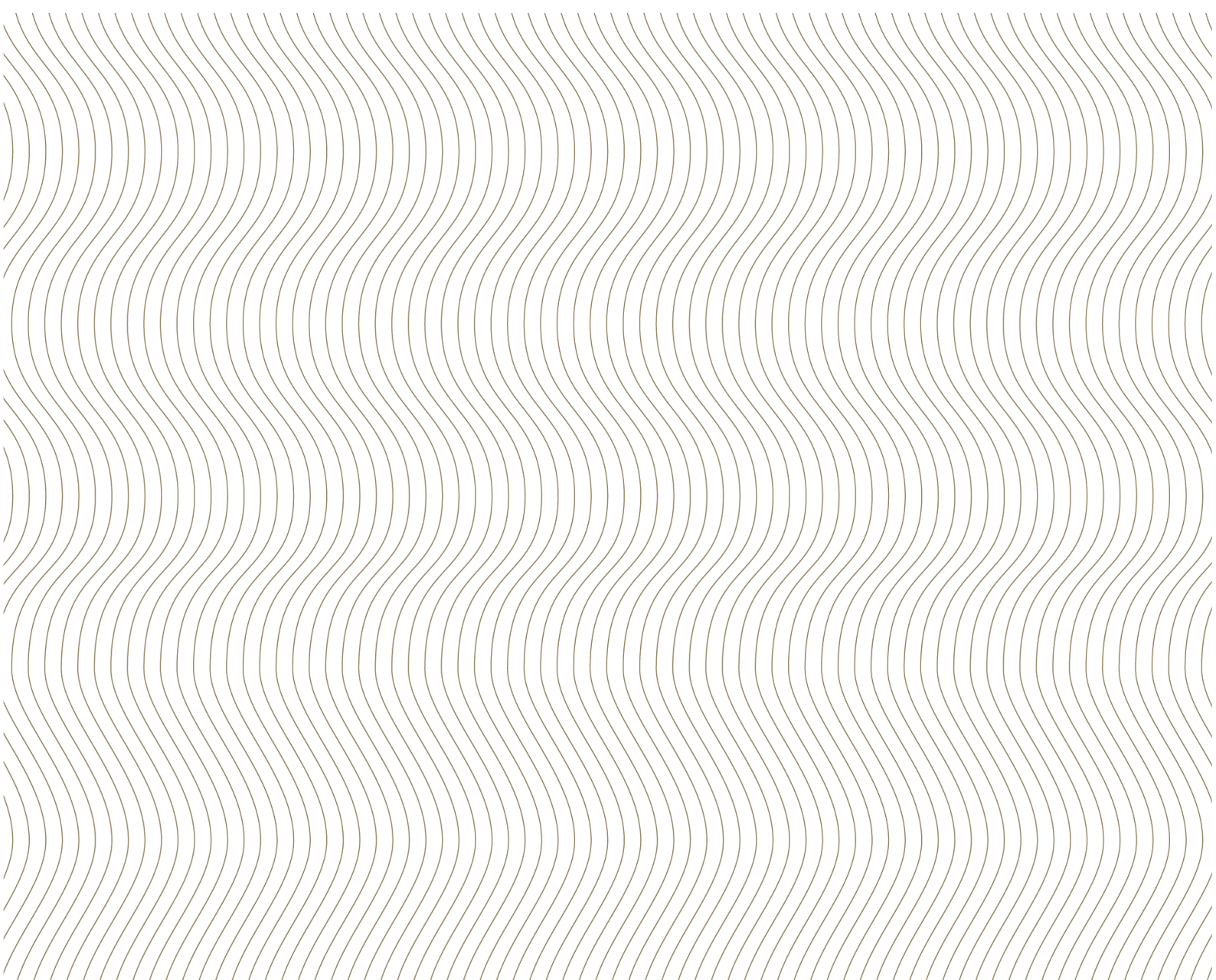


CAREER PATHWAYS POLICY



ADGM Academy
أكاديمية سوق أبوظبي العالمي



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1. DOCUMENT RELEASE INFORMATION

REVISION HISTORY:

Rev.	Revision Date	Effective Date	Revision Notes
1.0			First Revision

APPROVALS:

	Title	Name	Date	Signature ¹
Initiated by				
Endorsed by				
Approved by				

¹ The handwritten signatures are kept in the original document. This document has been uploaded in the ADGM Academy ECM after the original document has been signed and stored as appropriate.

2. DEFINITIONS

Abbreviation	Description
<i>ADGMA</i>	Abu Dhabi Global Market Academy
<i>Career Pathway</i>	A planned sequence of educational and professional experiences that lead to career goals and opportunities for advancement.
<i>Training Academy</i>	ADGM Academy, the organization implementing this policy.
<i>Learners</i>	Individuals enrolled in training programs provided by ADGM Academy.

3. PURPOSE & SCOPE

The purpose of this Career Pathways Policy is to outline the framework and guidelines for the development and implementation of career pathways within ADGM Academy. This policy aims to provide a structured approach to career development for our learners, ensuring they have clear and attainable routes to advance in their chosen fields.

4. PRINCIPLES

ADGM Academy is committed to the following principles in establishing career pathways:

- 4.1 Individualized Growth: Recognizing that each learner has unique career aspirations, we aim to provide personalized guidance and resources to support their professional development.
- 4.2 Industry Relevance: Our career pathways are designed to align with industry standards and evolving trends, ensuring that learners are equipped with the skills and knowledge needed in their chosen fields.
- 4.3 Accessibility: We are dedicated to providing equal access to career advancement opportunities for all learners, regardless of background or circumstances.
- 4.4 Transparency: The criteria and requirements for career advancement within ADGM Academy will be clearly communicated to learners, promoting transparency and fairness.

5. CAREER PATHWAY COMPONENTS

- 5.1 Career Assessments: Learners will have access to career assessments and counselling services to help them identify their strengths, interests, and goals.
- 5.2 Educational Programs: ADGM Academy will offer a range of educational programs, including courses, workshops, and certifications, tailored to specific career pathways.
- 5.3 Skill Development: Learners will have opportunities to acquire and enhance skills relevant to their chosen careers through hands-on training and practical experience.
- 5.4 Mentorship: Mentoring programs will be available to learners, connecting them with experienced professionals in their chosen fields to provide guidance and support.
- 5.5 Progress Tracking: A system for tracking learners' progress along their chosen career pathways will be established, allowing for regular assessment and adjustment.
- 5.6 Networking Opportunities: ADGM Academy will facilitate networking events, industry partnerships, and job placement services to help learners connect with potential employers and advance their careers.

6. ELIGIBILITY AND ADVANCEMENT CRITERIA

- 6.1 Eligibility and advancement criteria for each career pathway will be clearly defined and communicated to learners. These criteria may include academic performance, skills assessment, certifications, and professional experience.

7. CONTINUOUS IMPROVEMENT

- 7.1 ADGM Academy is committed to regularly reviewing and updating the career pathways policy to ensure its effectiveness and relevance. Feedback from learners, industry partners, and staff will be considered in these reviews.

8. COMPLIANCE

8.1 This policy will comply with all relevant laws and regulations related to career development and education.

9. IMPLEMENTATION

9.1 The Career Pathways Policy will be implemented under the guidance of the ADGM Academy National Development Department, who will oversee its execution and monitor progress.

10. CONCLUSION

10.1 ADGM Academy is dedicated to providing learners with clear and accessible career pathways that lead to meaningful employment and professional growth. This policy serves as a foundation for achieving this commitment, and we will continue to support our learners on their journey towards success.