



STRATEGIC PLAN FOR THE POLYTECHNIC 2.0

INSPIRING THE

NEXT GENERATION



HIS HIGHNESS SHAIKH
ISA BIN SALMAN AL KHALIFA
The Late Amir of Bahrain



HIS MAJESTY KING HAMAD BIN ISA AL KHALIFA

King of the Kingdom of Bahrain



HIS ROYAL HIGHNESS PRINCE SALMAN BIN HAMAD AL KHALIFA

Crown Prince and Prime Minister of the Kingdom of Bahrain

CONTENT

Our Board Members	6
Chairman Foreword	10
Foreword from CEO	12
Executive Summary	14
Purpose	16
Vision	17
Mission	18
Values	19
Graduate Attributes	20
Key metrics	22
Our Enablers	24
The Polytechnic 2.0	26
National Context	28
Our Themes	31
Theme 1: People	32
Theme 2: Employability, Entrepreneurship, Enterprise, Innovation (EEEI)	37
Theme 3: Partnership & Engagement	42
Our Strategic Plan Process	48
Next Steps	49

OUR BOARD MEMBERS



OUR BOARD MEMBERS

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- H.E. WAEL BIN NASSER ALMUBARAK MINISTER OF MUNICIPALITIES AND AGRICULTURE AFFAIRS
- 2. ALI HASAN AL-BAQALI CEO OF ALUMINIUM BAHRAIN B.S.C.
- 3. TALA ABDULRAHMAN FAKHRO FORMER CHIEF PROJECT OFFICER AT ECONOMIC DEVELOPMENT BOARD
- SHAIKH MOHAMED BIN KHALIFA AL KHALIFA CHIEF DIGITAL GROWTH OFFICER AT BATELCO
- 5. MOHAMED SALMAN AL-ARADI DIRECTOR OF HUMAN & FINANCE RESOURCES OF THE CIVIL SERVICE BUREAU

OUR BOARD MEMBERS



OUR BOARD MEMBERS

- 678

- AHMED SAMI AL-TAJER PROJECTS DIRECTOR AT PRIME MINISTER OFFICE
- 7. EBRAHIM ALI BURSHAID DIRECTOR OF EDUCATIONAL OPERATIONS MINISTRY OF EDUCATION
- 8. YOUSIF FAROUK AL-MOAYYED MANAGING DIRECTOR OF NATIONAL CONCRETE COMPANY
- 9. DR. LOUISE O'NOLAN STRATEGIC BOARD ADVISOR
- FATEMA MAHMOOD BADER BOARD SECRETARY

CHAIRMAN FOREWORD



H.E ENG. WAEL BIN NASSER AL-MUBARAK

Chairman of the Polytechnic Board of Trustees Minister of Municipalities and Agriculture Affairs ON BEHALF OF THE BOARD OF TRUSTEES, I AM PLEASED AND EXCITED TO PRESENT THE OUTCOME FROM MONTHS OF REFLECTION AND CONSULTATION WITH POLYTECHNIC STAFF, GOVERNMENT, INDUSTRY PARTNERS, AND OTHER STAKEHOLDERS.

This plan embodies our national ambitions, our aspirations for the future generations of Bahrain, and the determination of our educators to deliver the best outcomes for students. The themes that have contributed to this plan all have one underlying principle, which is the desire to nurture and develop Bahraini talent.

In the coming years, this plan will serve as an invaluable tool to help us meet the 2030 Economic Vision and transform the Polytechnic into a regional applied higher education provider that is more modern, more efficient, more innovative, and agile in responding to the needs of the labour market. Through this strategy, we plan to redefine the higher education experience and campus life for our students and we hope to achieve this through our valuable partnerships with government and industry.

We will be creative in bringing this strategic plan to life and look forward to fulfilling our ambitions for the prosperity of the economy, the well-being of our communities, whilst building on the exceptional reputation of the Kingdom of Bahrain.

H.E ENG. Wael Bin Nasser Al-Mubarak

Chairman of the Polytechnic Board of Trustees Minister of Municipalities and Agriculture Affairs

FOREWORD FROM CEO



PROFESSOR CIARÁN Ó CATHÁIN

Chief Executive Officer Bahrain Polytechnic THE POLYTECHNIC HAS BEEN OFFERED AN OPPORTUNITY TO WIDEN ITS REMIT TO OUR COMMUNITIES, GOVERNMENT, STUDENTS, AND INDUSTRY THROUGH THE ISSUANCE OF THE ROYAL DECREE. WE VIEW THIS STEP AS THE FOUNDATION TO ACHIEVING OUR AMBITIOUS EXPANSION PLAN.

