



User Guide for

# Future Talent Management

General Framework in the Federal Government

2026







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## About Future Talent Management General Framework in the Federal Government

In line with the Federal Government's commitment to investing in national capabilities; developing competencies, empowering the youth, and in line with the "UAE Principles of the 50," which affirm that the main future driver for growth is human capital; the Government focuses on developing education, attracting talents, and building skills to sustain the UAE's competitiveness. It also underscores the critical role of the Government talents in realizing the UAE's aspirations and meeting the needs of future generations through the Youth Empowerment System that has been launched by the Federal Youth Authority (FYA), which aims to further enhance the youth's engagement and create a environment that supports unleashing their capabilities and contributes to establishing an innovative government environment.

## Mechanism of the Future Talent Management in the Federal Government

This mechanism ensures integration between the systems and legislation of the human capital management and development in the Federal Government such as the Performance Management System, the Rewards and Incentives System and the Succession Planning System. The Future talent management process in the Federal Government in each entity shall consist of the following stages:

1. Future Talents Exploration
2. Assessment and Selection
3. Empowerment and Investment
4. Retention and Motivation

## Future Talent Platform

A dedicated platform has been developed to automate the Future Talent Management General Framework in the Federal Government. It provides a range of functionalities, most notably the integration of the candidate's Future Talent profile with the "Bayanati" HR system database and the "Jahiz" platform. This integration enables access to employee performance evaluation/appraisal results, verification of any violations within the employee's service file, and supports the management of rewards and incentives within the Retention and Motivation Stage.

The platform further enables automated management of Future Talent candidates and the administration of the four stages outlined in the framework, beginning with Future Talent Exploration, followed by Assessment and Selection, then Empowerment and Investment, and culminating in the final stage of Retention and Motivation.

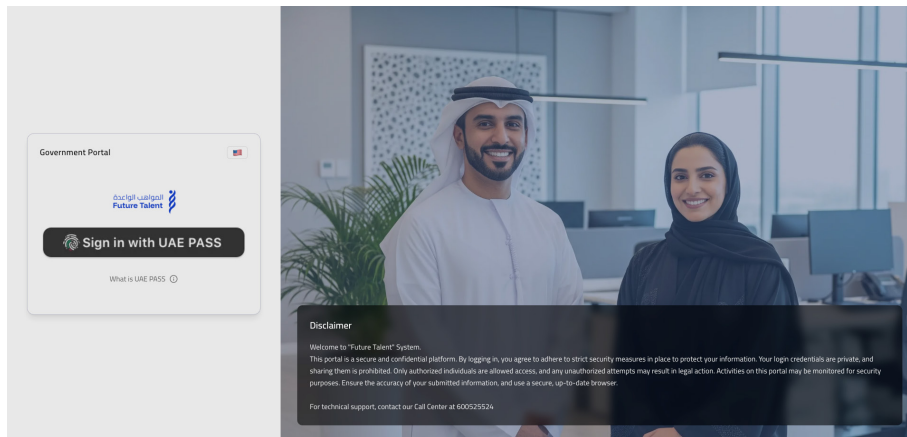
## Platform Access

The platform is available to HR personnel in the Federal Government who are designated by Federal entities. It is also accessible to all employees nominated by these entities. To access the platform, please use the following link:

<https://www.fahr.gov.ae/futuretalent/en>

Upon opening the link, users will find a concise overview of the platform's key capabilities, including the nomination, evaluation, and empowerment of the Future Talents.

The platform's principal objectives are also highlighted, including investing in the retention and empowerment of young Future Talents to strengthen their readiness and enable them to lead the future, along with a set of frequently asked questions about the platform.



