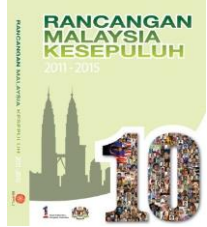# Mesyuarat Jawatankuasa Pendidikan Tinggi (JKPT) dan Mesyuarat Saringan Awal (MSA)

29 July 2016

TalentCorp: The Focal Point for All Talent-Related Matters

RMK10, JUNE 2010

"Establishment of TalentCorp under Prime Minister's Department to drive solution to attract, motivate and retain the talent needed for a high-income economy."

TC commenced operations as a Company Limited by Guarantee (CLG) on 1 Jan 2011. Started with three initiatives.

Initiatives under the three main talent pools continue to grow:

- **MALAYSIANS IN MALAYSIA**
  i) Graduates and Students
  ii) Professionals
  iii) Women returning to work
- **MALAYSIANS ABROAD**
  i) Students
  ii) Professionals
- **FOREIGN TALENT**
  i) Professionals

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REP Returning Expert Programme

STAR SCHOLARSHIP TALENT ATTRACTION & RETENTION

RP-T Residence Pass - Talent

JUNE	JAN	2012	ONWARDS
2010	OCT	2011	APR	2013

BUDGET SPEECH 2010

"…to increase the number of talented and quality workforce in the domestic market, the Government will undertake efforts to attract, motivate and retain human capital from within the country and abroad (via) Talent Corporation Malaysia Berhad."

Launch of Talent Roadmap by YAB Prime Minister and evolution to focus on initiatives by talent pools
- Malaysians in Malaysia
- Malaysians Abroad
- Foreign Talent in Malaysia

TALENT ROADMAP 2020

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SCALE UP IMPACT & BE EXPERT ON TALENT

Understand demand/ supply → Assess talent → Administer Intervention

TalentCorp's Board of Trustees

YAB DATO' SRI MOHD NAJIB TUN ABDUL RAZAK
PRIME MINISTER OF MALAYSIA
CHAIRMAN

YB DATO' HAJI ABDUL RAHMAN DAHLAN
MINISTER IN THE PRIME MINISTER'S DEPARTMENT
To formalise appointment as member of Board of Trustee

