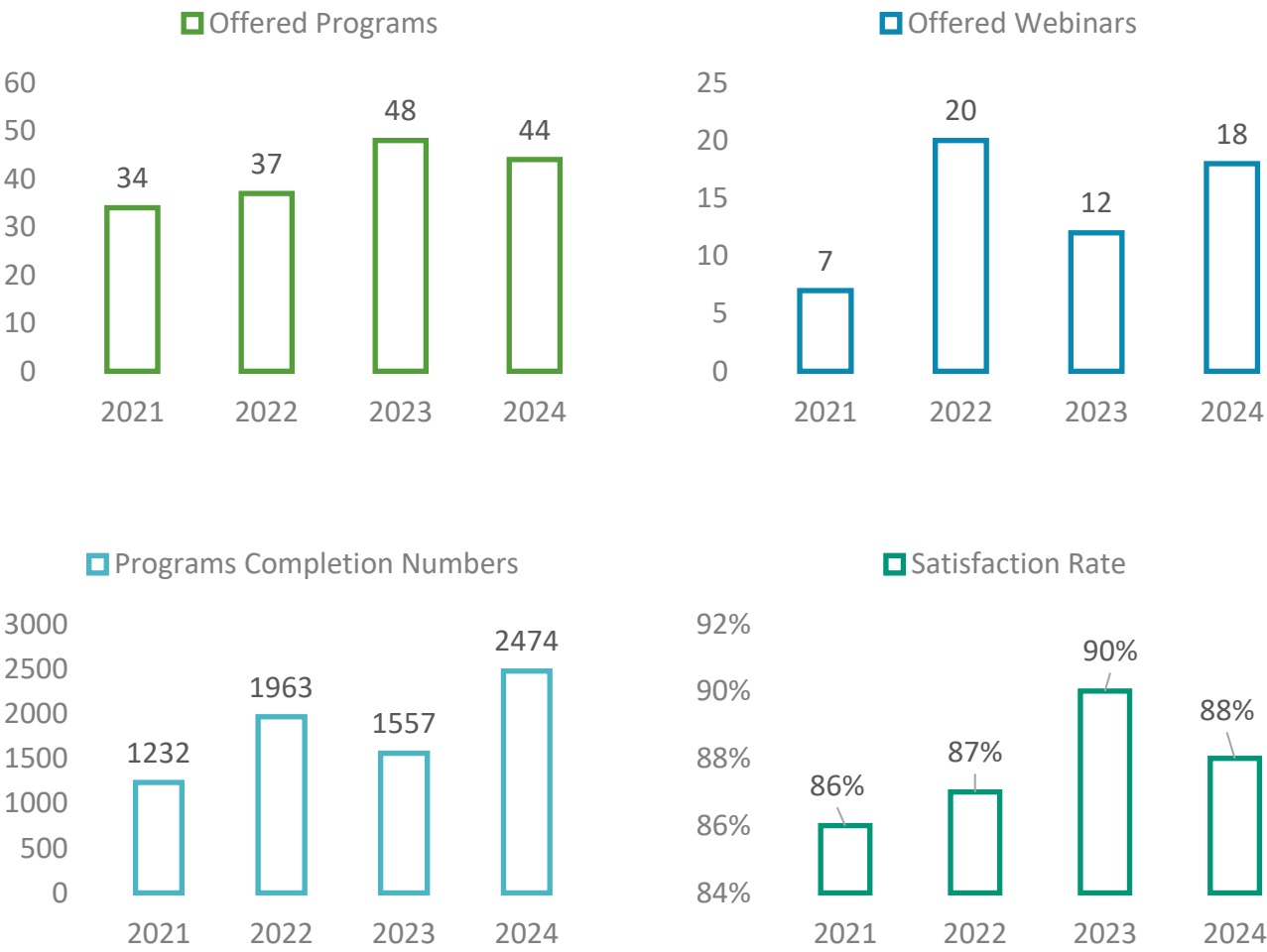
In SIDF Academy, we believe that numbers tell a powerful story of our growth, impact, and commitment to excellence in training. As we reflect on the past year, the data we present not only highlights our achievements but also underscores our dedication to empowering learners and meeting the evolving needs of the market.

In this section, we will provide an illustration of our progress, including completion numbers, program offerings, satisfaction rate, and webinars. These numbers reflect our solid commitment to providing high-quality training, fostering a diverse and inclusive learning environment, and making a positive impact.



