

NEWSLETTER

VOL. 15 • DECEMBER 2021

INDUSTRIAL SKILLS FRAMEWORK

EDITOR'S NOTE

Happy Christmas and best wishes for 2022!

This will be the last issue of the Industrial Skills Framework Unit newsletter for 2021. The outbreak of the COVID-19 pandemic has forced a large segment of the workforce around the world to adopt the work-from-home (WFH) policy, on a scale that we have never seen before. Despite the challenges of working remotely, our unit has successfully developed three Industrial Skills Framework (IndSF) documents for the industries of Higher Education, Aerospace (Manufacturing) and Logistics & Warehousing. We have also started engaging with potential collaborators for next year's IndSF development. HRD Corp firmly believes that the continuity of this initiative could meet the industry's talent development needs regularly and effectively.



THIS NEWSLETTER IS BROUGHT TO YOU BY THE INDUSTRIAL SKILLS FRAMEWORK UNIT
OF THE DEVELOPMENT DEPARTMENT

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MESSAGE FROM THE ASSISTANT VICE PRESIDENT, INDUSTRIAL SKILLS FRAMEWORK UNIT



POST-PANDEMIC: MALAYSIAN WORKFORCE

By
POOBALAN MURUGESAN

Embracing the post-pandemic world!

The recent outbreak of the COVID-19 pandemic has heavily affected organisations, businesses and citizens all over the world. Malaysia too wasn't spared from this predicament. In order to mitigate the impact of the pandemic, our Prime Minister YAB Dato' Sri Ismail Sabri Yaakob tabled the 12th Malaysian Plan (2021-2025) that is geared towards restoring economic growth and achieving long-term development goals.

In line with this, the Prime Minister announced that HRD Corp will be the central agency for managing all of Malaysia's workforce and human capital skills development programmes. He believed that this enables the government to embark on a comprehensive and well-structured talent development strategy to drive our economic recovery.

HRD Corp also has expanded its levy coverage to cover 18 sectors and 238 subsectors. Thus, in the next five years, HRD Corp will continue to support up to 6.1 million employees in Malaysia.

Over the last 28 years, HRD Corp has successfully supported Malaysian workforce skills development through upskilling, re-skilling, multi-skilling and cross-skilling programmes. We will strive to drive Malaysia's talent development aspirations by funding more training and development programmes for the Malaysian workforce.

INDUSTRIAL SKILLS FRAMEWORK

The Industrial Skills Framework (IndSF) is an initiative under one of the four main pillars of HRD Corp's strategic initiatives roadmap. It is placed under the Learning Ecosystem and Landscape due to the nature of the document, which is both non-exhaustive and promotes a continuous learning cycle between employers, employees, and potential job seekers.

The national document is co-produced by HRD Corp with key industrial players and associations. It also serves as a guide for individuals, employers, and training providers on the training required for specific skills according to job levels in their respective industries.

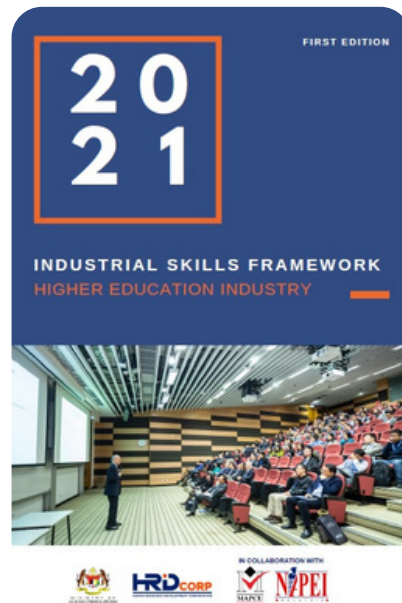
As of 31 December 2021, the IndSF Unit has published ten (10) Industrial Skills Framework documents for the industries of Wholesale & Retail, Hospitality, Digital Technology, Plastics, Machinery & Equipment, Water & Sewerage Services, Higher Education, Aerospace, Logistics & Warehousing, and Oil, Gas & Energy. We believe that these documents address the talent development needs of the Malaysian workforce. Last but not least, this initiative changes the training and development landscape in Malaysia from supply-driven to demand-driven, thereby reflecting real industry needs.

“

**THIS INITIATIVE CHANGES THE
TRAINING & DEVELOPMENT
LANDSCAPE FROM SUPPLY-
DRIVEN TO DEMAND-DRIVEN**

”

NEW INDSF DOCUMENTS IN 2021



INDUSTRIAL SKILLS FRAMEWORK: HIGHER EDUCATION

Focus areas:

- Academic-Leadership Track
- Academic-Scholarly Track
- Non Academic-Functional Leadership Track

INDUSTRIAL SKILLS FRAMEWORK: AEROSPACE (MANUFACTURING)

Focus areas:

- Production/Operations
- Engineering
- Quality



INDUSTRIAL SKILLS FRAMEWORK: LOGISTICS & WAREHOUSING

Focus areas:

- Sea Freight
- Air Freight
- Air Cargo



ENHANCEMENT OF INDSF DOCUMENTS IN 2021



INDUSTRIAL SKILLS FRAMEWORK:
SOFTWARE APPLICATIONS



INDUSTRIAL SKILLS FRAMEWORK:
DIGITAL GBS



INDUSTRIAL SKILLS FRAMEWORK:
DIGITAL MARKETING



INDUSTRIAL SKILLS FRAMEWORK:
FINTECH



INDUSTRIAL SKILLS FRAMEWORK:
AEROSPACE (MAINTENANCE, REPAIR & OVERHAUL)

Focus areas:

- Technical
- Engineering
- Quality

<https://hrdcorp.gov.my/indsf/> 

FEATURED COLLABORATOR OF THE MONTH

MALAYSIA DIGITAL ECONOMY CORPORATION (MDEC)



QUICK FACTS

- Total 8 IndSF Tech Focus Areas
- 66 Career Pathways
- 479 Core Skills
- 626 Competencies
- 532 Emerging Tools
- 398 In-demand Certifications

Under the Industrial Skills Framework (IndSF) initiative, Human Resource Development Corporation (HRD Corp) has worked with several collaborators to develop the national reference document. One of the collaborators is the Malaysia Digital Economy Corporation (MDEC), which has been working jointly with HRD Corp and PIKOM to develop the Industrial Skills Framework for the Digital Technology industry over the last two years.

IndSF for Digital Technology serves as a comprehensive guide for individuals, employers, institutions of higher learning, training providers and government agencies to understand the roles of various in-demand digital tech and services occupations, relevant competencies and skills needed for each job. As of December 2021, we have jointly developed eight (8) IndSF documents under Digital Technology, including Data Science, Cybersecurity, Animation, Fintech, Digital Marketing, Software Application, Digital Global Business Services and Games.

"We will continuously collaborate with Malaysia Digital Economy Corporation (MDEC), PIKOM and other associations related to Digital Tech to ensure the current and future talent development needs are being addressed" - Assistant Vice President of Indsf Unit, HRD Corp, Poobalan Murugesan.

HIGHLIGHTS OF THE MONTH

DECEMBER 2021

Below are the activities conducted throughout December 2021:

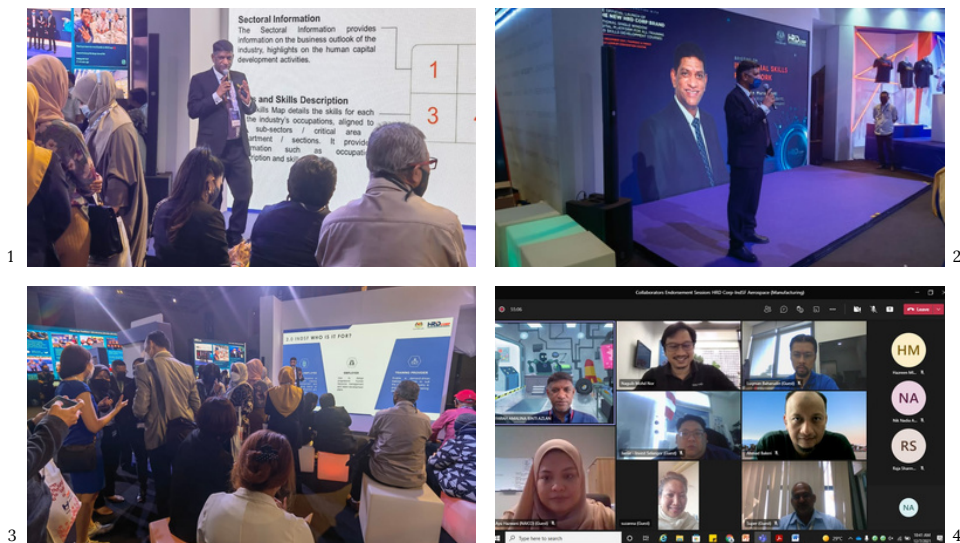


Image 1, 2 and 3

Date 2-3 December 2021

Venue KLCC Convention Centre

Pocket Talk Session of Industrial Skills Framework during the Launch of HRD Corp New Brand

Image 4

Date 7 December 2021

Collaborators Endorsement Session: IndSF Aerospace (Manufacturing)

