

**Kingdom of Saudi Arabia  
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# **Educational Planning Proposal to Meet the Needs of Saudi Society of Female Workforce in the Field of Allied Medical Categories**

**A Thesis submitted in fulfillment of the requirements for the PhD.  
Degree in Education with specialization in Educational  
Management & Planning**

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## **Abstract**

### **“Educational Planning Proposal to Meet the Needs of Saudi Society of Female Workforce in the Field of Allied Medical Categories”**

**The present study was undertaken as an outgrowth of the importance of scientific research in the field of female health education in K.S.A. which represents one of the education types that receive due attention and that should be planned for to play its required role. The study aims at developing a proposal for educational planning to meet the demands of Saudi Society of Female Workforce and is entitled; “Educational Planning Proposal to Meet the Needs of Saudi Society of Female Workforce in the Field of Allied Medical Categories.”**

**To respond to the study questions, the theoretical framework addressed; the reality of female health education institutions in K.S.A.; the historical evolution of health education in the field of allied medical categories; the objectives, tasks of allied medical categories and institutions of female health education their affiliation, types level and specialty. The study reviewed international quantitative and qualitative indicators of certain countries based on the classification of human resource development classification of the United Nation Programs for Development (2002). Such data provided the basis for estimating the needs of female workforce allied medical categories for the period between 1421 to 1445H. International indicators classified the countries into three levels.**

**The study revealed imbalance between supply and demand with respect to the specialties of allied medical categories; in nursing (215705); in laboratories (4706); in X-ray (4884); in physiotherapy (3790); in dental hygiene (1350); in nutrition (917) and in optometry (739). The study addressed the legislative principles that should be considered in planning female education in the field of allied medical categories. Included also is a review of relevant Arabic and foreign studies.**

**With respect to the field part of the study, the researcher developed a questionnaire to determine the obstacles that hinder female health educational institutions, in the field of allied medical categories, from meeting the societal needs of S.A. These problems were categorized into five axis. The main problems were:**

- Shortage of the number of teaching staff in comparison to the number of students enrolled in the field of allied medical categories.**

- **Scarcity of committees that supervise the efficiency of physical buildings and facilities of educational institutions of the female allied medical categories.**

**The researcher has provided probable reasons for the differences depicted in the views of the study sample.**

**To identify professional and experts opinions regarding options for the preparation of allied medical categories through out the institutions of female health education in K.S.A.; and options related to the preparation and development of female workforce at the female health education institutions, the researcher designed a questionnaire to be used in the Delphi study.**

**System analysis approach was adopted to arrive at a proposal for educational planning that meet the needs of Saudi society of female workforce in the field of allied medical categories. The proposal has been formulated in the form of pathways as follows:**

**A. Preparation of allied medical categories throughout the female health education institutions;**

- 1. Expansion in establishing applied medical science colleges in the field of allied medical categories in all districts in the Kingdom (5 college from 1430 to 1445H).**
- 2. Expansion in establishing intermediate health science colleges in the field of allied medical categories for female affiliated to the MOH throughout the governorate of Kingdom (12 colleges from 1425 to 1445H).**
- 3. Establishing branches for intermediate health science colleges in the field of allied medical categories for female affiliated to hospitals that have 200 beds or more. These branches apply all the systems of health education and are submitted to accreditation by official authorities (13 branches from 1425 to 1445H).**
- 4. Establishing intermediate health science colleges in the field of allied medical categories for female throughout private sector (13 colleges from 1425 to 1445H).**
- 5. Establishing health institution (post secondary) in the field of allied medical categories throughout the private sector (13 institutions from 1425 to 1445H).**

**B. Preparation and development of the female workforce at the health education institutions;**

- 1. Establishing centers for preparing and qualifying national cadres of female workforce in different fields of health sciences to play the role of teaching, training of female health education for allied medical categories in S.A.**
- 2. Establishing centers for developing the abilities of educational and training institutions, promoting educational leaderships in different fields of health science and training them in the application of educational systems in the education of female allied medical categories in K.S.A.**
- 3. Activate the role of medical colleges, applied medical science colleges, affiliated to Ministry of Education, and intermediate health science colleges affiliated to the M.O.H.**
- 4. Expansion of the fellowships programs for training outside the Kingdom to prepare educational faculty at the female health education programs within the limits of the regulations and law and according to Islamic Shariah.**
- 5. Establishing a training and educational institution for preparing faculty in the field of health to meet the requirement of expansion of female health education programs.**
- 6. Among the recommendations of the study;**
  - Officials responsible for planning female workforce health education in KSA should adopt the education planning proposal implied in this field.**
  - Ministry of Health should monitor and follow up on graduates of allied medical categories in past years especially nurses and re educate them to work in their specialty.**
  - Improving working conditions of Saudi working female in the sector and from which they suffered a lot as the current study revealed.**