

Annex B: Factsheet on Skills Framework for IP

About Skills Framework for Intellectual Property

1. The Skills Framework for Intellectual Property supports the manpower strategies by identifying jobs in the Intellectual Property sector, outlining information on the sector, career pathways for talent attraction and retention, as well as skills and competencies to support the growth and transformation of the sector. The framework also provides a list of training programmes for skills upgrading and mastery.
2. It is jointly developed by Intellectual Property Office of Singapore (IPOS), SkillsFuture Singapore (SSG) and Workforce Singapore (WSG), together with employers, industry associations, and education and training providers, such as Allen and Gledhill LLP, Marks & Clerk Singapore LLP, Temasek Polytechnic and Singapore University of Social Sciences.

Who is the Skills Framework for Intellectual Property for?

3. The target groups for Skills Framework for Intellectual Property are as follows:
 - **Individuals** who wish to join or progress within the Intellectual Property sector will be able to assess their career interests, identify relevant training programmes to upgrade their skills, and prepare for their desired jobs;
 - **Employers** will be able to recognise these skills and invest in training their employees for career developments and skills upgrading;
 - **Education and training providers** can gain insights on sector trends, existing and emerging skills that are in demand, and Intellectual Property programmes to address the sector needs accordingly; and
 - **Government, union and professional bodies** will be able to analyse skills gaps and SkillsFuture initiatives to upgrade the manpower capability and professionalise the sector.

Key Components of the Skills Framework

4. The Skills Framework for Intellectual Property contains information on the sector, career pathways, occupations/job roles, skills and competencies, and training programmes. The key components include:
 - Sector information – provides information on key statistics, trends and workforce profiles in the sector
 - Career pathways – depicts the pathways for vertical and lateral progression for advancement and growth. Five (5) tracks have been identified, covering 11 job roles:
 - Intellectual Property Legal
 - Intellectual Property Strategy
 - Intellectual Property Management
 - Intellectual Property Commercialisation
 - Patents Prosecution
 - Occupations and job roles – covers 42 existing and emerging technical skills and competencies, 18 generic skills and competencies, and their respective descriptions.
 - Some of the emerging skills identified include:

