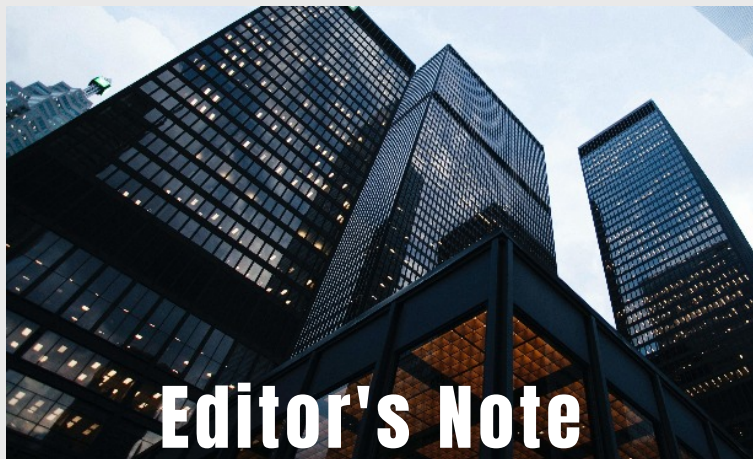




Editor's Note

The Industrial Skills Framework (IndSF) unit in accordance with the management's direction has decided to focus on three sub-sectors for 2021; Aerospace Manufacturing, Education and Healthcare.

The Aerospace Framework will focus on existing and emerging skills in (i) Maintenance, Repair & Overhaul (MRO) and (ii) Manufacturing. To date, a series of engagement sessions for MRO has been conducted in 2020 with the Subject Matter Experts (SMEs) of the industry, to validate the job titles and skills descriptions, contribute valuable inputs and recommend relevant training programmes that meet the demands of the industry. Hence, we wish to kick off the Manufacturing Workshops this year for the same purpose.

In the first quarter of 2021, the IndSF unit has been working with a number of potential co-leads from these three sectors as well as Textile, Apparel & Footwear, Logistics & Warehousing and Food & Beverages (Services) to finalise IndSF's proposals. As a result, we have decided to bring forward the three afore-mentioned sub-sectors this year.

We hope to receive the full commitment and cooperation from our partners in order to gear up the next steps in publishing these IndSF documents.

WHAT'S INSIDE?



A sneak peek of IndSF 2021
&
IndSF Aerospace (MRO) for Engineering
stream which will be published on the HRDF
portal anytime soon!

Do visit our official website at
<https://www.hrdf.com.my/indsf/> for an
exclusive update!

INDSF 2021 INSIGHTS!



Aerospace

SKILL CATEGORY	GENERAL AND BEHAVIOR SKILLS	COMPETENCY	REQUIRED TRAINING
Legislation and Regulation	The ability to: • apply human factors and basic error management in the aviation context. • interpret Basic Regulation Requirements (e.g. including but not limited to MCAR 2016, CAAM Airworthiness Notices, EASA & FAA). • interpret Air Legislation and Company Procedures.	2	The ability to adhere to: • Malaysia Civil Aviation Regulations (MCAR) 2016. • Civil Aviation Authority of Malaysia CAAM Airworthiness Notices (AN6501). • EASA & FAA Regulations. • Air Legislation and Company Procedures. • Human Factors Awareness Training.



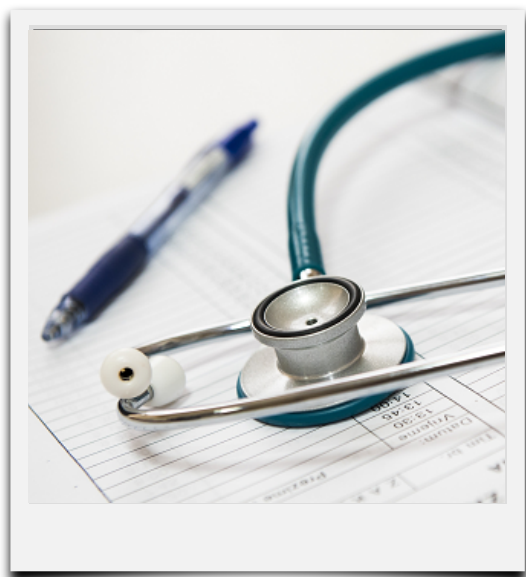
The IndSF unit is in the midst of finalising the list of Aerospace Manufacturing SMEs with the help of industry representatives.