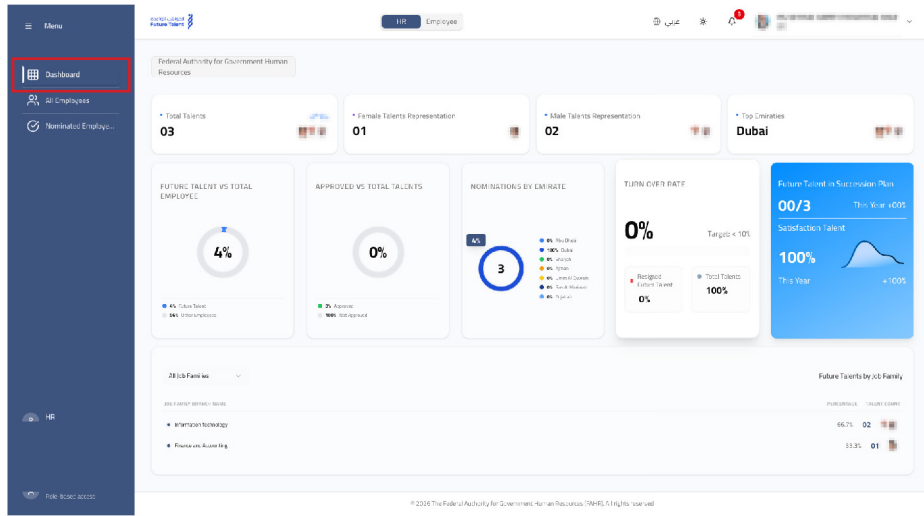
## Nominating Future Talents

To initiate the nomination and talent management process, the HR officer logs into the system using UAE Pass.

### **First:** Dashboard

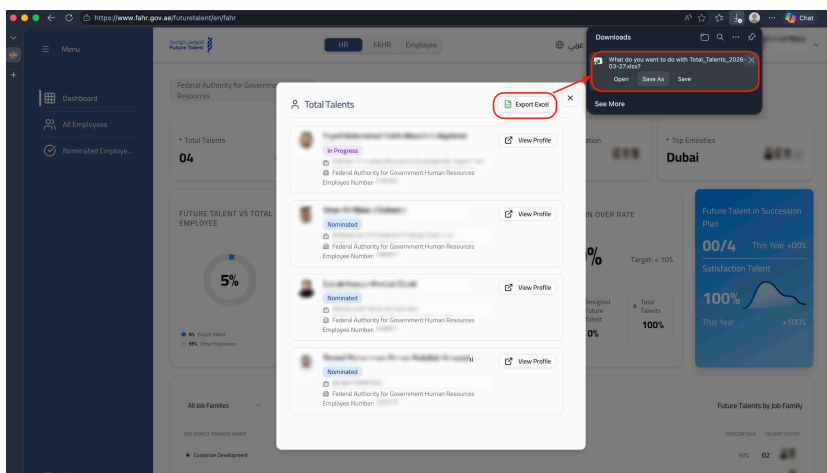
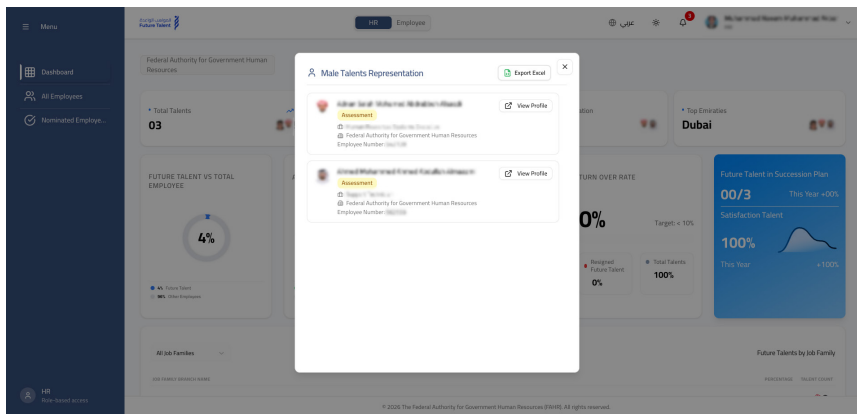
Upon accessing the platform, the HR officer at the entity can view the platform's Key Performance Indicators (KPIs), including:

1. **Total Talents:** Refers to the total number of employees nominated by the entity.
2. **Female Talents:** Female nominees within the entity.
3. **Male Talents:** Male nominees within the entity.
4. **Highest Nominating Emirate:** The emirate that includes the highest number of nominated employees.
5. **Percentage of Future Talents vs. Total Employees:** Calculated based on the total number of nominated Future Talents compared to the entity's actual number of employees.
6. **Percentage of Approved Talents vs. Total Talents:** Calculated by comparing the number of Future Talents meeting the criteria with the number of Future Talents already nominated.
7. **Nomination by Emirate:** A KPI contributing to the distribution of nominee percentages by emirate.
8. **Employee Turnover Rate:** Measures the number of resignations among Future Talents in the Federal entity compared to the total number of talents in the entity.
9. **Future Talents in Succession Plan:** A KPI measuring the representation rate of Future Talents in succession plans out of the total employees included in those plans.
10. **Future Talent Statistics by Job Family:** A KPI contributing to the display of Future Talents according to job family.