YBHG TAN SRI DR. ALI HAMSA
CHIEF SECRETARY TO THE GOVERNMENT
MEMBER

YBHG DATO' SRI IDRIS JALA
CHIEF EXECUTIVE OFFICER OF PEMANDU
MEMBER

TalentCorp
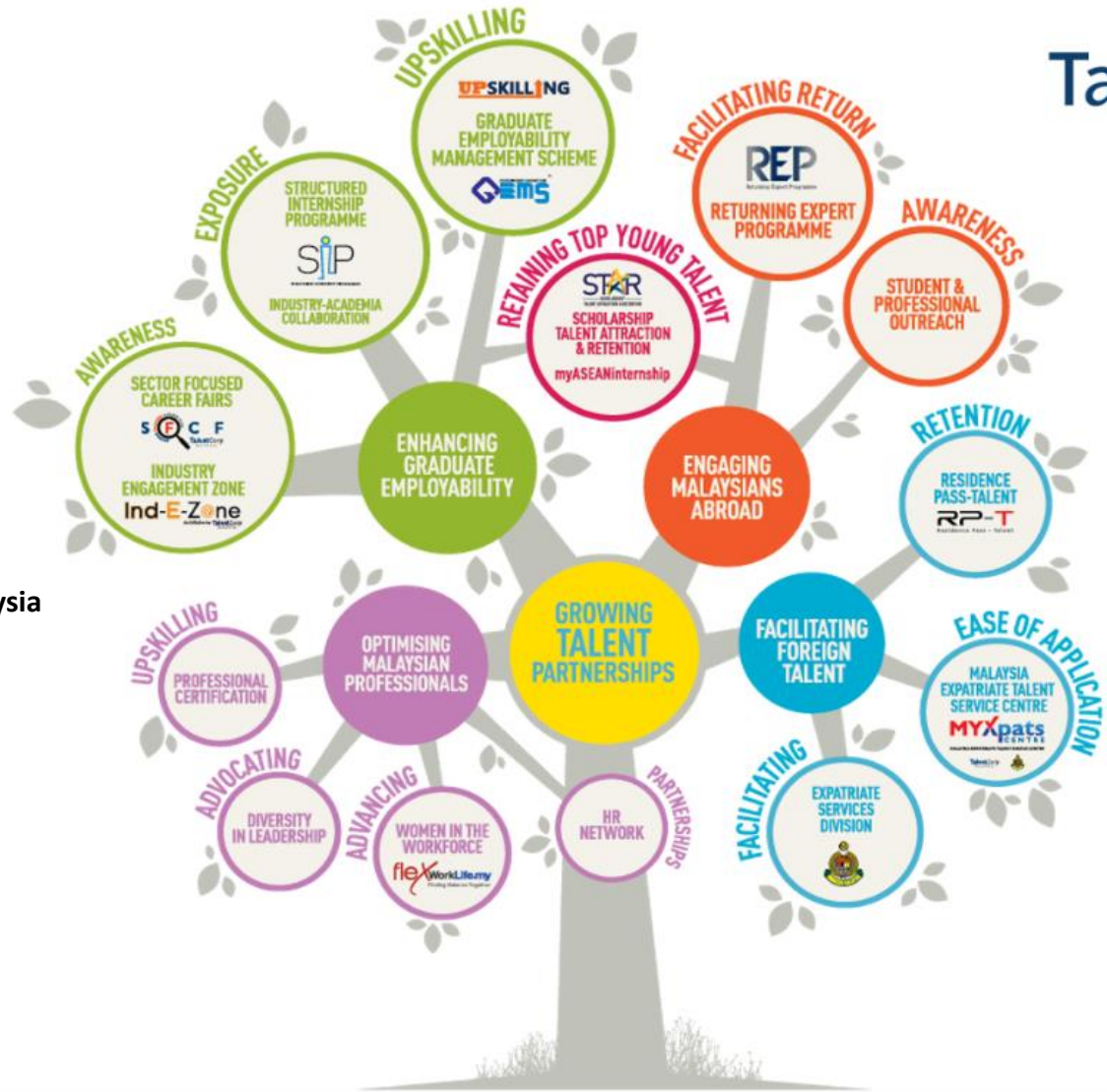MALAYSIA

What Makes TalentCorp Unique?

1. Acting as a **focal point** to understand talent issues and develop solutions

2. **Bridging** Industry and Government to enhance talent-related policies

3. Building **public-private collaborations** to attract, nurture and retain talent

4. Implementing **catalyst initiatives** targeted at critical skill gaps

Malaysians in Malaysia
- Professionals, Women
- Graduates

Malaysians Abroad
- Professionals
- Graduates

Foreign Talent
- Professionals

The Critical Skills Monitoring Committee (CSC)

Establishment of the CSC under the 11MP

As part of efforts under the **11th Malaysia Plan** to address **skills mismatches in the labour market**, the **Critical Skills Monitoring Committee (CSC)** was established, jointly led by TalentCorp and the Institute of Labour Market Information and Analysis (ILMIA), MOHR

