



FAHR launches Professional Certificates Initiative (Elite) for Federal Government employees



The Professional Certificates for Federal Government employees Initiative

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FAHR launches Professional Certificates Initiative (Elite) for Federal Government employees

The Federal Authority for Government Human Resources (FAHR) has recently launched an initiative for the introduction of professional certificates for federal government employees “Elite”, which is aimed at developing and enhancing the skills of employees of ministries and federal entities, by providing certificates and accredited professional programs offered by local and international universities and training institutes, within 20 job families. At preferential rates.



Maryam Al Zarouni

▶ Launching 41 specialized Professional Certificates within March

In this regard, Maryam Al Zarouni, Director of Governmental HR Planning Department at the Authority considered that Elite is one of the strategic initiatives of the Federal Authority for Government Human Resources, which aims to develop the capabilities and skills of federal government employees, contributes to competitiveness of the UAE and achieves its global leadership.

She emphasized that the “Elite” initiative serves the Authority’s endeavors aimed at promoting investment in human capital in the federal government, and supporting ministries and federal entities towards developing the skills and capabilities of their specialized employees, in order to meet

the Government’s rational aspirations and future directions, towards enhancing readiness to face future challenges.

Maryam Al Zarouni added: “The Elite initiative aims to empower federal government employees and provide them with the specialized skills necessary to achieve institutional goals and embark on the future, armed with high skills and specialized capabilities, through obtaining professional certificates approved by the competent authorities and recognized internationally.

“The specialized professional certification initiative aims primarily to empower federal government employees and provide them with the necessary



specialized skills, so that they can achieve the institutional goals and move towards the future, armed with high skills and professional certificates approved by competent authorities locally and internationally. These professional certificates are provided, throughout the year, by the best training providers, including leading institutes and universities within 20 job families, and preferential rates for federal government employees.”

Director of Governmental HR Planning Department revealed that 40 professional certificates in diverse disciplines were launched for the month of March, covering 10 job families: finance and accounting, human resources, auditing and governance, health

and safety, institutional development, media, program and project management, engineering, institutional support services, and information technology.

She indicated that similar certificate packages will be launched monthly, in partnership with dozens of training providers, in all specialties, on the Authority’s website (www.fahr.gov.ae), the initiative page, classified by month or by job family. Finally, she invited those wishing to benefit from the initiate, at preferential prices, be it federal entities or employees themselves, to communicate with the “Elite” initiative team at the Authority, through the unified call center (600525524), or e-mail: Elite-support@fahr.gov.ae.



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The HR Club stresses the importance of employee experience in achieving the organization's strategy

The Federal Authority for Government Human Resources (FAHR), recently held the second virtual session of the Human Resources Club 2021, under the title "Employee Experience and its Impact on the Organization's Strategy in 2021", using live streaming technology. The event was followed by nearly 9,000 Club affiliates and those interested in human resources from within and outside the country.



Salwa Abdullah

The session was hosted by Mr. Elias Deeb, Executive Director of Kencentric Company, Middle East, and Dima Dimashqia, Consultant in shaping corporate culture and employee engagement Kencentric Company.

Shedding light on the session, Salwa Abdullah, Director of Projects and Programs Department at the Authority, explained that the session saw great turnout and attention from the HR Club members, with nearly 9,000 followers from different parts of the world.

She added that the Authority held 14 virtual sessions for the HR Club last year. Mankind, followed by more than 47,000 Club affiliates and people interested in human capital development.

Salwa Abdullah said: "The last HR Club's session, along with all previous sessions are documented and available in the visual library, on the Club's page on the Authority's website: www.fahr.gov.ae, the Club page, and those interested can access it at any time."

She added: "The HR Club, which was launched in 2010 is one of the Authority's strategic initiatives, and has become an important intellectual and knowledge communication platform bringing together thousands of people interested in its discussion topics, whether on human resource or support services issues."