Over the next few years, we will be putting in place new structures that better reflect the diverse learning requirements of our students; we will expand our offerings and deliver in distributive campuses across the Kingdom; we will develop an applied research and innovation centre that will work hand in hand with our industry partners, and we will put a focal emphasis on human capital development. To achieve these goals, we will digitalise and streamline our processes and structures, develop our staff, and strengthen our relationships with stakeholders. We have long-term stewardship priorities to meet our sustainability, financial, operational, and academic goals.

At the heart of these ambitions, student success is our primary commitment, combined with experiential opportunities, industry-led curriculums, and empowering our people: we will be able to offer a world-class applied education environment that enables our graduates to compete in international markets.

With this said, I am pleased to present the Polytechnic 2.0 and the next steps of our journey in this strategy. The plan has grouped our priorities under three main themes: People, Employability, Entrepreneurship, Enterprise, Innovation (EEEI), and Partnership & Engagement (PE). Through these themes, we demonstrate how our priorities will lead to economic prosperity, improvements in health and society, and technological advancements for the Kingdom.

I would like to offer a special thanks to his Excellency the Chairman for his support and direction during the development of the strategy. Our Board have also been instrumental in providing feedback and supporting our ambitions. And finally, I would like to thank our staff, communities, and stakeholders that have fed into this strategic plan, through sharing their vision for the future of applied higher education in the Kingdom.

Professor Ciarán Ó Catháin

Chief Executive Officer Bahrain Polytechnic

EXECUTIVE SUMMARY

Our strategic plan will guide our next phase of evolution: a transition to being the first choice for students, employers, and industry, with applied offerings that cater to a diverse range of students that meet industry needs and help fill skill gaps. Each of the key themes identified in our plan - People, Employability, Entrepreneurship, Enterprise, and Innovation (EEEI), and Partnership & Engagement (PE) are central tenets underpinning this transition. Our strategic themes are interconnected and derived from an extensive stakeholder consultation process, with a fair representation from staff, industry, and government. The higher applied education sector is ever-changing due to rapid changes in technology, the economy, and our societies. This has shifted learner demographics, modes of deliveries, and educational pathways.

As we navigate through this period of considerable change, we are firmly committed to delivering on our key themes to achieve applied academic excellence. Through our people theme, we aim to empower and develop our staff to not only deliver on improved learning outcomes but serve as role models and mentors for students. With employability as a key outcome for our graduates, we give importance to entrepreneurship,

enterprise, and innovation, which will be embedded in our culture, facilities, and the services that we offer our students and stakeholders.

We will continue to strengthen our relationships with stakeholders to ensure alignment with the economy, our industries, and the national direction whilst creating new and exciting opportunities for our students and alumni.

Supporting this strategic plan's themes are three enablers – Our People, Our Infrastructure, and Our Operational Frameworks. Each of these will be pivotal in helping us achieve our ambitious mission.





"WE BELIEVE THAT THE SUCCESS OF THE FUTURE GENERATIONS IS DEPENDENT ON THE EFFECTIVE COLLABORATION BETWEEN INDUSTRIES LIKE ALBA AND VOCATIONAL EDUCATIONAL INSTITUTES SUCH AS BAHRAIN POLYTECHNIC.

OUR INVESTMENT IN BAHRAINI YOUTH, THROUGH EMPOWERMENT AND UPSKILLING IS A FUNDAMENTAL PART OF OUR FUTURE STRATEGIC PLANS. WE ARE FULLY COMMITTED TO SUPPORTING ASPIRING TALENTS WITH VALUE ADDING OPPORTUNITIES IN THE INDUSTRIAL FIELD, AS ONE OF THE WORLD'S MOST REPUTED PRIMARY ALUMINUM SMELTERS. TOGETHER, WE WILL ACHIEVE A BRIGHTER FUTURE FOR OUR BELOVED KINGDOM."

INSPIRING THE NEXT GENERATION



PURPOSE

THIS DOCUMENT PROVIDES AN AMBITIOUS OUTLINE TO WHERE THE POLYTECHNIC ASPIRES TO BE BY 2026. WE ANTICIPATE THAT THE KEY PERFORMANCE INDICATORS (KPIS) MAY VARY ANNUALLY TO ACCOMMODATE THE EVER-CHANGING GLOBAL ECONOMIC LANDSCAPE AND OUR AMBITION TO SWIFTLY RESPOND TO THE NEEDS OF THE ECONOMY AND OUR STAKEHOLDERS.



VISION

TO POSITIVELY DISRUPT FUTURE WAYS OF LIVING, LEARNING & WORKING, TO BUILD NEW PARTNERSHIPS THAT STRENGTHEN INNOVATION AND MOBILITY, TO CREATE NEW AND EXCITING OPPORTUNITIES FOR OUR STUDENTS, INDUSTRIES, AND COMMUNITIES.

