

Accelerating the Development of National Talent Through Innovative Knowledge Partnerships

Today's world of work is undergoing rapid transformations driven by technological advancement and evolving business models, a reality that necessitates the continuous development of skills and the building of human capabilities able to keep pace with the future. From this standpoint, the Federal Authority for Government Human Resources is committed to strengthening its strategic partnerships with the private sector to develop national competencies and empower them to acquire advanced expertise and knowledge.

In this context, the Authority has entered into a strategic partnership with the leading global professional services firm PwC and the Society for Human Resource Management (SHRM) to launch a knowledge exchange and transfer programme at the federal government level. The initiative aims to accelerate the development of national talent and enhance its readiness for future requirements through a practical learning experience that goes beyond traditional development methods.

The programme is founded on the principle of experiential learning within advanced work environments, offering federal government employees the opportunity for hands-on learning within PwC's workplace for a period ranging from three to six months, on either a full-time or part-time basis. During this period, participants gain practical experience through direct engagement with experts and specialists, while also being exposed to global best practices in management and institutional innovation.

The programme also aligns with the Authority's training and development framework, which is based on the globally recognised 70/20/10 capability development model-70 per cent learning through practical application, 20 per cent through interactive learning and knowledge exchange, and 10 per cent through structured learning. This approach helps connect theoretical knowledge with practical implementation and build specialised capabilities that support government performance while keeping pace with future demands.

The knowledge transfer programme represents an important platform for the exchange of expertise between the public and private sectors, contributing to knowledge transfer and the development of a more flexible and innovative government work environment. It also enables government cadres to acquire modern tools and knowledge that enhance their ability to perform their duties with greater efficiency, while supporting professional growth and institutional sustainability.

This initiative forms part of the Authority's strategy to build an integrated knowledge ecosystem for the development of national talent and to foster a culture of continuous learning and institutional innovation. Through such high-value partnerships, we continue to prepare national competencies capable of leading government transformation and contributing effectively to the building of the government of the future, in alignment with the aspirations of the United Arab Emirates and its ambitious development vision.

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