## Second: Candidate Data Review

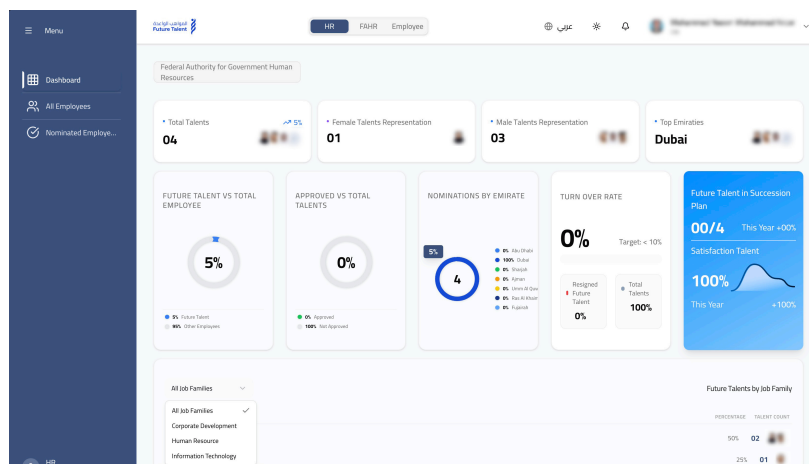
The dashboard further enables HR officers to review the details of nominated employees and indicates the stage completed by each candidate. Access to these details is available by selecting the corresponding indicator.



Candidate data can also be uploaded via an Excel file.

## Third: Displaying Candidates Based on the Job Family

Among the reports available on the dashboard is the Employees by Functional Job report. This report enables the HR officer to identify Future Talents based on their job family, distributed according to percentages.



## Stage (01): Future Talents Exploration

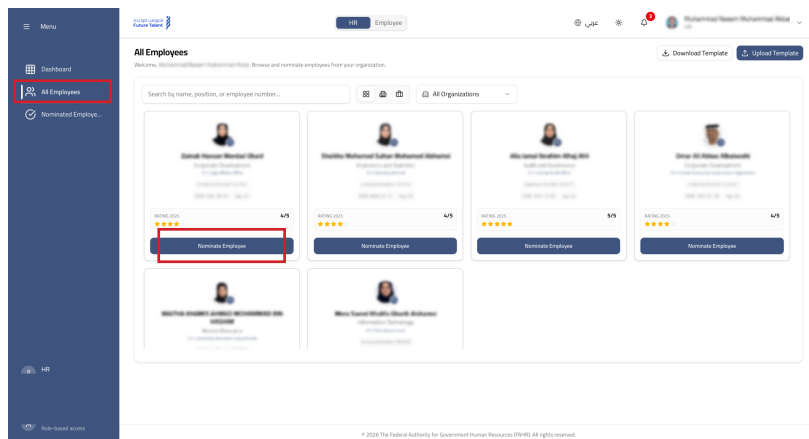
Based on the mechanism of the Future Talent Management General Framework in the Federal Government, the Talent Exploration stage is the first stage through which Future Talents are identified.