Numbers from 2021-2024

As we look back on numbers, SIDF Academy has shown significant strides in fulfilling our mission to provide high-quality Learning. We remain dedicated to continuous improvement and innovation, ensuring that we meet the evolving needs of our learners and the ecosystem we are dedicated to accommodate. With a strong foundation and a vision for the future, we are excited to continue this journey of growth and success in the years to come.



SIDF Academy Sessions

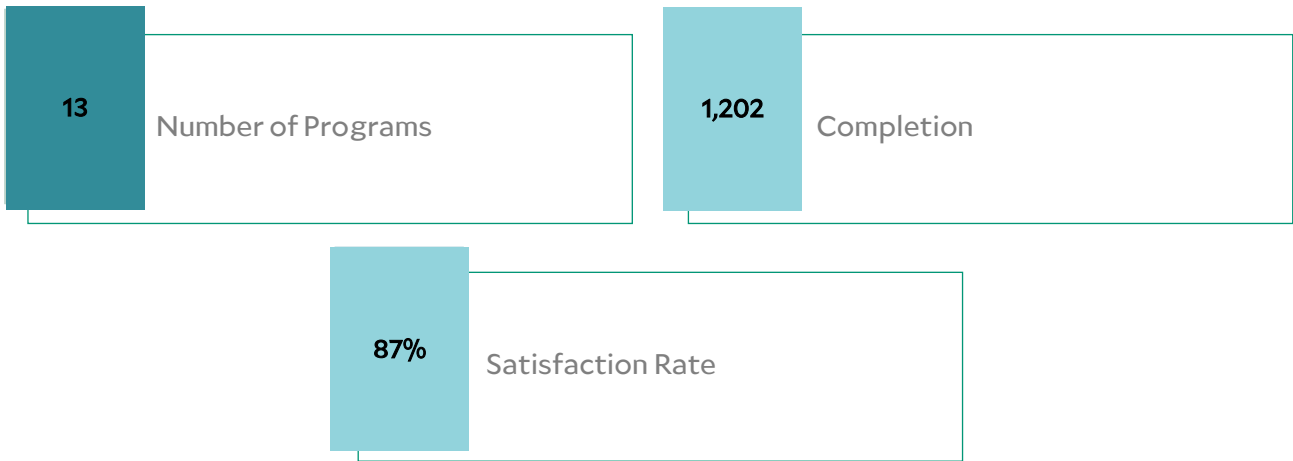


Open Enrollment Programs

Financial Portfolio

Application of new tools relevant to financial operations

- ☐ Finance for Non-Finance
- ☐ SME Credit Analysis
- ☐ Accounting for Decision-Makers
- ☐ Project Finance
- ☐ Working Capital Management
- ☐ Essential of Finance
- ☐ Financial Budgeting & Cost Control
- ☐ Minimizing & Managing Problem Loans
- ☐ Entrepreneurial Cost- Behavior Analysis & Decision Making
- ☐ Corporate Finance & Financial Analysis
- ☐ Certified Management Accountant
- ☐ Certified Investment Financial Professional
- ☐ Accounting Workshop

