

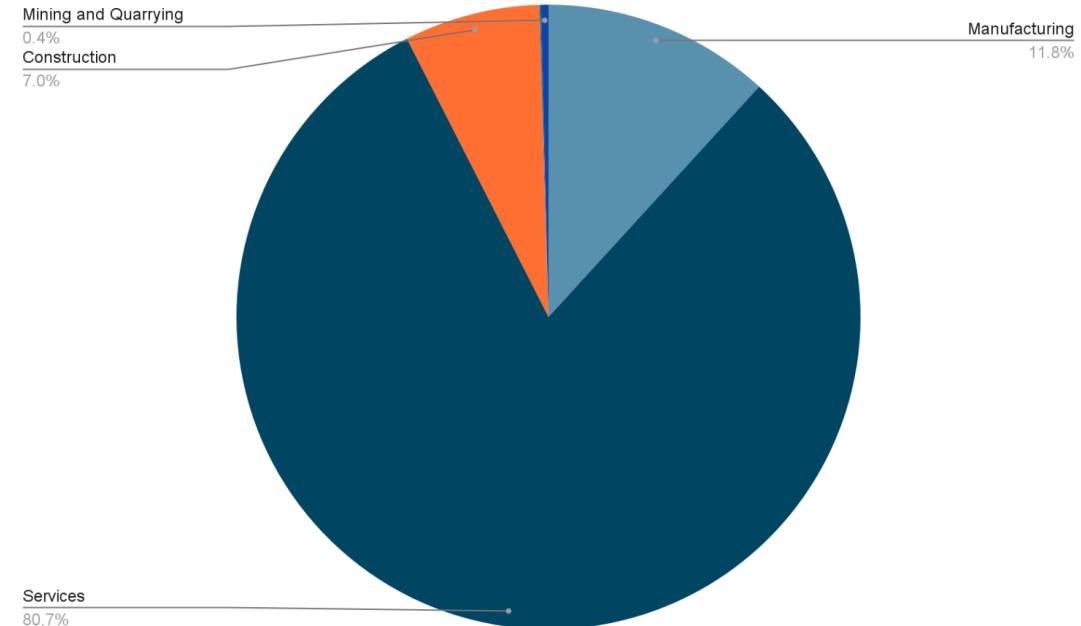
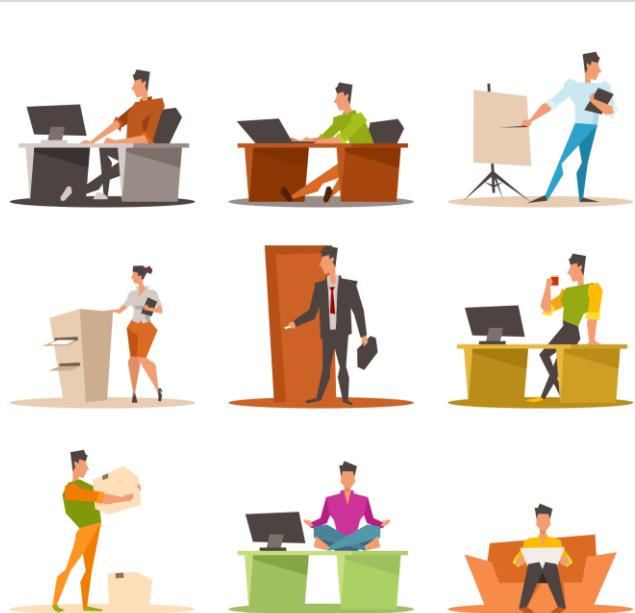


