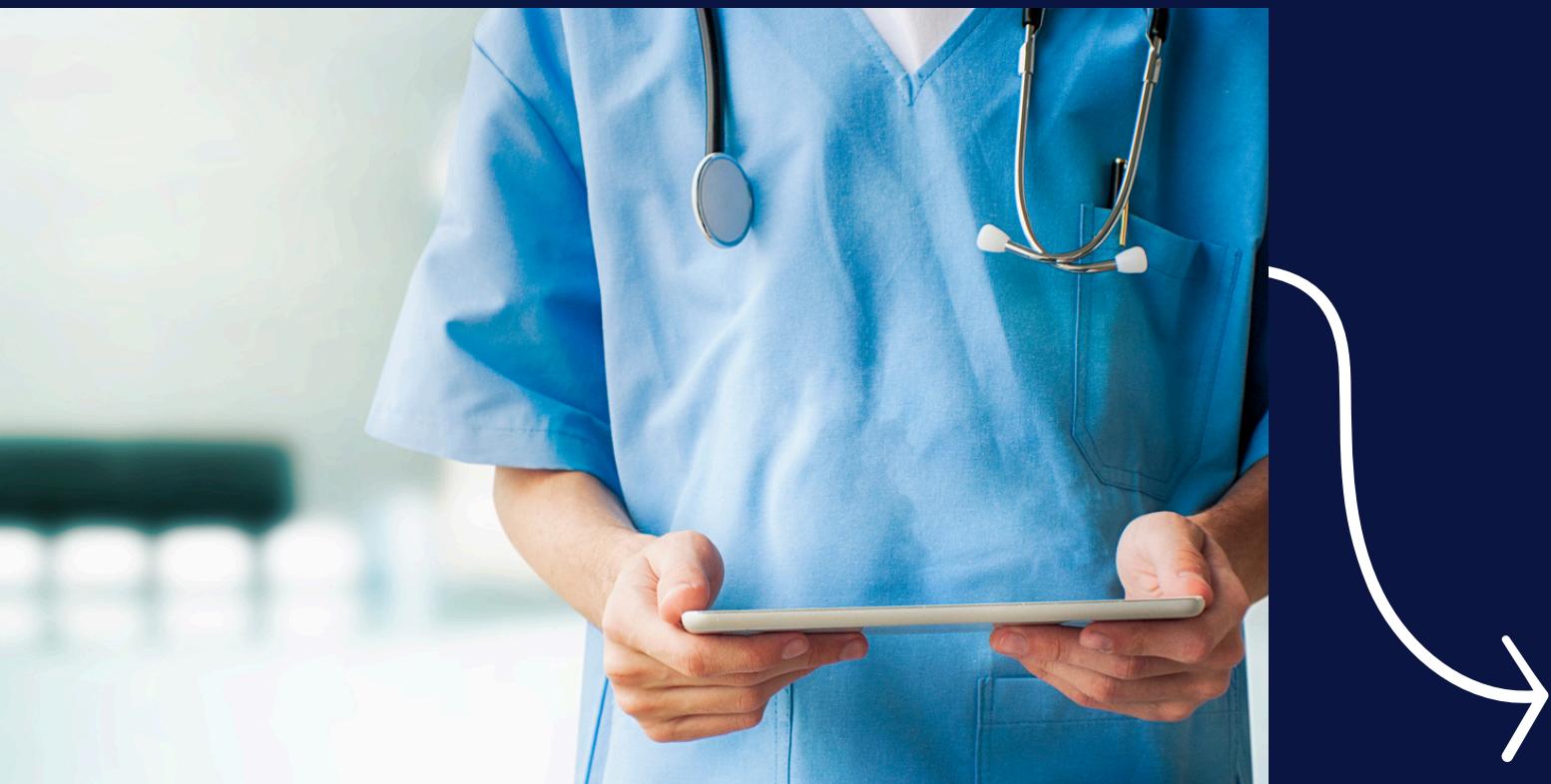




HEALTHCARE INDUSTRY

in the MIDDLE EAST



INTRODUCTION



The healthcare sector in the Middle East is experiencing rapid transformation, driven by ambitious national strategies such as Saudi Vision 2030 and UAE Vision 2031. From an HR perspective, this evolution brings unique challenges and opportunities, particularly in addressing high turnover rates, skills shortages, and talent acquisition for emerging roles in health-tech. This report provides an HR-focused analysis, including turnover trends, workforce planning, and the critical skills required to drive the future of healthcare.

The Saudi Vision 2030 and UAE Vision 2031 both highlight healthcare as a strategic pillar in national development.

