

Skills Framework for Human Resource

Programmes that broaden or deepen specific skills and knowledge
for the various job roles in the sector

Talent Attraction and Employee Experience and Relationships

| Job Role: | |
|--|-----------------------|
| Executive, Talent Attraction and Employee Experience and Relations | |
| Full Qualification Programmes | Providers |
| Specialist Diploma in Human Resource Management - Post-Diploma Certificate in HR and Talent Management | Nanyang Polytechnic |
| Specialist Diploma in Human Resource Management - Post-Diploma Certificate in Performance and Compensation Management | Nanyang Polytechnic |
| Work-Study Post-Diploma (WSPostDip) in Human Capital Management -Post-Diploma Certificate in Talent Acquisition and Management | Nanyang Polytechnic |
| Work-Study Post-Diploma (WSPostDip) in Human Capital Management -Post Diploma Certificate in HR Business Partnering | Nanyang Polytechnic |
| Specialist Diploma in Career Counselling | Republic Polytechnic |
| Diploma in Business Practice (Human Resources Management) | Republic Polytechnic |
| Diploma in Business Practice (International Human Resources Management) | Republic Polytechnic |
| Specialist Diploma in Enhanced HR Skills- Certificate in Positive Psychology | Singapore Polytechnic |
| Specialist Diploma in Enhanced HR Skills - Certificate in Future Skills in HR | Singapore Polytechnic |
| Diploma in Business Practice (Human Capital) | Singapore Polytechnic |

| Technical Skills and Competencies (TSC) | | | Modular Programmes | Providers |
|--|--|---|---|--|
| Category | Title | Proficiency Level | | |
| HR Planning | Business Acumen | 3 | HR Leaders Programme | Human Capital Leadership Institute |
| | Human Resource Policies and Legislation Framework Management | 3 | Develop organisational response to national manpower initiatives and strategic priorities | Human Capital (Singapore) Pte Ltd |
| | | | Develop Organisational Response to National Manpower Initiatives and Strategic Priorities | Ong Teng Cheong Labour Leadership Institute |
| | Human Resource Practices Implementation | 2 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| Organisational Change Management | 3 | HR Leaders Programme | Human Capital Leadership Institute | |
| Employee Attraction | Onboarding | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | Selection Management | 3 | Conduct competency-based interview and make hiring decision | Centre for Competency-Based Learning and Development Pte Ltd |
| | | | Administer a recruitment & selection process | Human Capital (Singapore) Pte Ltd |
| | | | Conduct interviews and make hiring decisions | Human Capital (Singapore) Pte Ltd |
| | | | Implement recruitment and selection methods (Blended) | Human Capital (Singapore) Pte Ltd |
| | | | Implement recruitment and selection methods | Human Capital (Singapore) Pte Ltd |
| | | | WSQ Implement recruitment and selection methods | NTUC LearningHub Pte Ltd |
| | | | Conduct interview and make hiring decisions | Singapore National Employers Federation |
| | | | Implement recruitment and selection methods | Singapore National Employers Federation |
| Plan and conduct interviews to facilitate hiring decisions | Singapore National Employers Federation | | | |
| Workforce Engagement | Diversity and Inclusion | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | Employee Communication Management | 2 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | | | Prepare employee communications | Human Capital (Singapore) Pte Ltd |
| | Employee Engagement Management | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | Employee Relationship Management | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| Health and Wellness Programme Management | 3 | Implement employee health and well-being in the workplace | Human Capital (Singapore) Pte Ltd | |

| | | | | |
|-----------------------|---------------------------------------|---|---|---|
| | | | Workplace Health Promotion (WHP) Facilitator Course: Implement employee health and well-being programmes in the workplace | Singapore National Employers Federation |
| General HR Management | Data Collection and Management | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | Data Management | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | | | Analyse and present research information | Human Capital (Singapore) Pte Ltd |
| | | | Analyse and present research information | Singapore National Employers Federation |
| | Human Resource Analytics and Insights | 3 | Driving HR Innovation through Design Thinking, HR Analytics and HR Technology | Singapore Polytechnic |
| | Project Management | 3 | Manage projects | Human Capital (Singapore) Pte Ltd |
| Manage projects | | | Singapore National Employers Federation | |

For Generic Skills and Competencies (GSCs) programme listing, please refer to Section (v) (c) - View the Training Programmes for Generic Skills and Competencies (GSCs). Click this [link](#) to access the section.