Critical Skills Monitoring in line with International Best Practices

The main task of the CSC is to adopt new approaches to **skills imbalances monitoring**, in collaboration with the World Bank and **in line with international best practices.**
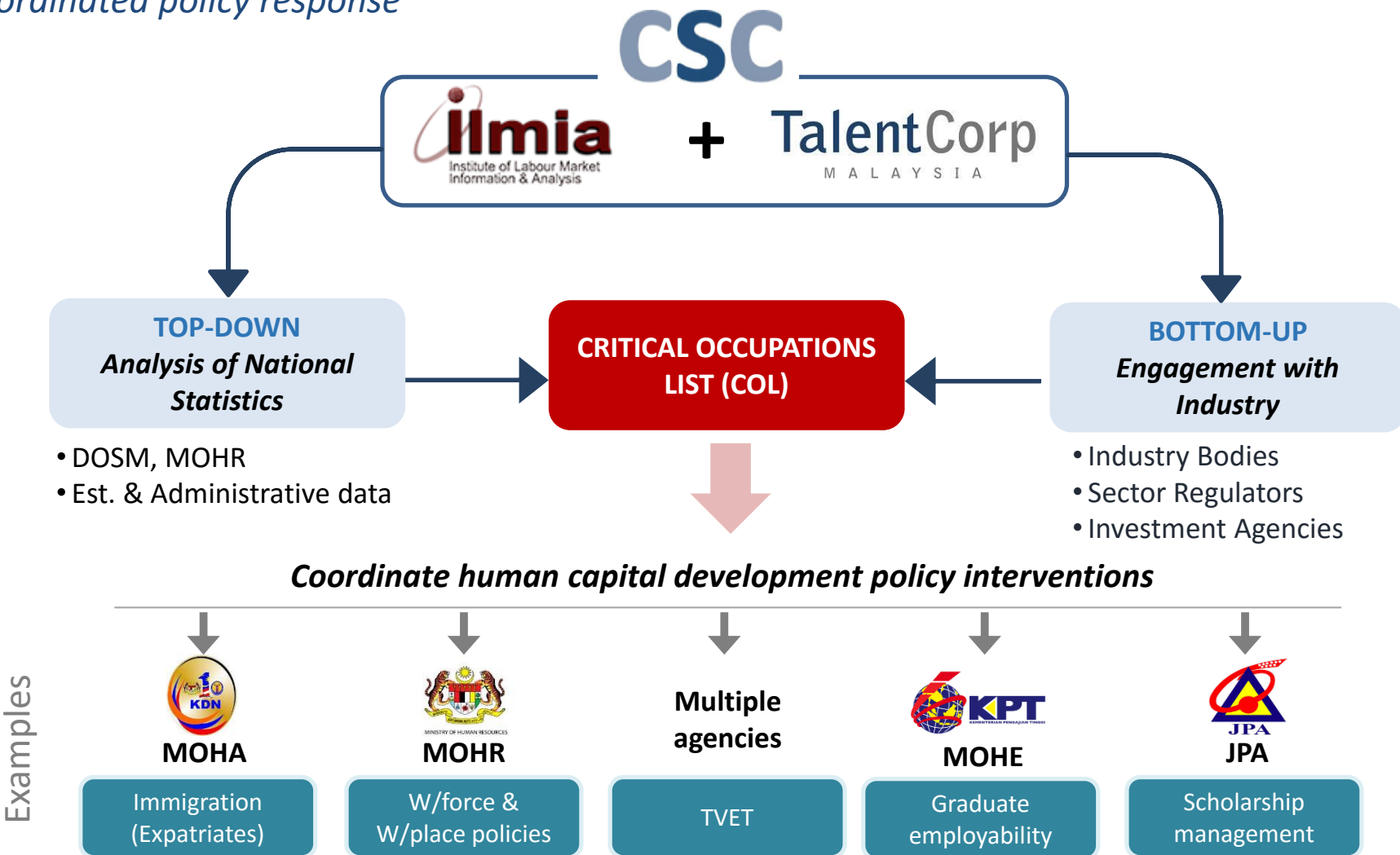
The Critical Occupations List (COL)

One of the CSC's key initiatives is to construct a **COL** that will facilitate the availability of talent based on industry needs. The list will be used to **coordinate policy interventions** related to immigration, upskilling, scholarships, higher education and TVET.

