

BENEFITS THAT CAN BE REALISED

- Improved bottom-line, and productivity
- Improved organisational performance
- Improved prioritisation and planning in recruitment, retention and skills development
- Assured quality assurance and accreditation / registration implementation
- Improved individual's workplace performance
- Improved quality measures, required to secure and retain contracts or provide reliable and quality products and services
- Enhanced provision of objective and directly relevant measures of employee performance
- Improved compliance with legal and business requirements
- Enhanced alignment of individual effort with organisational goals and targets
- Enhanced clarity by individuals in job requirements and responsibility levels
- Improved appraisal and feedback mechanisms for individual employees

**AL RAKHA
MANAGEMENT
CONSULTANCY**
Is a practical
solution based
consulting
company

- Enhanced individual confidence in working effectively and safely to best practice standards, and recognition of prior learning (RPL)
- Increased adaptability and flexibility in an individual's opportunity to transfer skills development and acquisition to other jobs or work contexts as well as formal recognition
- Stimulated individuals' to recognise and pursue further personal development and widen the breadth of career possibilities and in turn augmenting an organisation's return on investment and productivity



Al Rakha Management Consultancy's
Australian operation is known as
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Improving
Performance



الرخاء للإستشارات الإدارية

AL RAKHA

MANAGEMENT CONSULTANCY

Practical workforce solutions

LIFTING WORKFORCE
PRODUCTIVITY

FOR COMPANIES

Workforce solutions
Workplace employee solutions

**FOR EDUCATION AND TRAINING
PROVIDERS**

Management
Consultancy
Advice

FOR GOVERNMENTS

Research
Strategy and policy development
Advice





Al Rakha working for you

Supporting organisations in developing their human resource productivity potential.

PERSONNEL

Tony Palladino is the Principal Consultant at Al Rakha. He is supported by a team of specialists, experts, practitioners, and organisations. All with expertise in human resource management, organisational development, IR, workforce planning, labour market intelligence, technical vocational education and training (TVET), workplace assessment, education and training provision and management, project and contract management, IT integration in education and training systems and business improvement coaching.

Tony has over 20 years' experience in human resources, industrial relations and organisational management and development, as well as labour market integration with TVET and education and training provision and leadership. It includes initial design, development and management of national training infrastructure and systems including national qualifications, occupational skills and competency standards, education and training products and services.

He has held positions of Deputy Project Leader for the design and development of (NOSS-50 Project) in Saudi Arabia, and Advisor and Senior Manager, Vocational Education and Training Awards Commission (VETAC) at the National Qualifications Authority (NQA) in the United Arab Emirates (UAE). As well, Chief Executive Officer of a Group Training Company (GTO), licensed/registered training provider and a government recognised National Industry Skills Council (ISC).

FOR EDUCATION & TRAINING PROVIDERS

- Education and training institutional establishment, quality assurance (QA), review and accreditation / registration processes and applications
- Learning and assessment resources, materials and products (curricula, program, and instructional design) research and development, as well as program and project management

FOR GOVERNMENTS

- National workforce planning
- National qualifications frameworks and national occupational skills standards (NOSS) policy development, design and operational implementation
- Labour market, workforce productivity and economic development

FOR COMPANIES

- Organisational and company strategic as well as operational workforce plans
- Human resources management, industrial relations (IR), and employee conditions and performance review
- Occupational analysis, Functional Analysis and Maps, Training Needs Analysis (TNA), workplace competency frameworks, job classifications, and workplace standards
- Work re-organisation, job redesign and job descriptions
- Employee learning and skills development plans and programs, performance and job classification assessments, and technical vocational education and training (TVET) integration with workplace skills planning, development and implementation

Analytical Solutions Labour Productivity

Practical workforce solutions for your organisational needs

Our clients include:

- National Qualifications Authority (NQA), United Arab Emirates (UAE)
- Technical and Vocational Training Corporation (TVTC), Saudi Arabia
- Deutsche Gesellschaft für Internationale Zusammenarbeit (giz), UAE and Saudi Arabia
- Department of Education and Training (DET) - TAFE, New South Wales, Australia
- Abu Dhabi Vocational Education and Training Institute (ADVETI), UAE
- EE-Oz Training Standards, a government recognised national skills council for electrotechnology and energy/utilities, Australia



HELPING YOUR ORGANISATION STAY COMPETITIVE

Highlights and special achievements:

Project management, development and publication of:

- Occupations and Careers Handbook for UAE Nationals – English and Arabic, UAE
- UAE National Qualifications Framework for the Emirates (QFEmirates), UAE
- Over 1,000 National Occupational Skills Standards (NOSS) for fifty (50) prioritised occupations, Saudi Arabia
- Four (4) inaugural industry-led national Training Packages covering over 100 national qualifications and over 1,000 occupational competency standards for the electrotechnology (electrical, electronics, HVAC, IT, computer, & instrumentation and control engineering), lifts and energy/utilities industries