



MALAYSIA
Your Profit
Centre in Asia



Taklimat Berkenaan Permintaan & Penawaran Guna Tenaga Negara

MOHAMAD ISMAIL ABU BAKAR
Director
Industry Talent Management Division, MIDA

OVERVIEW

- ❖ About MIDA
- ❖ Establishment of Industry Talent Management Division
- ❖ Investment Agenda & Performance
- ❖ Potential Employment Created Based on Approved Investments by Industry in 2015
- ❖ Investment Ecosystem Approach
- ❖ Feedback From The Industries
- ❖ Industry 4.0
- ❖ Way Forward



About MIDA

Who Are We?



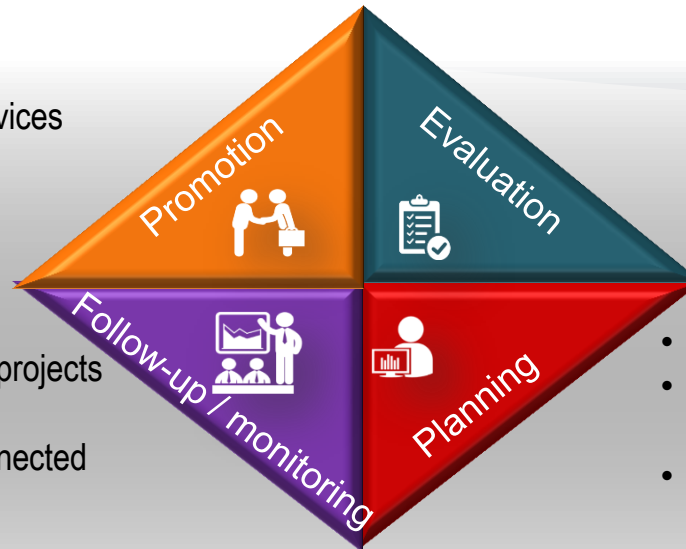
The principal Malaysian Government agency responsible for the promotion of investments and coordination of industrial development and selected services sectors in the country

1st point of contact for investors who intend to set up projects in the manufacturing and services sectors in Malaysia

Malaysian Investment Development Authority,
Established in 1967 under Act of Parliament, 1965

Functions of MIDA

- Foreign Direct Investment
- Domestic Investment
- Manufacturing & Selected Services



- Assist companies in the implementation & operation of their projects
- Facilitate exchange & coordination among institutions engage in or connected with industrial development
- Advisory Services

- Manufacturing Licenses
- Tax Incentives
- Expatriate Posts
- Duty Exemption
- Principal Hub & selected services

- Planning for industrial development
- Recommend policies & strategies on industrial promotion and development
- Formulation of strategies, programmes and initiatives for international economic cooperation

23 Overseas Centres around the world



- Los Angeles
- Houston
- New York
- Boston
- San Jose
- Chicago
- London
- Stockholm
- Munich
- Frankfurt
- Milan
- Paris
- Dubai
- Tokyo
- Osaka
- Beijing
- Guangzhou
- Shanghai
- Seoul
- Mumbai
- Singapore
- Taiwan
- Sydney



12 State offices



Headquarter KL Sentral, Kuala Lumpur

Address:
 MIDA Sentral
 No. 5 Jalan Stesen Sentral 5
 KL Sentral
 50470 Kuala Lumpur
 Tel: 03 – 2267 3633
 Fax: 03 – 2274 7970
www.mida.gov.my

KL Sentral

- 28 minutes (KLIA – KL Sentral) via KLIA Express Train
- Malaysia’s largest transit hub, is Kuala Lumpur’s integrated rail transportation centre.





MIDA as a One Stop Centre

Based in MIDA



Halal Industry Development Corporation



Malaysia Automotive Institute



Immigration Department



Royal Malaysian Customs



Labour Department



Opening up possibilities

Telekom Malaysia Berhad



TENAGA NASIONAL

Based outside MIDA



DEPARTMENT OF OCCUPATIONAL SAFETY & HEALTH (DOSH), MINISTRY OF HUMAN RESOURCES.



Driving Transformation



Establishment of Industry Talent Management Division

***New Source of Competitiveness -
Skilled Human Capital - Fulfilling Industry Needs***

To address and service investors' human capital needs subject to mandate and authority given to MIDA

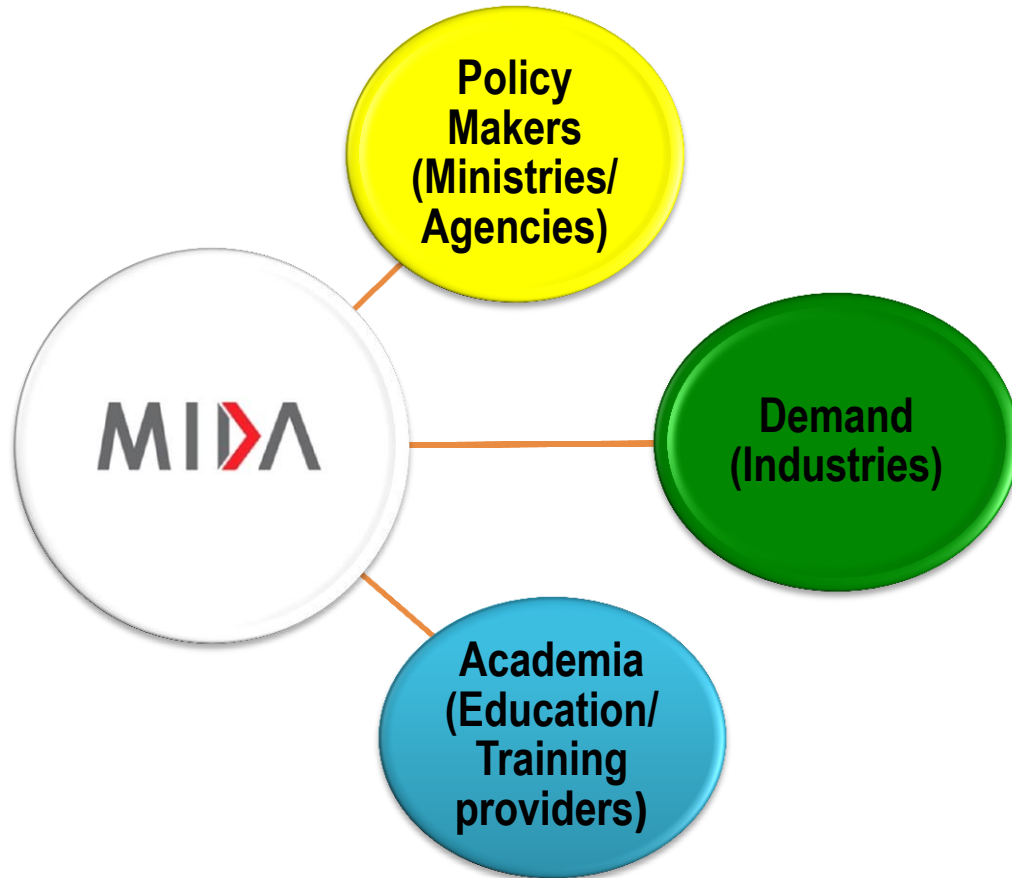
To collate relevant database on graduates to serve the needs of potential investors

To initiate a Structured MIDA-Academia-Industry collaboration to address investors' human capital needs

To collate a comprehensive database on talent development programmes; and

To collaborate with stakeholders in identifying sectors requiring skilled manpower.

