

**SKILLS FRAMEWORK FOR HUMAN RESOURCE
TECHNICAL SKILLS & COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	General Human Resource Management					
TSC	Skills Framework Adoption					
TSC Description	Drive the adoption, integration and implementation of Skills Frameworks and their components in business and human resources activities throughout the organisation					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
		HRS-HRM-2035-1.1	HRS-HRM-3035-1.1	HRS-HRM-4035-1.1	HRS-HRM-5035-1.1	HRS-HRM-6035-1.1
		Apply Skills Frameworks within areas of work	Implement Skills Frameworks in human resource (HR) programmes and activities throughout the organisation	Integrate Skills Frameworks with human resource (HR) plans and programmes	Drive the adoption of Skills Frameworks across the human resource (HR) function	Spearhead the adoption of the Skills Frameworks in the organisation
Knowledge		<ul style="list-style-type: none"> Components of the Skills Framework Information in the Skills Framework Uses and applications of Skills Framework on areas of work 	<ul style="list-style-type: none"> Objectives of Skills Frameworks Purpose of each component within the Skills Framework Applications of Skills Frameworks in own and related work areas Roles and usages of Skills Frameworks Skills Framework guidelines 	<ul style="list-style-type: none"> Applications of Skills Frameworks over multiple functional areas Benefits of adopting Skills Frameworks Resources required to integrate Skills Frameworks with HR plans and programmes Challenges in adopting Skills Frameworks Change management techniques 	<ul style="list-style-type: none"> Agenda of SkillsFuture initiatives and Skills Frameworks initiatives Stakeholder management techniques Linkages and interdependencies among different HR functions and teams Techniques of integrating skills and competency frameworks 	<ul style="list-style-type: none"> Implications of SkillsFuture agenda on business directions and operations Relationships between national and organisational priorities Business impact analysis and techniques Business applications of Skills Frameworks
Abilities		<ul style="list-style-type: none"> Follow Skills Framework guidelines in area of work Apply Skills Framework content when performing routine human resource (HR) tasks within defined work areas Refer to Skills Frameworks to solve routine problems in areas of work 	<ul style="list-style-type: none"> Identify ways to utilise Skills Frameworks in HR programmes and activities Implement Skills Frameworks' content and guidelines in HR programmes and activities Explain the roles and usage of Skills Frameworks to employees Resolve employee queries related to the purposes and usage of Skills Frameworks 	<ul style="list-style-type: none"> Review opportunities to utilise Skills Frameworks in HR programmes and activities Evaluate the benefits and challenges of integrating Skills Frameworks to HR programmes Direct the implementation of Skills Framework components in HR programmes and activities Verify that the Skills Frameworks are applied accurately to HR programmes and activities 	<ul style="list-style-type: none"> Evaluate implications of SkillsFuture initiatives on the HR function Establish innovative methods to leverage Skills Frameworks across the HR functions Resolve challenges in Skills Frameworks integration and adoption in collaboration with internal and external stakeholders Align the application of Skills Frameworks across the HR function 	<ul style="list-style-type: none"> Evaluate the potential business costs and benefits of adopting Skills Frameworks Present organisation-wide implications of SkillsFuture initiatives to business leaders Secure buy-in from business leaders for the adoption of Skills Frameworks Align the application of Skills Frameworks across the organisation