The CSC's Framework

Formalising the identification of critical skills is an important initiative towards a more coordinated policy response

CSC

ilmia *Institute of Labour Market Information & Analysis* **+** **TalentCorp** MALAYSIA

TOP-DOWN
Analysis of National Statistics

- DOSM, MOHR
- Est. & Administrative data

CRITICAL OCCUPATIONS LIST (COL)

BOTTOM-UP
Engagement with Industry

- Industry Bodies
- Sector Regulators
- Investment Agencies

Coordinate human capital development policy interventions

Examples

MOHA
Immigration (Expatriates)

MOHR
W/force & W/place policies

Multiple agencies
TVET

MOHE
Graduate employability

JPA
Scholarship management

The CSC's objectives is in line with international best practices

Country	Skills/Occupations List	Policy Objective
UK	Shortage Occupation List	To advise the Government on where shortages of skilled labour can sensibly be filled by immigration
Australia	Skilled Occupation List	To advise on skills needs and development, to facilitate better outcomes in community participation, productivity and use of resources
Singapore	Skills-in-demand List	To advise for skills, training and development purposes
New Zealand	Essential Skills in Demand Lists	To facilitate entry of appropriately skilled migrants to fill shortages
Canada	Skilled Occupation List	To advice on immigration policy

The Pilot Critical Occupations List (COL) 2015/2016

No.	Critical Occupation
1	Finance Managers
2	Policy and Planning Managers
3	Business Services Managers
4	Administrative Managers
5	Research and Development Managers
6	Information and Communications Technology (ICT) Services Managers
7	Geologists and Geophysicists
8	Mathematicians, Actuaries and Statisticians
9	Industrial and Production Engineers
10	Civil Engineers
11	Mechanical Engineers
12	Chemical Engineers
13	Mining Engineers, Metallurgists and Related Professions
14	Engineering Professionals Not Elsewhere Classified
15	Electrical Engineers
16	Electronic Engineers
17	Telecommunications Engineers
18	Graphic and Multimedia Designers
19	Manufacturing Professionals
20	Accountants
21	Financial and Investment Advisers

No.	Critical Occupation
22	Financial Analysts
23	Management and Organisation Analysts
24	Personnel and Career Professionals
25	Advertising and Marketing Professionals
26	Systems Analysts
27	Software Developers
28	Applications Programmers
29	Software and Application Developers and Analysts Not Elsewhere Classified
30	Database Designers and Administrators
31	System Administrators
32	Computer Network Professionals
33	Database and Network Professionals Not Elsewhere Classified
34	Lawyers
35	Electronics Engineering Technicians
36	Mechanical Engineering Technicians
37	Environmental and Occupational Health Inspectors and Associates
38	Securities and Finance Dealers and Brokers
39	Credit and Loans Officers
40	Accounting Associate Professionals
41	Insurance Underwriters
42	Information and Communications Technology (ICT) User Support Technicians

Note: The Critical Occupations List (COL) is constructed based on the Malaysia Standard Classification of Occupations (MASCO) 2008

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Information that the COL Offers

Critical Occupation (MASCO)	Additional Information
Software Developers (2512)	• Bottom-up evidence received includes the following **job titles** in these sectors: - <u>Electrical & Electronics Sector</u> *Computer Programmers; Multimedia Programmers; Information Technology Researchers; Software Engineers; Root Cause Failure Analysis (RCFA) Engineers* - <u>Information & Communications Technology (ICT) and Global Business Services (GBS) Sector-(T Cluster)</u> *SAP Application Developers* • Common types of **qualifications**: Degree or higher in Computer Science; Information Technology • Common types of **industry certification** in ICT/Global Business Services sector: SAP Certified – Associate Business Foundation & Integration with SAP ERP 6.0 EHP5; SAP Certified Development Consultant SAP NetWeaver 2004 – Application Development Focus ABAP
Electronic Engineers (2152)	• Bottom-up evidence received includes the following **job titles** in these sectors: - <u>Electrical & Electronics Sector</u> *RF Engineers; Embedded System/Firmware Engineers; Wafer Fabrication Process Engineers; IC Design Engineers;* <u>Further reference:</u> *E&E Sector Study on the Supply-Demand of Talent in Malaysia (pg. 134 - 147)* - <u>Information & Communications Technology (ICT) and Global Business Services (GBS) Sector– System Design and Development Cluster</u> *Computer Engineers; Audio And Video Equipment Engineers; System Architects; Structural Designers* <u>Further reference:</u> *MSC Malaysia Skills Competency Matrix 2.0* • Bottom-up evidence received indicates the occupation is **hard-to-fill** in the Electrical & Electronics sector • Common types of **qualifications**: Degree in Electrical & Electronics; Computer Engineering; Telecommunications; Mechanical Engineering; Material Engineering; Emphasis in IC Design/Microelectronics

