

NEWSLETTER

EDITION ONE 2023

INFORMATION AND INSIGHT FOR ABU DHABI JOB SEEKERS



EMPLOYMENT ASSESSMENT
AVAILABLE THROUGH MAWAHEB

CONNECTING YOU TO THE
LARGEST TALENT HUB IN
ABU DHABI

SKILLS OF THE
FUTURE

Going beyond
technical knowledge

NAFIS

GOVERNMENT
PROGRAM FOR
JOB SEEKERS

SMART START

Speaking with industry
experts

OPPORTUNITY
FOR SPECIALISED
TRAINING

Considerations

JOB INTERVIEW
PREPARATION

The ability to 'get' the job

JOB SEEKER TIPS



CONTENTS

3 | Mawaheb Services

4 | Opportunities for
Specialised Training

5 | Mawaheb Facility

6 | SMART START

7 | Nafis Program

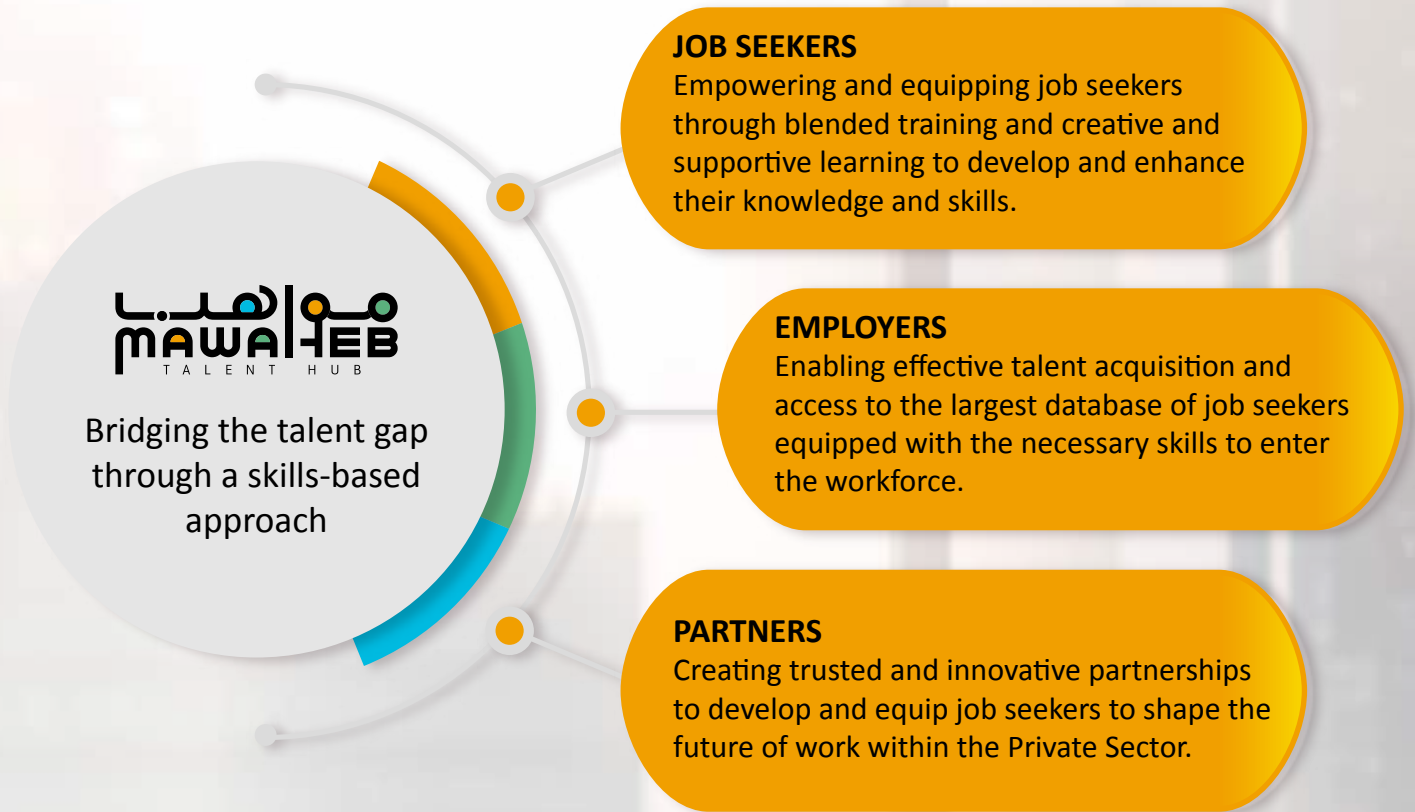
8 | Top Skills of the Future

9 | Job Interview Preparation

10 | Job Seeker Tips

11 | Employment Assessment

Mawaheb is a Talent Hub in Abu Dhabi and Al Ain that offers Emirati job seekers training, coaching, and support to help them prepare for employment within the Private Sector.