ENGAGEMENT WITH STAKEHOLDERS

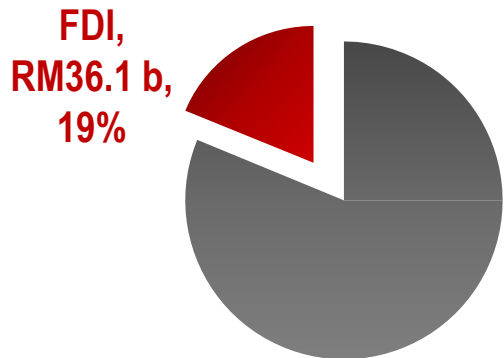




Investment Agenda & Performance

Total Approved Investment in the Economy in 2015

**RM 186.7 billion
Approved Investment**



**DDI,
RM150.6 b,
81%**

Approved Investments in the **Manufacturing** Sector – 2015

Year	Employment	Total Investment	Projects
2015	66,490	RM 74.7 B	680

Approved Investments in the **Services**** Sector – 2015

Year	Employment	Total Investment	Projects
2015	17,856	RM 18.8 B	2,984

**Services projects under MIDA’s purview approved status/incentives
(Global Establishments, Support Services, Hotel & Tourism, Education Services)

Source: MIDA

**180,240
Employment Opportunities**



**62.2% (112,194) were in
Services Sector**

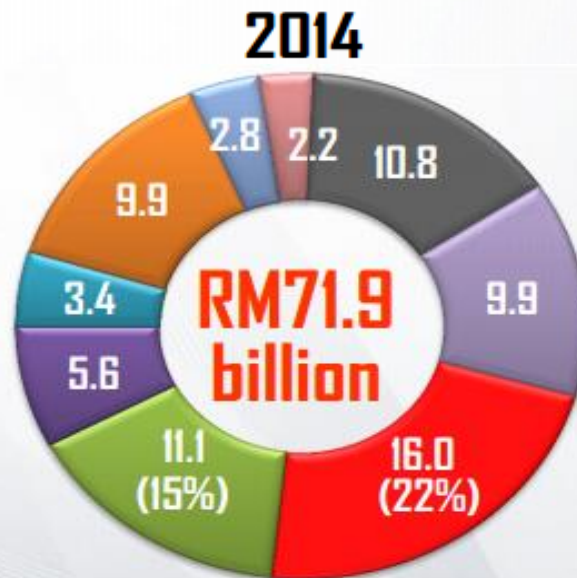
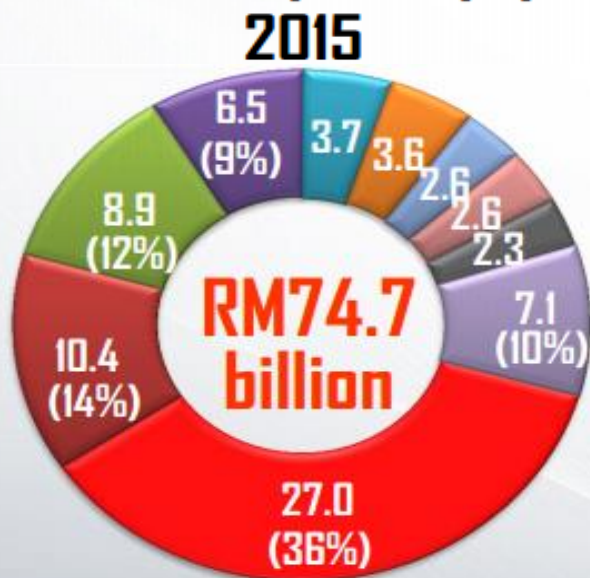
“Malaysia attracted a total of RM 193 billion worth of investments in the manufacturing, services and primary sectors”

**4,887
Projects Approved**



Approved Investments in the Manufacturing Sector -By Industry

The bulk of investments came from Petroleum Products, Natural Gas, E&E, Transport Equipment and Non-Metallic Mineral Products

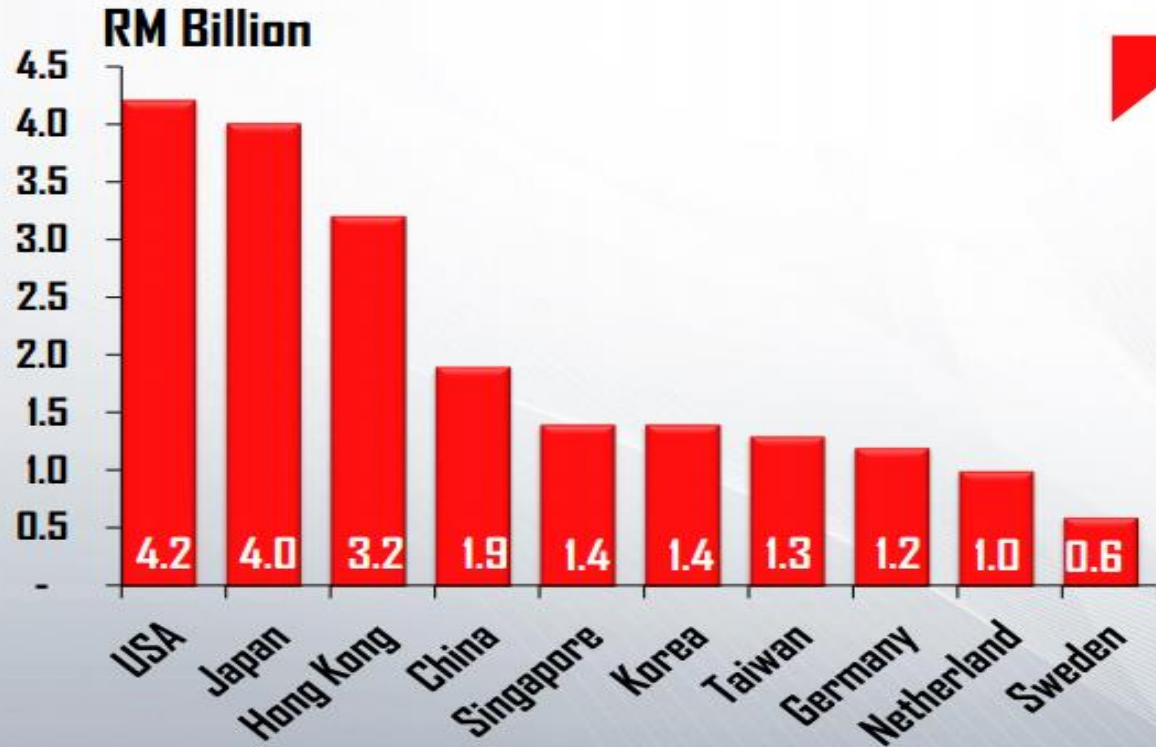


RM Billion

- Petroleum Products incl Petrochemicals
- E&E
- Non-Metallic Mineral Products
- Food Manufacturing
- Chemical & Chemical Products

- Natural Gas
- Transport Equipment
- Basic Metal Products
- Fabricated Metal Products
- Others

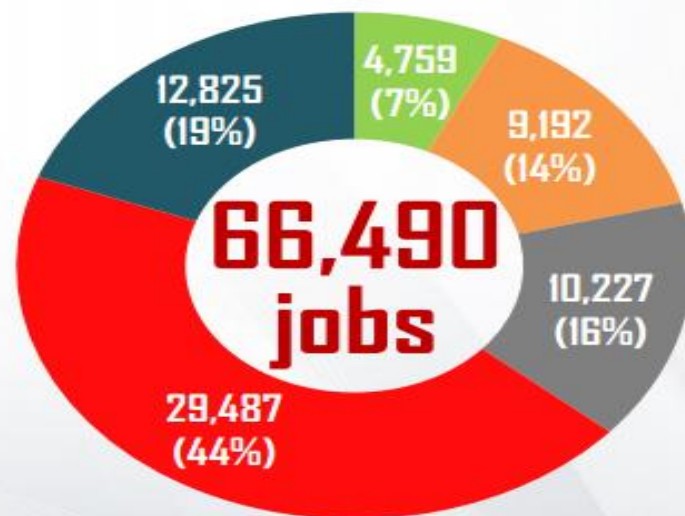
Approved Investments in the Manufacturing Sector Sources of FDI



