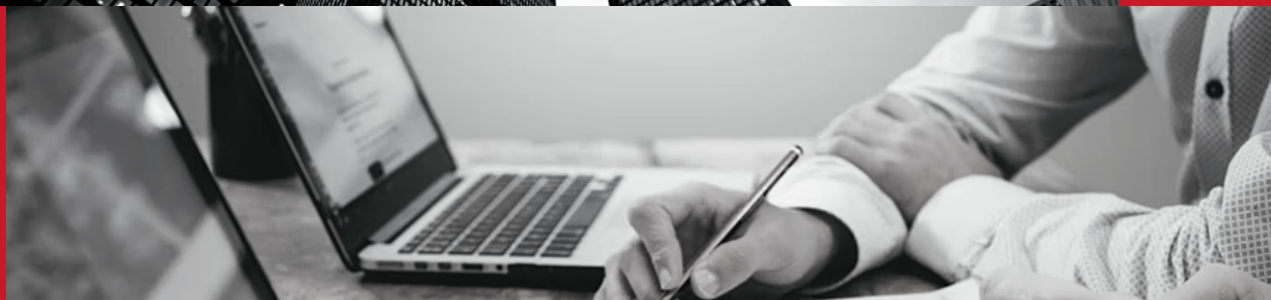




Industrial Intelligence Report: Jobseeking in a Shifting Labour Market



1800-88-4800 | www.hrdcorp.gov.my | support@hrdcorp.gov.my

What's Inside?

The HRD Corp Intelligence Report aims to disseminate information about the human capital and learning environment based on HRD Corp's internal data and market movements. This issue focuses on the current labour market situation and HRD Corp Placement Centre (HPC), the latest initiative by HRD Corp to relieve the pressing unemployment issue in Malaysia.

Malaysia Labour Force Overview

The number of employed persons in Malaysia increased in August 2021 by 81.8 thousand to 15.4 million person. This marks the first expansion after decreasing for two consecutive months as Covid-19 ravaged the nation.¹

Another positive note is the growth of Malaysia's labour force. August marked a 0.3% or 52.5 thousand persons increase to 16.1 million persons. Furthermore, the labour force participation rate (LFPR) ticked up by 0.1% to 68.4%.

As a result, the unemployment rate in August 2021 fell by 0.2% to 4.6%, compared to 4.8% registered in July.

We might not be out of the woods yet but it is clear the labour market in Malaysia is slowly gaining traction despite the ongoing pandemic. The increase in employment is accelerated by various initiatives from the Government.

Job Market Insight

The Job Market Insights data presented by the Institute of Labour Market Information and Analysis (ILMIA) for Quarter 2 (Q2), 2021 shows the number of job vacancies were almost equal compared to Quarter 1 (Q1), 2021. 90,502 job openings were posted in Q2, compared to 90,218 in Q1.²

The number of job openings were particularly sensitive to the level of Movement Control Orders (MCO). For instance, May and June experienced a decrease in job openings compared to April as the strictest MCO was enacted to counter the pandemic.

The top hiring industry in Q2 2021 was the Professional, Scientific, and Technical Activities, which overtook the Manufacturing industry.

It is interesting to note that for both Quarters of 2021, the top job was Advertising and Marketing Professionals. Other notable jobs with high number of openings include Administrative Associate Professionals, Managing Directors and Chief Executives, Accountants and Auditors, and lastly, Software Developers.

A deeper look suggests as the current work environment has shifted to remote with fewer face-to-face marketing opportunities, it should come as no surprise that the need for digital marketing skills has accelerated.

In terms of region, Kuala Lumpur (42,163), Selangor (17,696) and Johor (6,403) were states offering the most jobs.

The Future of Jobs Report 2020

World Economic Forum's (WEF) **The Future of Jobs Survey 2020**, aggregates the view of business leaders on the global outlook for technology, jobs and skills from 2020 to 2025.³

Key Takeaways

Technology adoption momentum is expected to continue. Business leaders agree the transition towards cloud computing, big data and e-commerce remain as top priority. There is also significant rise in attention for encryption, robots and artificial intelligence (A.I.)

