

Fact Sheet on Human Resource WSQ

BACKGROUND

Human resource is a strategic, scarce resource upon which Singapore depends for its economic growth and development. Effective management of our precious human resource is key to maintaining Singapore's competitive edge in a global market. To retain our positioning as a leading commercial hub, our human resource management capabilities and practices must keep pace with the best in the world as well as adapt to socio-economic and regulatory changes in the domestic environment. The growth of knowledge intensive businesses, shortage of skilled manpower, increasing international mobility of talent, and Singapore's ageing workforce are but some of the driving forces of change. In addition, businesses have to find new and creative ways to do business and, at the same time, strive to be the employers of choice.

There is an increasing demand for HR to add value to the strategic growth of the business. Companies are increasingly seeing HR as a strategic partner and no longer as an administrative or supporting function. They are also recognising the importance of building the capability of their HR personnel to contribute to their business. Hence the priorities for the HR profession are to better understand the business and its key objectives, more actively engage stakeholders, establish ways to attract and retain talent in the organisation, manage diversity in the workforce, leverage on technology and manage organisational transformation.

There is thus a need to promote HR as a profession that requires important skills which add value to the business. Against this backdrop, the Singapore Workforce Development Agency (WDA), together with its industry partners, have developed a national continuing education and training framework for HR professionals, i.e. the HR Workforce Skills Qualifications (WSQ).

ABOUT WSQ

The Singapore Workforce Skills Qualifications (WSQ) system is a national credentialing system that trains, develops, assesses and recognises adult workers for competencies they need to stay employable and competitive in the global economy.



The WSQ system is industry-centric and competency-based. It targets at all levels of the workforce, ranging from support staff, executives, managers and senior management.

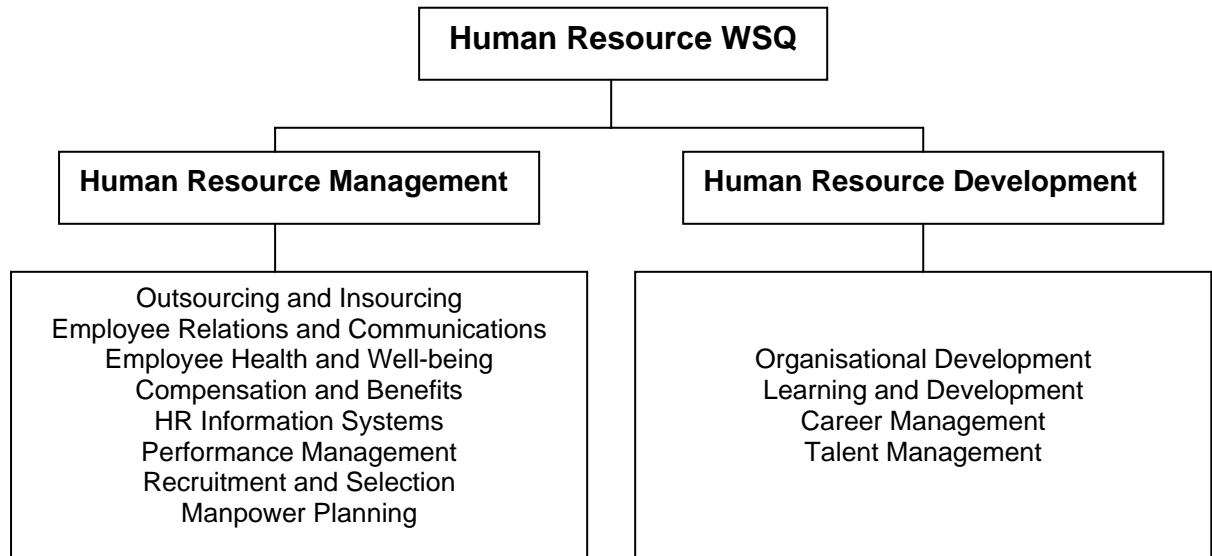
HUMAN RESOURCE WORKFORCE SKILLS QUALIFICATIONS (HR WSQ)

The HR WSQ was developed through a rigorous process of international research, stakeholder interviews, industry consultation and validation involving over 300 industry practitioners. The development was spearheaded by the HR Manpower Skills and Training Council (MSTC), comprising senior leaders, HR practitioners and industry stakeholders, and supported by two workgroups of industry practitioners, namely HR Management and HR Development.

The HR WSQ system will underpin skills formation of HR practitioners and enable them to have greater access to training and the attainment of

nationally-recognised certifications. It will thus facilitate skills and career progression for HR professionals.

The HR WSQ comprises of two main functional categories as follows:



Several generic competencies relevant for HR professionals have also been identified in the WSQ framework

More than 90 occupational competencies have been identified for HR professionals at the operational, managerial and transformational levels, over a spectrum of occupation titles ranging from HR Executive to HR Director. Bite-sized training modules based on the competencies will be developed and HR professionals have the flexibility to acquire the competencies that they need at their own pace by taking up individual training modules or accumulate the stipulated modules towards a qualification.

A Statement of Attainment (SOA) will be awarded when a HR professional successfully completes a WSQ training module in a particular competency unit and is assessed to be competent. When the required number of SOAs are accumulated, the appropriate qualification will be awarded.

HR WSQ Qualification

There are eight HR WSQ qualifications pegged across four levels.

WSQ Level	Qualification
5	Specialist Diploma in Human Capital Management
	Specialist Diploma in Human Capital Management (Human Resource Management)
	Specialist Diploma in Human Capital Management (Human Resource Development)
4	Professional Diploma in Human Resources
	Professional Diploma in Human Resources (Human Resource Management)
	Professional Diploma in Human Resources (Human Resource Development)
3	Advanced Certificate in Human Resources
2	Higher Certificate in Human Resources

Highest Level



Lowest Level

Each WSQ qualification level indicates the corresponding complexity of knowledge, depth of skills and accountability of the occupational role.