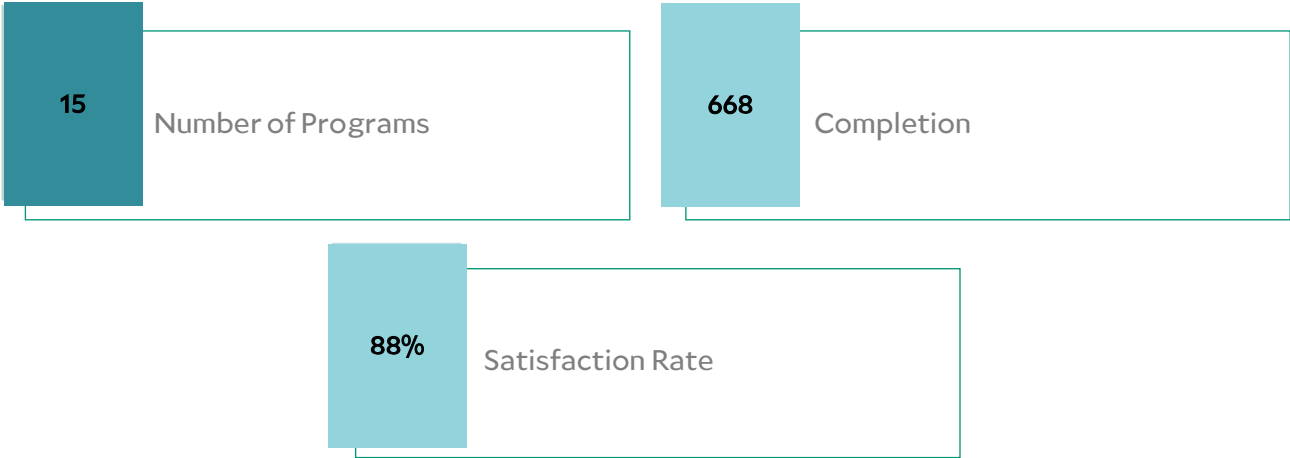


Open Enrollment Programs

Business & Leadership Programs

Contemporary styles and techniques in business and leadership

- ☐ Project Management for Non-Project Managers
- ☐ Lean Manufacturing
- ☐ Feasibility Study
- ☐ Introduction to E-Commerce
- ☐ Introduction to Intellectual Property (IP)
- ☐ Introduction to Prototyping
- ☐ Production Planning and Scheduling
- ☐ Introduction to Product Development
- ☐ Introduction to Renewable Energy
- ☐ Business & Leadership
- ☐ Data Analysis Using Excel
- ☐ Workplace Happiness
- ☐ Fundamentals of Logistics Operations
- ☐ Strategic Supply Chain Management
- ☐ Industrial Innovation Leaders Program

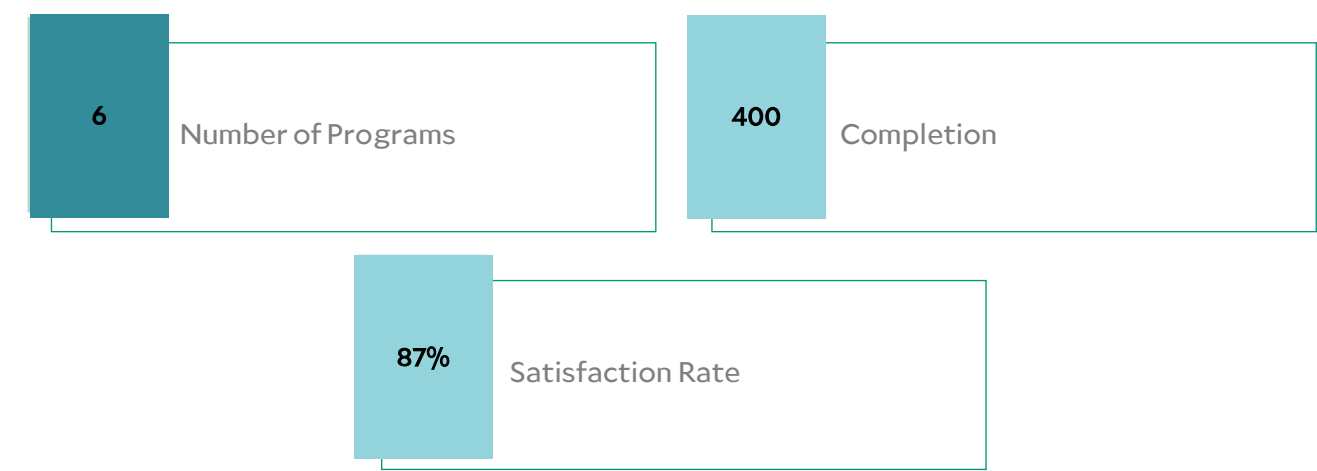


Open Enrollment Programs

Innovation & Digitization Programs

Boost concepts of digitization & innovation

- ☐ Digital Transformation
- ☐ Industry 4.0 Awareness
- ☐ Certified Innovation Professional
- ☐ Adapting Innovation
- ☐ Industry 4.0 Organizational Transformation
- ☐ Certified Innovation Strategist



Certified Programs

Certified Investment Financing Professional (CIFP)

SIDF Academy in collaboration with Fitch Learning delivered this program to educate candidates for competency in **finance, credit, investment, and governance-related topics**. The program is sequentially progressive in three levels: foundation, intermediate, and advanced. The program is intended for those involved in financial management. Once the program is completed, the participants are granted certificates of accomplishment. In 2024, the Academy offered the foundation and intermediate levels with a 79 completion.