USA, Japan and Hong Kong were the main sources of FDI, contributing more than half of total foreign investments approved

Approved Investments in the Manufacturing Sector -By Category of Employment

**37% skilled/
high-skilled job
opportunities
created from
projects
approved in
2015**



- Managerial
- Technical & Supervisory
- Craft Skills
- Machine Operators/Assembly Workers
- Sales, Clerical & Others



**Potential Employment
Created Based on Approved
Investments by
Industry in 2015**

*Sciences, Technical & Crafts Skills Category

Industry	TECHNICAL QUALIFICATIONS				Science Qualifications	Total
	E&E Engineers	Mechanical Engineers	Chemical Engineers	Others		
Electronics & Electrical	1,020	970	531	554	475	3,550
Petroleum Products (incl Petrochemicals)	319	304	166	173	149	1,111
Machinery Manufacturing	287	273	149	156	134	998
Fabricated Metal Products	167	158	87	90	78	580
Basic Metal Products	162	154	84	88	76	564
Chemicals & Chemical Products	122	116	64	66	57	425
Transport Equipment	92	87	48	50	43	320
Plastic Products	78	74	41	42	36	271
Non-Metallic Mineral Products	77	73	40	42	36	267
Food Manufacturing	76	73	40	41	36	266
Scientific & Measuring Equipment	70	66	36	38	32	242
Rubber Products	53	51	28	29	25	186
Wood & Wood Products	52	50	27	28	24	182
Natural Gas	9	75				84
Paper,Printing & Publishing	13	12	7	7	6	45
Furniture & Fixtures	12	11	6	7	6	42
Miscellaneous	11	11	6	6	5	40
Beverages & Tobacco	5	4	2	2	2	16
Textiles & Textile Products	1	1	0	0	0	2
Leather & Leather	0	0	0	0	1	1
Total	2,626	2,563	1,362	1,420	1,222	9,192

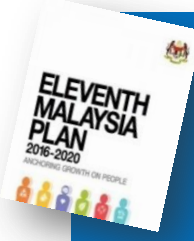
	CRAFTS SKILLS									Machine Operators	Total Skilled Workers
Industry	Plant Maintenance	Tools & Die Makers	Machinist	IT Personnel	Quality Controller	Electrician/Chargeman	Welders	Others	Sub- total		
Electronics & Electrical	472	119	320	182	549	284	226	2,162	4,313	12,428	16,741
Rubber Products	119	30	80	46	138	71	57	543	1,082	3,119	4,201
Plastic Products	78	20	53	30	91	47	37	358	715	2,060	2,775
Fabricated Metal Products	77	20	52	30	90	46	37	354	707	2,036	2,743
Machinery Manufacturing	53	13	36	21	62	32	26	244	487	1,402	1,889
Basic Metal Products	53	13	36	20	62	32	25	243	485	1,396	1,881
Transport Equipment	44	11	30	17	51	26	21	200	400	1,152	1,552
Food Manufacturing	39	10	27	15	46	24	19	180	359	1,034	1,393
Wood & Wood Products	37	9	25	14	43	22	18	168	334	964	1,298
Non-Metallic Mineral Products	36	9	24	14	42	22	17	165	330	950	1,280
Chemicals & Chemical Products	23	6	16	9	27	14	11	107	214	615	829
Scientific & Measuring Equipment	21	5	14	8	25	13	10	98	195	563	758
Miscellaneous	21	5	14	8	24	12	10	94	187	540	727
Paper,Printing & Publishing	17	4	11	7	20	10	8	78	155	446	601
Furniture & Fixtures	13	3	9	5	16	8	6	61	123	353	476
Petroleum Products (incl Petrochemicals)	10	3	7	4	12	6	5	47	94	270	364
Beverages & Tobacco	3	1	2	1	4	2	2	14	29	83	112
Textiles & Textile Products	2	0	1	1	2	1	1	8	15	44	59
Natural Gas										21	21
Leather & Leather	0	0	0	0	0	0	0	2	4	10	14
Total	1,120	282	758	431	1,301	672	536	5,126	10,227	29,486	39,714



Investment Strategy Investment Ecosystem Approach

Eleventh Malaysia Plan (2016-2020)

Three (3) catalytic subsectors namely **Chemical, E&E and M&E industries**; and two (2) subsectors of high potential growth namely **Aerospace and Medical Devices** have been identified in the 11th MP to drive the growth of the manufacturing sector.



