

Training and Development System for Federal Government Employees

The Training and Development System for Federal Government Employees is a complete program created by the Federal Authority for Government Human Resources (FAHR). Its goal is to help federal employees build their skills and prepare for the future by offering flexible and ongoing learning opportunities. The system also helps improve how government organizations perform by connecting training with job evaluations and making sure learning goals support the UAE Vision 2031.

System Features:

- **An Innovative Approach to Continuous Learning:** Strengthens the link between job performance and professional development, and encourages self-learning and practical training.
- **Integration with the “Performance Management” System:** Supports the job performance system by enhancing aspects of development and continuous professional growth.
- **Employee Empowerment:** Focuses on developing future and specialized skills to achieve sustainable career growth.

The 70-20-10 Learning Model:

The system is based on a flexible, multi-source learning model known as **70-20-10**:

- **70%** of learning occurs through actual **work and daily experience**.
- **20%** of learning happens through **coaching, mentoring, and knowledge exchange**.
- **10%** of learning takes place through **formal training and educational programs**.

The system also emphasizes specialized skills, with a minimum focus of:

- **70%** for leadership, supervisory, and specialized categories
- **50%** for the executive category

Core Principles of the System:

The system is built upon several key principles, most notably:

- Promoting a culture of self-learning and engaging employees in shaping their professional development journey
- Developing future behavioural and technical skills
- Enabling digital transformation in learning through smart platforms and modern technologies
- Ensuring cost-efficiency by adopting flexible and practical training methods
- Enhancing job motivation by making training a tool for performance development and career advancement
- Training and Development System for Federal Government Employees Policy, [click here](#) (**Available in Arabic**)
- Guideline for Training and Development Procedures, [click here](#) (**Available in Arabic**)
- To access the system, [click here](#)