

FAHR Launches a Comprehensive Training and Development System for Federal Government

The FAHR affirmed that the new system embodies an innovative approach to continuous learning, fostering integration between job performance and professional growth. It is designed to empower employees, strengthen their readiness with future skills, and provide them with sustainable opportunities for professional advancement in line with labor market transformations.

The system is directly integrated with the Federal Government's Performance Management System, which places particular emphasis on self-learning and continuous development, while supporting FAHR's drive towards eliminating digital bureaucracy.

A Flexible Learning Model

The new training and development framework adopt the *70-20-10 learning model*, creating a flexible and supportive learning environment: 70% of professional learning takes place on the job through daily practices, experiences, and challenges; 20% is derived from others through mentoring, guidance, and knowledge exchange within teams; and 10% comes from formal learning such as classroom training, digital platforms, and specialized events.

The system further prioritizes specialized skills, ensuring no less than 70% of training for leadership, supervisory, and specialized roles, and at least 50% for executive roles.

Principles and Objectives

The training and development system is anchored in several core principles: fostering a culture of self-learning and employee participation in shaping their own learning journey; future readiness through the development of behavioral and technical future skills; digital transformation in learning through the adoption of smart technologies and systems; efficiency in spending via flexible and practical training methods; and cultivating a culture of motivation by using training as a tool to elevate professional competency.

Competence and Readiness

The new system is set to enhance employee competence and strengthen readiness for future demands, while improving professional performance and productivity through a holistic and integrated approach that places the employee at the center of the development process.

FAHR called on all federal ministries and entities to leverage this advanced system and encourage their employees to embark on a journey of continuous learning, one that advances their performance, sharpens their capabilities, and contributes to both institutional objectives and national aspirations.