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Information that the COL Offers

Critical Occupation (MASCO)	Additional Information
Graphic and Multimedia Designers (2166)	• Bottom-up evidence received includes the following job titles in this sector: - <u>Information & Communications Technology (ICT) and Global Business Services (GBS) Sector– (Creative Multimedia Cluster)</u> *Web Designers; Graphics And Sound Specialists; Computer Specialists; Graphic Designers; Animators; 3D Modellers; Visual Effects Artists; 2D Animators, 3D Artists, Animation Directors* • Common types of **qualifications**: Degree or higher in Creative Multimedia; Computer Science; Information Technology or equivalent; Professional Certificate or higher in Art; Design; Creative Multimedia or equivalent • Common types of **industry certification**: Adobe Certified Associate, HTML Developer Certificate, Autodesk Maya
Geologists and Geophysicists (2114)	• Bottom-up evidence received includes the following job titles in this sector: - <u>Oil & Gas Sector (Tier 1: Production Sharing Employers)</u> *Petroleum Geoscientists; Geologists; Oceanographers; Well Site Geologists; Operation Geologists; Reservoir Geologists; Sedimentologists; Subsurface Managers; Geophysicists; Seismic Interpreters* - <u>Further reference:</u> *PwC|TalentCorp Study on Talent Demand and Supply in the Oil & Gas Sector (pg. 107–174)* • This occupation is mainly involved in the following phases of the Oil & Gas industry: Exploration, Development, Production • Common types of **qualifications**[1]: Degree or higher in Applied Geology; Geophysics; Geology or Physics [1] Based on Resident Pass Talent (RPT) and Returning Expert Programme (REP)

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Information that the COL Offers

Critical Occupation (MASCO)	Additional Information
Financial and Investment Advisers (2412)	• Bottom-up evidence received includes the following job titles in this sector: - Financial Services Sector– (Commercial/Islamic Banking Cluster) Sales Managers; Sales Analysts; Client Relationship Managers; Wealth Managers; Financial Planners; Corporate Finance Advisers; High-net-worth Client Advisers

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MALAYSIA

Information that the COL Offers

Critical Occupation for Telco and multimedia sector

MASCO	Critical Occupation	Job Titles (Based on bottom-up feedback, input from sector regulators and administrative data)
1330	Information and Communications Technology (ICT) Services Managers	Network Strategists; Technology Strategists; Enterprise Convergence Strategists; IT Project Managers; Infrastructure Specialists; Database Specialists; Software Developers; Network Performance Managers; Network Operations Managers; Network Deployment Managers; Chief Information Security Officers; Network Security; Information Systems Maintenance Engineers; Access Control Specialists; Network Security Software Developers; Data Architects; Business Data Analysts; Production And Operation/ Communications Managers; Information Systems Managers; Information Technology Managers; Computer Services Managers; Data Processing Managers
2529	Database and Network Professionals Not Elsewhere Classified	Security Technology Specialists; Security Architects; Security Strategists; Network Penetration Testers; Application Security Specialists
2521	Database Designers and Administrators	Database Specialists; Data Architects; Data Scientists; Business Data Analysts
1214	Business Services Managers	Production and Operation Managers; Business Services/Development Managers
2120	Mathematicians, Actuaries and Statisticians	Data Scientists; Predictive Analysts; Data Mining Analysts
2413	Financial Analysts	Pricing Analysts