For his part, Mr. Elias Deeb, noted that organizations around the world witnessed during COVID-19 pandemic, tremendous changes in the current work systems and

methods. "These changes usually take place within a period of no less than 3 years", he said. "However, the pandemic, despite so many challenges it imposed on institutions, has greatly contributed to changing the organizations' culture, as well as the prevailing work patterns, and the mechanisms used in managing employees, both face-to face or remotely."

Mr. Elias pointed out that the remote work model will continue, as reliance on it at the global level is increasing, but its success depends on the availability of a number of factors, the most important of which are: support provided by the leadership for the new model, and provision of resources and technologies that enable employees to perform their tasks around the virtual world.

He shed light on the results of a recent survey conducted by Kencentric, showing that 36% of employees around the world will continue to work remotely, an increase of 12% than before the pandemic. It also revealed that institutions in many countries of the world are planning to increase spending on technology, due to the role it plays in achieving their strategic visions and expansion goals.

He added: "Institutions have realized well during the pandemic the importance of enhancing the employees' professional experiences, to improve their performance, productivity and loyalty. However, this requires leaders to be inspirational capable of involving employees in decision-making, building strong social and professional relationships with them, and talent development.

"The study also showed that 36% of leaders surveyed were ready to develop their employees' experiences, while 49% of organizations intend to invest in training programs to develop their leaders during the next 12 months."

Executive Director of Kencentric Company stressed that a successful leader is one who is keen to meet his employees' needs, listen to them, keep his word, look to the future, be humble, and build strong relationships based on mutual trust.

For her part, Ms. Dima Dimashqia, confirmed that the experiences that employees gain every day in the work environment affect their professional behaviors and performance. According to her, the role of the organization is to ensure that employees obtain experiences that are appropriate to the nature of their work, and the tasks that they carry out, as well as their academic qualifications.

She said: "Coronavirus (COVID-19) pandemic has accelerated the pace of transformations within organizations, showed the need for attracting qualified and experienced people of various specializations, especially talents with technological background."

She explained that there is a difference in opinions of employees from different parts of the world about the experience of working remotely during COVID-19. "Some of them see that it has been a success and useful at the professional and personal levels despite the challenges it carries, while some believe that it is a bitter experience", said Ms. Dima. "They do not wish to repeat it in any way."

The Human Resource Club

The Human Resources Club launched in 2010 is one of the most important strategic initiatives of the Authority. It is an interactive platform and an intellectual and knowledge communication channel that brings together interested people, human resources specialists and experts under one roof to share ideas, experiences and solutions that could enhance the roles assigned to human resources departments and other institutional service bodies across different sectors in the country.

The HR Club offers its membership, which has grown to over 10 thousand, an ideal opportunity to learn about the best practices, experiences and success stories of many individuals and institutions, as well as meeting with specialists and actors in the field of institutional work.

It is noteworthy that the door to membership is open free of charge for those interested in human resources, public administration institutional support and other relevant fields. The Club is keen to communicate with its affiliates

FAHR concludes its participation in the UAE Hackathon to develop the government work system

The Federal Authority for Government Human Resources (FAHR) concluded its participation in the UAE Hackathon 2021 "Data for Happiness and Quality of Life" in its fourth session, which was organized by the Telecommunications Regulatory Authority (TRA) with the support of the Ministry of Community Development, represented by the National Program for Happiness and Well-being.



الهيئة الاتحادية للموارد البشرية الحكومية
Federal Authority For Government Human Resources

The Authority's participation in this year's UAE Hackathon came under the theme "Work Efficiency & Productivity", with the aim of finding innovative technical solutions to develop the efficiency of government work and enhance the productivity of employees of ministries and federal entities.

The Authority suggested that the Hackathon participants take the challenge of developing smart systems to measure productivity and enhance government performance, using digital solutions. It received a number of innovative proposals that would improve the federal government system and develop the mechanism used to measure employee productivity.

Up Skillers Team of the Authority won first place in Ajman Hackathon as the two members Abdullah Al-Shammari and Iftikhar Ali presented an idea to develop smart systems to measure productivity and enhance government performance.