A set of criteria is applied to explore Future Talents within the entity. Among these criteria automated on the Bayanati system are:

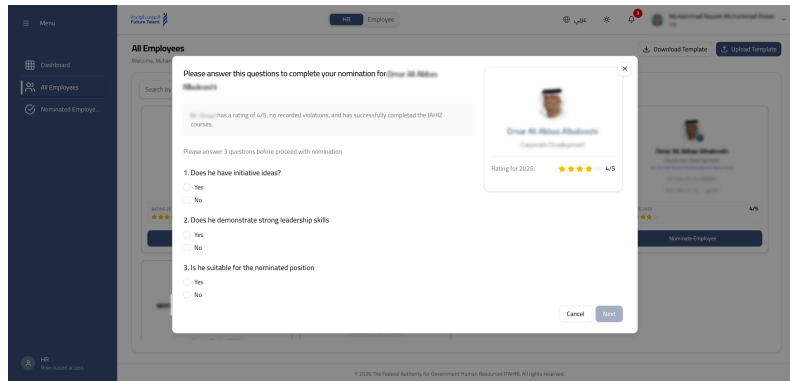
1. The score of the employee's performance shall not be less than (4) in the last evaluation cycle.
2. Employee's file shall have no violations or penalties related to work.
3. The training programs on future skills within Jahiz initiative shall be completed.

### I: Exploration and Nomination

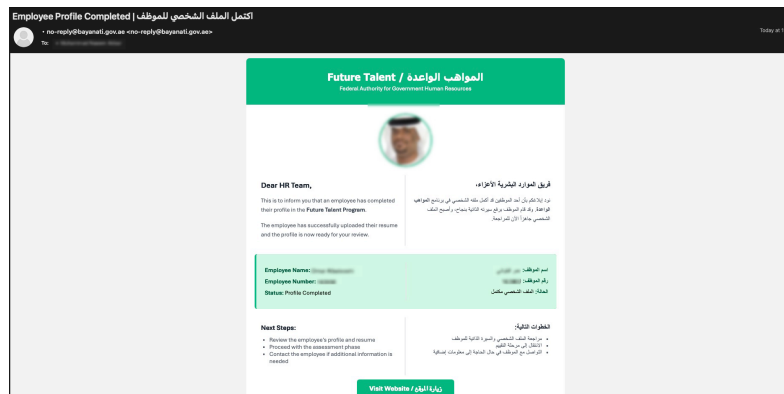
The entity's HR Department selects the "All Employees" icon, after which the system displays all employees who satisfy the nomination criteria.



The Department then selects “Nominate Employee” and answers the nomination-related questions according to the guide.



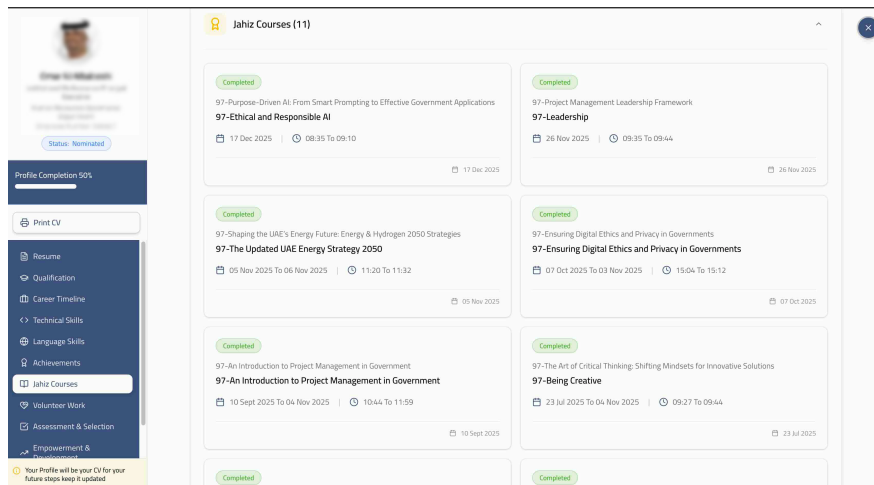
Upon selecting “Next,” the employee receives a notification confirming completion of the nomination under the entity’s Future Talents, through which the employee completes the nomination profile using the provided link.



