

# PILOT STUDY: UNDERSTANDING SKILL ACQUISITION

## Abstract

The skills an individual chooses to acquire can impact critically their performance in the labor market. This project aims to study skill acquisition by examining how subscribers select courses on an online skills platform (Doroob) and what factors affect this choice. The study also aims to understand whether these decisions vary by individual attributes such as gender, socioeconomic background, and employment status. The pilot results will be used to both refine the relevant dimensions of interest and design an experimental study that can better identify factors affecting skill acquisition.

## Expected Impact

By generating an understanding of how individuals make decisions and how these are mediated by personal circumstances and background, this project may lead to better preparation for job search and enhanced matching in the labor market.

## PRINCIPAL INVESTIGATORS

- **Harvard University**  
Asim Khwaja  
Jamal Haidar

## POLICY PARTNERS

- Doroob



**HARVARD** Kennedy School  
*Evidence for Policy Design*



Ministry of Labor  
and Social Development  
Kingdom of Saudi Arabia



صندوق تنمية الموارد البشرية  
HUMAN RESOURCES DEVELOPMENT FUND