The hackathon saw a great turnout from various

segments of society across all emirates, with participants in its fourth session reaching nearly 2,240, and forming 330 teams, including 24 in Abu Dhabi, 47 in Dubai, 32 in Sharjah, 19 in Ajman, 20 in Umm Al Quwain and 37 teams in Ras Al Khaimah, while Fujairah witnessed the largest participation with 57 teams. Participants varied in terms of age and gender, with 54.2% female participation.

The teams worked to find solutions to 49 challenges presented by 21 government entities focusing on 11 themes, namely: UAE Golden Jubilee Digital Transformation, Travel & Tourism, Fin Tech, Entertainment & Climate Change, Security, Safety & Justice, Smart Sustainable Cities, Entertainment & E-Sports, World-Class Education, World-Class Healthcare, Work Efficiency & Productivity.

The final outcome was 100 inspiring ideas, presented in a virtual exhibition designed by the Telecommunications Regulatory Authority and Digital Government during a ceremony to honor the winning teams.

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National Program for
Happiness & Wellbeing



هيئة تنظيم الاتصالات
TELECOMMUNICATIONS REGULATORY AUTHORITY





Memorandum of Understanding between FAHR and Al Ihsan Charity Association

The Federal Authority for Governmental Human Resources (FAHR), recently signed a Memorandum of Understanding with Al Ihsan Charitable Association, with the aim of strengthening cooperation between the two parties in the field of charitable work, as well as launching joint humanitarian initiatives that would serve the Association's objectives and enhance the social role of the Authority.



Mahmoud Al Marzouqi



Dr. Haqqi Ibrahim Ismail

Following the signing ceremony, Mahmoud Al Marzouqi, Director of Government Communication Department, affirmed that the Federal Authority for Governmental Human Resources believes in the importance of humanitarian and charitable work in realizing its vision and strategic goals.

"To achieve this end, the Authority has concluded several memoranda of understanding and partnership agreements with leading charitable institutions operating in the country, followed by the launch of dozens of humanitarian initiatives over the past few years, targeting many needy groups from inside and outside the country", he said.

Al Marzouqi added that the MoU aims to consolidate the strategic cooperation between the Authority and the Al Ihsan Charitable Association, unify their efforts, and intensify joint charitable campaigns that benefit the UAE community, and strengthen coordination between the two sides in order to spread the culture of volunteering and humanitarian work. He praised the efforts made by

the Association its pioneering humanitarian projects, which aim to provide aid and assistance to all poor and needy families.

For his part, Dr. Haqqi Ibrahim Ismail, Executive Director of Al Ihsan Charitable Association, stressed the importance of cooperation with the Federal Authority for Human Resources in strengthening the humanitarian and societal role, and consolidating the concept of charitable work, in line with the strategic plan of the Association.

He said: "Cooperation between the two parties comes to establish bilateral relations in support of humanitarian work in the country, and to spread the culture of volunteerism, in order to raise awareness among all segments of society about charitable giving."

Dr. Haqqi expressed his appreciation to the Authority's efforts and cooperation in support of the Association's projects and humanitarian activities, and loaded the joint efforts of the two parties to achieve their objective in the service of the needy persons.

FAHR and Al-Jalila launch a campaign to treat a MS patient

The Federal Authority for Governmental Human Resources (FAHR), in cooperation with Al Jalila Foundation, launched a charitable campaign under the community initiative "Sanadhom Amanah", to cover the expenses of treating a young man called Abdullah, who lost his only source of livelihood due to multiple sclerosis disease since 2013, and is in dire need to complete treatment and secure expensive medicine.



Hanan Mohammed Bin Nesaif



In this regard, Hanan Muhammad bin Nassif, Deputy Director of Government Communication Department at the Authority, explained that the campaign comes as part of the existing cooperation between the Authority and Al Jalila Foundation in the fields of charitable and humanitarian work, pointing out that during the past two years the two institutions have implemented many charitable campaigns under the "Sanadhom Amanah" initiative. The initiative, she added was launched with the aim of providing the treatment costs of many needy patients.