MISSION

THE POLYTECHNIC IS AN APPLIED, LEARNER CENTRED INSTITUTE THAT PRODUCES NEW KNOWLEDGE, INNOVATIONS, AND IS AT THE HEART OF LOCAL AND REGIONAL COMMUNITIES TO PROMOTE EDUCATION, INNOVATION, WELL-BEING, AND ENTERPRISE. OUR MISSION IS TO MAKE THE POLYTECHNIC ACCESSIBLE TO EVERYONE, THROUGH OUR DISTRIBUTIVE CAMPUSES, IN A PHYSICAL, BLENDED, AND ONLINE FORM, IN FULL-TIME AND PART-TIME MODES.



VALUES

OUR CORE VALUES ARE:

EXCELLENCE
 LEARNING
 INNOVATION

GRADUATE ATTRIBUTES

THE BAHRAIN POLYTECHNIC'S AIM IS TO PRODUCE WORK-READY GRADUATES, EQUIPPED WITH THE NECESSARY SKILLS TO SUPPORT REGIONAL AND INTERNATIONAL LABOUR MARKETS.

THIS IS BASED ON AN EMPLOYABILITY FRAMEWORK OF 7 SKILLS PROVEN TO CREATE SUCCESS IN INDUSTRY:





KEY METRICS

OUR KEY METRICS ARE THE OVERALL MEASURES UTILISED ACROSS THE POLYTECHNIC TO GUIDE OUR ANNUAL STRATEGIC PRIORITIES AND PROVIDE A MEASURE OF OUR PERFORMANCE.



KPI	Description	
People		
Student journey satisfaction	Shaping a valued and impactful learning journey for students in terms of curriculum, placements, academic resources, and learning offered to students.	
On-time graduation	The percentage of students who received a certificate or degree within the assigned time frame.	
Student retention rates	The increase in the percentage of students returning to continue their education from year to year from level 6 to level 8 learners.	
Data-driven reporting	Dashboard of educational and administrative data that enables the institution to assess the relevance of programmes and facilities, resource utilisation, and sustainability against international benchmarks to enable evidence-based decision making.	
Sustainability Plan	A plan to deliver and ensure that the Sustainable Development Goals (SDGs) are imprinted in our culture and our students learning.	
Talent management	Restructuring Training and Development into Talent Management by dedicating a percentage of our revenue to upskilling and reskilling employees.	
Employability, Entrepreneurs	hip, Enterprise, & Innovation (EEEI)	
Distributive campuses	Range of locations and learners reached in our communities.	
Student numbers and diversity of learners	Rate of student registrations into all programmes including full-time, part-time, international students and the delivery of upskilling and reskilling programmes in a range of locations.	
Innovation centre and applied research engagement	Launch innovation centre and business incubators as a tool for accelerating entrepreneurship, generating IP, and increasing applied research by supporting it through a dedicated percentage of our revenue.	
Graduate employability rate	The rate of graduate employment in their field of study 6 months after graduation.	
Internationalisation	Building and formalising international relationships for education, research, service and economic development.	
Partnership & Engagement		
Industry relationship satisfaction	Measurement of the degree of satisfaction derived from our service to industry and government partners.	
Impactful marketing	Statistic and data-based marketing strategies that are continuous, consistent, and relevant.	
Ratios	Achieving the ideal student faculty and student administration ratios.	
Diversity in revenue streams	The range of revenue generation activities outside of on-campus degrees through applied research and consultancy activities, sponsorships and scholarships, upskilling and reskilling, part-time programme offerings.	

OUR ENABLERS

OUR THREE KEY ENABLERS SERVE AS THE FOUNDATION TO OUR GROWTH. ENSURING THAT WE HAVE A STRONG FOUNDATION OF ENTREPRENEURIAL PEOPLE, MODERN INFRASTRUCTURE, AND AGILE OPERATIONS. DURING THE IMPLEMENTATION OF THE PLAN, WE WILL FOCUS ON STRENGTHENING OUR ENABLERS TO BRING OUR FUTURE VISION TO REALITY AND OFFER STUDENTS THE MOST UP TO DATE APPLIED HIGHER EDUCATION CURRICULUM AND EXPERIENCE.

Our People The Core of the Institute

- Our people are integral to the future success of the Polytechnic and in ensuring our shared vision for the future is brought from conception to reality.
- Employee development is a priority, and we will assist them in realising their full potential that is essential for our success.

Our Operational Frameworks Agile & Flexible

 Through data-driven and evidence-based decisionmaking we will ensure our Polytechnic is agile and adaptable, capable of making dynamic decisions in consultation with stakeholders.