COL – E&E Sectors

IC Design Engineer

RF Engineer

Wafer Fabrication
Process Engineer

Embedded System
Engineer

3 catalytic subsectors



Electrical and
Electronics



Chemicals



Machinery and
Equipment

2 High Growth Sectors



Medical devices

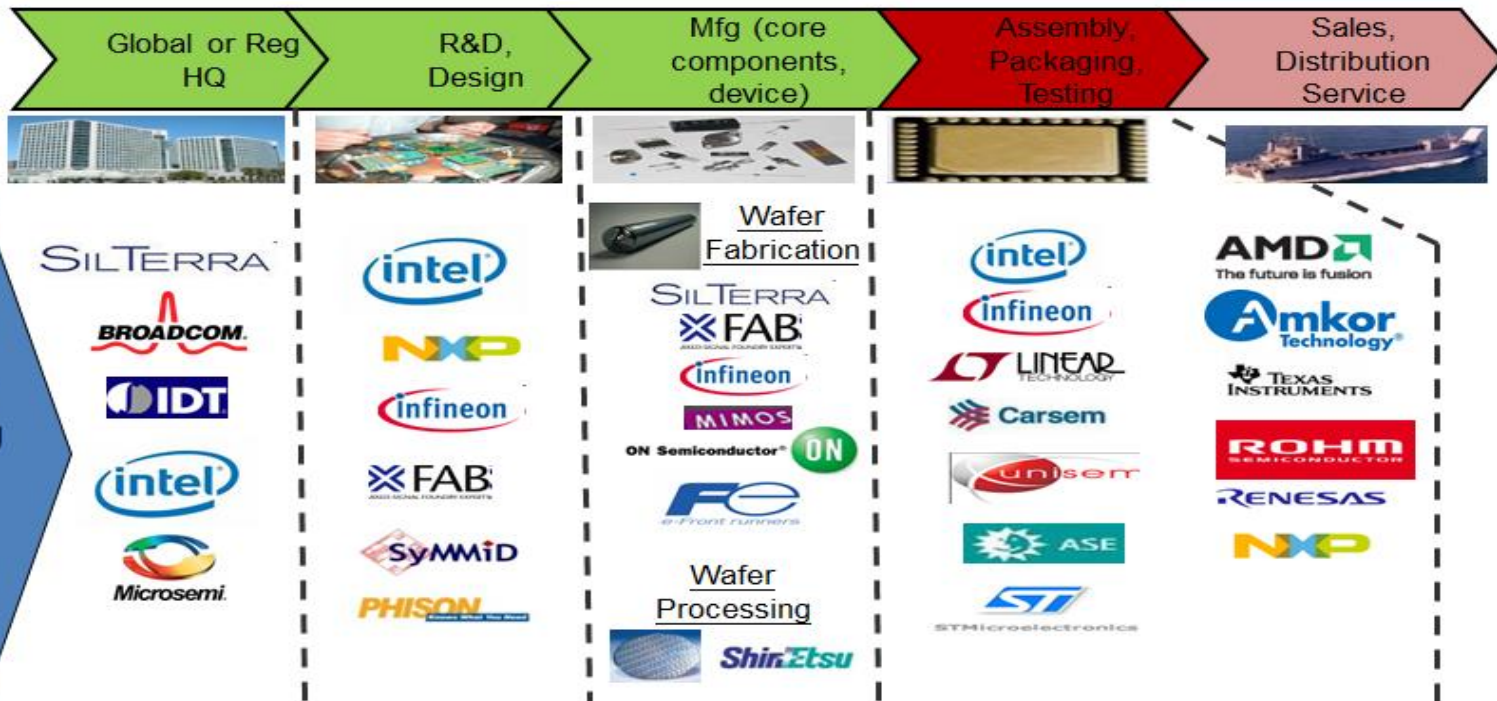


Aerospace

SEMICONDUCTOR ECOSYSTEM

■ Growth Focus

■ High Density



Semiconductor players operating in Malaysia

Talent



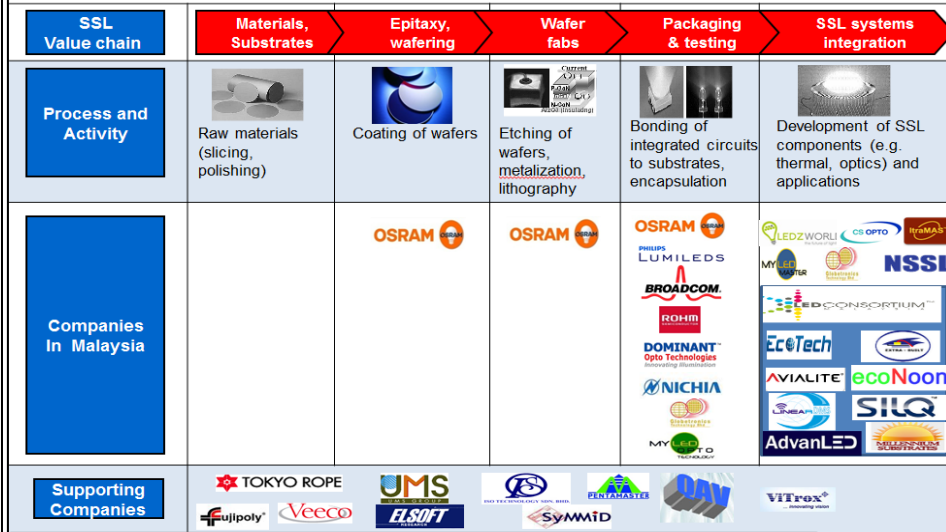
Enablers



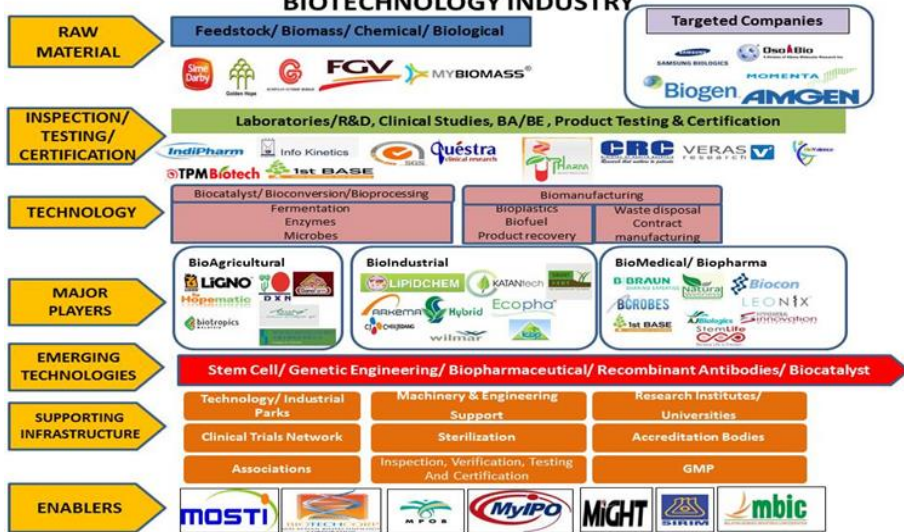
SOLAR ECOSYSTEM



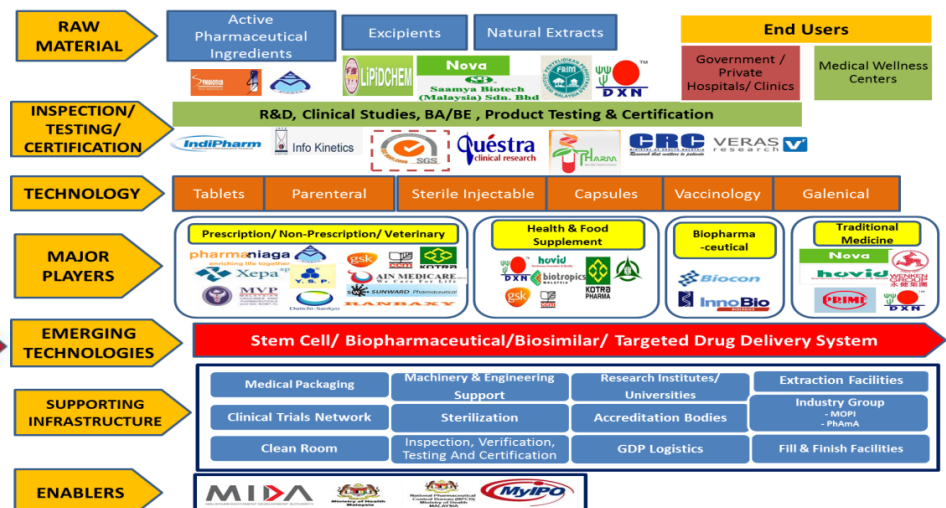
LED ECOSYSTEM



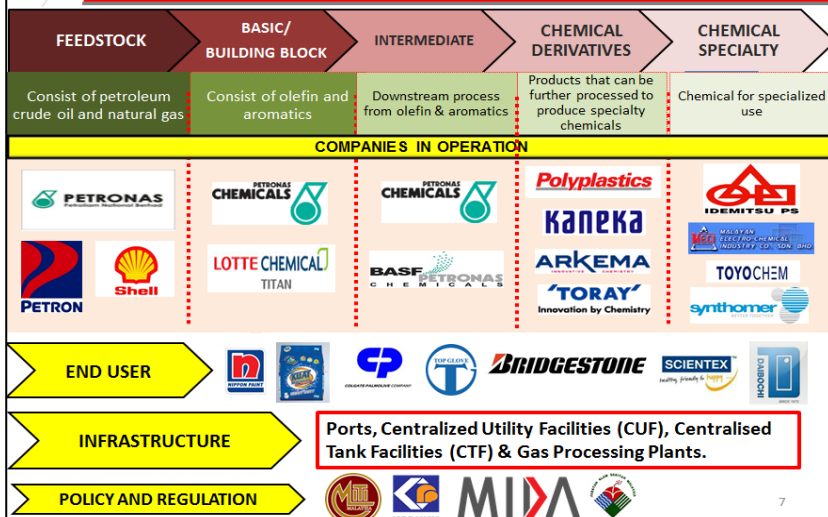