## II : Completing the Nomination Profile

Upon receipt of the nomination email, the employee completes the nomination profile and provides the following details:

1. Qualifications
2. Career Path
3. Technical Skills
4. Language Skills
5. Achievements
6. Jahiz Courses
7. Volunteer Work
8. Assessment and Selection
9. Empowerment and Investment
10. Retention and Motivation



## III : Bulk Nomination

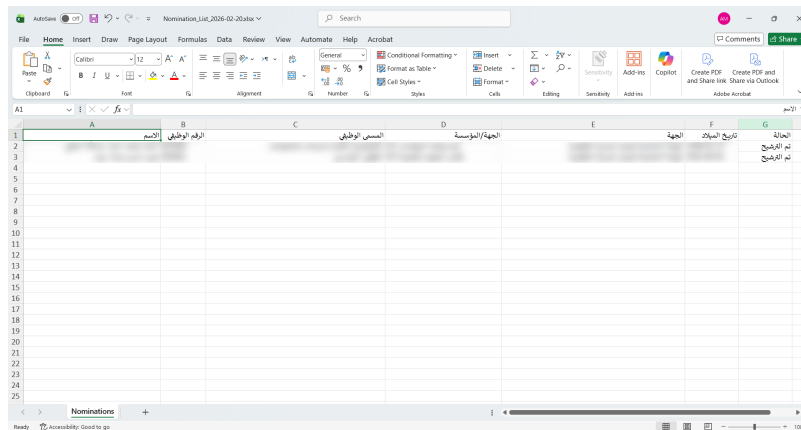
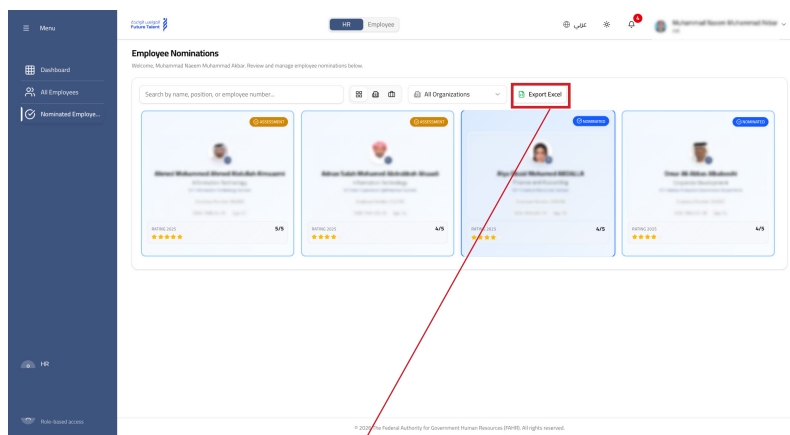
The HR Department may nominate employees through:

1. Downloading the nomination form
2. Completing the form
3. Uploading the form



## IV : Nominated Employees and Statistical Data

The HR Department may at any time export statistical data for nominated employees through the “Nominated Employees” list and by clicking the “Download in Excel Format” icon.



## Stage (02): Assessment and Selection

The Assessment and Selection of government talents stage is one of the most important stages of the talent management process, during which talents are contacted to undergo a series of internationally and locally approved assessments. Based on the results of these assessments, talents will be compared, selected and classified into Future Talents or Mature Talents.

In this case, the HR Officer selects the assessment type from the list, while adding the attachment, comments, and assessment outputs.

1. Passing any of the tests related to measuring the government talents' readiness, such as:
  - Survey of career path specific behavioral patterns - Hogan Development Survey (HDS)
  - Hogan Business Reasoning Inventory (HPRI)
  - Hogan personality Inventory (HPI)
  - Assessment of Mental Toughness (MTQ 48)
  - Integrated leadership measure (ILM 72)
  - Performance Evaluation 360
  - Prevue-Big 5 Psychometric measure
2. Passing (specialized) personal or group interviews.
3. Passing any of the tests related to case studies.

The entity may use any other mechanisms for assessing and selecting government talents, considering the different nature of jobs, provided that related tests are carried out by a neutral party to ensure fairness and objectivity.

## Stage (03): Empowerment and Investment

During the empowerment and investment stage, competencies of government talents are enhanced and refined to qualify them for performing and assuming the expected roles and responsibilities in accordance with the directives of the entity's senior leadership, and to optimally invest in their competencies and abilities in the various fields and to meet the work requirements of the Federal Entity.

To be developed and empowered, Future and Mature Talents can be enrolled in any of the following programs:

1. Leadership Development Programs adopted in the Federal Government (such as: UAE Government Leaders Program).
2. Any specialized talent development program.
3. The Federal Government Transformational Projects Accelerators Program "Achievement Motivators".
4. Any of the professional and specialized certificate programs.
5. Jobs or knowledge exchange programs with other local or international entities.