Certified Management Accountant - Exam Preparation 1

CMA[®] (Certified Management Accountant) is a professional certification awarded by the prestigious IMA[®] (Institute of Management Accountants), dedicated to the management accounting profession. It has become the benchmark for measuring an individual's knowledge and skills in the field of management accounting and is globally recognized. CMA professionals play a key role in the financial sector of any organization, contributing to its growth. SIDF Academy, being IMA's Platinum CMA Course provider, ensures the highest quality of exam preparation to earn that certification. In 2024, 12 participants completed the program successfully.

Certified Innovation Strategist

GInI Certified Innovation Strategist (CInS)[®] is GInI's recognition of business leaders who have demonstrated an advanced understanding of key topics relating to innovation strategy, business model innovation, customer experience innovation, and opportunity promotion. CInS certification affirms an individual's proficiency in select advanced innovation methods and tools. In 2024, 28 trainees successfully completed the program.

Nokhab Program

SIDF continued its role in upscaling young calibers through its flagship training for employment program “Nokhab”. Since it is a two-year training program, the Academy manages three tracks in each academic year. Nokhab programs are delivered by SIDF Academy and its reputed partners through an integrated learning approach (theoretical and practical).

Nokhab Market Studies

The Market studies program aims to build the scientific knowledge necessary for the project evaluation process by building the necessary skills to assess the current market needs by evaluating the project plan, analyzing the current industry situation, analyzing data, evaluating marketing plans, managing sales and analyzing the technical aspects of the projects submitted for financing. The program also aims to train the participants on the skills of predicting the future of industrial projects to determine their suitability for financing.

Nokhab Engineers

The Nokhab training program for Engineering is designed to build the technical and engineering knowledge needed to conduct economic feasibility studies in the industrial, logistical, mining and energy sectors. The program includes assessing the capital and operating costs of projects and the technologies used in them, including manufacturing methods, building systems, and safety systems, as well as evaluating engineering risks. The program provides the participants with an opportunity for practical training in major industrial and service organizations and companies in various fields.

Nokhab Credit

SIDF brings together the Credit Nokhab Program to support building the comprehensive knowledge necessary to work effectively in the credit sector and the business sector through an intensive learning journey. The credit program focuses on theories and principles relevant to credit operations, financial analysis, and fundamentals of lending.

Nokhab Program

Nokhab External Recruitment

SIDF Academy continued to support the development of the industrial ecosystem of young calibers. Through a well-structured and thorough selection methods to accept the top candidates. 54 participants were carefully selected from different organizations to join a remarkable experience and enriching journey to help them succeed in their careers and bright future.



Nokhab Program

Nokhab Graduation

In 2022 the 4th batch of Nokhab trainees started their new journey in SIDF Academy which lasted for 2 years, SIDF Academy celebrated its 4th batch of Nokhab graduates in recognition of their 2 years of journey filled with achievement and perseverance. 55 future talents are now ready to join the workforce fully equipped to leverage new opportunities in their roles.

Under the patronage of his excellency the minister of the Ministry of Industry and Mineral Resources, CEO of National Infrastructure Fund, and CEO of EXIM Bank, the graduates gathered cheerfully in their scarves to celebrate the outcome of their hard work and dedication.

Certainly, it was the end of a remarkable journey in their lives but a new promising beginning of a bright future.

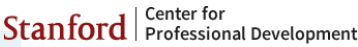


Webinars

Offering webinars makes knowledge and expertise accessible to a wider audience, including those who may not have the opportunity to attend in-person events or conferences. The Academy is eager to provide all sorts of solutions to the target audience to continue their development and learning journey. The Academy managed to offer 18 webinars in 2024 with completion of 7,828 participants.

The Academy offered webinars on a variety of topics:

Webinar Title	Provider
Industrial Internet of Things	KAUST
4IR Technologies	KAUST/SIDF/C4IR
Artificial intelligence (AI)	KAUST/SIDF/C4IR
Green Hydrogen Supply Chain	KAUST/SIDF/C4IR
Introduction to Battery Electric Vehicles	KAUST/SIDF/C4IR
Revolutionizing Tomorrow: The Synergy of 3D Printing and the 4IR	KAUST/SIDF/C4IR
The Quantum Economy Blueprint: A Roadmap for National Quantum Strategy in KSA	KAUST/SIDF/C4IR
ISO 9001 نظام إدارة الجودة	SASO
علامة الجودة السعودية	SASO
دور التقييس في ضبط جودة التصنيع	SASO
خدمات المركز الوطني للمقاييس والمعايرة لقطاع المنشآت الصغيرة والمتوسطة	SASO
نموذج التميز للخدمات	SASO
ISO 22301 استمرارية الأعمال	SASO
أهمية اختبارات الكفاءة الفنية ودورها في تنمية التنمية الصناعية	SASO
Digital Transformation Enablement: Key Requirements And Steps That Every IT Professional Must Undertake To Succeed	Misk X Tuwaiq X SIDF
Detecting The Early Signs Of Financial Distress And Overview Of Saudi Bankruptcy Procedures	Deloitte
Creativity, Collaboration and Connection: The Improviser's Mindset	SCPD
Sustainability Strategy & Green Business Models	Horvath Partners



E-Learning

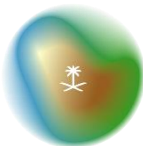
E-learning has become a major necessary tool in digital technology to facilitate education and training through encompassing a wide variety of online learning experiences. The Academy offers its E-learning platform to ease the learner’s experience and reach out to a larger base of audience to make it possible to peruse their knowledge at their own pace.

In 2024, the Academy offered 289 programs, with 203 trainees successfully completing them across various tracks, including industrial, financial, technology, logistics, and energy.



Some of the beneficiaries of the E-Learning platform

وزارة الطاقة
MINISTRY OF ENERGY



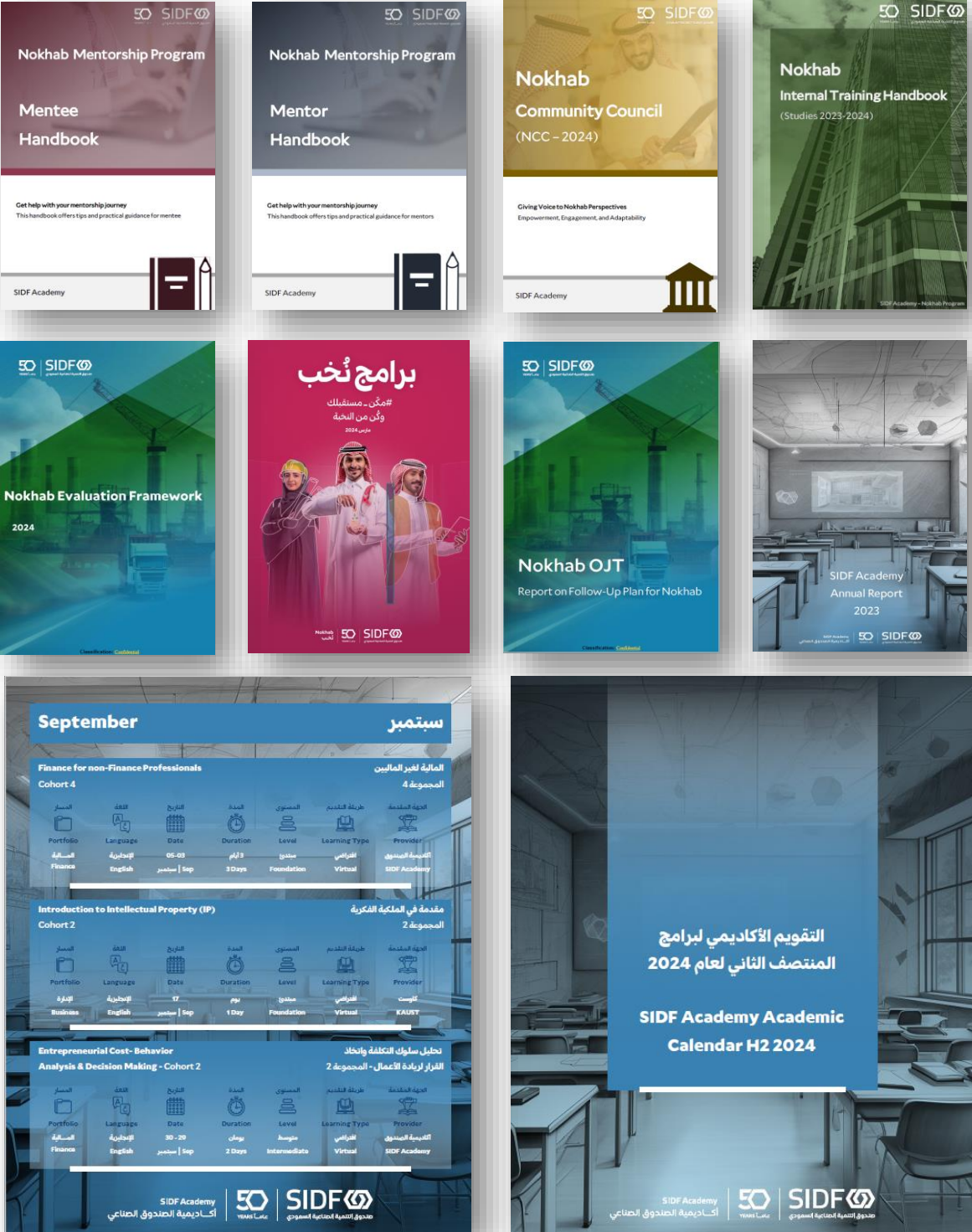
هيئة الزكاة والضريبة والجمارك
Zakat, Tax and Customs Authority