TalentCorp MALAYSIA

Information that the COL Offers

Critical Occupation for Telco and multi-media sector

MASCO	Critical Occupation	Job Titles (Based on bottom-up feedback, input from sector regulators and administrative data)
2421	Management and Organisation Analysts	Market Research/ Business Analysts; Strategy Analysts
2511	Systems Analysts	Systems/Computer Analysts; Business (Information Technology) Analysts
2514	Applications Programmers	Software Developers; Systems Programmers
2522	System Administrators	Systems Administrators; Information Systems Maintenance Engineers; Value-added Services (VAS) Engineers; Billing Specialists; IT Architects; Enterprise Applications Architects; Web and Mobility Developers; Cloud Computing Solution Architects; Cloud Technology Specialists; Cloud Planners
2523	Computer Network Professionals	Network Analysts; Radio Network Planning Consultants; Network Performance Consultants
2153	Telecommunications Engineers	Network Architects/ Designers/ Planners/ Testers; Wireless Network Engineers; Radio Optimisation and Capacity Engineers; Core Network Service Assurance Engineers; Data Network Engineers; Network Deployment Managers; Site and Construction Engineers; Network Implementation and Construction Engineers; Network Performance Managers; Network Quality Engineers; Value-added Services (VAS) Engineers; Transmission Networks; IP Engineers; Network and System Engineers; Telecommunications Consultants

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In 2016, we started applying the COL to TC's own initiatives

In 2016, the CSC begun application of COL for internal initiatives, including the REP, RP-T and GEMS programmes

- Development of frameworks to facilitate internal TC initiatives
- Continuous consultations and collaboration with the relevant teams (THANK YOU!)
- This work is **ongoing**

TC initiative	Progress with application of COL
REP & RP-T	✓ Matching of REP & RP-T databases with MASCO occupations to make them comparable with the COL ✓ Running of simulations with the World Bank on how to incorporate the COL into the REP and RPT scoring systems ✓ REP & RP-T teams currently piloting use of COL in their processes
GEMS	✓ Proposal on how to better allocate GEMS and upskilling programmes using the COL ✓ Qualifications leading to critical occupations were used as a benchmark for training providers
PI	✓ Presented to JPA on how the COL can facilitate their decision-making for scholarship allocation ✓ JPA to work with CSC for next year's scholarship allocations

