

Note on Skills Badge Evaluation Rubrics



The specialty areas appended in the Annex are summary documents that lay out the skills definitions only.

The proficiency statements for the respective 'Proficient' and 'Advanced' levels are attached separately in the Excel documents as the information is too voluminous to be accommodated within the slide

Proficiency Levels

Proficient level: This is mapped to the IHRP Body of Competencies (BoC) at the IHRP-CP level and the "Technical Skills and Competencies (TSCs)" level 3 to 4 under the Skills Framework for HR

Advanced Level: This is mapped to the IHRP Body of Competencies (BoC) at the IHRP-SP level and the "Technical Skills and Competencies (TSCs)" level 5 to 6 under the Skills Framework for HR

Digital Human Capital Transformation



Specialty Area Definition: Apply systems thinking, data skills, service design and transformation planning to deliver digitalisation projects for organisations

Skill	Definition
Digital innovation in HR	To apply the core concepts, frameworks and processes underpinning digital innovation in HR, including digitalisation of operations, fostering a culture of innovation, and implementing talent practices that support digital innovation
Technology Integration	To integrate new and emerging HR tools with workforce technology, including cloud-based HRIS, digital recruitment solutions, internal communication platforms, and workforce engagement software to enhance HR operations and service delivery
Storytelling with Data	To apply the essential skills to draw insights from data, deploy story boards and present their insights using the most effective visual representations to support data driven decision making.
Digital Strategy and Transformation Planning	To develop the essential strategic thinking skills, practices and mind-sets including digital strategy and transformation, data governance and project management to lead organisational transformation in the digital age