HIGHLIGHTS OF THE MONTH



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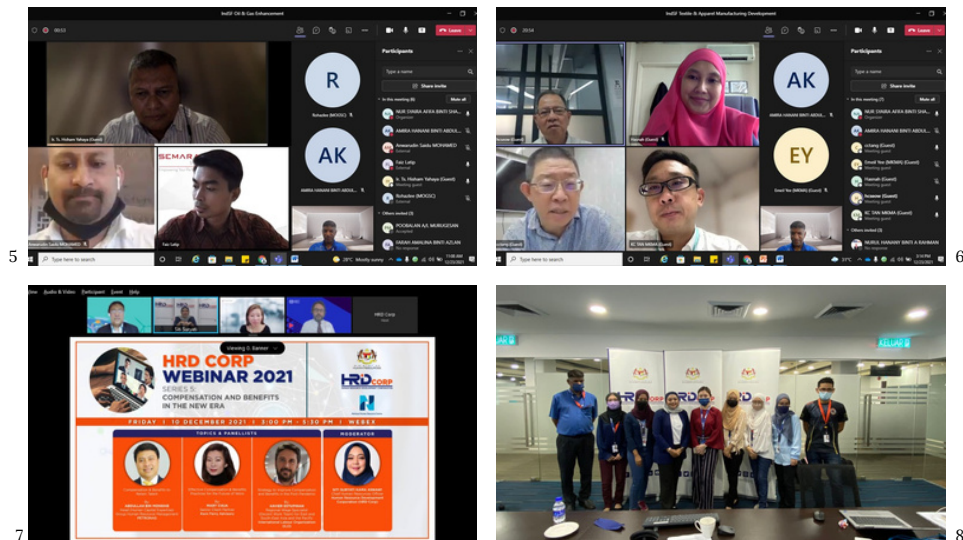


Image 5

Date 23 December 2021
Enhancement of IndSF Oil & Gas with MOGSC

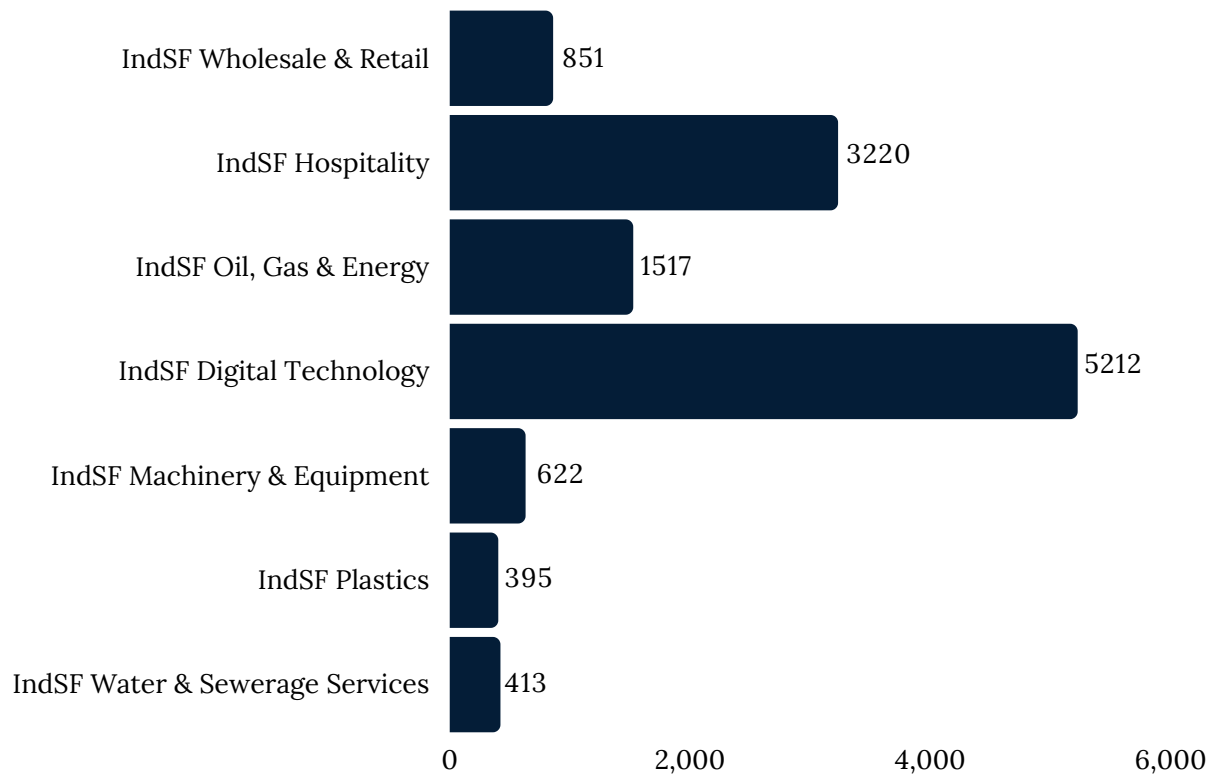
Image 6

Date 23 December 2021
Development of IndSF Textile & Apparel Manufacturing

Image 7 & 8

Date 10 December 2021
HRD Corp Webinar Series 5: Compensation and Benefits in the New Era

DOWNLOAD STATISTICS ON PUBLISHED INDSF



December 2021

(Data on the number of downloads of IndSF documents for the respective industries as of 15 December 2021)

IndSF documents are readily available on the HRD Corp website (<https://hrdcorp.gov.my/indsf/>). The IndSF Unit has been keeping track of the number of downloads, and there has been a steady increase in the number of downloaded documents from previous months for each of the published industry document. The IndSF Unit is looking towards engaging with and promoting the document to the public to create awareness of the documents' importance which is valuable to the Malaysian human capital development. We will also continue to work with industries to develop more IndSF documents in the coming year.

We would like to wish everyone a Happy New Year and please continue your support for our 2022 edition newsletter. Thank you!

www.hrdcorp.gov.my 

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