Skill gaps will remain high as in-demand skills for jobs change in the next 5 years. Interestingly, aside from digital skills, the top skills mentioned which employers see as increasing in importance include skills such as critical thinking, analysis, problem-solving. Self-management skills including active learning, resilience, stress tolerance and flexibility were also highlighted.

Online learning is on the rise but training type enrolment depends if the individual is employed or not. Those currently employed prefer personal development courses such as leadership & communication, whereas those unemployed emphasise picking up new digital skills such as computer science, data analysis.

The public sector needs to provide concrete support for upskilling and reskilling workers. The public sector need to create incentives for investment in the markets and jobs creation; provide stronger safety nets for workers in the midst of job transition; improve existing education and training systems.

Top 10 In-Demand Jobs

1	Data Analysts and Scientists
2	AI and Machine Learning Specialists
3	Big Data Specialists
4	Digital Marketing and Strategy Specialists
5	Process Automation Specialists
6	Business Development Professionals
7	Digital Transformation Specialists
8	Information Security Analysts
9	Software and Applications Developers
10	Internet of Things Specialists

Source: Future of Jobs Survey 2020, World Economic Forum, 2020

Top 10 In-Demand Skills

1	Analytical thinking and innovation
2	Active learning and learning strategies
3	Complex problem-solving
4	Critical thinking and analysis
5	Creativity, originality and initiative
6	Leadership and social influence
7	Technology use, monitoring and control
8	Technology design and programming
9	Resilience, stress tolerance and flexibility
10	Reasoning, problem-solving and ideation

Based on the reports' findings, it is evident the jobs are gravitating towards the Computer and IT industry as the global economy undergoes accelerated digital transformation due to the pandemic. The majority of the Top 10 In-Demand Jobs require skills such as programming, leadership, analytical thinking and problem solving.

Demand for Digital Talents

Locally, It is apparent that Malaysian companies are undergoing digital transformation and employers are actively looking out for digital savvy talents to help drive the agenda forward. A report by MDEC in May 2021 shows the number of digital job vacancies in Malaysia almost tripled from 19,000 in June 2020 to 56,000 in April 2021. The most popular jobs were related to Software Development, Data Science, IT Services and eCommerce.⁴

The biggest share of digital job vacancies was posted on LinkedIn. Out of which, more than three-quarter (76%) were for hiring experienced professional, whereas only 20% were for fresh graduates and the remaining 4% for internships. This finding cements the proposition that fresh graduates are an underserved group on online jobseeking portals.

Against the backdrop of these discoveries as well as business leaders' view that public support is needed to upskill and reskill workers, HRD Corp developed the HRD Corp Placement Centre (HPC) that can assist employers find suitable digital talents to their companies.

HRD Corp Placement Centre (HPC)



HPC is a new initiative spearheaded by HRD Corp primarily meant to assist Malaysians first entering the workforce by providing a holistic career planning support to enhance their employability and prepare them for their career path within the high demand industries.

HPC is also an excellent platform for employers to find right candidates to fill immediate vacancies as there is access to a pool of talents online and various benefits provided. Highlights include financing under Government initiatives, HR consultation service, etc.

HPC is supported by a completely free of charge one-stop virtual portal that provides employment and income-generating opportunities to Malaysians through job matching and placement, training and development, as well as career counselling and coaching. For more information about HPC's features and functions, please visit the HPC website at <https://hpc.hrdcorp.gov.my>.

HPC Participating Industries

Manufacturing	Electricity, Gas, Steam & Air Conditioning Supply	Accommodation & Food Service Activities	Information & Communication	Financial & Insurance/ Takaful Activities
Professional, Scientific & Technical Activities	Administrative & Support Service Activities	Education	Human Health & Social Work Activities	Other Activities & Services

All industries are welcome to collaborate with HPC and leverage its services. Here are some of the industries currently on board HPC and benefitting from the initiative.