Saudi Vision 2030 emphasizes privatizing healthcare services, enhancing operational efficiency, and focusing on preventive care to combat chronic diseases such as diabetes and cardiovascular conditions (Source: [Saudi Vision 2030 Official Website](#)).

On the other hand, **UAE Vision 2031** aims to establish a world-class healthcare system through advanced technologies like AI, robotics, and telemedicine, while also positioning the UAE as a global hub for medical tourism (Source: UAE Vision 2031).

From an HR perspective, the healthcare sector's rapid growth presents both challenges and opportunities:

- **High turnover rates** in critical roles like nursing and health-tech specialists.
- **A reliance on cross-border talent** from countries such as India, the Philippines, and Egypt (Source: OECD Health Workforce Statistics)
- **The urgent need for upskilling and reskilling** to meet the demand for health-tech expertise.

This report explores these dynamics, providing actionable insights for HR leaders to address workforce challenges and leverage opportunities for growth.



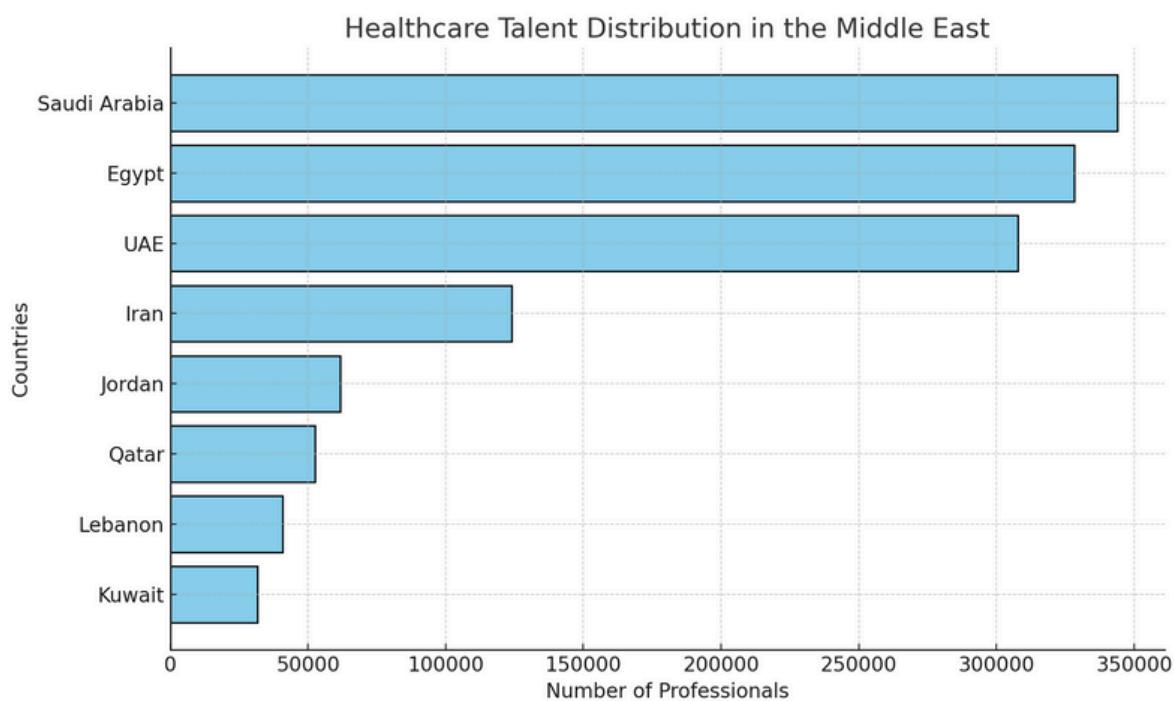
MIDDLE EAST HEALTHCARE TALENT INSIGHTS



The Middle East healthcare talent pool is substantial, with 1,513,892 professionals. This talent is spread across key locations, each with varying levels of hiring demand and talent mobility:

Source: *LinkedIn Talent Insights, January 2025.*

GEOGRAPHIC DISTRIBUTION AND HIRING DEMAND



KEY POINTS

High-Opportunity Locations: Egypt and Iran are "hidden gem" locations where the supply of talent is high relative to hiring demand, making them attractive for sourcing professionals.