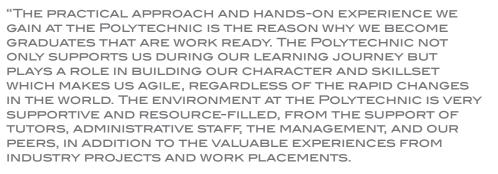
Our Infrastructure Modern Campus

- We will deliver digital innovation and ensure our infrastructure offers students and staff more access and flexibility.
- This will ensure our campus is a modern, efficient, and stimulating learning and working environment which will sustain academic, and staff support services.

MOHAMED MOOSA

BAHRAIN POLYTECHNIC STUDENT COUNCIL PRESIDENT

Student on the Bachelor of Business: Accounting Programme



AS THE STUDENT COUNCIL PRESIDENT, OUR MAIN GOAL IS TO ENSURE THAT YOU NOT ONLY GRADUATE WITH ACADEMIC ACHIEVEMENTS, BUT ALSO UNFORGETTABLE MEMORIES. AS I HEAD INTO MY INDUSTRY PROJECT, I AM SAD TO LEAVE THE POLYTECHNIC BECAUSE IT HAS BEEN MY HOME AWAY FROM HOME AND YET I AM EXCITED TO KICK-START MY CAREER".

THE POLYTECHNIC 2.0

DEVELOPING AND INVESTING IN FUTURE GENERATIONS TO MEET OUR 2030 ECONOMIC VISION, WHILE PROTECTING AND PROMOTING OUR RICH CULTURE AND HISTORY.

THE POLYTECHNIC 2.0 IS A MODERN, TECHNOLOGY AND APPLIED RESEARCH **EDUCATIONAL INSTITUTION AND** WAS FOUNDED TO ACCELERATE THE NATION'S TECHNOLOGICAL TRANSFORMATION. OUR CAMPUS IS OPEN, WITH CREATIVE SPACES FOR MULTI-DISCIPLINARY COLLABORATION AND INNOVATION, RECREATIONAL **CENTRES FOR STUDENT** COMMUNITIES, HOME TO AN APPLIED RESEARCH CENTRE. AND INDUSTRY-FUNDED SPACES FOR AN AUTHENTIC WORK-LIFE EXPERIENCE.





Polytechnic 2.0: Inspiring the next generation

Our role

Our role as the Polytechnic is to work with stakeholders – our students, staff, communities, industry, and government to deliver on our employability mandate by responding to the needs of the economy, creating more opportunities for Bahrainis, whilst contributing to economic diversification, with the ambition of becoming a regional leader of applied higher education.

Our Aspiration

The Polytechnic is driven by a shared value of lifelong learning, that encourages education pathways and progression at all stages of life. With ingenuity and drive, our graduates will invent new technologies, create new industries, and high value jobs.

Our solid reputation and innovative spirit attracts talent from around the world. Through teaching, research, and innovation, our exceptional community pursues its mission of developing impactful graduates and learners that will make positive changes to the economy and the communities they live in.

NATIONAL CONTEXT

THIS STRATEGY WAS DEVELOPED IN ALIGNMENT WITH THE NATIONAL KEY PERFORMANCE INDICATORS (KPIS) FOR HIGHER EDUCATION, THAT AIMS TO INCREASE ENROLMENT IN APPLIED EDUCATION, IN ADDITION TO THE 2030 ECONOMIC VISION.

National Context

The strategy has considered the complete journey of a student from intermediate education up to tertiary education, to ensure that we increase the success rates of students into the tertiary applied education route, in support of the national ambition of elevating the status of applied education in Bahrain.

The National Key Performance Indicators (KPIs) for tertiary education direct us to focus on a few key areas. First, the applied tertiary education system needs to present a modern image and promising career prospects to make the route more appealing to parents and students. As a result, policy interventions and changes are required to be able to meet National Key Performance Indicators. This transitional period requires significant investment in the short term, from time, resources, and effort before economies of scale can be realised.

Another essential component of the national direction is the requirement of continuously upskilling and reskilling the workforce to fill in the gaps in the market while creating and empowering entrepreneurs that will contribute to the prosperity of the economy.

With the rapid economic changes, agility and autonomy need to be offered to institutions to empower data-driven decision making and spending. Globally, many education and government systems are trying to create flexibility not only as a result of the pandemic, but the evolving student needs, student preferences, in addition to changes resulting from technological advancements.



"BAHRAIN POLYTECHNIC IS A LEADING PROVIDER OF TERTIARY EDUCATION IN BAHRAIN. THEY CONTRIBUTE GREATLY TO THE NEXT GENERATION OF BAHRAINIS ENTERING THE LABOUR MARKET, SUPPORTING THEM IN PURSUING SUSTAINABLE CAREER PATHS AS STUDENTS AND JOBSEEKERS.