Reference: 4. *Digital Job Vacancies Almost Tripled in Malaysia*, Malaysia Digital Economy Corporation, 2021

HPC Standout Features

	Job Search	Career Advice	Career Coach	Insights	Training Series	Webinars, Events & Programmes	Access to Government Funding	Job Ads
HPC	O	O	O	O	O	O	O	
Other Job Portals	O	O		O		O		O

Comparison Table: HPC and Other Job Portals

In this modern age, job portals are essential to bridge job seekers as well as employers. It speeds up and simplifies the job hunting process by offering functions such keyword search as well as filters for industry, qualification, salary, location, just to name a few. When compared to other leading job portals in Malaysia, HPC provides the same core functions mentioned earlier. HPC also has many exclusive features to help countless jobseekers navigate the labour market.

Career Coach

HPC's Career Coaching service provides personalised 1-on-1 guidance for job seekers to excel in their position and advance their careers. The coaches are certified professionals with years of experience in areas including Human Resources, Education, Language, Statistics etc. These coaches will help individuals through precise objectives, organise the journey and assist in overcoming all difficulties in order to achieve their dream career. This is a unique feature that is not available in any other job portals.

In addition, HPC offers Career Compass for fresh graduates and jobseekers to discover their career pathway. An assessment tool is utilised by jobseekers to analyse their personality and skills, to determine the most suitable job for each individual. Job seekers are also guided to prepare outstanding resumes to attract employers in this competitive job market. Individuals who are contemplating a career change can benefit from Career Compass too.

Training Series

The HPC Training Series is fundamental for job seekers in gaining a broader view of intellectuals, innovations and real world knowledge of the working environment. The program will delve thoroughly and holistically into skills and learning exercises specially designed for jobseekers.

Access to Government Funding

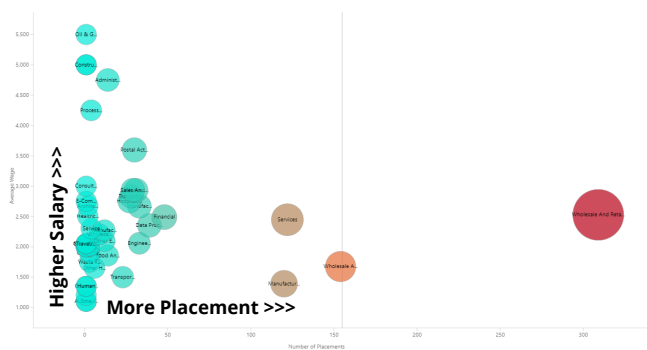
By registering with HPC, employers have access to special Government initiatives, training fund, and grant for recruitment. For example, Place & Train is an initiative to source and provide employment for Malaysians especially for graduates, school leavers and retrenched workers by participating in value-added relevant training courses required by the selected industries. HRD Corp fully funds the stated period of training according to the terms and conditions set for this programme. Furthermore, employers registered for HPC have access to other Initiatives such as RiSe4WRD For Industry4WRD, PERKESO's Subsidi Upah program.

HPC Quick Facts

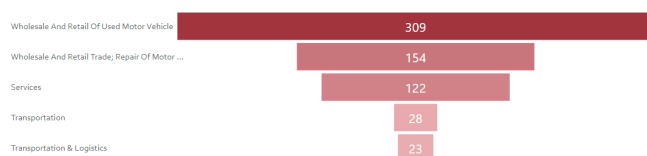


1,157

1,157 job seekers secured placement at various organisations via HPC.



The distribution of Industry Number of Placement vs Average Salary in HPC. Bigger maroon bubble signifies high number of placement. The smaller teal bubbles shows industries with less placements, but wider range of salaries offered.



Majority of placements secured were in the Wholesale and Trade of Used Motor Vehicles industry, followed by Services, Transportation & Logistics.



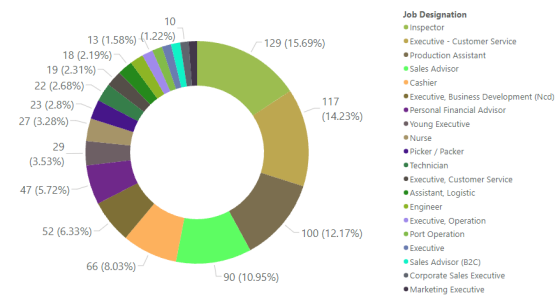
Age 18-61

HPC have assisted job seekers as young as 18 years old, to as old as 61 years old, to secure job placements. Age is never an issue.

