

Annex B**FACTSHEET ON INTERNATIONALISATION SKILLS (iSKILLS)
TALENT DEVELOPMENT PROGRAMME**

To address the training and skills needs of SMEs looking to internationalise, the International Trading Institute at Singapore Management University (ITI@SMU) has designed the Internationalisation Skills (iSkills) Talent Development Programme with Ngee Ann Polytechnic (NP) as its knowledge partner, supported by SkillsFuture Singapore (SSG).

Details of iSkills Talent Development Programme

2 The one-year pilot phase of the Programme, to be conducted by ITI@SMU and NP, adopts an applied learning model that combines classroom, online and experiential learning. Participants will take part in real-life project work with guidance from mentors, experience overseas immersion modules, and participate in country clinics and sharing sessions with business and industry leaders.

3 Participating companies can send their employees to gain the necessary skills to support their internationalisation plans. These companies can also take on new hires from the pool of interested applicants. Individuals may apply for the iSkills programme and have the opportunity to be placed with interested internationalising companies. Successfully placed individuals will then undergo the iSkills programme as new hires. Applicants can indicate their interest via the ITI@SMU's website.

4 The curriculum is designed to meet the skills needs of employees of various levels. iSkills Talent Development Programme 1 caters to senior management level participants, while the iSkills Talent Development Programme 2 caters to junior and middle management participants.

5 The first course-run will commence in September 2019 at SMU. Details are as follows:

Programme Type	Course Fees¹	Target Participants	Programme Outcome
iSkills Talent Development Programme 1	\$16,000	<ul style="list-style-type: none"> Senior Level (E.g. Regional Business Development Director) 	Senior-level internationalisers will be equipped with skills such as leadership, critical thinking, decision-making, digitalisation, and cultural competence, to perform functions of an entrepreneur, a strategy visionary and a master relationship builder.
iSkills Talent Development Programme 2	\$7,900	<ul style="list-style-type: none"> Mid-Level (e.g. Marketing Manager) 	Mid-level internationalisers will be equipped with skills such as project management, effective communication, and cultural competence to perform functions of a gatekeeper/project manager, a bridge, and facilitator.
		<ul style="list-style-type: none"> Junior / Entry Level (e.g. Management Trainee) 	Junior-level internationalisers will be equipped with similar skillsets as mid-level internationalisers to support both senior and mid-level internationalisers.

¹ Course fees indicated are for individual participants. SkillsFuture Singapore offers subsidies of up to 90% of course fees depending on the individual and SME's eligibility. More information can be found at iti.smu.edu.sg/internationalisation

Benefits to Participants

- Understand the cultural challenges of regional business expansion.
- Acquire practical market intelligence and be exposed to new business opportunities and strategies in different countries.
- Understand the business environment and risk management practices for different countries.
- Understand international finance in relation to expanding business on a regional level.
- Build relations through business networking sessions
- Hone business acumen skills; understand rules and regulations, legal frameworks and cultural challenges of their target markets.

Benefits to Companies

- Train and develop talents to meet companies' internationalisation needs.
- Help companies achieve business efficiencies by planning and establishing a stable talent pipeline.

6 Interested SMEs can visit iti.smu.edu.sg/internationalisation or myskillsfuture.sg to find out more.