BIOTECHNOLOGY INDUSTRY



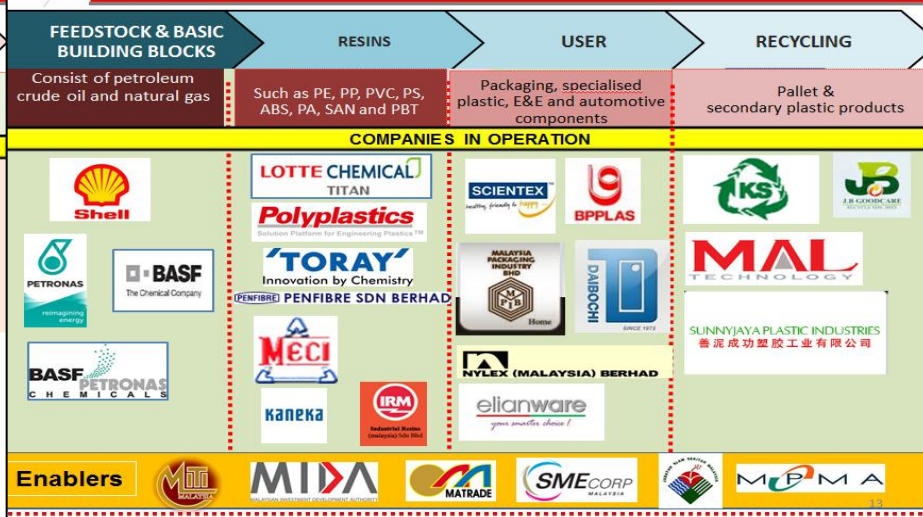
PHARMACEUTICAL ECOSYSTEM



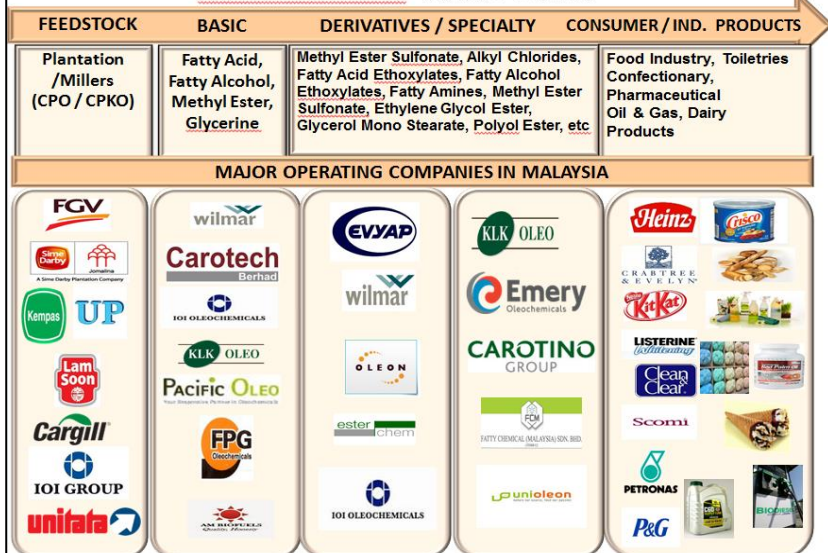
Petrochemical Industry Ecosystem



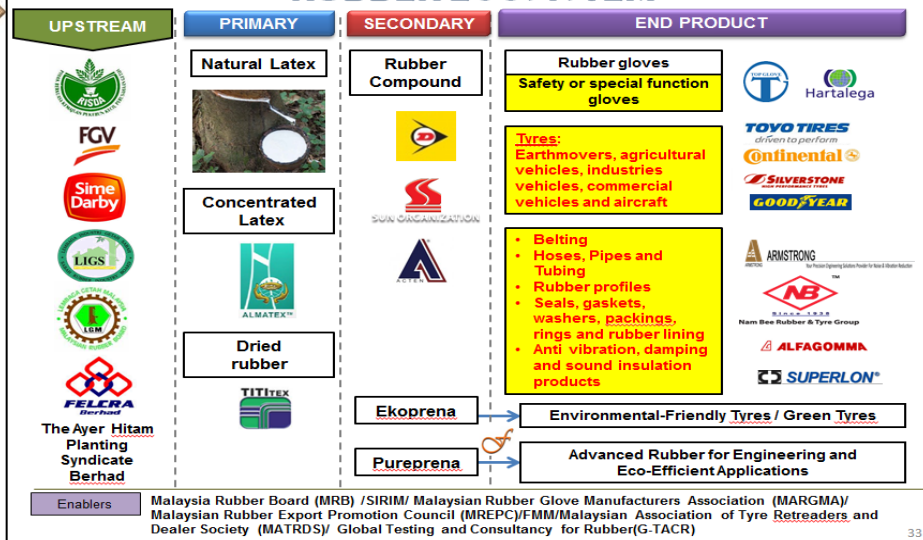
Plastics Industry Ecosystem



Oleochemical Value Chain



RUBBER ECOSYSTEM





Feedback From The Industries

CHALLENGES/ ISSUES FROM THE INDUSTRIES

Mismatch in
knowledge and
skillsets

Limited industry
collaboration
– mismatch of
curriculum

Short of Critical Talent

Machinery & Equipment for
training (Hardware/Software)
- not up to date and require
repair & maintenance

