

Matrix of Learning Interventions for MIAA Employee

From 0 – 1 year	More than 1 year to 5 years		From Assumption – continuing	
New Entrants	First Level	Second Level	Middle Management (SG 19 – 24)	Executive / Managerial (SG 25 to 28)
<p>Mandatory:</p> <ul style="list-style-type: none"> • Service Excellence Seminar • Personality Development Seminar • Developing and Enhancing Positive Values • Public Service Ethics and Accountability • Gender Sensitivity Seminar 	<p><i>at least 1 planned human resource development intervention during the year</i></p>	<p><i>at least 1 planned human resource development intervention during the year</i></p>	<p>Supervisory Development Program: <i>minimum of 40 hours supervisory /management training for L&D intervention per year</i></p>	<p>Management / Executive and Leadership Program: <i>minimum of 40 hours supervisory /management training for L&D intervention per year</i></p>
Continuing Learning/Training for Technical/Functional Competencies of the position				
Coaching Sessions				
<p>Continuing Professional Development for Licensed Professionals:</p> <p style="margin-left: 40px;">Accountants Architects Engineers (Civil, Chemical, Electronics, Electrical, Geodetic, Mechanical) Criminologists Dentists Doctors of Medicine Lawyers Nurses</p>				