ACI Webinar on Enhancing Digital Inclusion in ASEAN: Observations from Malaysia

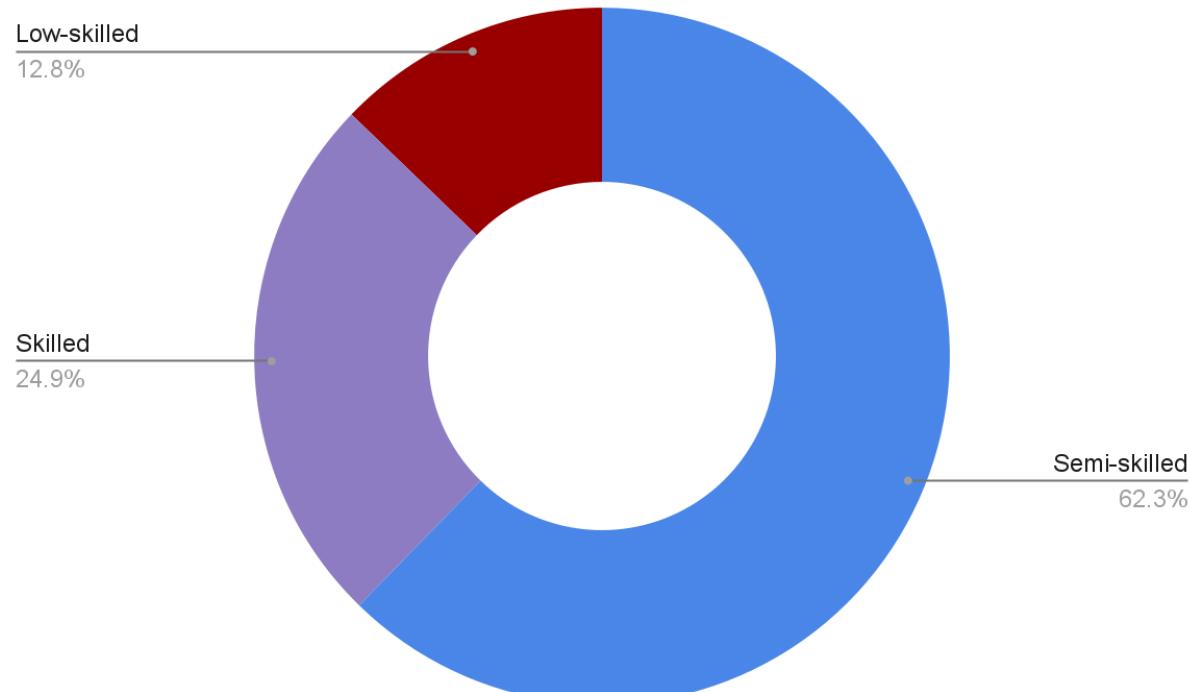
28 June 2023

Presented by Dr. Juita Mohamad
IDEAS, Malaysia

Shares of employment in the manufacturing, services, and others



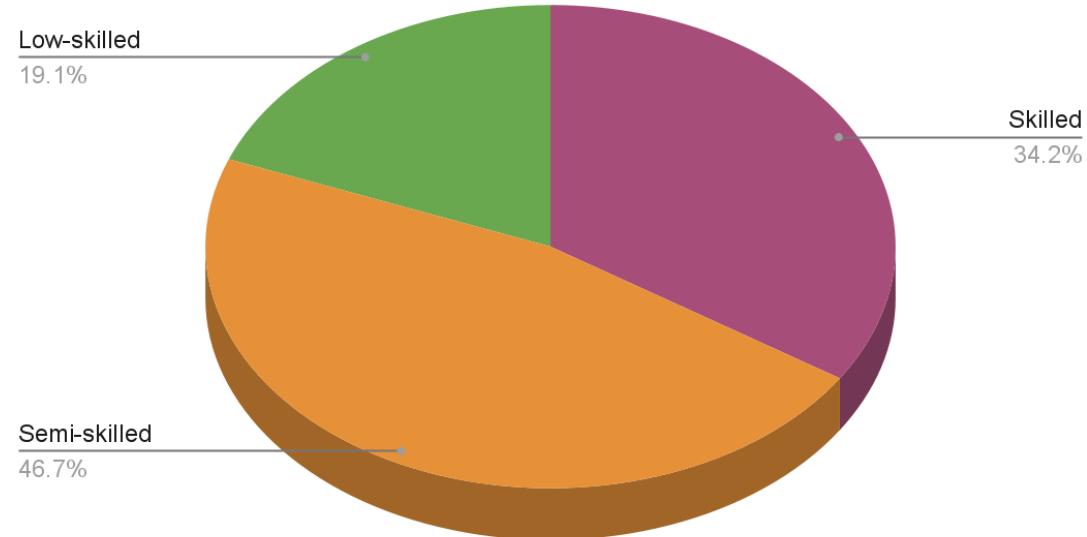
Source: Department of Statistics Malaysia (2022)



