



# Building and Growing Malaysian Talent



## BEFORE



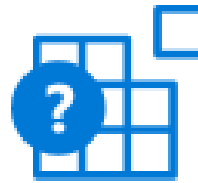
Something  
needs service



Customer  
requests help



Technician  
visits site



Missing context  
about issue  
+ missing client/  
vendor information  
+ no prioritisation  
of urgent information

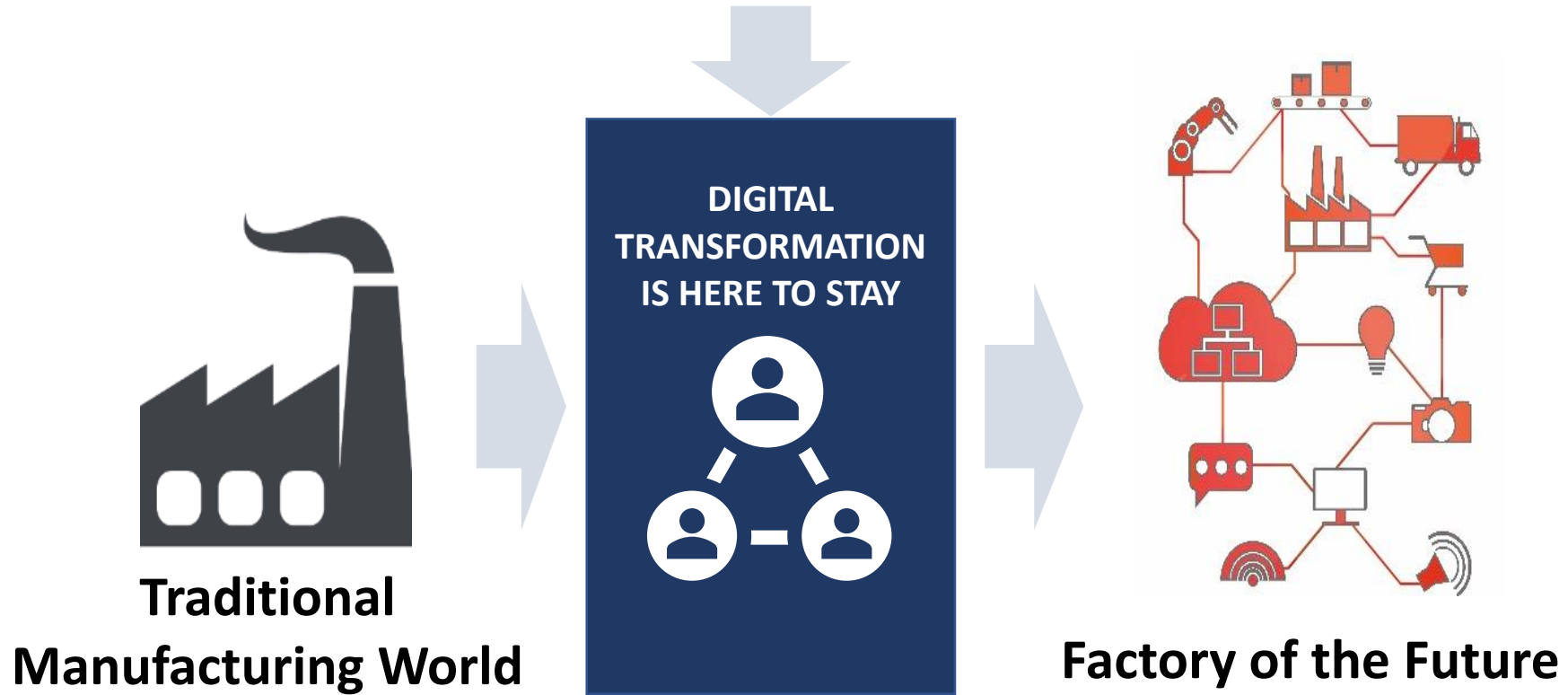


Technician  
identifies problem



Returns in hours  
or days to fix

# Changing Market Demands



## New Technologies

Internet of  