THEIR PIONEERING APPROACH TO LEARNING AND SKILL DEVELOPMENT FOSTERS INNOVATION AND INSPIRES THEIR STUDENTS TO EXCEL ACROSS VARIOUS SPECIALTIES. WE LOOK FORWARD TO SEEING THEM INNOVATE AND LEAD IN THE EDUCATION SPACE, PRESENTING STUDENTS IN BAHRAIN WITH HIGHCLASS EDUCATION WHICH HELPS THEM BUILD THEIR FUTURE CAREERS".

OUR THEMES

THE THREE
THEMES OF OUR
STRATEGY ARE:



Theme 1. **People**

Through our people, we will commit to work collectively across the faculties and administration to deliver our 2026 objectives by leveraging technology, relationships, and resources.

This theme will come to life through empowering our people, creating a vibrant campus, developing our human capital, and creating pathways to sustainability. Theme 2.
Employability,
Entrepreneurship,
Enterprise, and
Innovation (EEEI)

We will positively impact the economy and society through our distributive campuses to ensure education, upskilling, and reskilling is accessible to everyone, whilst increasing career readiness and applied research opportunities for our students and our industry partners.

This theme will come to life through widening and broadening access, tackling upskilling and reskilling challenges, encouraging an entrepreneurial and innovation culture, and expanding offerings and experiential opportunities.

Theme 3.

Partnership &

Engagement

We will strengthen and redefine existing partnerships whilst developing new strategic partnerships for the benefit of our students, industry partners, alumni, and the national economy with the aim of improving education, health, research and innovation, and the economic well-being of our communities.

This theme will come to life through valuing our alumni, redefining relationships, engaging with stakeholders, and futureproofing our relationships and resources.

Theme 1: **People**

Our Ambition

THROUGH OUR PEOPLE, WE WILL COMMIT TO WORK COLLECTIVELY ACROSS THE FACULTIES AND ADMINISTRATION TO DELIVER OUR 2026 OBJECTIVES BY LEVERAGING TECHNOLOGY, RELATIONSHIPS, AND RESOURCES.





We will priortise human capital development, well-being, engagement, and sustainability, as a catalyst to provide our students with a world-class applied education experience. Our sustainable campus is a place where people are celebrated and empowered with developmental opportunities for both students and staff.

Theme 1: People



THROUGH OUR PEOPLE, WE COMMIT TO WORK COLLECTIVELY ACROSS THE FACULTIES AND ADMINISTRATION TO DELIVER OUR 2026 GOALS BY LEVERAGING TECHNOLOGY, RELATIONSHIPS, AND RESOURCES.

Priorities

Empowering Our People

Developing Human Capital

Creating a Vibrant Campus

Creating
Pathways to
Sustainability



Theme 1: People

We will achieve this through:

Empowering Our People

We will empower our students, alumni, and staff by celebrating their achievements and increasing agility:

- Celebrating and profiling student, alumni, and staff achievements.
- Creating a technology enabled institution that enhances student experiences.
- Deploying agile and digitalised operational processes for increased efficiency and ownership.

Developing Our Human Capital

We will invest in the development of our people and provide them with the relevant tools to excel:

- Attracting and retaining high calibre staff through our policies.
- Ensuring that professional development criteria is fair, transparent, and relevant.
- · Ensuring that our staff are aligned with our strategy.

Creating a Vibrant Campus

We will create a culture that nurtures creativity through the calibre of our employees and our revamped facilities:

- Guiding and supporting students throughout their academic journey.
- Providing students with adequate career counselling and well-being support.
- Providing students with the appropriate facilities to experience a vibrant and active campus life.

Creating Pathways to Sustainability

We will build a consciousness for sustainability in our students and everything we do:

- Incorporating environment, social, governance (ESG) principles in our strategy and our curriculum.
- Collaborating with government and authorities on policy development.
- Incorporating Sustainable Development Goals (SDG) in our campus plans and operations where applicable.

Theme 1: People

Strategic Intent

Strategic Objective	Milestone
Empowering Our People	
We will celebrate all our people's contributions towards our goals.	Identify and publish criteria for student, alumni, and staff awards.
We will create a culture where students feel empowered to push boundaries.	Develop a mechanism to support student bodies (i.e., council) through financial support and peer mentorship.
Developing Our Human Capital	
We will create a professional development fund and plan for our staff in alignment with our strategy.	Develop supporting policies that create a pool of resources for the Polytechnic to fund professional development in strategic areas.
Creating a Vibrant Campus	
We will develop our people to become more agile and responsive to industry.	Review policies and systems to ensure alignment with strategic goals.
We will have seamless integration between our academic faculty and administrative departments.	Develop internal staff portal to increase communication and collegiality between colleagues.
We will be an agile, technology enabled modern educational institution.	Optimise systems of operation to achieve efficient and effective use of staff time and resources.
We will offer students an enjoyable on-campus experience and offer them additional support services.	Continue to enhance the facilities on a year-on-year basis, and employ well-being, and academic counsellors.
Creating Pathways to Sustainability	
Our graduates and staff will have a consciousness for sustainability.	Incorporate elements of Environmental, Social, and Governance (ESG) and Sustainable Development Goals (SDG) in programmes in addition to promoting sustainable practices on campus.
We will help students transition into higher applied education across the Kingdom.	Pilot links with vocational schools and introduce math, English, and coding extra-curricular courses in the Ministry of Youth and Sports and the Ministry of Education centres.