The Mawaheb offers a variety of services that improve job opportunities for motivated job seekers and support private sector employers with their recruitment needs. Mawaheb influences and inspires the changes required from both job seekers and employers to help UAE achieve its vision of economic diversity.

Services

Employer & Sector Open Days

Job Matching Service

Career Coaching

Placement Services

In Work Support

Unlimited access to Mawaheb Library

LinkedIn Profile

SMART START Program

Building Resilience
Managing Stress

Confidence Building

Fundamentals of Work Culture

Lifelong Learning

Presentation Skills

English Language Skills

Job Interview Techniques

How to Write a Winning CV

Digital Skills

Gamification

Job Emersion Experience

Drop Shipping

Functional Training

OPPORTUNITIES FOR SPECIALISED TRAINING

Human Resources Authority (HRA) is partnering with public and private sector entities to elevate Emiratisation and empower UAE national talent. Specifically, HRA offers specialised training programs to job seekers registered in its database, through partners such as those highlighted below, resulting in Emiratisation vacancies, succession jobs, and anticipated opportunities in the next five years.

Programs with specialisation can take anywhere from six months to two years, and some of them may require certain prerequisites (physical, educational, etc.) in order to qualify for acceptance.

Commitment to completing the entire program is essential as well.

Nursing, finance, paramedics, accounting, and technical engineering are examples of careers available in a variety of fields.

For more information, contact

@ | ada.program@hra.gov.ae



MAWAHEB FACILITY



SMART START

SMART START is a series of interactive face-to-face sessions with industry experts and innovative leaders. These sessions bring awareness, encouragement, and engaging experiences to job seekers who are seeking insights about different career opportunities.

They present an opportunity for job seekers to hear about diverse entities, and to give them a platform to ask questions, seek clarification, and demystify previously held thoughts about the private sector.

These events take a story-telling approach to sharing information. They provide an innovative way for job seekers to broaden their understanding and perceptions of the world of work and how others have achieved success within it.



Help UAE nationals discover their capabilities and potential in order to help them plan the future.



Build on UAE nationals' motivation, self-trust and ambition by having real life successful examples in front of them.



Support UAE nationals in building a self-image of success and a rewarding life.



January SMART START

Speaking with Mr. Abdalla Al Atar - Finance and Investment Expert

Get in touch with us for more information on upcoming SMART START sessions

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MARCH: Engineering

APRIL: Education

MAY: Energy



NAFIS SUPPORT PROGRAM FOR JOB SEEKERS

The federal program, National Salary Support Scheme (NAFIS) aims to make Emirati human capital resources more competitive and to give them the skills they need to occupy jobs in the country's private sector.

The recent expansion of NAFIS in January 2023 has made this transition even more attractive. NAFIS is designed to support Emiratis in their quest to build a successful career in the private sector. The scheme offers a variety of incentives, including a salary support scheme, to help Emirati job seekers get ahead. The salary support scheme provides the potential for Emirati Nationals to receive financial top-up support if certain salary and education criteria is met for full-time jobs in private or financial sectors. This will help to reduce the financial burden of starting a new career and make it easier for Emiratis to succeed in their chosen field. With a range of career options available, from finance and banking to technology and retail, Emiratis are sure to find a role that suits their skills and interests.

Working for the private sector provides unique benefits, including professional growth, flexible work arrangements, international exposure, and a supportive work environment. With the additional support of NAFIS, Emiratis can confidently take the leap into the private sector and reap the rewards of their hard work and dedication.

As the conduit between private sector employers and Emirati talent, Mawaheb compliments the support provided under the NAFIS program. While NAFIS provides various financial incentives to both employers and Emirati employees, the Mawaheb Talent Hub prepares job seekers for jobs that are available currently and in the future of the Abu Dhabi labour market, along with providing accessibility to employers.

Salary	Potential Top Up Amount		
	University Degree	Diploma Holder	Secondary level diploma or below
<20,000 AED	7,000 AED	6,000 AED	5,000 AED
From 20,000 to 30,000 AED	3,500 AED	3,000 AED	2,500 AED

Source: Al Tamimi & Co Law Firm, December 2022 update on NAFIS

TOP SKILLS OF THE FUTURE



According to the World Economic Forum, it is estimated that 50 % of all workers will need reskilling by 2025. This is because digital technology, automation and robotisation are expected to reshape or extinguish several jobs. Therefore, instead of skills needed to do repetitive tasks or even data and information handling, the top skills that global employers believe employees will need are **critical thinking, complex problem solving as well as self-management skills such as active learning, resilience, stress tolerance, and flexibility**. In a rapidly changing labour market, workers will have to develop these skills to meet the challenges ahead.

Continuing to invest in ongoing learning will be crucial in the future. The war for talent in certain segments promises to be fierce and the recent increasing adoption of remote work will intensify global competitiveness as organisations are more open to hiring people outside their geographic location. Competitiveness will thus be greater and the profound and constant technological transformation will accelerate the need to develop new skills. We are already beginning to see the impact of this today.