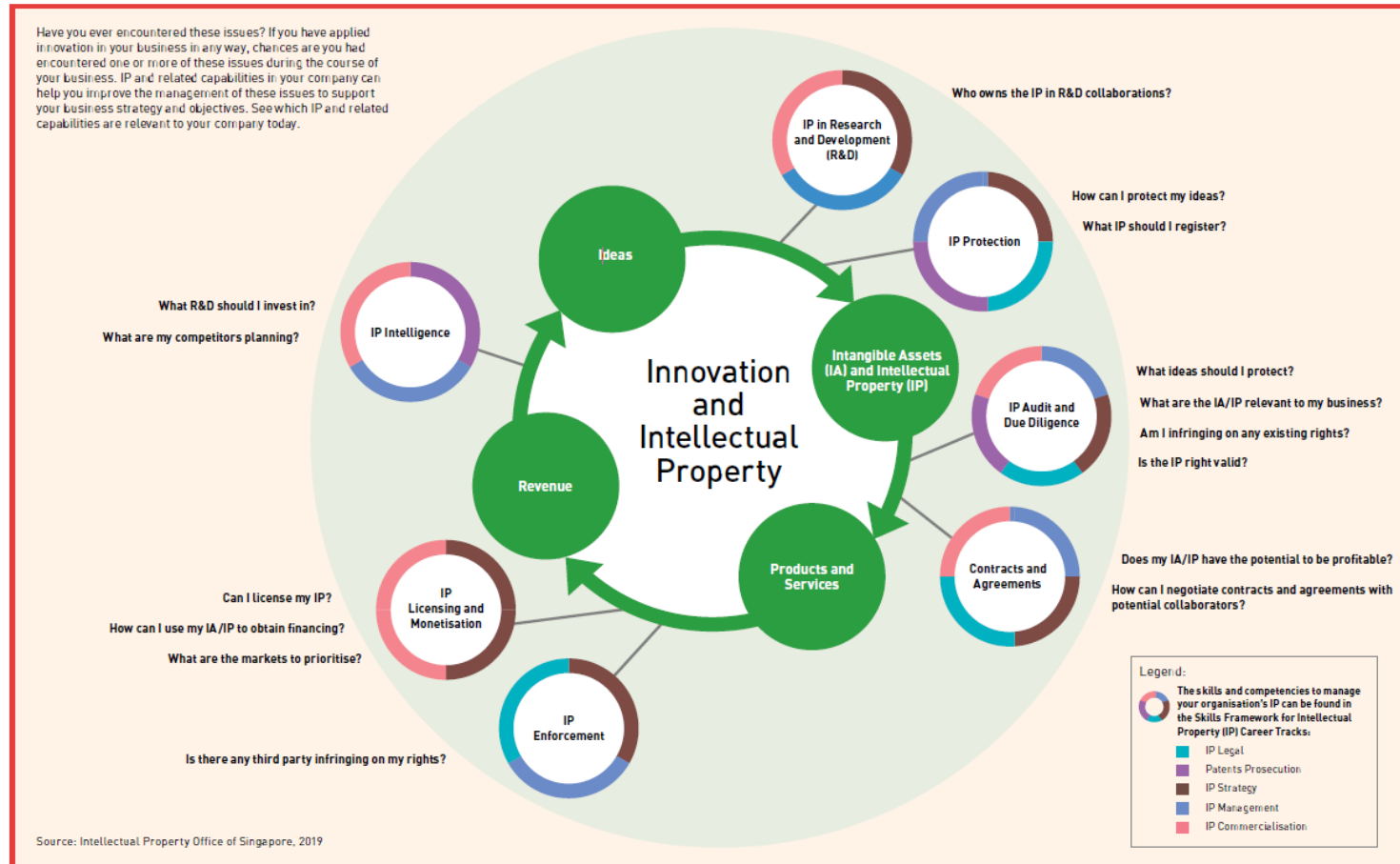
- Business Environment Analysis – Analyse data pertaining to the business landscape and environment, including competitor-analysis
 - Business Risk Management – Forecast and assess existing and potential risks which impact the operation and/or profitability of the business, as well as develop and roll out company-wide strategies and processes to mitigate risks, minimise their impact or effectively manage such business risks
 - Data Visualisation – Implement contemporary techniques and dynamic visual displays with illustrative and interactive graphics to present patterns, trends, analytical insights from data or new concepts in a strategic manner for the intended audience
 - Intellectual Property Commercialisation and Exploitation – Develop and execute intellectual property marketing and/or exploitation strategies
 - Intellectual Property Licensing – Execute and manage intellectual property licensing strategies
 - Intellectual Property Monetisation – Analyse intellectual property-related taxation and valuation reports, and determine financing structure for intellectual property
 - Market Entry Strategy Formulation – Develop strategic plans to enter identified markets based on assessed costs, benefits and risks involved
- Training programmes for skills upgrading and mastery – provides information on training programmes to help aspiring individuals and in-service employees acquire skills necessary for various job roles.

More information on the Skills Framework for Intellectual Property can be found at skillsfuture.sg/skills-framework/Intellectual-Property

How the Skills Framework for IP maps out Skills and Competencies to support Organisations' Innovation Efforts

5. IP and innovation complement each other in the IP industry, and are necessary to enhance the competitiveness of an organisation and protect its inventions. Organisations who embark on innovation can use the Skills Framework for Intellectual Property to identify IP-related skills and capabilities that are relevant for their employees [refer to Figure 1 on page 4].
 - Employees with the right skills will thus be able to support their organisation's business strategy and objectives to drive innovation-related initiatives. These skills, which can be found under the Skills Framework for IP career tracks, include:
 - IP in Research and Development
 - IP Intelligence
 - IP Protection
 - IP Enforcement
 - IP Audit and Due Diligence
 - IP Licensing and Monetisation
 - Contracts and Agreements

(Figure 1: Examples of Innovation- and IP-related Technical Skills and Competencies to Enhance the Competitiveness of Organisation)



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