الهيئة الملكية
للجبيل وينبع
Royal Commission for Jubail & Yanbu



Academy Publications



Partnerships

Academic Partnership

Over the years, SIDF Academy built a strong network of academic partnerships with the world's reputed universities and institutions to offer rigorous high-quality training programs virtually and in person. Through its partners, the Academy was able to create a synergistic effect in its learning outcomes and widen its program impact. In 2024, SIDF Academy worked with 9 partners to deliver 18 programs and to train a total of 953 trainees.

SIDF Academy worked with Stanford to offer a Credit Analysis Program and a Business and Leadership Program. In collaboration with Fitch Learning, we provided a Credit Analysis program and Certified Investment Financing Professional. As a continuous collaboration with London Business School in 2024, the Market Studies Program was offered for Nokhab trainees. The partnerships extended with prestigious local providers. The Academy worked with KACST to offer 5 programs in innovation and business, and KAUST to offer 6 programs in innovation and digitization. As an extended project with MISK the Virtual Work experience is still in action while building on the previous success with Monsha'at to offer the "how to start your industrial project".

IMA granted SIDF Academy to be the platinum partner to deliver CMA training.



Training Evaluation Methods

The Kirkpatrick Model is a framework for evaluating the effectiveness of training programs. It is widely used in the fields of education, human resources, and organizational development. The model comprises four levels of evaluation, each providing insights into different aspects of training effectiveness:

2021	2022	2023	2024
85%	87%	90%	88%

Level 1: Reaction

This level assesses how learners perceived the training, including their thoughts on its relevance, delivery, and content. Common methods for evaluation at this level include surveys, feedback forms, and informal discussions immediately following the training.

Level 2: Learning

This level evaluates the extent to which participants have acquired knowledge, skills, or attitudes as a result of the training. Assessments may include pre- and post-training tests, quizzes, or practical demonstrations. The goal is to determine the degree of learning that occurred as a result of the training.

Level 3: Behavior

Measures whether participants are applying what they learned in their actual work environments. This level looks at changes in behavior, performance, and the application of new skills on the job. Evaluators might use observations, performance metrics, or manager feedback.

Level 4: Results

It assesses the overall impact of the training on the organization. Evaluators aim to establish a direct link between training and the organization’s strategic goals to determine the return on investment (ROI) of the training program.

Conclusion

As we reflect on the past year at SIDF Academy, we are proud of the significant progress we have made in our mission to empower individuals through quality training and skill development. This year has been a further success to the Academy's remarkable achievements, including the launch of new training programs, the expansion of our partnerships with industry leaders, and the implementation of innovative teaching methodologies that have enhanced the learning experience for our trainees.

Our commitment to fostering a culture of continuous improvement has driven us to seek feedback from our learners and stakeholders, allowing us to adapt our offerings to meet the evolving needs of the job market. The positive outcomes we have witnessed through higher satisfaction rates among our participants are a demonstration of the hard work and dedication of our instructors and staff. Looking ahead, we will continue to invest in our programs, expand our reach, and enhance our offerings to provide an even more enriching learning environment. We extend our heartfelt gratitude to our trainees, faculty, partners, and supporters for their persistent commitment to our vision. Together, we are shaping the future of training and empowering the next generation of leaders. As we embark on another year, we remain dedicated to our mission and look forward to achieving even greater success in the coming months.

Thank you for being a part of our journey.

Thank You