

Skills Framework for Human Resource

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

Talent Management

Job Role:

Head, Talent Management

Full Qualification Programmes	Providers
Graduate Diploma in Human Capital Management	Singapore University of Social Services
Graduate Certificate in Human Capital Management	Singapore University of Social Services

Technical Skills and Competencies (TSC)			Modular Programmes	Providers
Category	Title	Proficiency Level		
HR Planning	Business Acumen	5	Human Capital Strategy and Business Partnering	Singapore University of Social Services
			Develop a business case for new initiatives	Human Capital (Singapore) Pte Ltd
			HR Leaders Programme	Human Capital Leadership Institute
	Human Resource Policies and Legislation Framework Management	5	Employment Law, Policy and Ethics	Singapore University of Social Services
			Labour Policies and Legislation	Singapore Polytechnic
			Develop human resource policy framework	Human Capital (Singapore) Pte Ltd
			Develop human resource policy framework	Singapore National Employers Federation
	Human Resource Practices Implementation	4	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences
	Human Resource Strategy Formulation	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences
			HR Leaders Programme	Human Capital Leadership Institute
	Operational Excellence	5	Manage budgets and finances	Human Capital (Singapore) Pte Ltd
			Manage budgets and finances (Blended)	Human Capital (Singapore) Pte Ltd
			Measure human resource functional effectiveness	Human Capital (Singapore) Pte Ltd
Measure human resource functional effectiveness			Singapore National Employers Federation	
Organisational Change Management	5	Leadership and Change Management	Singapore University of Social Sciences	
		HR Leaders Programme	Human Capital Leadership Institute	
Organisational Design	5	Lead Organisational Design	Singapore National Employers Federation	
Organisational Strategy Development	5	Human Capital Strategy and Business Partnering	Singapore University of Social Sciences	
Strategic Workforce Planning	5	Talent Acquisition	SMU Academy	
Workforce Development	Career Coaching	5	Develop and implement career coaching and mentoring framework	Human Capital (Singapore) Pte Ltd
	Career Framework Design	5	Managing Talent II : Performance & Development	Singapore University of Social Sciences
	Competency Framework Development	5	Managing Talent II : Performance & Development	Singapore University of Social Sciences
	Contingent Workforce Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Services
	Employee Mobility Management	5	Total Rewards Strategy	Singapore University of Social Services
	Leadership Development	5	Leadership and Change Management	Singapore University of Social Sciences
	Performance Management	5	Managing Talent II : Performance & Development	Singapore University of Social Sciences
	Succession Planning	5	Talent Management and Succession Planning	SMU Academy
Managing Talent I : Acquisition & Retention			Singapore University of Social Sciences	
Develop a framework and strategies for succession management			Human Capital (Singapore) Pte Ltd	

			Develop a framework and strategies for succession management	Singapore National Employers Federation
	Talent Capability Assessment	5	Managing Talent II : Performance & Development	Singapore University of Social Sciences
	Talent Management	5	Talent Management and Succession Planning	SMU Academy
			Managing Talent II : Performance & Development	Singapore University of Social Sciences
			Develop strategies for talent management	Human Capital (Singapore) Pte Ltd
			Develop strategies for talent management (Blended)	Human Capital (Singapore) Pte Ltd
			Develop strategies for talent management	Singapore National Employers Federation
Workforce Engagement	Employee Communication Management	4	Employee Engagement	NTUC LearningHub Pte Ltd
Employee Separation	Involuntary Exit Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Sciences
	Voluntary Exit Management	5	Managing Talent I : Acquisition & Retention	Singapore University of Social Sciences
General HR Management	Human Resource Advisory	5	Human Capital Strategy and Business Partnering	Singapore University of Social Services
	Human Resource Analytics and Insights	4	Driving HR Innovation through Design Thinking, HR Analytics and HR Technology	Singapore Polytechnic
HR Leaders Programme			Human Capital Leadership Institute	

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.