"VOCATIONAL EDUCATION IS A MUST NOWADAYS FOR ANY COUNTRY EMBRACING INDUSTRY AND WANTING TO EMPLOY NATIONALS TO TAKE ON ROLES IN DEVELOPING ITS INDUSTRIAL FUTURE.

WE SEE THAT THE THREE THEMES OF BAHRAIN POLYTECHNIC'S STRATEGY ARE COMPREHENSIVE IN SUCH THAT IT ENSURES THE SUSTAINABILITY OF A SOLID LEARNING PLATFORM AND SUPPORTS THE BAHRAIN 2030 VISION. GPIC IS A PARTNER IN THIS IMPORTANT STRATEGY AND IT WILL BE OUR PLEASURE TO WORK WITH THE POLYTECHNIC AND HELP IT EXCEL IN THE UPSKILLING AND RESKILLING OF THE STUDENTS. WE ARE LOOKING FORWARD TO SEEING A MODERN TECHNOLOGICAL POLYTECHNIC INSTITUTE THAT SUPPORTS THE LIFELONG LEARNING OF BAHRAIN'S YOUTH, OUR LEADERS OF TOMORROW."

Theme 2: Employability, Entrepreneurship, Enterprise, Innovation (EEEI)

Our Ambition

WE WILL POSITIVELY IMPACT
THE ECONOMY AND SOCIETY
THROUGH OUR DISTRIBUTIVE
CAMPUSES TO ENSURE
EDUCATION, UPSKILLING, AND
RESKILLING IS ACCESSIBLE TO
EVERYONE, WHILST INCREASING
CAREER READINESS
AND APPLIED RESEARCH
OPPORTUNITIES FOR OUR
STUDENTS AND OUR INDUSTRY
PARTNERS.





Through our people and systems, we will deliver learning in a variety of ways – full-time or part-time; on campus or in our distributive campuses; classroom based, blended, online or accelerated learning in a variety of subject areas. We will deploy an agile and appropriately digitalised curricular and extra-curricular environment, driven by industry, economic, and societal trends.

We will build on Bahrain's exceptional regional status by creating a reputation for applied research that will enable us to attract resources on a local and international scale.

Theme 2: Employability, Entrepreneurship, Enterprise, Innovation (EEEI)



WE WILL POSITIVELY IMPACT THE ECONOMY AND SOCIETY THROUGH OUR DISTRIBUTIVE CAMPUSES TO ENSURE EDUCATION, UPSKILLING, AND RESKILLING IS ACCESSIBLE TO EVERYONE, WHILST INCREASING CAREER READINESS AND APPLIED RESEARCH OPPORTUNITIES FOR OUR STUDENTS AND OUR INDUSTRY PARTNERS.

Priorities

Widening & Broadening Access

Tackling
Upskilling
& Reskilling
Challenges

Encouraging an Entrepreneurial & Innovation Culture

Expanding
Offerings
& Experiential
Opportunities



Theme 2: Employability, Entrepreneurship, Enterprise, Innovation (EEEI)

We will achieve this through:

Widening & Broadening Access

We will provide flexible and lifelong learning opportunities at every level:

- We will provide and promote multiple entry points and flexible pathways for progression.
- We will provide flexibility in delivery to broaden access, diversity of students, and increase student numbers.
- · We will deliver in several distributive locations.

Encouraging an Entrepreneurial & Innovation Culture

We will strengthen engagement with industry by cultivating multidisciplinary applied research to increase student career opportunities:

- We will set-up an innovation hub and incubator on campus to generate Intellectual Property (IP) and foster a culture of innovation and entrepreneurship.
- We will create spaces on campus for our students, industry, partners, and entrepreneurs to access and develop ideas with the support of faculty and resources.

Tackling Upskilling & Reskilling Challenges for the Region

We will solve talent gaps by upskilling and reskilling those employed and unemployed:

- We will tackle unemployment through graduate conversion programmes.
- We will launch upskilling and reskilling programmes with industry.
- · We will develop bespoke courses for industry.
- We will launch micro credentials and short courses to encourage the spirit of lifelong learning.

