

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

Specialty Area Definition: Apply consulting process and core skills to provide insights on developing HR strategies and programmes for organisations

Skill	Definition
Research and Analysis	Apply research and analysis skills (including the use of empirical methods) to carry out the process of problem identification, data collection and analysis, and situation assessment, to generate novel solutions and alternatives.
Consulting and Trust Advisory	Apply a range of skills and competencies including consulting, advisory, communication and interpersonal skills, as well as the use of design methodologies to engage and partner organisational stakeholders to diagnose and generate solutions to business problems.
HR Strategy Formulation	Establish HR strategies and priorities that are aligned with current and future business needs.
Organisational Diagnosis	Analyse the organisational state and climate to diagnose issues and identify ways to optimise organisational effectiveness.
Organisational Strategy	Shape forward-looking organisational business strategies from a HR and workforce capability perspective.
Business Case Development & Solutioning	Develop and apply the appropriate frameworks, approaches and tools to build and communicate a business case and proposed solutioning for internal and external clients. This includes carrying out a gaps analysis to describe the business problem, current and desired states, an action plan and evaluation metrics to support planning, decision-making and programme evaluation against business outcomes.