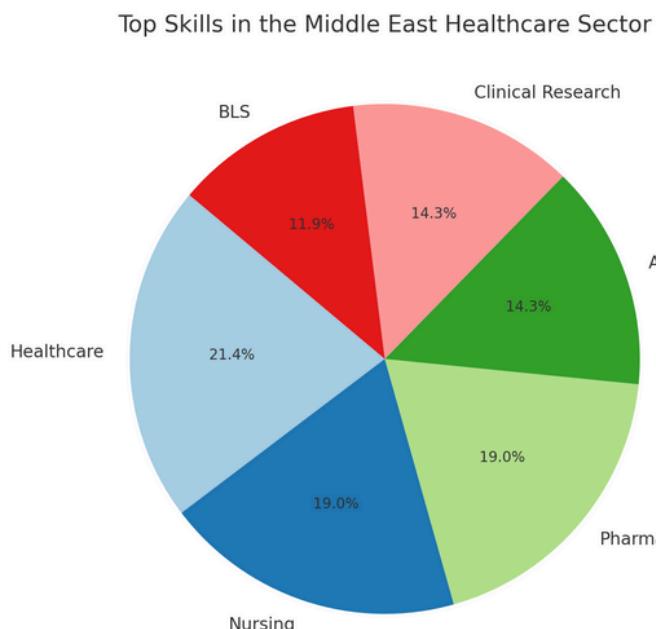
High Demand in the UAE: Despite a 4% decline in professionals, hiring demand in the UAE remains very high due to advanced healthcare projects and medical tourism initiatives.

Talent Migration: Countries like Egypt (+2,032 net talent gain in Saudi Arabia) and Pakistan (+447 net gain) are significant sources of professionals for GCC countries.



MOST COMMON SKILLS IN THE HEALTHCARE TALENT POOL

The healthcare workforce in the Middle East possesses a wide range of technical and clinical skills essential to the industry:

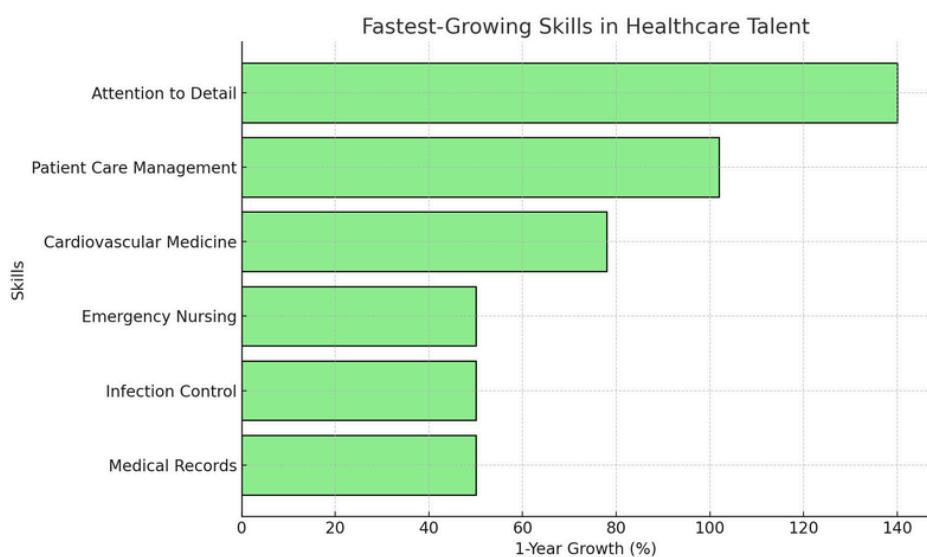


Source: LinkedIn Talent Insights, January 2025.

HR Insights:

- **Nursing and Pharmacy:** With 123,981 professionals in nursing and 118,875 in pharmacy, these roles remain critical to healthcare delivery. However, they also experience high turnover rates.
- **Analytical Skills Demand:** 88,204 professionals have expertise in data analysis, reflecting the growing integration of health-tech in decision-making processes.

FASTEAST GROWING SKILLS



Source: LinkedIn Talent Insights, January 2025.

HR Insights:

- **Attention to Detail (+140% growth):** This skill reflects the growing emphasis on precision and compliance in healthcare processes.
- **Emergency Nursing (+50% growth):** The demand for emergency care professionals underscores the region's need for a robust response system for acute medical situations.





TALENT INSIGHTS

WORKFORCE PLANNING AND RETENTION STRATEGIES

HR leaders must adopt innovative approaches to address the workforce challenges in the Middle East healthcare sector:

- 1 **Localized Recruitment:** Collaborating with regional universities to create training pipelines for health-tech professionals (Source: McKinsey & Company).
- 2 **Global Sourcing:** Strengthening partnerships with international recruiters to attract top talent.
- 3 **Upskilling and Reskilling:** Offering certifications in AI, robotics, and telemedicine management to prepare the workforce for emerging health-tech demands (Source: World Bank Reports).