Expanding Offerings & Experiential Opportunities

We will prepare students for a dynamic and global workforce:

- We will expand programme offerings from level 6 to 10 in national priority sectors and Foreign Direct Investment (FDI) areas.
- We will provide our undergraduate students with more opportunities in applied research, entrepreneurship and leadership, international experiences, and other career readiness experiences.

Theme 2: **Employability, Entrepreneurship, Enterprise, Innovation (EEEI)**

Strategic Intent

Strategic Objective	Milestone
Widening & Broadening Access	
We will provide flexible and lifelong learning opportunities at every level.	Develop a blended and distance learning strategy for delivery on our main campus and in our distributive campuses.
We will launch a new scheme for modern apprenticeships.	Collaborate with industry and Bahrain Quality Authority (BQA).
Encouraging an Innovation & Entrepreneurial Culture	
Our research and innovation department will contribute positively to Bahrain's applied research agenda.	Implement appropriate academic workload planning.
Our incubators will create successful student and industry projects that are commercially viable.	Launch our innovation centre.
Tackling Upskilling & Reskilling Challenges for the Regi	ion
We will be the first choice for upskilling and reskilling with our industry and government partners.	Launch our distributive campuses and increasing industr partners.
Expanding Offerings & Experiential Opportunities	
We will offer several post graduate programmes in key areas identified by industry.	Launch applied master programmes for industry in key priority areas.
We will constantly review the external environment to keep our programmes up to date.	Diversify levels 5 to 10 programmes in line with industry requirements.
We will continue to enhance our industry-led curriculum, diversify our industry work-placements and projects, on all programmes.	Create a mechanism to incorporate adjunct faculty and guest speakers into programmes, whilst increasing partnerships with industry.



"WITHOUT A STRATEGY, A VISION WILL ALWAYS REMAIN AN ILLUSION. BUILDING A STRATEGY IS ABOUT COMPETING FOR THE FUTURE, NOT FOR THE PRESENT. IT PROVIDES AN ESSENTIAL CHANCE FOR ALL OF US TO ENGAGE THE COMMUNITY, THINK ABOUT NEW AREAS WHERE TEACHING, LEARNING, AND RESEARCH CAN HAVE AN IMPACT, STIMULATE INNOVATION, INCREASE COLLABORATION, AND MORE IMPORTANTLY TO CREATE A SUCCESSFUL ROADMAP FOR OUR YOUNG GENERATION."

Theme 3: Partnership & Engagement

Our Ambition

WE WILL STRENGTHEN
AND REDEFINE EXISTING
PARTNERSHIPS WHILST
DEVELOPING NEW STRATEGIC
PARTNERSHIPS FOR THE
BENEFIT OF OUR STUDENTS,
INDUSTRY PARTNERS, ALUMNI,
AND THE NATIONAL ECONOMY
WITH THE AIM OF IMPROVING
EDUCATION, HEALTH, RESEARCH
AND INNOVATION, AND THE
ECONOMIC WELL-BEING OF OUR
COMMUNITIES.





We will have initiatives that will incorporate our industry and government needs into applied research opportunities to encourage knowledge exchange and problem solving.

We will generate revenue from alternative streams in applied research and innovation that we intend to invest into cutting edge technologies and facilities to support students throughout their educational journey. We will also deliver on our mandate for social responsibility that extends beyond our student communities.

Theme 3: Partnership & Engagement



WE WILL STRENGTHEN AND REDEFINE EXISTING PARTNERSHIPS WHILST DEVELOPING NEW STRATEGIC PARTNERSHIPS FOR THE BENEFIT OF OUR STUDENTS, INDUSTRY PARTNERS, ALUMNI, AND THE NATIONAL ECONOMY WITH THE AIM OF IMPROVING EDUCATION, HEALTH, RESEARCH AND INNOVATION, AND THE ECONOMIC WELL-BEING OF OUR COMMUNITIES.

Priorities

Valuing Our Alumni Redefining Relationships

Engaging with Stakeholders

Future-Proofing
Our Relationships
& Resources



Theme 3: Partnership & Engagement

We will achieve this through:

Valuing Our Alumni

We will create lifelong links with our Alumni:

- Broaden engagement of alumni, expand alumni networks, and enhance student/alumni connections.
- Involving alumni in teaching, applied research, and conferences.
- Rewarding our alumni for their active contributions.

Redefining Relationships

We will empower our people through relevant upskilling and technology to build closer partnerships with government, industry partners, and students:

- Redefining government financial support.
- Engaging with industry to facilitate applied research, student work-placements, sponsorship, and innovative student opportunities.
- Increasing communication between students and staff.
- Building relationships with international applied universities and regulators to create a multicultural experience for our students.

Engaging with Our Stakeholders

We will create a communications and engagement plan that fosters a sense of shared purpose and trust:

- Relaunching through a clear communication strategy that brings all stakeholders on a journey of our evolution.
- Staff and the public are aware of our statistics, achievements, and engagement activities through our marketing and communications.