Computers



Internet of  
People



Internet of  
Things



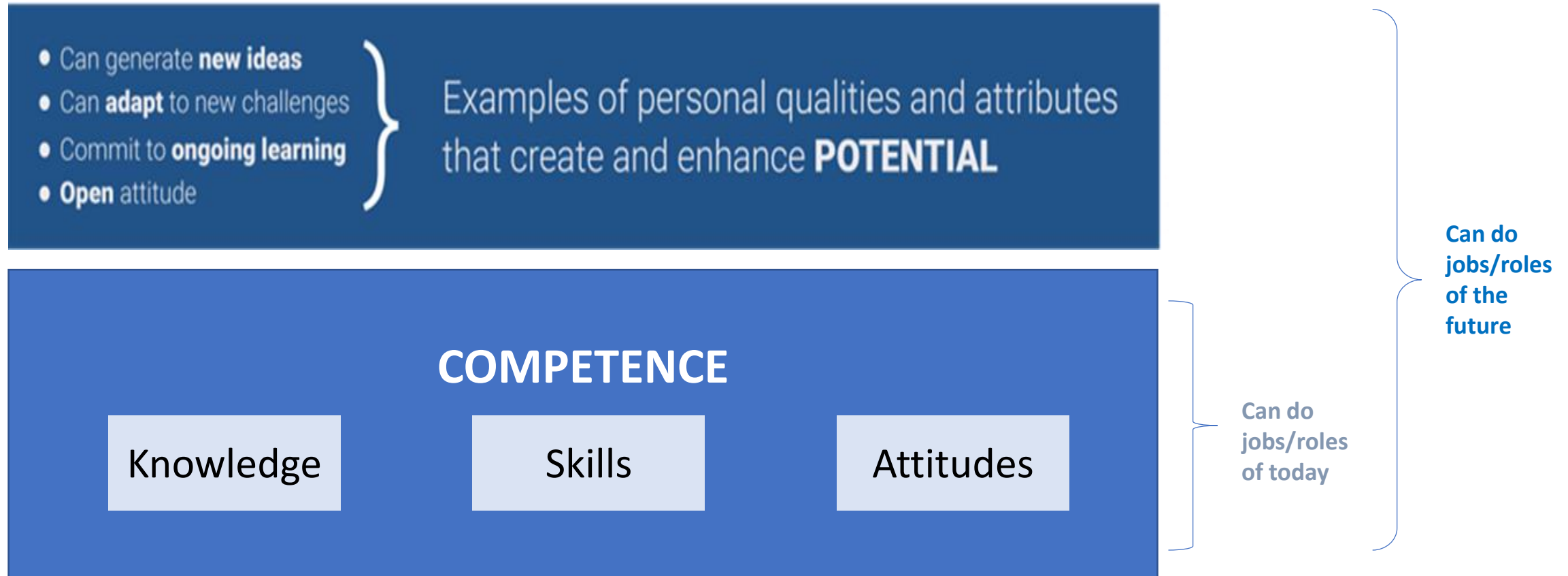
Internet of  
Services

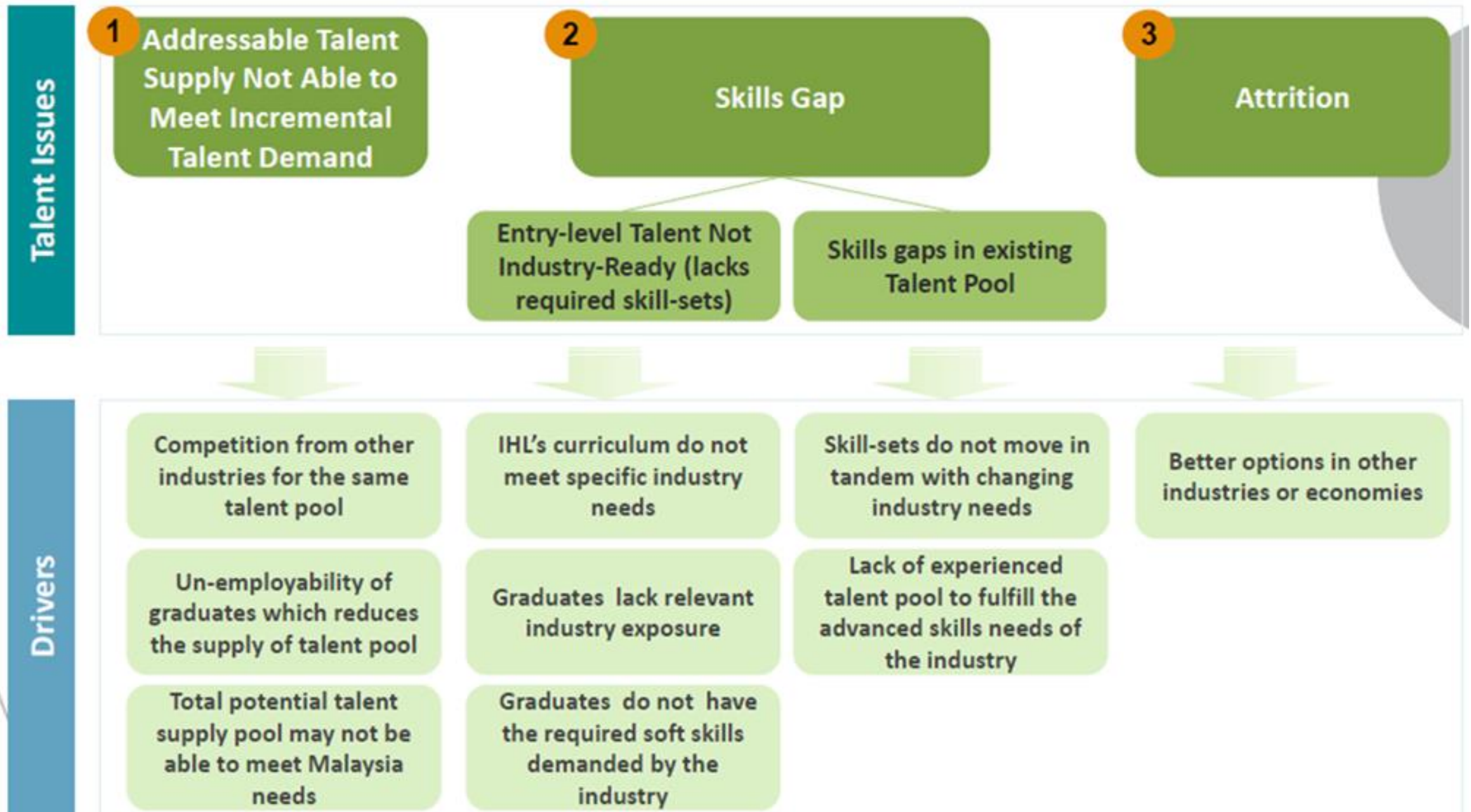


# Building and Growing Malaysian Talent



# Building Capabilities





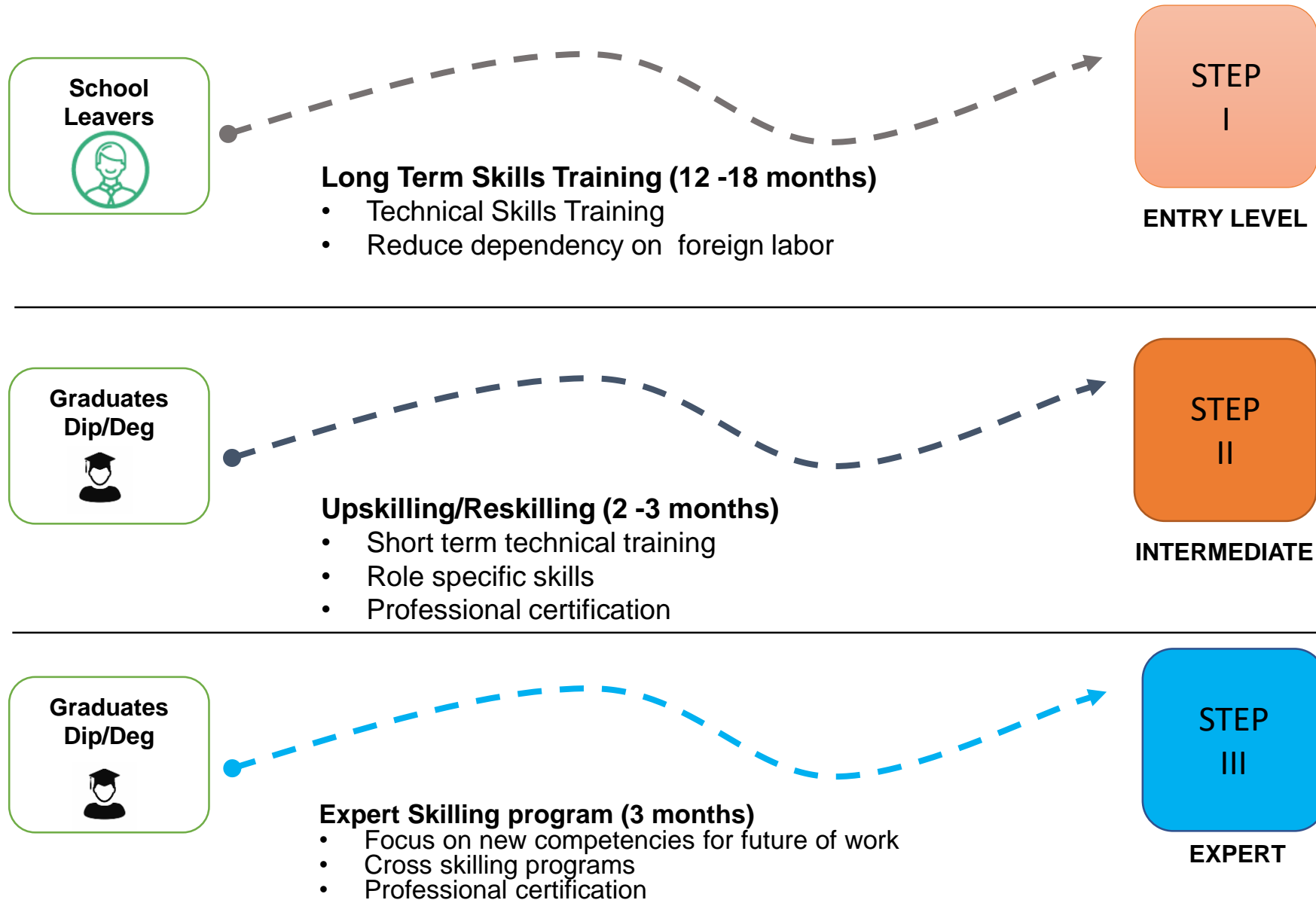


# Why are there Talent Gap issues?

- Organizations require more and new skills to cope with changes resulting from digital acceleration
- Technology advancement is here to stay
- Creation of new higher value jobs
- Self-fulfilment and opportunity creation through gigs, competing with employers



# Skills & Technical Enhancement Program (STEP) by FMSDC





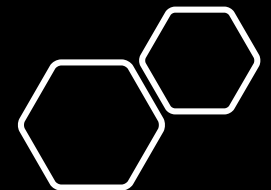


MALAYSIAN INVESTMENT DEVELOPMENT AUTHORITY



Initiative to facilitate the cultivation of a thriving tech talent ecosystem for E&E Industry

- Address skills gap of current talent pool to support the immediate needs of the E&E industry
- Upskill new and existing talent pool with emerging skill sets to support higher value activities



# Progressive layering to build a well-rounded employee

## **Foundational Skills**

- Defined by the Enterprise
- “Skills for Life”
- For Example, Continuous Learning, Analytical Thinking, Communication

Ensure employees develop foundational skills that will evolve with the changes and needs of the organization.

