

Implement Talent Management Programme (SFw HR) (Synchronous e-learning)

Participants will be awarded the **Statement of Attainment** for HRS-PDV-4035-1.1 Talent Management upon successful completion of the course.

Course Objective

The course will address the skills and knowledge required to identify talent requirements and work with managers and employees to facilitate their progression to more senior positions. It covers the use of talent management tools and practices and the monitoring of talent management processes.

Target Audience

Human Resource practitioners, executives and managers.

Course Outline

➤ Identify talent gaps within the organization

- Conduct talent assessment in consultation with stakeholders, using tools, methodologies and criteria as defined in the talent management strategy
- Evaluate assessment outcomes in consultation with stakeholders to document identified trends
- Document recommendations to address any issues arising from assessment

➤ Facilitate the use of talent management tools and processes

- Communicate talent assessment and development processes with stakeholders to ensure commitment and buy-in
- Support managers in the use of talent management tools and methodologies
- Develop managers' capability for assessing and managing talent

➤ Monitor and review talent management processes

- Develop processes and systems for gathering measurement data and feedback
- Analyse measurement data and feedback to establish performance against required criteria
- Review best practices in talent management to identify potential improvements
- Recommend refinements or modifications to talent management processes

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	= \$88.40
	- SC aged ≤ 39	- All SPR	\$556.40	\$260.00	= \$296.40

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 Implement Talent Management Programme (HR-TM-401E-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

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

Enquiries:

Malar DID: 6827 6934 / Training hotline: 6827 6927

Email : malar@snef.org.sg / trg@snef.org.sg