Become a Member of Mawaheb
To Access Lifelong Learning



The skills of the future go far beyond technical knowledge and bring together a diverse set of areas that distinguish professionals and the jobs of tomorrow. The crisis imposed by the pandemic and a world in profound transformation, in which innovation and competitiveness are becoming key elements in the success of the economy, is demanding unprecedented requalification. If, on the one hand, technological innovation offers tools that allow employees to free themselves from some tasks, on the other hand it also requires updating and acquiring new skills.



Regardless of your profession, one thing is for certain, the world is changing and so is the nature of our work. We must all do better by adopting a spirit of curiosity, invest in continuous learning, and develop a mindset that can adapt to change. This will be key to making a difference in the labour market.



JOB INTERVIEW PREPARATION

Understandably, job seekers may focus on the technical requirements and qualifications associated with a career. These are important considerations when it comes to the ability to 'do' the job; however, it is also important to increase your employability potential by investing in how you 'get' the job initially.

One of the most effective response methods to answer questions posed by interviewers is the STAR method. The benefit of a job seeker responding using the STAR method is that it helps to provide clear and concise answers that are specific, but not overly detailed.

Interviewing skills are the emotional and tactical techniques that make job seekers more effective when interviewing for a new job. These skills are important to gain, just like the technical skills and workplace skills you need to perform well in a position.

Doing advanced preparation for an interview can substantially increase the likelihood of successfully securing a job offer and employment placement.

One of the most effective preparation actions to undertake is to prepare how to articulate examples of positive and effective behaviours. When interviewing prospective candidates about their past experiences, employers often use a style of questioning termed Behavioural Interviewing.

It is based on the premise that past performance is a strong predictor of future behavior.

STAR stands for:

Situation: Describe the context within which you performed a task or faced a challenge at work.

Task: Describe what you were responsible for in that situation.

Action: Describe how you completed the task or endeavored to meet the challenge. Focus on your actions, not those of your manager or colleagues.

Result: Explain the outcomes or results generated by the actions you took.

The STAR interview response method can help make the process of interviewing clearer and easier, which will help reduce stress and anxiety levels. Using this method of answering interview questions allows you to share concrete examples of how you successfully handled situations to show that you possess the experience and skills required for the job you're interviewing for.

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JOB SEEKER TIPS

We asked successful job seekers, who have secured a position within private sector organisations, to share their thoughts and insights.

What would have been useful for you to know about the private sector before joining?

“I wish I would have known early that the private sector is a place where one can grow and develop your career, along with getting the opportunity to work with people of different nationalities. It is always good to be open to the diverse opportunities and options. The work environment in this sector is fun, full of multiple cultures, and continue to learn and develop.”

“One of the key elements that I wish I knew about is how flexible the private sector is and how it always allows for feedback and alteration. And I believe this is what allows the sector to develop and flourish because there is always room for improvement.”

“Since it is an international environment, I think it is preferable to know what the protocols are, including greeting, meetings, dining, how to refuse /disagree in a professional manner etc.”



What are your tips for anyone joining the private sector?

“Take some courses on how to deal with diversity in the workplace, how to solve conflicts, and on team-work. This will help you to cope well and move quickly in the new environment.”

“Be open and flexible to hearing new thoughts; learn from the experienced people around you.”

“Improve your English language skills, especially speaking in public, by practicing.”



THE IMPORTANCE OF EMPLOYMENT ASSESSMENT

Employment assessment is a skill-based approach to help job seekers make positive changes to their current labour market status. This approach includes a variety of tools such as personality tests, behavioural assessments, and cognitive ability tests. Employment assessment helps job seekers identify their strengths, areas of development, and career choices aligned with their individual preferences. Knowing and understanding these insights gives job seekers confidence in their abilities, making them more attractive for the job market. Aligning the individual skills and preferences to a role also helps employers hire and retain the right talent.

The Mawaheb Talent Hub facilitates Employment Assessment opportunities, along with career coaching, across its two centres in Abu Dhabi and Al Ain. The assessment outcome combined with one-to-one coaching provide further insights into the job seeker's career interests and skill development needs. The training programs offered at Mawaheb help the job seeker harness their strengths and address areas of skill development, thus laying the foundation for job market entry and successful on-the-job performance.

**AVAILABLE AT NO COST
THROUGH MAWAHEB**



LinkedIn Insights

57%

57% of Job Seekers Use LinkedIn to Find New Job Opportunities.

Indeed is the top global platform for job seekers, with 62% saying they use it to find new jobs. Meanwhile, LinkedIn comes in as close second, with 57% saying they use it for their job searches.

Every Minute 8 People Are Hired on LinkedIn

Recruiters can see job applicants' complete profiles, networks, and portfolios through LinkedIn, allowing them to find qualified candidates easier. Every year, there are over three million new hires through LinkedIn.

Source: www.thesocialshepherd.com, Jan 2023

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