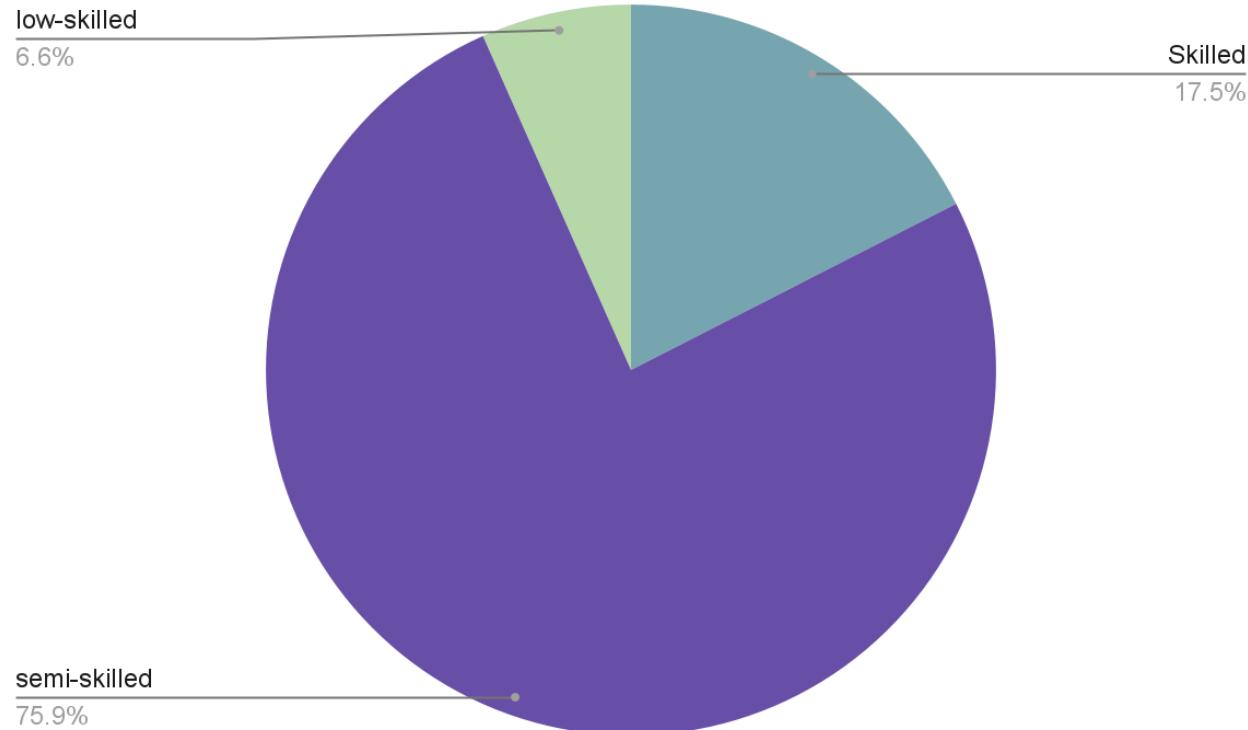
Labour demand by type of skills across sectors

Source: Department of Statistics Malaysia (2022) Employment Statistics Third Quarter 2022

Filled jobs in the services sector by skill sets



Filled jobs in the manufacturing sector by skill sets



Source: Department of Statistics Malaysia (2022) Employment Statistics Third Quarter 2022

Initiatives on Upskilling and Reskilling

- Malaysia has been implementing various initiatives to help to upskill and reskill its population, including #MyDigitalMaker Movement, eUsahawan, Premier Digital Tech Institute, Digital Skills Training Directory, Let's Learn Digital, among others. (TechWire Asia, 2021)
- The 12th Malaysia Plan revealed in September last year also sets out to boost the GDP contribution of its digital sector from 22.6% to 25.5% by 2025.
- A Global Skills Report by Coursera last year ranked Malaysia in the 46th spot, way behind the two higher-ranking ASEAN members, Singapore (10th) and Vietnam (20th).

Initiatives on Upskilling and Reskilling

By April 2021, Malaysia's digital job vacancies almost tripled from 19,000 in June 2020 to 56,000 (MDEC, 2021).