Hanan said: "The campaign aims to cover the expenses of treating the young man Abdullah, who is 30 years old and has been suffering from multiple sclerosis for 8 years. His inability to cover the expenses of treatment and thus absence from hospital reviews for long periods resulted

in many serious health complications, leading him to lose his job, the only source of income."

She indicated that the Authority has publicized the campaign at the Federal Government level to allow the opportunity for the largest number of employees of the ministries and federal entities to participate in community work and charitable giving by contributing in treating the patient, through their various social networking accounts or via the Federal Government's HR Management Information System (Bayanati). She called on all members of society to support the campaign, and donate 10 dirhams by sending the word "Sanad" in an SMS via Etisalat or du to the number 4202, 50 dirhams by sending the same word to the number 4206, 100 dirhams to the number 4209, and 500 dirhams to 4409.

FAHR organizes a series of activities during the UAE Month of Reading

The Federal Authority for Government Human Resources (FAHR) has launched its agenda for the Month of Reading, which comes this year under the slogan “My Family Reads”. The event includes a series of initiatives and cultural activities that will enhance knowledge among Federal Government employees in general, and those of the Authority in particular, and motivate them to adopt reading as a culture and a daily habit.



In this regard, Khaled Al Mazmi, Director of Strategy and the Future and Head of the Knowledge Management Team at the Authority, considered the Month of Reading as an important national occasion that reflects the interest of the UAE leadership in science and knowledge, leading to the habit of reading as a way of life.

He said: “The Month of Reading comes in line with the national strategy for reading, which seeks to consolidate reading as a culture and lifestyle in the Emirati society by the year 2026. There is no doubt that reading in general contributes to raising a society’s awareness through acquiring scientific thinking and knowledge. Moreover, it helps preserve the national gains at cultural and intellectual levels, leading to an educated generation capable of taking up leadership toward a brighter future.”

The Authority’s agenda for the Month of Reading this year, included many cultural and knowledge activities and events to be implemented internally and externally, as part of continuous efforts over the past years. These events started with the formation of a knowledge management team, then the implementation of the agenda for cultural activities (general and specialized) throughout the year.

“Key activities of the Authority under “My Family Reads” included launching knowledge competitions, training workshops on reading, virtual sessions, launching e-books, sharing specialized articles, and issuing a quarterly newsletter, “Flashes of Knowledge,” Al Mazmi concluded.

February / March: Innovation and Reading

The United Arab Emirates is well aware of what it is doing, and is so proud of its achievements are recognized around the world. It places the human element at the top of all priorities, driven by its wise leadership’s belief that it is the basis of any comprehensive sustainable development and knowledge economy. This is why the UAE designates a month for innovation, and another month for reading, in an effort to establish these two approaches as a habit and daily practice of society.

Of course, innovation and reading are not limited to February and March only; actually the have become a commonplace all through the year across all the emirates, where various

specialized events and activities (Cultural, scientific, economic, social, and humanitarian) are held. The importance given to innovation and reading reflects the vision of the UAE’s leadership that they represent the foundation of any advancement and development, hence the relentless endeavors to establish them as a culture and daily practice.

In February this year, a week was devoted to innovation, to encourage innovators and talented people, and to achieve the country’s leadership and competitiveness on the global map in various fields.

March is designated as the Month to Reading, under the slogan “My Family Reads”, to be one of the country’s national events which reflects the wise leadership’s interest in science and knowledge, and commitment to establish the habit of reading as a way of life.

There is no doubt that reading in general contributes to raising a society’s awareness through acquiring scientific thinking and knowledge. Moreover, it helps preserve the national gains at cultural and intellectual levels, leading to an educated generation capable of taking up leadership toward a brighter future.

The Federal Authority for Government Human Resources prepared for the two events with agenda that included many cultural and knowledge activities and events. In one week, we implemented 8 major innovative events, launched Digital Transformation Strategy in the field of human resources. In the Month of Reading, we launched a series of cultural initiatives and activities that could increase employees’ knowledge and motivate them to practice reading as a culture and a daily habit.



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The Federal Authority
for Government Human Resources
wishes you and your family a
Blessed Ramadan



Ramadan Kareem