## **Role-Specific Skills**

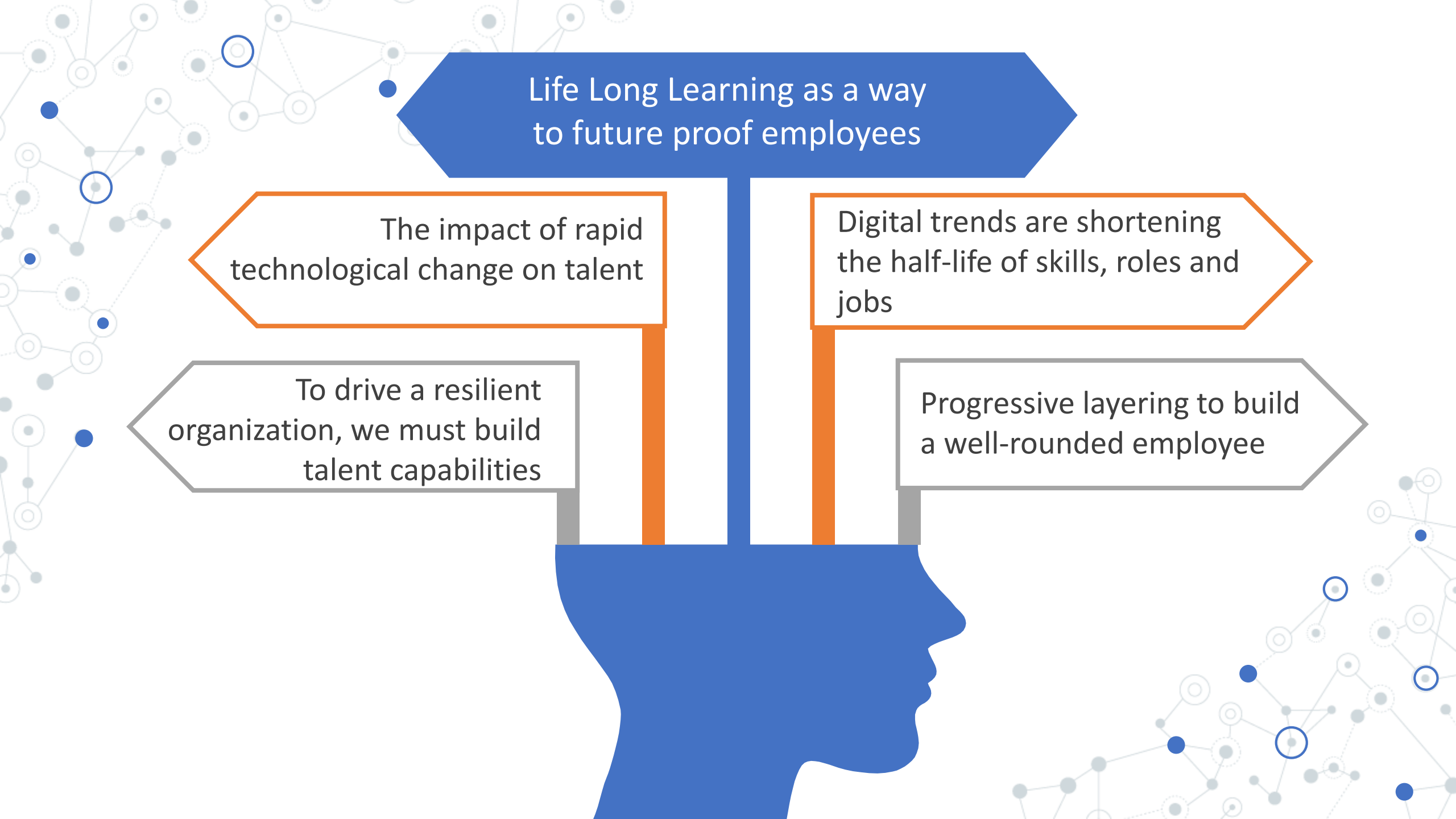
- Defined by Job and Work Design
- Shift as Work Changes
- For Example, Product Management, Programming, Analytics

Refine role-specific skills and focus on workflows by providing learning and development as work evolves.

