

FAHR launches the “Future Step” Portal to enhance the training experience for new graduates and students across federal entities

A comprehensive training guide to enhance the trainee experience

As part of this initiative, the FAHR has prepared a comprehensive and unified training guide for new graduates and students, designed to guide them throughout their training journey, enhance the quality of the experiences they undertake, and help them understand training mechanisms and acquire the required skills, thereby ensuring a rich and enriching learning experience.

This initiative represents a strategic step aimed at supporting young national competencies and enabling new graduates and students of accredited universities and colleges to gain practical experience through the provision of high-quality, three-month practical training opportunities, renewable as applicable. These opportunities contribute to refining their skills and enhancing their readiness for the professional future, in line with the objectives of the UAE Vision 2031 to empower youth and invest in their potential. The initiative also falls within the framework of the FAHR's ongoing efforts to activate partnerships between the federal government sector and higher education institutions accredited by the Ministry of Higher Education and Scientific Research.

Powered by Artificial Intelligence

The AI-enhanced “Future Step Portal” serves as a connecting link between federal entities and graduates and university students. It allows entities to directly publish available training opportunities, while enabling new graduates and students to browse these opportunities, apply for them, and track their applications electronically with ease and transparency.

The portal relies on AI technologies to analyze CVs, match graduates' and students' skills with suitable training opportunities, accelerate selection processes, and enhance the overall graduate and student experience. AI also supports federal entities through “smart drafting and translation of programs,” classifying students' qualifications according to their alignment with available opportunities within the entity, and automatically matching them accordingly. In addition, it provides a smart dashboard for data analysis and performance monitoring.

The portal features a flexible user interface and smart classification of opportunities by specialization and required skills. It also includes an integrated system for monitoring and evaluating both trainees and training entities, and generates statistical reports on training indicators.

The portal empowers young national talents and enhances future readiness

H.E. Faisal bin Butti Al Mheiri, Director General of the Federal Authority for Government Human Resources, affirmed that the launch of the “Future Step” portal embodies the FAHR's commitment to supporting and empowering young national competencies and talents. He noted that the portal represents an innovative model for employing AI technologies in developing the learning and training ecosystem within the federal government, by linking the skills of graduates and students with available training opportunities through smart mechanisms that support decision-making and enhance the trainee experience. This, in turn, contributes to equipping them with future skills and preparing them to enter the labor market with efficiency and confidence.

He described the initiative as an advanced step towards developing the government human resources system and embedding a culture of experiential learning within the work environment, thereby contributing to building a generation capable of keeping pace with future transformations and actively participating in the national development journey.

The launch of the “Future Step” portal represents a qualitative leap in supporting and strengthening pathways for experiential learning and vocational training, towards achieving a set of objectives, most notably enabling new graduates and students to acquire real practical experience within the workplace; facilitating access to training opportunities through a unified smart portal; supporting integration between higher education institutions and government entities; developing national competencies and preparing them for the future labor market; embedding a culture of practical learning as part of the student’s academic experience; and reinforcing the government’s commitment to empowering youth and investing in their potential.

Integrated roles

The success of the portal is driven by the integration of clearly defined roles among the concerned parties. Graduates and students register on the platform, comply with training requirements, and document their achievements. Federal entities provide training opportunities, supervise training, and evaluate performance. Educational institutions undertake academic coordination and support graduates and students during the training period. The FAHR, in turn, oversees the management and organization of the smart portal and ensures the achievement of its strategic objectives.

Using the portal

The trainee progresses through several stages, beginning with personal account registration and browsing training opportunities, followed by electronic application submission, approval by the entity and commencement of training, performance monitoring, and finally the submission of achievement reports related to the program. It should be noted that the training does not guarantee direct employment and that it is conducted in a manner that does not conflict with academic study schedules.