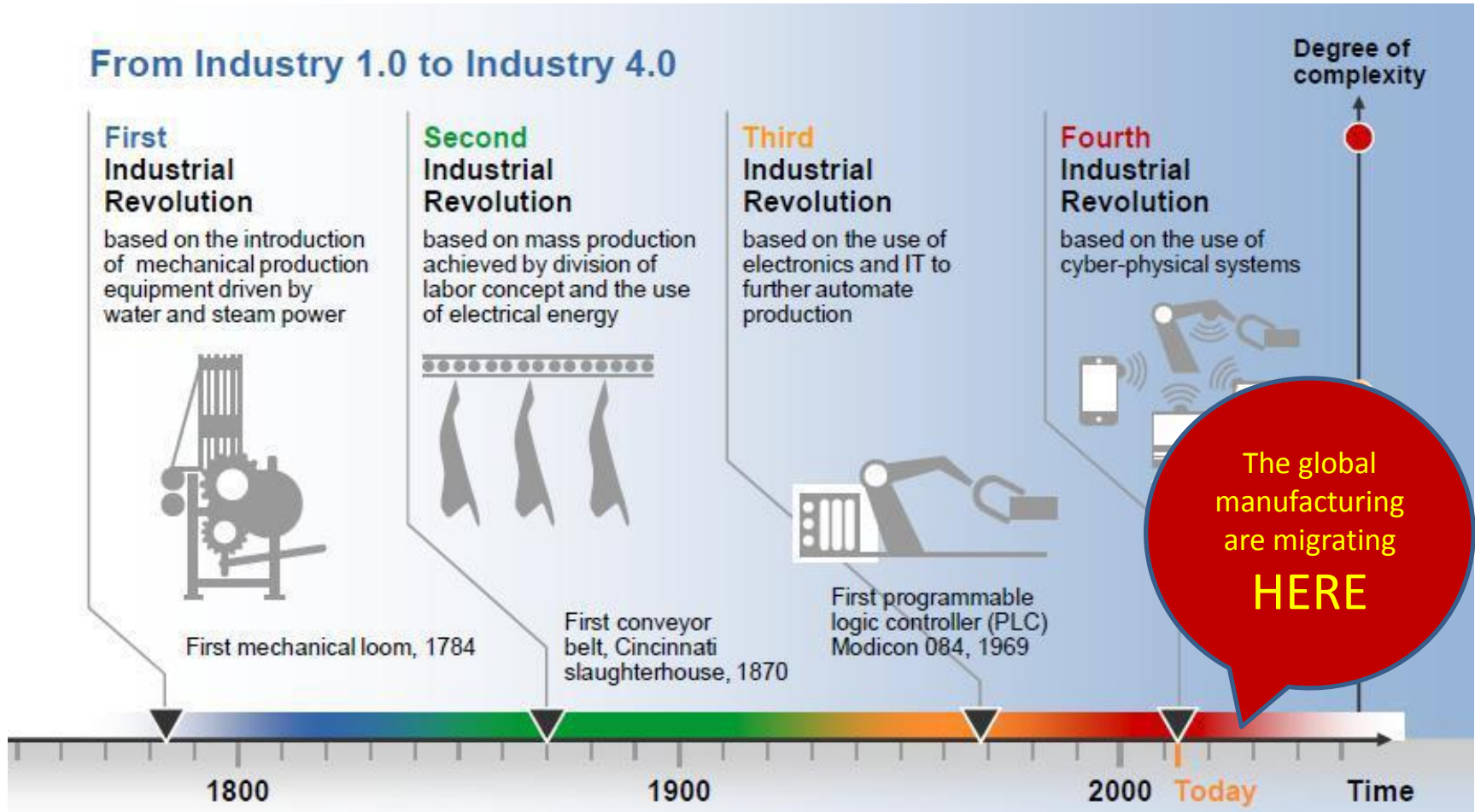




INDUSTRY 4.0

INDUSTRY 4.0

From Industry 1.0 to Industry 4.0



SKILLS NEEDED IN INDUSTRY 4.0

- Major part of Industry 4.0 is **HANDS ON SKILLS**.
- The employee need to **MULTITASK** and need to be a content expert in their areas.
- Need to be able to handle different field Eg. Electrical technician need to know about augmented reality, IT system protocol and configuration.
- TVET is the right platform to complement the academic education.
- TVET not only a stand alone training but will be a top up on academic.



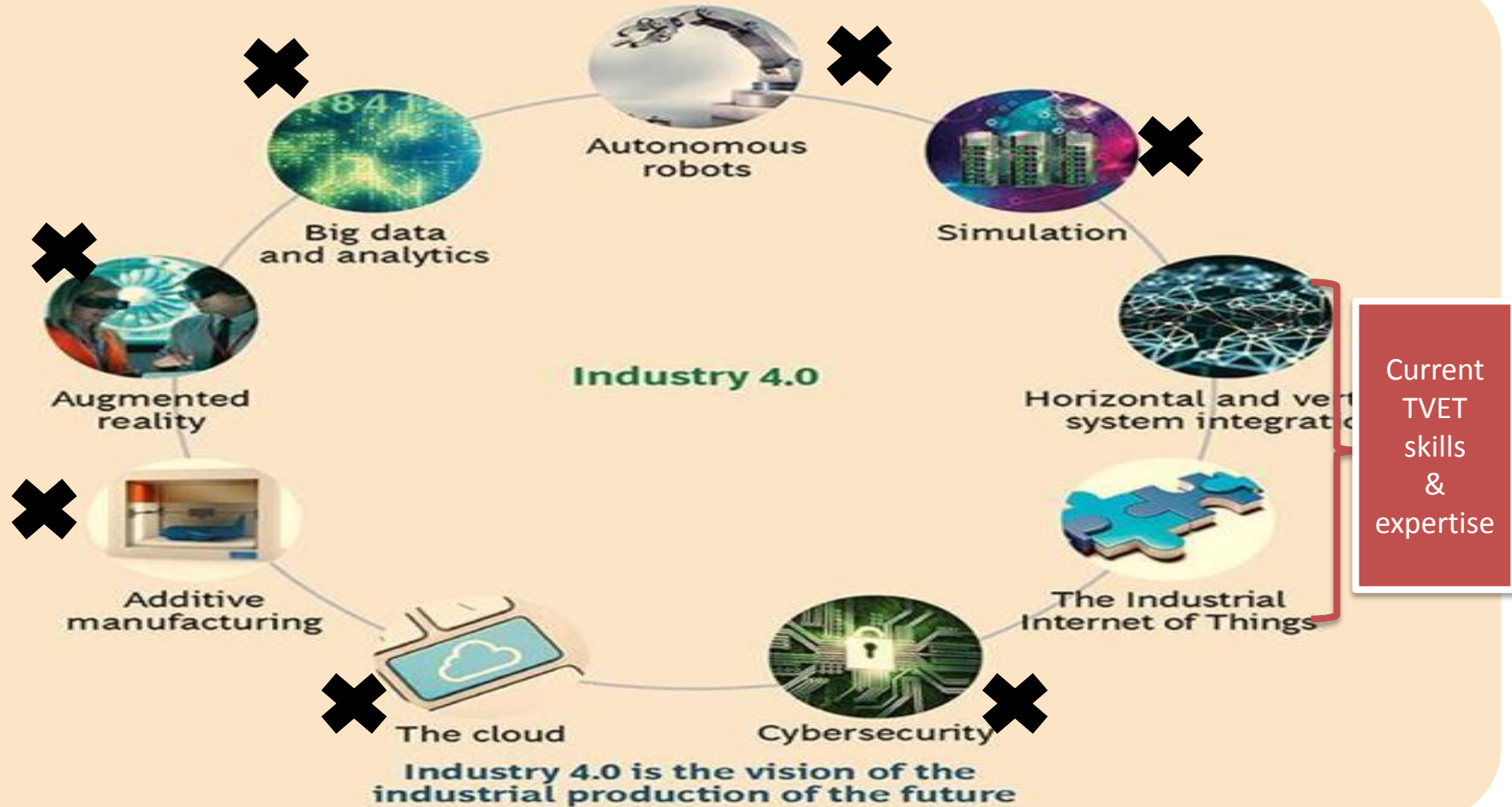
IN INDUSTRY 4.0, I.T. SYSTEM WILL CONVERGE WITH FACTORY OPERATING SYSTEM.

CONVERGENCE OF ALL SYSTEM

The Industry 4.0 Environment



9 BUILDING BLOCKS OF INDUSTRIES



Industry 4.0 is the vision of the industrial production of the future

MOVING FORWARD

- Referring to the diagram on the previous page, the expertise only focusing in 2 areas.
- There are 7 other building block need to be given the right attention.
- Only with adequate and strong supply of skill workers, the Malaysian Manufacturing will enable we to be competitive.



Way Forward

1. **Participation in Industry Skills Committee (ISC)**
 2. **Strengthen Industry Academia Collaboration (IAC)**
 3. **Leverage on Career Fair Organised by MIDA**
-





PARTICIPATION IN INDUSTRY SKILLS COMMITTEE (ISC)