The IndSF unit has been working with the Malaysia Aerospace Industry Association (MAIA) as co-leads to develop the MRO framework in 2020. The sub-areas under MRO which has been identified and developed are (i) Technical, (ii) Engineering and (iii) Quality. The current status for these three (3) framework is, Engineering in the final phase of revising and will be ready to be published on our HRDF portal soon. Technical and Quality will follow accordingly and is tentatively expected to be completed in April 2021.

On the other hand, we are working towards completing Manufacturing framework in 2021. Aside from MAIA, we will also be collaborating with the National Aerospace Industry Coordinating Office (NAICO) under the Ministry of International Trade and Industry (MITI) and Selangor Darul Ehsan Aerospace Industry Coordination Office (S-DAICO).

The IndSF document will assist the industry in identifying critical soft and technical skills as well as determine suitable training programmes to enhance the nation's workforce knowledge and skills. Engaging with relevant industrial organisations or associations is essential to collect and validate inputs.

There are four (4) main components of the framework; (i) Sectoral Information, (ii) Career Pathway, (iii) Job & Skills Description and (iv) Recommended Training Programme. To differentiate IndSF from other existing documents, we cover high level positions (Level 4-Level 5). These positions are selected based on the industry's current and future critical needs. These characteristics are the forte of IndSF, which shapes effective and efficient workforce that will contribute to the nation's economy.



Healthcare

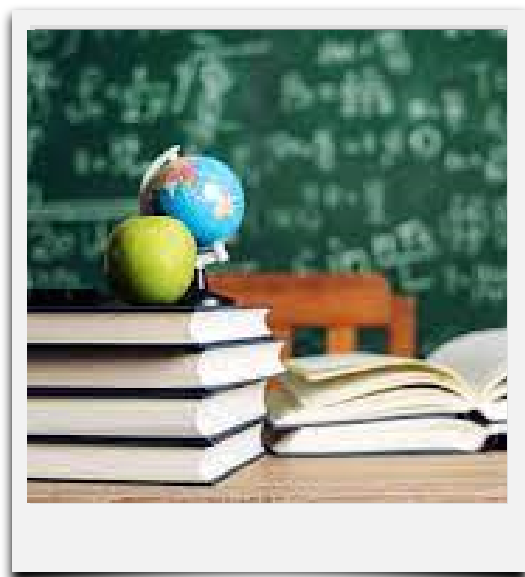
Focus Area: Nursing Chapter

Sub Areas:

- (i) Management Track
- (ii) Clinical Track
- (iii) Academic Track

The IndSF unit is collaborating with the Association of Private Malaysia (APHM), Malaysia Medical Association (MMA) and Malaysia Productivity Corporation (MPC) to identify in-demand skills and trainings to support the Healthcare industry employability.

To date, there are 24 positions that has been identified under this Focus Area. However, the number might vary depending on SMEs consensus and validators approval during workshop sessions.



Education

Focus Area: (i) Academic Pathways
(ii) Non-Academic Pathways

Sub Areas:

- (i) Scholarly Track
- (ii) Leadership Track
- (iii) Functional Leadership

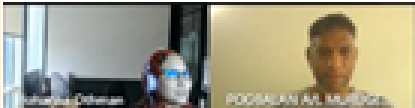
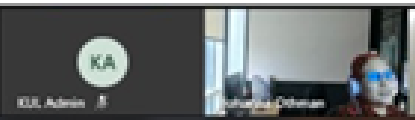
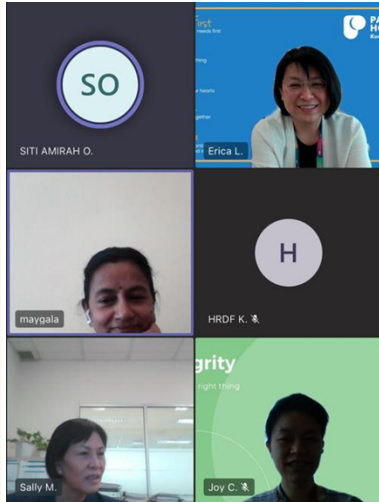
The IndSF unit is collaborating with the Malaysian Association of Private Colleges and Universities (MAPCU) and the National Association of Private Education Institutions (NAPEI) to address the skills needs of Private Higher Education Institutions.

Focus Group

The IndSF acts as a national reference by providing a comprehensive guideline that will benefit three (3) types of audience as follows;

- (i) Individual/Employees: To make informed decisions on skills development.
- (ii) Employers: To recognise skills and invest in workers trainings.
- (iii) Training Providers: To design programmes tailored to the industry's demand.