## **New Skills**

- Defined by Labor Market Data
- High Demand, Low Supply
- For Example, Machine Learning, Data Literacy, Blockchain

Prepare for the future of work by upskilling employees with emerging and new skills aligned with the enterprise strategic workforce plan.



## Life Long Learning as a way to future proof employees


The impact of rapid technological change on talent

Digital trends are shortening the half-life of skills, roles and jobs

To drive a resilient organization, we must build talent capabilities

Progressive layering to build a well-rounded employee

# Over 750K Skilled Talents Trained

Pax ('000)   
18 247

## Northern Region

*IR 4.0, Electrical and Engineering ,  
Manufacturing & Automation, Medical  
Devices, Aerospace & Industry 4.0*

**More than 15,000 companies  
served nationwide**

## East Coast Region

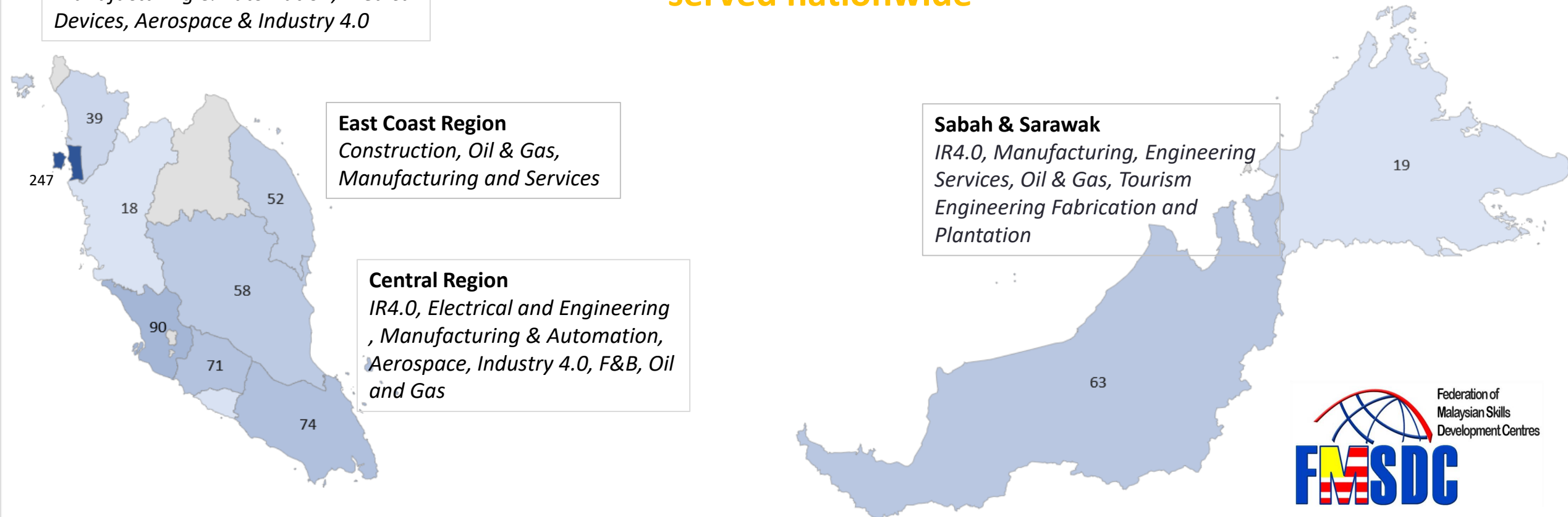
*Construction, Oil & Gas,  
Manufacturing and Services*