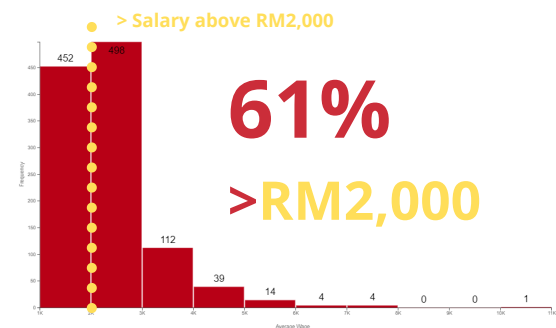


78

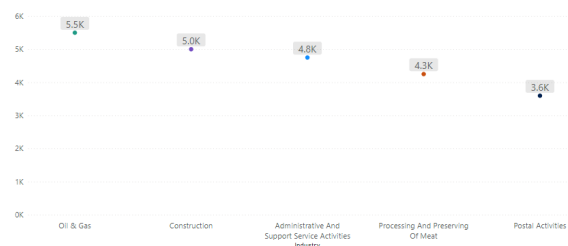
78 employers benefitted from HPC by securing talents to fill the vacancies in their respective companies.



In terms of Job Designation, there is a good mix of service and manual work. Car Quality Inspector, Customer Service Executive, Production Assistant and Sales Advisor comprised most of the placements.



61% of job seekers managed to secure jobs with salaries of RM 2,000 and above.



The top 5 paying industries in HPC are Oil & Gas, Construction, Administrative & Support Service, Meat Processing and Postal Activities.

HPC's Role in Reducing Unemployment in Malaysia

Ability to Achieve Much More

As mentioned earlier, as many as 17,000 job seekers and 1,400 employers registered for HPC's services since the beginning of this initiative. 1,157 job placements have been offered by 78 employers thus far. Whilst those are significant figures, we can definitely achieve much more with increased engagement from all parties.

HPC Advantage

Obviously, HPC isn't the only job portal on the market. What makes HPC unique is HRD Corp's solid relationship with registered employers. Employers are able to inform us first-hand the most pressing issue faced by their industry and the types of talent that they require.

Furthermore, HRD Corp does not impose any charges for the posting of vacancies on HPC's virtual portal, reducing the barrier of entry for organisations on a lean budget.

SMEs Potential

Currently, HPC's data shows the most active employers with the most placements offered to job seekers are large enterprises. HRD Corp intends to attract more SMEs to utilise the platform by offering incentives such as access to Government financing, HR consultation services, etc.

Digital Talent Aspiration

HPC is able to help narrow Malaysia's digital skills gap by connecting workers with employers offering high-skilled digital jobs, including business analysts, cybersecurity specialists, cloud engineers, enterprise architects, full stack developers.

Conclusion

Malaysia's labour market is slowly recovering from the pandemic. The shift in demand from various sectors means there will be many skill gaps and job vacancies that need to be filled swiftly.

HPC is an excellent centre to link aspiring jobs seekers with employers hungry for talents. It is an integrated platform which prioritises seamless job matching, professional development and strategic partnerships.

In a market saturated with countless job portals, HPC stands out due to its rich features and HRD Corp's extensive network of employers and experience in the human resource industry.

HPC hopes to gain momentum in line with Malaysia's economic recovery. Essentially, HPC aims to be *the* one stop portal for all job seekers and employers, providing support not available elsewhere.

Ultimately, the end goal of HPC is to reduce friction in the recruiting process, thereby improving the unemployment situation, steering Malaysia towards its goal of becoming a high income nation.

CONTACT US

If you require any further information, please contact us via email at :

hpcsupport@hrdcorp.gov.my



Human Resource Development Corporation

Wisma HRD Corp, Jalan Beringin

Damansara Heights

50490 Kuala Lumpur

(TEL) 1800-88-4800

(FAX) 03-2096 4999

Disclaimer: While the information is considered to be true and correct at the date of publication, changes in circumstances after the time of publication may impact the accuracy of the information. The information may change without notice. The Research Unit, Research & Development Department, and HRD Corp, are not in any way liable for the accuracy of any information printed and stored or in any way interpreted and used by a reader.