ENGAGEMENT SESSIONS WITH STAKEHOLDERS TO KICK START WITH THE DEVELOPMENT OF INDSF 2021

IndSF Aerospace	IndSF Logistics & Warehousing	IndSF Healthcare
  1) Meeting with MAIA & S-DAICO Date : 25/2/2021 (Thursday) Time : 12.00 pm – 1.00 pm 2) Meeting with S-DAICO Date : 29/3/2021 (Monday) Time : 11.30 pm – 12.30 pm	  1) Meeting with International Air Transport Association (AITA) Date : 2/3/2021 (Tuesday) Time : 3.00 pm	 1) Meeting with APHM/MMA/MPC No. 03/2020 Date : 9/3/2021 (Tuesday) Time : 6.00 p.m. - 7.00 p.m. 2) Meeting with APHM/MMA/MPC No. 04/2020 Date : 23/3/2021 (Tuesday) Time : 12.30 pm – 2.00 pm

IndSF Aerospace

These sessions were conducted to discuss potential collaborations with MAIA & S-DAICO to develop IndSF for the Aerospace industry, specifically for the Manufacturing division framework.

IndSF Logistics & Warehousing

This session was conducted to discuss potential collaboration with AITA to develop IndSF for the Logistics & Warehousing industry. Introduction to Skills Framework is given to ensure AITA understands the nature of the document which is non-exhaustive and promotes a continuous learning cycle between employers, employees and future talents.

IndSF Healthcare

These sessions were conducted to discuss the way forward to develop IndSF for the Healthcare industry. The Career Pathways that display occupations in the industry, specifically the Nursing Chapter was discussed to ensure that it is structured progressively to meet the industry's current needs in terms of core skills and competencies.



Let's run-through previous IndSF documents!

In 2019/2020, IndSF unit produced seven (7) IndSF documents which can be accessed for free at <https://www.hrdf.com.my/indsf/>. Aside from the co-leads outlined below, the Sectoral Training Committee (STC) members also play an important role in the development of these frameworks. The IndSF documents are (1) Oil, Gas & Energy, (2) Digital Technology, (3) Machinery & Equipment, (4) Hospitality, (5) Wholesale & Retail, (6) Plastics, and (7) Water & Sewerage Services.

Published IndSF in 2019/2020



IndSF Oil, Gas & Energy

Co-lead: PETRONAS

Focus Areas: Onshore Facilities, Downstream Plant Skillset.



IndSF Digital Technology

Co-lead: Malaysia Digital Economy Corporation (MDEC),
The National Tech Association of Malaysia (PIKOM).

Focus Areas: Data Science, Cybersecurity, Games, Animation.



IndSF Machinery & Equipment

Co-lead: Malaysia Productivity Corporation (MPC),
Machinery and Engineering Industries Federation (MEIF), Machinery & Equipment Manufacturers Association (MEMA).

Focus Area: Machinery & Equipment.

IndSF Hospitality

Co-lead: Malaysian Association of Hotels (MAH), Ministry of Tourism, Arts and Culture (MOTAC).

Focus Areas: Front Office, Housekeeping, Revenue Management, Sales & Marketing, Hotel & General Manager.



IndSF Wholesale & Retail

Co-lead: Malaysian Productivity Corporation (MPC) supported by Malaysia Retailers Association (MRA), Malaysia Retail Chain Association (MRCA), Malaysia Franchise Association (MFA), Bumiputera Retailers Organisation (BRO).

Focus Area: Non-Specialised Stores, Specialised Stores.



IndSF Plastics

Co-lead: Malaysian Plastics Manufacturers Association (MPMA), Monash University Malaysia.

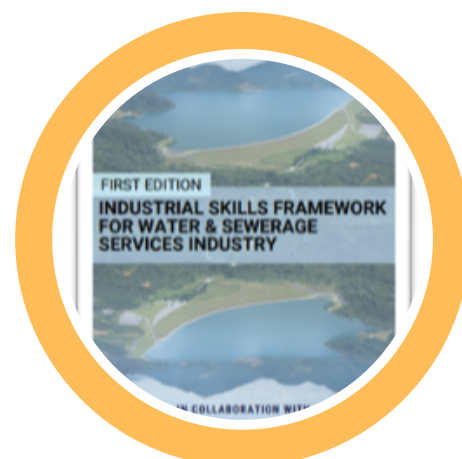
Focus Area: Injection Moulding.