THRUST VI: Re-engineering Economic Growth for Greater Prosperity

Strategy Paper 19 : Energising Manufacturing Sector



Re-engineering economic growth for greater prosperity

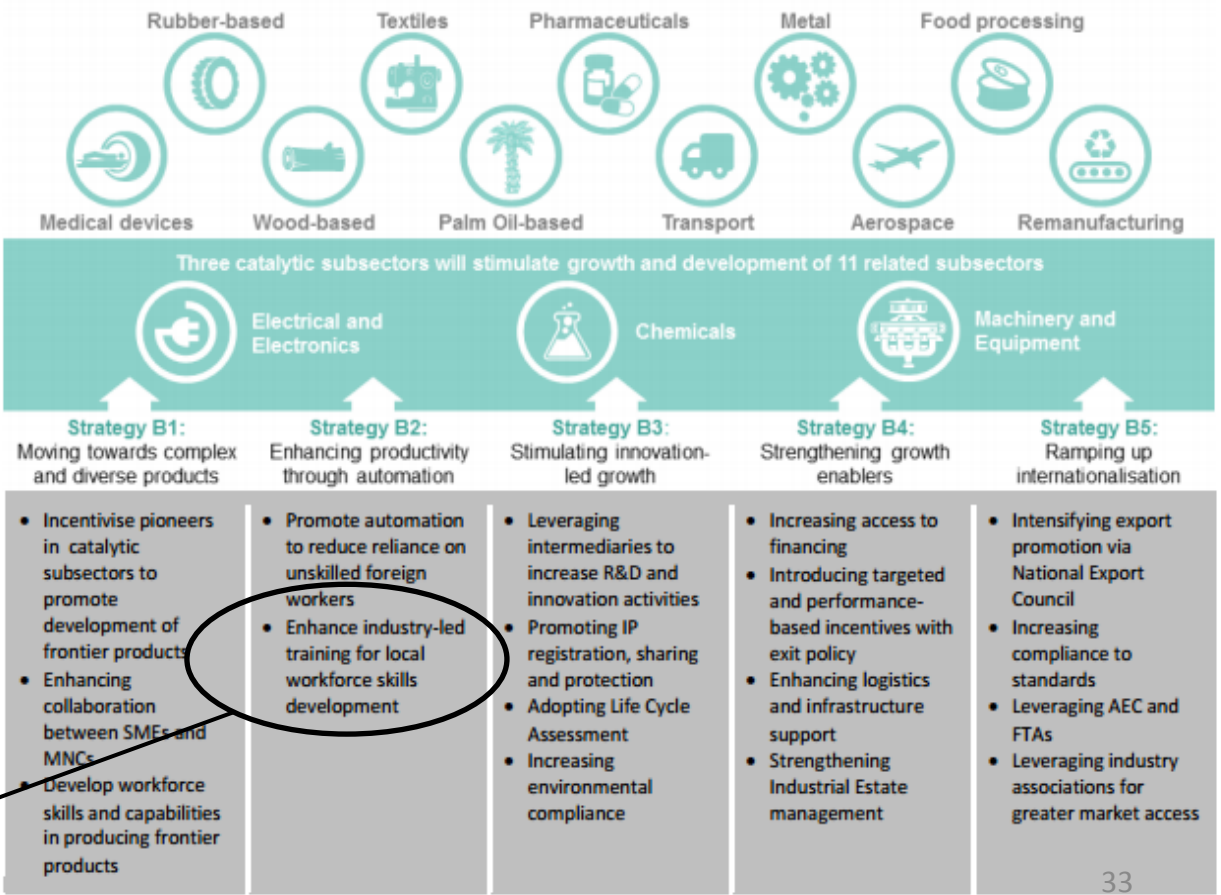
Point 19.30 : Three Catalytic subsectors namely **chemicals, E&E, and M&E** as well as two subsectors with high potential growth namely **aerospace and medical devices** will drive the manufacturing sector growth.



Point 19.36 : **Leveraging ISC to strengthen, develop and roll out new and relevant syllabus** specific to emerging industry requirements through identification of areas and profiling of human capital

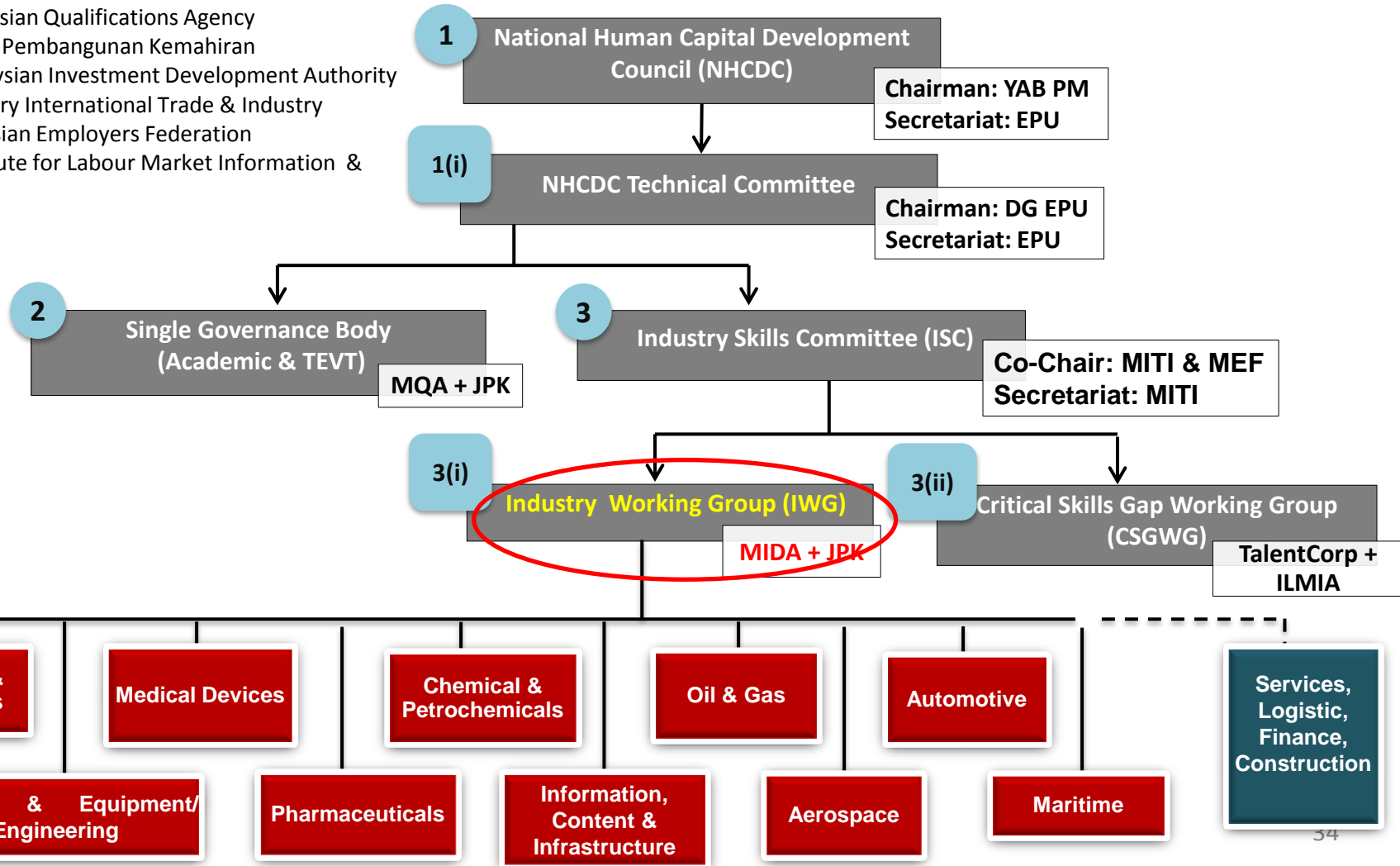
Exhibit 19-7

The Eleventh Plan Manufacturing Framework



OVERALL GOVERNANCE STRUCTURE

MQA: Malaysian Qualifications Agency
 JPK: Jabatan Pembangunan Kemahiran
 MIDA: Malaysian Investment Development Authority
 MITI : Ministry International Trade & Industry
 MEF: Malaysian Employers Federation
 ILMIA: Institute for Labour Market Information & Analysis



INDUSTRY SKILLS COMMITTEE (ISC)

TERMS OF REFERENCE (TOR)



Consult industry on talent/skills requirements

Assess the human resource requirements to meet the needs of industry so as to narrow the gap between skills supply and demand

Work with training providers (educational/training institutions and Technical Education & Vocational Training [TEVT]) and accreditation providers (such as MQA and JPK) to develop training programmes that meet the demands of industry

Recommend to the National Human Capital Development Council (NHCDC) on policies, strategies and action plan for the development of a skilled and competent human resource for industry



STRENGTHEN INDUSTRY ACADEMIA COLLABORATION (IAC)



Industry-Academia Collaboration (IAC)

Mida will identify priority technology clusters and lead companies. It will look to motivate industry participation by allowing them to select their level of participation in interventions, catering to different hiring strategies and addressing their specific talent needs.