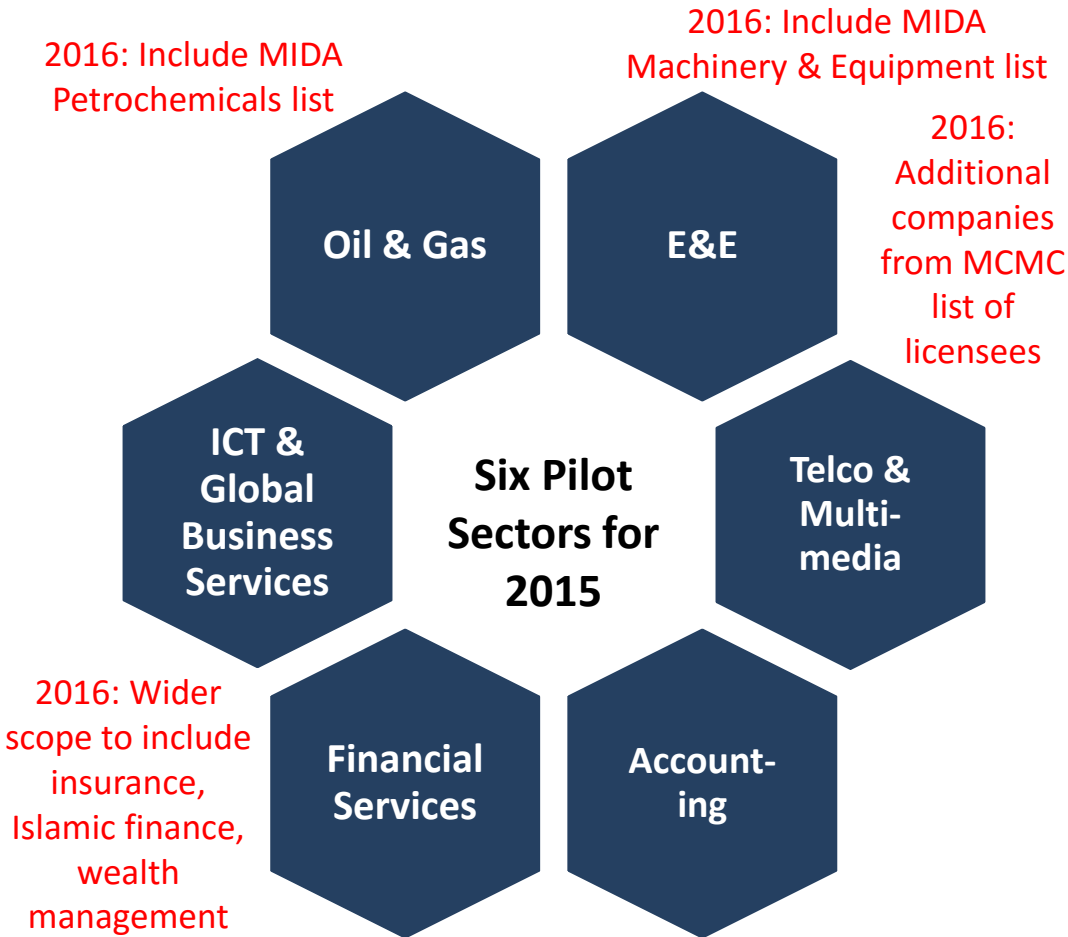# The CSC is also improving the Top-down & Bottom-up methods of the COL

Adding new indicators for our Top-down process

	Indicator	
1.	Employment Growth	Existing Indicators
2.	Average Monthly Wage Growth	
3.	Median Monthly Wage Growth	New Indicators
4.	Wage Premium	
5.	Weekly Hours Worked Growth (Total Workforce)	

Expanding sector coverage and company list for Bottom-up

2016: Include MIDA Petrochemicals list

2016: Include MIDA Machinery & Equipment list

2016: Additional companies from MCMC list of licensees

Six Pilot Sectors for 2015

- Oil & Gas
- E&E
- ICT & Global Business Services
- Telco & Multi-media
- Financial Services
- Account-ing

2016: Wider scope to include insurance, Islamic finance, wealth management

Sectors covered by Environment Scan: Medical devices, Construction, M&E

We will open the survey to companies which have engaged us (various sector selections in the survey listed below)

Sectors (alphabetical order)	NKEA?
Accommodation and Food Beverage Service Activities	
Automotive	
Business Services	✓ Yes
Communication, Content & Infrastructure – (covered in current sector)	✓ Yes
Construction	
Education	✓ Yes
Electrical and Electronics (Including E&E Manufacturing and Semiconductors)	✓ Yes
Financial Services (Including Insurance/Takaful Activities)	✓ Yes
Healthcare	✓ Yes
Oil, Gas & Energy (Including Petrochemicals and Downstream Manufacturing)	✓ Yes
Other Manufacturing	
Palm Oil & Rubber (including Downstream Manufacturing)	✓ Yes
Tourism	✓ Yes
Transportation & Storage	
Wholesale & Retail	✓ Yes

The 2016 / 2017 COL will cover more than half the NKEAs

COL 2016 / 2017 will cover the pilot 6 sectors from 2015 (with extended scope) and the Education sector

Sectors

- Education
- Education
- Whole-sale & Retail
- Financial Services
- Financial Services
- Tourism
- Accounting
- Business Services
- Health-care
- ICT/GBS
- CCI
- Greater KL/Klang Valley
- Telco & Multi-media
- E&E
- E&E
- M&E
- Agriculture
- Palm Oil
- Oil, Gas & Energy
- O&G
- Petroche-micals