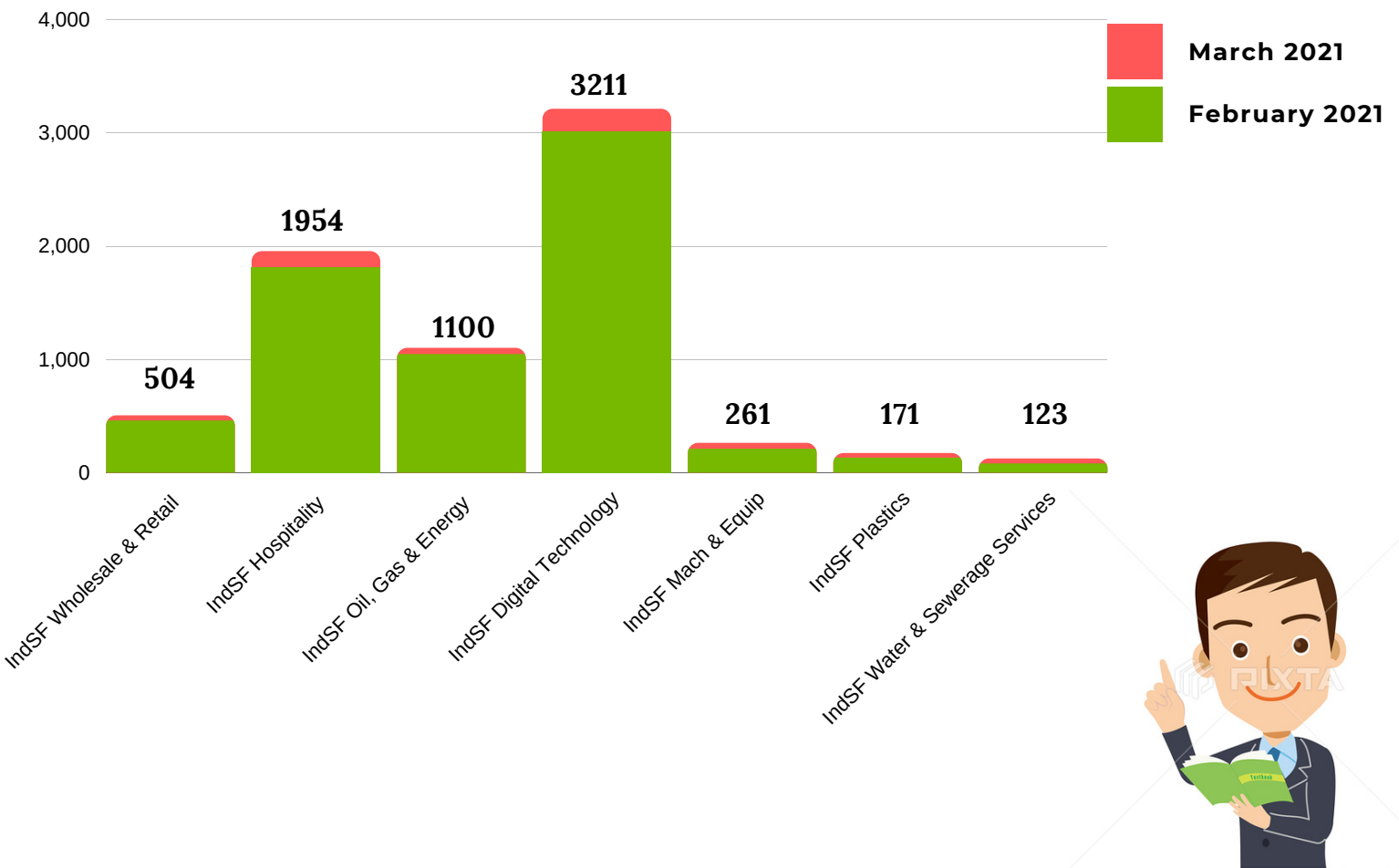
IndSF Water & Sewerage Services

Co-lead: Malaysian Water Association (MWA), Indah Water Konsortium (IWK).

Focus Areas: Water Supply, Sewerage, Support Services.



Statistics downloads on the IndSF documents



(Data on the number of downloads of the IndSF documents for the respective industries as of 26th March 2021).

The IndSF documents are currently available on the HRDF portal (<https://www.hrdf.com.my/indsf/>) and the IndSF unit has been keeping track of the number of downloads. There has been a steady increase in the number of IndSF documents downloaded since previous months for each of the published industries. The IndSF unit is looking towards promoting and engaging the public to create awareness on its existence and importance which is valuable to our human capital development. The IndSF unit will continue to work with industries to develop more IndSF documents.