Future-proofing Our Relationships & Resources

We will diversify our revenue streams to provide cutting edge equipment, facilities, and increased educational opportunities for our students and industry:

- Leveraging our institutional assets and resources more effectively.
- Generating income from applied research, consulting projects, and through upskilling and reskilling programmes with industry.
- Actively seek mutually beneficial sponsorship opportunities.

Theme 3: Partnership & Engagement

Strategic Intent

Strategic Objective	Milestone
Valuing Our Alumni	
We will create opportunities for our Alumni – academically, personally, and professionally over their lifetimes.	Establish an alumnus working group.
Redefining Relationships	
We will be dynamic, agile, and strategic in our engagement with industry partners.	Implement a robust Customer Relationship Management (CRM) system and introduce a corporate engagement department.
We will offer our students an international and multi- cultured experience.	Formalise internationalisation plan.
Engaging with Our Stakeholders	
We will have a media presence that connects us to students, parents, industry, and our stakeholders.	Develop a communication plan in alignment with our strategy and an early engagement plan with secondary schools.
Future-proofing Our Relationships & Resources	
We will have a dynamic business model that allows us to re-invest into resources and facilities.	Increasing our revenue generation capacity.
We will be financially sustainable and agile.	Develop plans to diversify our revenue streams and achieve financial flexibility in investing on campus.
We will have industry-sponsored spaces for students to collaborate in on campus.	Develop an institutional structure and process for identifying and evaluating potential partnership, sponsorship, and engagement opportunities.



CHIEF EXECUTIVE OFFICER - DANAT
BAHRAIN INSTITUTE FOR PEARLS AND GEMSTONES

"TO PUT IT SIMPLY, HUMAN CAPITAL IS WHAT MAKES A COMPANY SUCCESSFUL. IN ORDER TO MAKE A DIFFERENCE IN TODAY'S WORKFORCE, NEW ENTRANTS NEED TO THINK LIKE ENTREPRENEURS AND BE CREATIVE, FLEXIBLE, AND ABLE TO SOLVE PROBLEMS. BUT IT'S THEIR EQ, OR EMOTIONAL INTELLIGENCE, THAT REALLY SETS THEM APART AND HELPS THEM SUCCEED.

BUSINESSES MAY BE ASSURED THAT GRADUATES FROM BAHRAIN POLYTECHNIC WILL BE WELL-EQUIPPED TO SUCCEED IN THE WORKFORCE BECAUSE OF THE EXCELLENT EDUCATION AND PRACTICAL EXPERIENCE THEY RECEIVED THERE."



OUR STRATEGIC PLAN PROCESS

A CLEAR STRATEGIC PLANNING PROCESS WAS DEPLOYED FOR A PERIOD OF 6-MONTHS.

Our key pillars for the planning process were collaboration, collegiality, and honesty. Nine working groups with a total of 88 internal participants established to work on core themes. Consultations were held externally with 34 industry and government partners in various fields such as engineering, telecommunication, banking, Information Communication Technology (ICT) services, among many others. Additionally, on a national level, we had valuable guidance from the Ministerial Cabinet, the Government Executive Committee, and the Supreme Council for the Development of Education and Training.

This ensured that each theme was verified against staff's observations, industry needs, and the national direction. The interconnectedness of the themes and the overlap in the feedback received from all the consultations enabled us to refine the strategy into three coherent and concise themes.



NEXT STEPS

Delivering Our Strategic Plan

WE WILL DELIVER
OUR STRATEGIC PLAN
THROUGH OUR THREE
CORE ENABLERS:
OUR PEOPLE,
INFRASTRUCTURE, AND
OUR OPERATIONAL
FRAMEWORKS.



Investing in our people is the key element in driving our plan, it is imperative that we attract, retain, and value our staff while we look for opportunities to develop them in alignment with our strategy. This plan belongs to our staff, and we will empower them to drive it forward.

Investing in our infrastructure from Information Communication Technology (ICT), the campus, and facilities is essential to our mission of staying relevant, innovative, and modern. We will ensure that learning can occur anywhere and that our learners can flourish in our virtual and distributive campuses. We will ensure that our students, industry, and staff, and alumni have spaces on campus to innovate, collaborate, and develop.

Investing in our operational frameworks is essential for creating a culture that values continuous improvement of systems and processes. Through this, we will ensure that our systems are agile and keep us on track with the implementation of our strategic initiatives. Our frameworks will also help us prioritise and allocate resources for us to achieve our goals.

With this being said, this lays the foundation for "inspiring the next generation."

INSPIRING THE NEXT GENERATION

WE LOOK FORWARD TO

INSPIRING

THE NEXT GENERATION

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