## Central Region

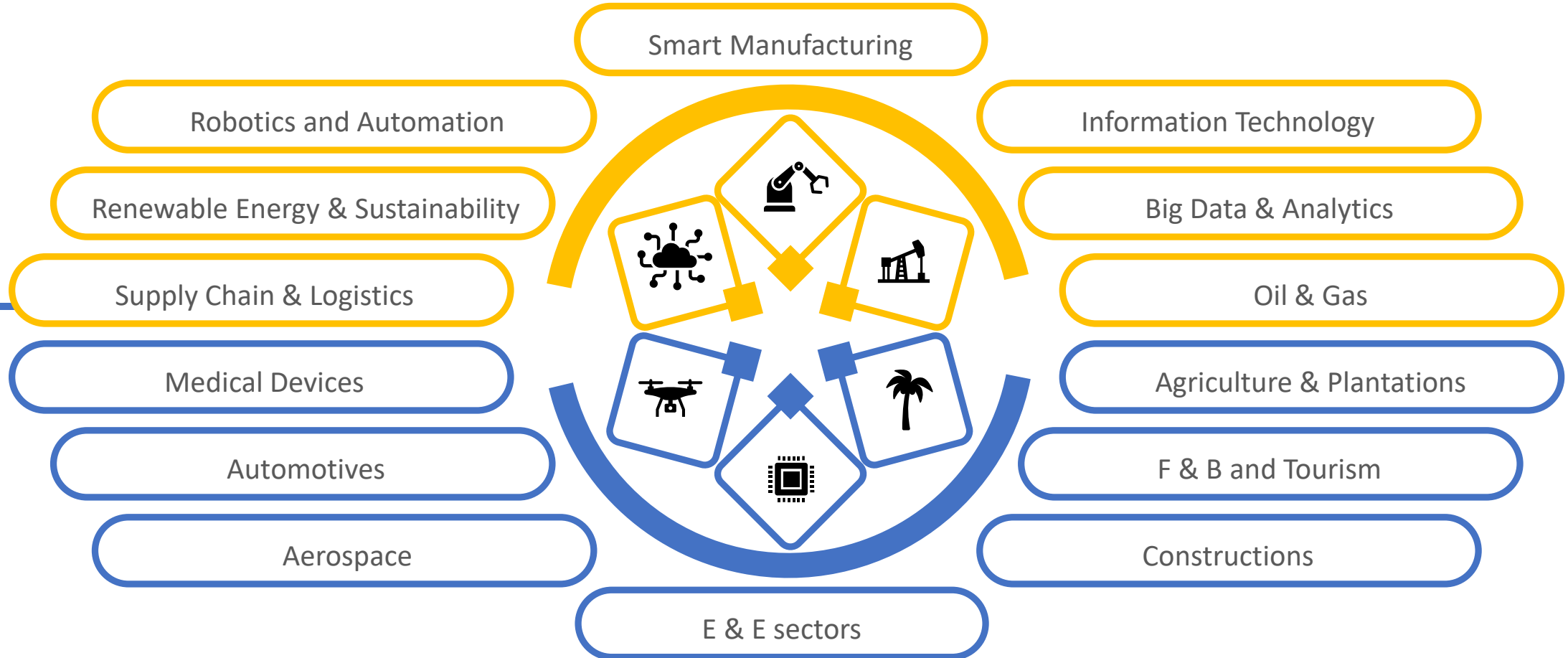
*IR4.0, Electrical and Engineering  
, Manufacturing & Automation,  
Aerospace, Industry 4.0, F&B, Oil  
and Gas*

## Sabah & Sarawak

*IR4.0, Manufacturing, Engineering  
Services, Oil & Gas, Tourism  
Engineering Fabrication and  
Plantation*



# Our Capabilities





# Thank You



Teh Sook Ling

Deputy Chairman – FMSDC

Executive Director – Selangor Human Resource Development Centre