"The IAC will complement other initiatives in ensuring existing and future investors that Malaysia has the requisite talent for investments in high technology, knowledge-based industries." – Datuk Azman Mahmud, CEO (chief executive officer), Mida



"For the E&E industry to continue to thrive and move up the value chain, it requires a greater number of talent with new skill sets." – Dr Hari Narayanan, managing director, Motorola Solutions Malaysia



"Most of our R&D engineers are local graduates. For competitiveness, we need to enhance the industry exposure they receive at university." – Datuk Dr Mohd Sofi Osman, managing director, Altera Corporation



TalentCorp will work together with companies and universities to develop and co-finance suitable collaborations to meet the talent needs of the respective clusters.

"The IAC creates meaningful marriage between employers and academia towards giving birth to industry ready graduates, with TalentCorp facilitating the E&E sector to act as a community to collaborate with universities specialising in the industry's key technology clusters." – Johan Mahmood Merican, CEO, TalentCorp



MoE will select lead higher education institutions to match the identified technology clusters and lead. This ensures full coverage of domain expertise required to drive the growth of the sector.

"When all parts of the puzzle work together, the outcome is positive – Malaysia will have the best-skilled talent in the best jobs." – Associate Professor Dr Arham Abdullah, director of industry relations division, MoE



PRIORITY INDUSTRIES:



ELECTRICAL & ELECTRONICS



MACHINERY EQMT/ ADV. ENGINEERING

Technology Cluster	Company	Universities
Integrated Circuit Design	Intel Altera	USM UM UPM
Embedded System	Altera NI Motorola	UTM UM UNIMAP UITM
Wireless Communication (Radio Frequency)	Motorola Keysight Avago	UTM UM UMP
Wafer Fabrication	Silterra Infineon	USM UNIMAP UTEM
Opto/LED	Osram Lumileds	USM UM UNIMAP
Solar	First Solar Sunpower	USM UKM UNIMAP
Advanced Manufacturing	AMD B Braun	USM UNIMAP UTHM



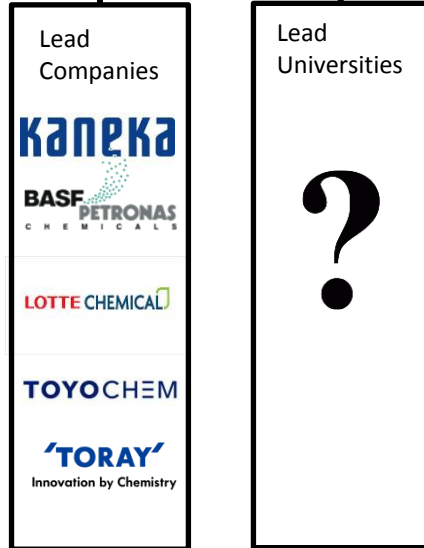
Industry-Academia Collaboration (IAC)



IAC for
Machinery & Equipment



IAC for Chemicals



IAC for Aerospace



IAC for Medical Devices





LEVERAGE ON CAREER FAIR ORGANISED BY MIDA



Pameran Kerjaya & Temuduga Terbuka, MITI Open Day 2016

60 buah syarikat

5,000 peluang pekerjaan

5,000 pencari kerja



Information & Dialogue Session



JOHOR



SARAWAK



K.L

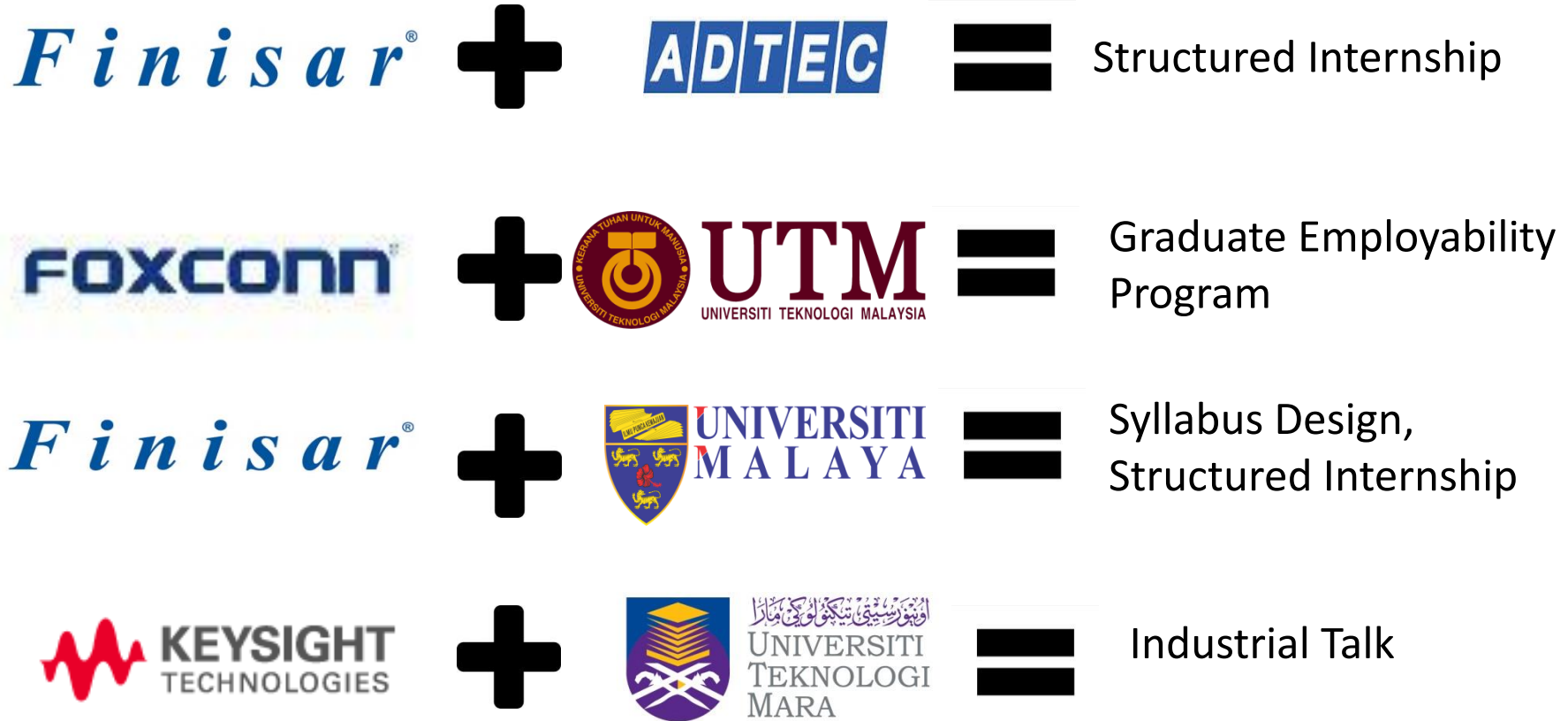


PAHANG



MELAKA

Example of Talent Assistance by MIDA



Bridging Skills / Knowledge Gap Between Academia & Industry



- To provide MIDA with quick/specific information such as programs offered & number of graduates for each programs



- To support our effort in promoting Industry Academia Collaboration such as internship, curriculum, short courses, etc.



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THANK YOU

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