

# Employment Support Scheme



## Get support to hire and train Bahraini employees

### Employment Support Scheme

Tamkeen's Employment Support Scheme is designed to help employers hire new Bahraini employees and train them by supporting and contributing towards the employees' wages and training fees.

This scheme is aligned with Tamkeen's mission to make Bahrainis the employees of choice for semi-skilled and skilled professions. Hence, the focus is on enrolling the newly recruited employees in internationally accredited training programmes, which will improve their proficiency and productivity levels.

**Four different packages are available based on the employee's wage category:**

| Package | Employee basic wage including Tamkeen's contribution | Duration of Tamkeen wage contribution (BD 200) | Minimum Employment Contract | Tamkeen contribution for Training (max) | Training Minimum Credits (1 Credit = 10 Notional hours*) |
|---------|--|--|-----------------------------|---|--|
| 1       | BD 300 and above                                     | 6 months                                       | 18 months                   | BD 1000                                 | 30   |
| 2       | BD 350 and above                                     | 9 months                                       | 21 months                   | BD 2000                                 | 30 - 59  |
| 3       | BD 400 and above                                     | 12 months                                      | 24 months                   | BD 3000                                 | 60 - 89  |
| 4       | BD 450 and above                                     | 18 months                                      | 36 months                   | BD 4500                                 | 90 +   |

\*Notional hours are a combination of guided learning hours and on-job training hours, the ratio of which will be defined by Tamkeen.

### Benefits of the scheme

- Employers get financial support for Bahraini employees' wages for a stated period
- Employers get financial support from Tamkeen to train the new employees
- Increases Bahraini employment

### Who can apply

- Private Sector employers
- Semi-government organisations (not under CSB)
- NGOs and Societies seeking full-time employees

### What you need

- Copy of the Commercial Registration or relevant Licences
- Training Programme information and costs
- Signatory ID
- Employee Contract Template per position

### Where to apply

To apply or for more information about the programme, please contact Tamkeen Call Centre.

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