

Work Group 1 – Enhance & Develop Talent Pool

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Notes of Discussion between MPC and MMCOA which related to Human Capital

- Foreigners are not allowed to operate mobile cranes in Malaysia. They provide better offer to local operators. Local crane owners having difficulties in retaining local skilled operators due to job hopping.
- MMCOA aims to create Malaysia as a hub for maintenance, repair and overhaul for mobile cranes by leveraging on Malaysia comparative advantages on currency and labour.
- Upskilling local technicians in maintenance services which requires involvement of TVET institutions as well as Jabatan Tenaga Kerja (JTK) to strengthen the existing training modules.
- CIDB and ABM provide 2 months training for apprenticeship due to insufficient hands on experience, MMCOA has proposed 6 months minimum for apprenticeship program.
- Apart from apprenticeship program, on the job training program is also critical to increase level of confidence and experience among the operators.
- Develop Soft Skill Training Programs

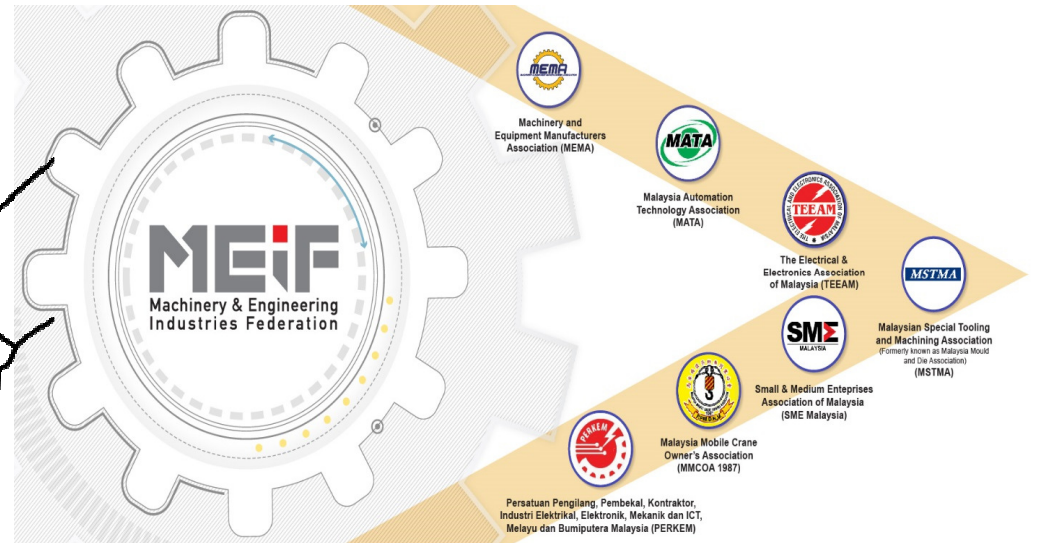
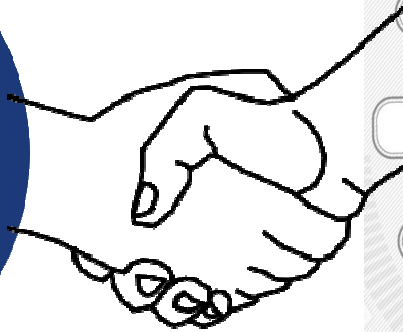
Key issues identified in Environmental Scan by ILMIA, MIDA & UM on human capital in M&E

- High reliance on foreign labor
- Lack of knowledge/ skills
- Diamond shaped workforce profile is expected when firm is experiencing higher value chain in their business.
- Technical skills gap between the demand and supply of talents.
- Lack of industry expose for students
- Low perceived quality of TVET graduates.
- Perception of limited technical training available under HRDF schemes.
- Poor collaboration with training providers
- Industry not aware with the purpose of NOSS
- Prefer graduate with specialization rather than a general degree
- Provide training to customers as one of the company's CSR programme.
- Lack of industry players' participation in industry associations.
- Absence of focal point within industry to address the skills gap of M&E workforce.
- Internship duration too short (only 3-4 months)
- Low perceived prestige
- Low starting salaries and less attractive remuneration package
- Lack of career progression opportunities Issue of collaboration with educational institution – firm provide internship. Firm prefer SPM holders:
 - Easy to train
 - They will stay longer with the firms
- The demand for general workers is high due to
 - High attrition rate: Metal, machinery & related trades workers
 - Workers do not have the passion in their work
 - It required extensive hands-on to build a competent worker.
- Lack of quantification of workforce profile within the M&E industry
- A significant number of firms (about 82%) out of 76 responded that they are not a member of any industry association.
- Firms' perception of local TVET (not very good), it is for structural unemployed workers
- Joined as member of association mainly is for business matching and promoting, to obtain information related to trade, international standard and recent topic/issues.

MAKE A CHANGE



Government



Association/ Companies

Steps to narrow the technical skills gap

To conduct M&E's Occupational Framework

- Identify critical positions,
- hard to fill positions
- Future trends of occupation

To be TAC or strategic partner for selected TVET institutions

- ✓ To be advisor, but not TVET institution.
- ✓ To ensure the quality of training and competency of students and lecturers.

Offer Apprenticeship to TVET students

- Extend apprenticeship program to 6 months.
- Having apprenticeship in the middle and end of study

TVET students & lecturers must obtain recognized professional license

- ❖ To increase value of the student & lecturers.

Offer Competency Based Training via WDS

- Soft skills
- Technical skills

Review, revise & create new M&E's NOSS.