The local top 10 in-demand digital skills from the LinkedIn Talent Insights platform as follow:

1. Analytical skills
2. Engineering
3. Computer science
4. Software development
5. Programming
6. SQL
7. Lead
8. JavaScript
9. Information Technology
10. Cloud computing

Initiatives on Upskilling and Reskilling

The MDEC Digital Talent Survey 2021: 85% of companies recognize the need to reskill their employees. As 48% of companies adopted digital tech platforms for day-to-day operations, up from 19% in 2020, the required skills have also evolved.

- The survey also found that more emphasis is put on technical skills, such as cloud computing, cybersecurity, data analytics, digital marketing, and software development, instead of digital productivity and remote working skills.

Initiatives on Upskilling and Reskilling through TVET

- The MDEC Digital Talent Survey 2021: 85% of companies recognize the need to reskill their employees. As 48% of companies adopted digital tech platforms for day-to-day operations, up from 19% in 2020, the required skills have also evolved.
- The survey also found that more emphasis is put on technical skills, such as cloud computing, cybersecurity, data analytics, digital marketing, and software development, instead of digital productivity and remote working skills.

Available Courses and Training for the Digital Economy

1. Onboarding of MSMEs: Federal and State Levels, no training available on data treatment and data protection, basic onboarding courses, not tweaked for different types of businesses
2. Automation and Digitisation: Grants are available for MSMEs but due to processes and certain criteria, bigger firms have the competitive advantage to tap into those grants because of bigger resources available.
3. Digital Skills Training Directory : a catalogue of courses and online training providers that have been reviewed and endorsed by a panel of digital industry experts to guide you in selecting courses that meet your career needs for digital economy jobs.
4. Gaps in quality of programs and delivery: Local TVET providers vs International TVET providers, lower rate of uptake and registration.

Talent Upskilling through TVET in Malaysia

TVET Providers	Training Programmes
Ministry of Education	<ul style="list-style-type: none">● Vocational colleges● Technical schools● Scholar schools
Ministry of Higher Education	<ul style="list-style-type: none">● Polytechnics● Community colleges● Malaysia Technical University
Ministry of Youth and Sports	<ul style="list-style-type: none">● Youth Advanced Skilled Training Centre● National Youth Training Centres
Ministry of Agriculture and Food Industry	<ul style="list-style-type: none">● National Agricultural Training Programme● University College of Agroscience Malaysia

Talent Upskilling through TVET in Malaysia (continue)

TVET Providers	Training Programmes
Ministry of Rural and Regional Development	<p>Council of Trust for Indigenous People (MARA) by the Ministry operates skills training institutes such as</p> <ul style="list-style-type: none">• German-Malaysian Institute (GMI)• British Malaysian Institute (BMI)• Malaysia France Institute (MFI)
Ministry of Works	<ul style="list-style-type: none">• Construction Industry Development Board• Akademi Binaan Malaysia• Malaysia Public Works Department (JKR)
Ministry of Energy, Science, Technology, Environment, & Climate Change	<p>Industrial Training Program such as</p> <ul style="list-style-type: none">• Psychology or Counselling• Economics, Business, Administration• Science & Technology, Computer Science, Information Technology

Talent Upskilling through TVET in Malaysia (continue)

TVET Providers	Training Programmes
Ministry of Water, Land, and Natural Resources	<ul style="list-style-type: none">• Energy Commission Continuous Development Program• Forest Research Institute Malaysia (FRIM)
Ministry of Defence	<ul style="list-style-type: none">• Pre-settlement, resettlement, and post-resettlement courses and training for veterans
Ministry of Health	<ul style="list-style-type: none">• Ministry of Health Training Institute (Medical Laboratory Technology)

Sources: UNESCO-UNEVOC (2019), MyRIVET (2022), ISIS Malaysia (2022)

Challenges in retaining and upskilling talents in Malaysia

- There is clear evidence of a global skills shortage that is more severe in the developing world. Manpower Group's annual Talent Shortage survey found 45% of Asia-Pacific employers having difficulty in filling vacancies (TalentCorp).
- Malaysia produces an abundant supply of graduates with basic skills but they have to make themselves employable by enhancing their core skills (GE).
- Lower levels of automation and digitisation among firms - dependence on unskilled workers
- Retaining is difficult due to outside competition
- The nature of the economy - chicken and egg issue.
- Quality of TVET programs



THANK YOU

www.ideas.org.my
juita@ideas.org.my