

# Develop and Evaluate Strategies for Learning and Development (SFw HR)

Participants will be awarded the **Statement of Attainment for HRS-PDV-4030-1.1 Learning and Development Strategy** upon successful completion of the course.

## Course Objective

This unit addresses the skills and knowledge required to develop, communicate and evaluate strategies for learning and development. It includes developing learning and development strategies, assessing organisation learning needs, developing an action plan to drive learning and development programmes, integrating learning and development solutions with other human resource (HR) processes, communicating strategies and programmes with relevant stakeholders and establishing the criteria for success of learning and development strategies.

## Course Outline

- Develop learning and development strategies aligned to overall organisation strategic objectives and goals
- Assess organisation learning needs to determine learning gaps
- Develop an action plan to drive learning and development programmes
- Integrate learning and development solutions with other HR processes
- Communicate strategies and programmes with relevant stakeholders to obtain buy-in for implementation
- Establish criteria of success for learning and development strategy and programmes
- Evaluate the effectiveness of learning and development strategy and programmes

## Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions and presentations.

Duration : 2 days, 9am to 6pm (16 hours)  
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

**Register online at SNEF website [www.snef.org.sg](http://www.snef.org.sg)**  
 Click on 'Training' and Course Category '**Human Resource / Industrial Relation**'

- ❖ **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		\$449.40	-\$378.00	= <b>\$71.40</b>
	- SC aged ≤ 39		\$449.40	-\$210.00	= <b>\$239.40</b>
	- All SPR				

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 and Evaluate Strategies for Learning and Development (HR-LD-403E-1).**
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

## Enquiries:

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