- To ensure training syllabus used by TVET institutions meets industry's requirements

Workforce Database System (WDS)

- ✓ To be channel between demand and supply of talent

Train the TVET lecturers

- To enhance knowledge of TVET's lecturers.
- Product knowledge sharing

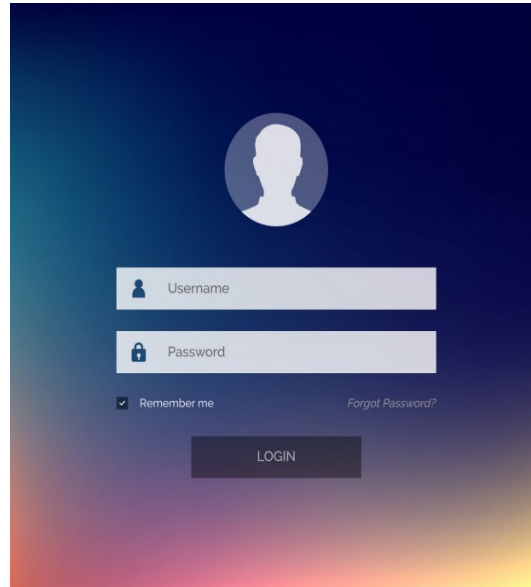
Coordinate in employment

- ❖ Increase employment rate of TVET students.
- ❖ Select good students as employee.
- ❖ One of conditions to apply training grant

To assist SME to grow through training grant

- To be trainer for MEIF's registered training program.
- Second revenue stream.

Accountability



Workforce Database System

Appointed TVET institutions

- To register, upload and update the academic result of students
- To review feedback from TAC/ strategic partner and do improvement

MEIF

- Fully control.
- **Professional certificates/ license verification.**
- A membership number will be given to candidate who passed in verification.
- to be TAC/ strategic partner for TVET institutions,
- **To ensure the list of candidates who hired by MEIF members will be moved to other folder.**
- To conduct projects of Industry Lead Body (ILB) such as **OF & NOSS.**
 - To certified experienced workforce as skilled workers via **PPT program**
- **To apply SBL & In-based training program.**
- Update **upskilling & reskilling training calendar** & information,
- To coordinate in training,

Employer/ MEIF members (association)

- **To be TAC/ strategic partner** for TVET institutions.
- Provide **apprenticeship/ Internship.**
- Provide **opportunity to TVET lecturers to do practical** in your firm.
- **To be Subject Matter Expert for registered training program in MEIF.**
- **Select right person as employee.**

Talent/ TVET students

- **Open for public (only for workforce with professional license/ cert in crafts)**
- Upload/ update resume & cert.
- **Search and apply job.**
- **Register and attend professional courses.**

Professional training center

- To submit and upload results of trainees.

MEIF

- To increase participation rate of M&E industry players
- The fund of associations will be increased due to number of members increased.
- Non-members will be worried in near future due to their skilled workers might be headhunted by MEIF members.
- Low training costs due to large number of participants.
- Increase influencing power of federation
- Endless talent supply from collaborated TVET institutions.
- Provide free services.
- To be a tool for us to apply government training grant and projects.
- Main revenue stream.
- Enhance value-added activities.
- To be the only **one-stop center for Human Capital Development in M&E industry.**

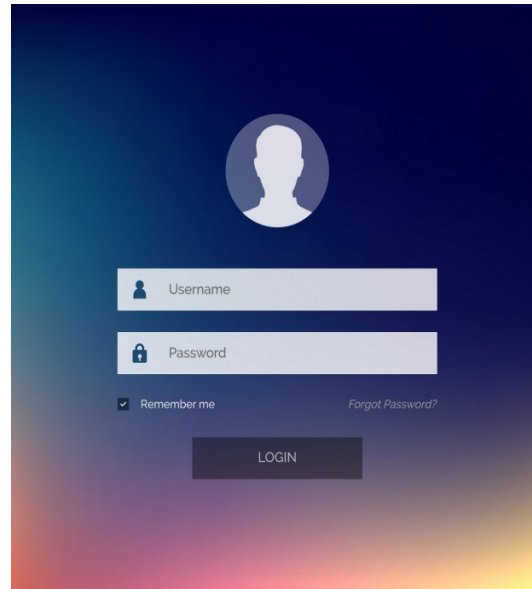
It is completely different from recruitment website, such as Jobstreet.com

- Only focus on M&E occupation.
- Cert/ license of candidate will be verified by MEIF.

Appointed TVET institutions

- To obtain free consultancy services from industries.
- Increase student employment rate.
- Fulfill grant requirements.

Benefits



Workforce Database System

Talent/ TVET students

- Free access and upload their resume/ cert/ other relevant documents.
- To increase employment opportunity in M&E sector.
- To attend Competency Based Training program with lower fees.
- Opportunity to obtain SKM through PPT program.
- Annual gathering/ networking.
- A membership number will be given to candidate who passed in verification

Employer/ MEIF members (Associations)

- **Reduce cost of recruitment**
- **A list of competent candidates for selection.**
- **To enjoy free services.**
- **Candidates who hired by MEIF members will be hidden in the system.**
To avoid headhunting by someone.
- **To be Subject Matter Expert in register training course. Second revenue stream.**
- **A discussion platform** pertaining to the issue of Human Capital Development.
- **Obtain Counselling & consultancy services.**
- **Narrow technical skills gap** between supply and demand of talent
- **Reduce expenses in Staffs Competency Development** due to high negotiation power and large number of participants.