

# Develop Strategies for Talent Management (SFw HR) (Synchronous e-learning)

Participants will be awarded the **Statement of Attainment** for HRS-PDV-5035-1.1 Talent Management upon successful completion of the course.

## Course Objective

The course will address the skills and knowledge required to develop a talent management programme for high performers and/or high potential employees within organisations. It covers the systems and processes to facilitate talent identification and assessment.

## Target Audience

Human Resource practitioners, executives and managers.

## Course Outline

### ➤ Develop a talent management strategy

- Consult stakeholders to identify issues relating to talent management
- Review current tools and processes used for talent identification and development
- Determine strategy for managing talent in line with business needs

### ➤ Determine organisational talent capability

- Analyse the requirements of current and future roles to determine available and required talent pools
- Determine appropriate methods for assessing the capability and capacity of existing talent
- Review assessment outcomes to categorise talent within the talent pools

### ➤ Integrate talent management programmes with human resource and business functions

- Communicate the talent management programmes and objectives to stakeholders to gain their buy-in and support
- Review the alignment of the talent management programmes with other human resource programmes
- Support line managers to implement the talent management programmes

## Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions & presentation, facilitation and sharing, critique & review.

- ❖ **50% Course Fee Subsidy, capped at \$15/hr (SC aged ≤ 39/SPR)**
- ❖ **90% Course Fee Subsidy, capped at \$50/hr (SC aged ≥ 40/ SMEs)**
- ❖ **Absentee Payroll**  
**90% of hourly basic salary, capped at \$10/hr. Eligibility period: 1 May – 31 Dec 2020**

SME	NON-SME	SELF-SPONSORED	Full Course Fee	Training Grant	Amount Payable
- All SC & SPR	- SC aged ≥ 40	→	\$556.40	-\$468.00	= <b>\$88.40</b>
⊗	- SC aged ≤ 39 - All SPR	→	\$556.40	-\$260.00	= <b>\$296.40</b>

All prices stated are inclusive of 7% GST

**SC** : Singapore Citizen

**SPR** : Singapore Permanent Resident

⊗ : Not Applicable

**SMEs** : Defined as companies with:

(i) at least 30% local shareholding; AND

(ii) Group annual sales turnover of not more than \$100 million OR Group employment size of not more than 200 employees.

## Funding Eligibility

In order to enjoy the funding, participants need to fulfill the following requirements:

1. Singapore Citizens or Permanent Residents (PR) of Singapore
2. Attain at least 75% course attendance
3. Successfully complete assessment & certified as competent
4. Has not enjoyed funding for the same course before.  
**Note: This course is equivalent to Develop Strategies for Talent Management (HR-TM-501E-0).**
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

Please refer to SNEF website for available dates

Duration : 2 days, 9am to 7pm (18 hours)

Course Venue : Virtual via Zoom

**Register online at SNEF website [www.snef.org.sg](http://www.snef.org.sg)**

Click on 'Training' and Course Category '**Human Resource / Industrial Relation**'

## Enquiries:

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