EMERGING HEALTH-TECH SKILLS

Health-tech adoption in the GCC region has accelerated post-COVID-19, reshaping the skill requirements in the healthcare workforce:

- **AI and Machine Learning:** Essential for diagnostics and predictive analytics.
- **Telemedicine Management:** Vital for expanding healthcare access in remote areas.
- **Robotics Expertise:** In demand for surgical and rehabilitative applications.
- **Blockchain Technology:** Key to securing patient data and improving interoperability between healthcare systems (Source: WHO Regional Reports).

TURNOVER TRENDS AND ANALYSIS

The turnover rates in GCC countries vary significantly, reflecting diverse labor market dynamics and healthcare workforce challenges:

- **Saudi Arabia:** Turnover rates are as high as 22%, particularly in nursing and medical roles, due to burnout and limited career progression opportunities (Source: [LinkedIn Talent Insights](#)).
- **UAE:** At 18%, the turnover is driven by competition for health-tech talent and attractive global opportunities (Source: PwC Middle East Health Industries Reports).
- **Qatar:** Turnover at 15%, with growing demand for specialized medical professionals.
- **Oman:** Turnover at 14%, reflecting the need for more localized training programs and workforce planning.

RECOMMENDATIONS FOR HR LEADERS



1-Expand Talent Sourcing in "Hidden Gem" Locations:

Focus recruitment efforts on Egypt and Iran, where the talent supply outweighs hiring demand.

2-Upskill Workforce in High-Growth Areas:

Develop training programs for fast-growing skills like Patient Care Management, Infection Control, and Attention to Detail.

3-Enhance Retention Strategies for High-Turnover Roles:

Invest in wellness programs, career progression paths, and competitive salaries for nurses, pharmacists, and emergency care specialists.

4-Leverage Employer Branding:

Improve visibility through LinkedIn campaigns, highlighting innovative healthcare projects and workplace culture.

5-Strengthen Data-Driven HR Practices:

Use insights from LinkedIn Talent Insights to forecast hiring needs, identify skill gaps, and optimize workforce planning.





CONCLUSION

THE MIDDLE EAST HEALTHCARE SECTOR AT A GLANCE

- Over 1.5 million healthcare professionals drive transformation across the region, fueled by
- Ambitious national visions (e.g., Saudi Vision 2030, UAE Vision 2031).
- Technological advancements in AI, robotics, and telemedicine.
- Rising demand for skilled professionals in health-tech and patient care.

KEY CHALLENGES

- **High Turnover Rates:** 22% in Saudi Arabia, 18% in UAE.
- **Skill Shortages:** Roles like nursing, AI specialists, and telemedicine experts.
- **Global Competition:** High demand for health-tech expertise globally.

HR PRIORITIES TO DRIVE GROWTH

1. Talent Retention

- Competitive compensation and wellness programs.
- Career progression pathways to reduce burnout.

2. Upskilling Initiatives

- Partnerships with universities for AI, robotics, and telemedicine certifications.

3. Employer Branding

- Boosting visibility through LinkedIn campaigns.
- Positioning healthcare organizations as innovative and inclusive workplaces.

4. Diversity and Inclusion

- Fostering multicultural teams and increasing gender diversity for better outcomes.

The future success of the Middle East healthcare sector depends on the collaboration between HR leaders, healthcare organizations, and policymakers. By leveraging data-driven insights, adopting innovative HR strategies, and focusing on diversity and inclusion, the region is poised to become a global leader in healthcare excellence.

HOW UPLIFT PEOPLE CONSULTING CAN SUPPORT YOUR JOURNEY?



At Uplift People Consulting, we specialize in helping healthcare organizations across the Middle East achieve their workforce and talent management goals. Here's how we can support you:

1. Talent Acquisition

Access a vast global talent pool with a focus on hidden gem locations such as Egypt and Iran. Leverage our AI-powered recruitment tools to identify and attract the right candidates for your organization.

2. Upskilling and Development

Design and implement customized training programs for fast-growing skills like AI in healthcare, telemedicine management, and robotics.

Partner with leading educational institutions to build a pipeline of future-ready professionals.

3. Retention Strategies

Develop tailored retention strategies to reduce turnover, including employee wellness programs, career progression plans, and competitive compensation benchmarking.

4. Employer Branding

Enhance your organization's visibility through targeted branding campaigns, showcasing your innovation, inclusivity, and commitment to employee growth.

5. Diversity and Inclusion

Build diverse, multicultural teams to improve organizational outcomes and strengthen patient care delivery.

Let us help you transform your workforce and position your organization as a leader in the Middle East healthcare sector. Together, we can uplift your talent strategies to new heights.

CONTACT US TO GET MORE INFORMATION



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