

Healthcare Workforce Emiratization and Medical Education Priorities 2026

Healthcare Regulations and Sustainability

Healthcare Licensing and Medical Education

2026 - 2030

Emiratization and Medical Education Priorities in Abu Dhabi

Emiratization & Medical Education Priorities for Abu Dhabi's Health Workforce has been revised and is classified currently based on multiple factors and criteria, low number of Emirati Health Workforce in certain specialties does not necessarily reflect those specialties as a high priority. Multi-priority ranking was based on the below listed criteria:



Strategic Necessity

- Ensuring **business continuity** for Abu Dhabi's healthcare sector.
- Sustaining a **vital and agile** service through specialized workforce criticality.



Workforce Demand & Supply Gap

- Addressing supply limitations and Meeting high-demand health workforce requirements (Capacity Master Plan).



Capacity & Retention

- Optimizing educational enrollment and local program availability.
- Aligning with Department of Health Models of Care and special initiatives.
- Implementing long-term retention strategies for specialties with moderate supply.



Rationale for Shifting Education Priorities

The shift in medical education priorities was driven by a strategic response to evolving healthcare needs and challenges in Abu Dhabi based on following rationale



Time Gap

Workforce dynamics evolved since 2022, and current workforce distribution is way different than 2022



Static Classification

New Weighable Methodology and updated prioritization logic to incorporate new Workforce Requirements



New Care Models

Reflecting all new emerging models of healthcare in the priorities classifications.



Sustainable Emiratization

Focusing on specialties that supports sustainable Emiratization goals to increase the representation of Emirati professionals



Demand and Supply

Aligning education priorities with the Abu Dhabi's needs to ensure an adequate and updated supply of Emirati specialists in the key priority areas.



Workforce Continuity

While prioritizing emerging areas, a core methodology remains focused on retention and maintaining current workforce capacity in existing specialties.

Emiratization & Medical Education Priorities -2026

Physicians and Dentists

Allied Health

Nursing and Midwives

Priority 1

Anesthesia
Cardiac Surgery
Cardiothoracic Surgery
Critical Care
Emergency Medicine
Maternal and Fetal Medicine
Neonatology
Neurosurgery
Oral Maxillofacial Surgery
Orthopedic Surgery
Pediatric Gastroenterology

Pediatric Neurology
Physical Medicine and Rehabilitation
Psychiatry
Reproductive Medicine and Infertility
Radiation Oncology
Radiology subspecialties:
(Pediatric Radiology, Breast
Imaging, Interventional
Neuroradiology)
Trauma and Orthopedic Surgery

Priority 1

Assisted Reproductive
Technology (ART)
Clinical Psychology
Dialysis Technologist
Emergency Medical Services
MRI Technologist

Nuclear Medicine Technology
Occupational Therapy
Prosthetics and Orthotics
Radiotherapy Technology
Respiratory Therapy
Medical Laboratory Specialties
Clinical Biochemistry,
Molecular Genetics,
Histotechnology)

Priority 1

Specialties in Nursing:
Critical Care Nurse
Emergency Nurse
Infection Control Nurse
Mental Health Nurse
NICU Nurse (Neonatal)
Oncology Nurse

Priority 2

Cardiac Electrophysiology
Clinical Genetics
Clinical Hematology
Gynecological Oncology
Infectious Diseases
Internal Medicine
Interventional Cardiology
Medical Oncology
Nephrology
Neurology
Obstetrics and Gynecology
Occupational Medicine
Orthodontics

Pediatric Cardiology
Pediatric Dentistry
Pediatric Emergency Medicine
Pediatric Hematology Oncology
Pediatric Pulmonology
Pediatric Rheumatology
Pediatric Surgery
Periodontics
Plastic Surgery
Pulmonology
Sports Medicine
Surgical Oncology
Urology
Vascular Surgery

Priority 2

Genetic Counselling
Medical Physicist
Sonography
Speech Therapy

Priority 2

Registered Nurse
Registered Midwife
Other Specialties in Nursing




Priority 3

Anatomic Pathology
Cardiology
Clinical Biochemical Genetics
Clinical Pathology
Dermatology
Endocrinology
Endodontics
Family Medicine
Gastroenterology
Histopathology

Immunology and Allergy
Laboratory Genetics Genomic
Oral Surgery
Other Dentistry Specialties
Palliative Medicine
Pediatric Infectious Diseases
Pediatric Nephrology
Prosthodontics
Restorative Dentistry
Rheumatology

Priority 3

Clinical Dietetics Nutrition
Clinical Social Work
Pharmacy
Physiotherapy
Psychology
Toxicology (Pharmacy)

Ranking	Definition
	Highly Critical & Vital Specialty, Severe shortage of National Health Workforce
	Vital Specialty, High Shortage of National Health Workforce
	Important Specialty, Medium Shortage of National Health Workforce

Non- clinical Priorities in Abu Dhabi

Strengthening non-clinical roles is also essential to support long term sustainability , the framework presents the non-clinical priority roles that enable a resilient ,efficient and future ready healthcare system in Abu Dhabi aligned with Tawteen Targets and initiatives .

These priorities to guide educational offerings, scholarship programs , and future Tawteen targets.

Strengthening Healthcare Sustainability

- Building a resilient health system enabled to sustain quality care support long-term

Alignment with Emiratization Targets

- Supporting Abu Dhabi's Healthcare transformation and Emiratization goals
- Building long term workforce sustainability and capacity growth in alignment with Tawteen objectives

Operational Excellence

- To achieve operational excellence , it is essential to strengthen non-clinical roles alongside clinical workforce priorities to ensure the healthcare sector can meet its evolving needs



Critical

Highly Critical & Vital Specialty Capabilities essential for the healthcare system to function effectively

Vital

Capabilities required to sustain, scale, and strengthen the healthcare ecosystem







Priority areas align **with Abu Dhabi's healthcare transformation goals, Emiratization agenda, and long-term workforce sustainability**

Non-clinical Priorities in Abu Dhabi Healthcare Sector



Strengthening non-clinical roles is essential to support long-term healthcare **sustainability**, **Emiratization** goals, and **operational excellence** across Abu Dhabi's healthcare sector.

Priority Areas for Non-Clinical Role

Critical	Vital
<p>Capabilities essential for the healthcare system to function effectively</p>	<p>Capabilities required to sustain, scale, and strengthen the healthcare ecosystem</p>
<p> Digital & Data</p> <ul style="list-style-type: none">- Data Science, Health Informatics- Cybersecurity, Digital Health Governance	<p> Population Health Program Management</p> <ul style="list-style-type: none">- Behavioral Science- Public Policy
<p> Governance & Quality</p> <ul style="list-style-type: none">- Regulatory Affairs, Patient Safety- Governance, Ethics	<p> Healthcare Administration & Operations</p> <ul style="list-style-type: none">- Healthcare Biostatistics- Allied Health & Technical Training
<p> Research & Innovation</p> <ul style="list-style-type: none">- Genomics, Bioinformatics- Biomedical Science	<p> Economics & Value</p> <ul style="list-style-type: none">- Health Economics, Clinical Costing