COL Sectors

NKEA Sectors

Overlaps between COL and NKEA sectors
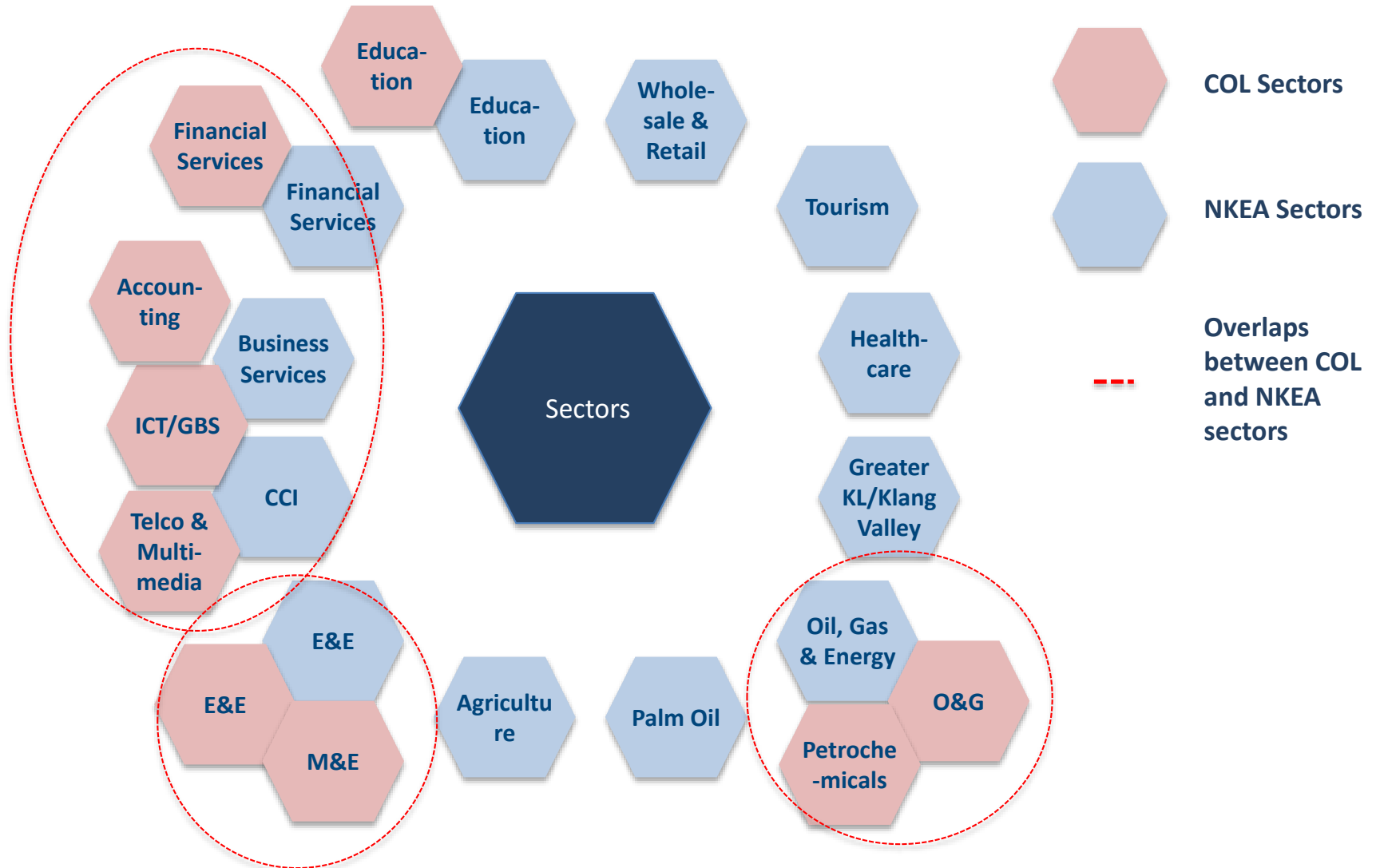
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