The Federal entity may specify any other program that develops and upskills talents.

In this case, the entity's HR Department adds the following data to the employee file on the platform:

1. Training Name
2. Reason for Training
3. Training Type

The screenshot displays the 'Empowerment & Development (1)' interface. On the left, a sidebar shows a profile card for 'Dina Al Mubarak' with a 'Status: Assessment' badge, a 'Profile Completion 99%' indicator, and buttons for 'Print CV', 'Resume', and 'Qualification'. The main area features a form titled 'Add New Empowerment Plan' with three input fields: 'Training Name' (containing 'Project Management'), 'Training Reason' (containing 'Enhance management skills'), and 'Training Type' (a dropdown menu with 'Select training type'). An 'Add' button is located at the bottom right of the form. Below the form, a table lists the added plan:

TRAINING NAME	TRAINING REASON	TRAINING TYPE
Project Management	Project Management Skills	Online

At the bottom right of the table, it indicates 'Planned by HR on 18 Mar 2025'.

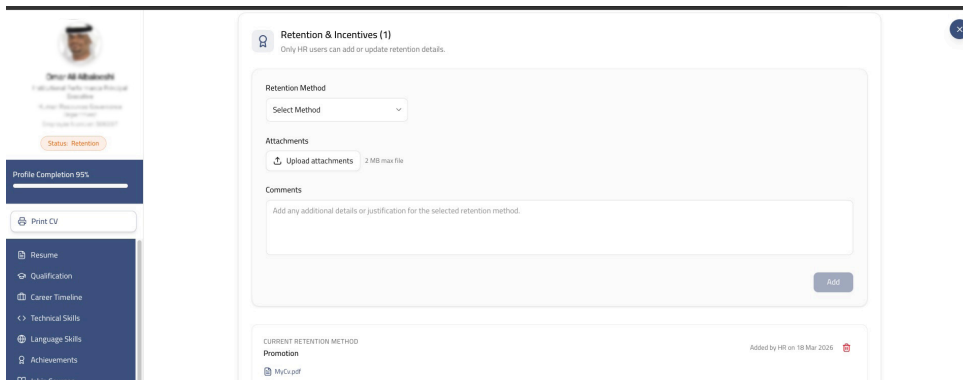
## Stage (04): Retention and Motivation

There are various mechanisms for maintaining and motivating government talents in Federal entities, as talented employees are considered the backbone of Federal entities and one of the pillars of their success. They are also the key of growth and development in many vital sectors in the State. Talent Retention and Motivation mechanisms that Federal entities can use and be informed with include:

- Incentives and Benefits
- Attractive Work Environment
- Providing Learning and Development Opportunities
- Setting Clear Goals and Career Paths
- Continuous Communication
- Secondment to higher positions

In this case, the entity's HR Department adds the following data to the employee file on the platform:

1. Retention Method
2. Attachments
3. Comments and Additional Details.



The screenshot displays a user profile interface on the left and a 'Retention & Incentives' form on the right. The profile sidebar includes a user photo, name, title, and a 'Status: Retention' badge. Below this, it shows 'Profile Completion 95%' and a 'Print CV' button. A list of profile sections is visible: Resume, Qualification, Career Timeline, Technical Skills, Language Skills, Achievements, and Issued Courses. The main form, titled 'Retention & Incentives (1)', contains a 'Retention Method' dropdown menu with 'Select Method' as the current selection. Below this is an 'Attachments' section with an 'Upload attachments' button and a note '2 MB max file'. A 'Comments' section follows, with a text area for 'Add any additional details or justification for the selected retention method.' and an 'Add' button. At the bottom, a 'CURRENT RETENTION METHOD' section shows 'Promotion' as the selected method, with a note 'Added by HR on 18 Mar 2025' and a PDF icon labeled 'MyCV.pdf'.

## Mandates of the Federal Authority for Government Human Resources (FAHR)

The Federal Authority for Government Human Resources monitors the procedures for nominating Future Talents at the level of entities operating the system. The Future Talents Platform enables the concerned personnel at FAHR to extract and export data on Future Talents to the entity to which reports are to be exported.

