



STC: BY THE INDUSTRY, FOR THE INDUSTRY

SECTORAL TRAINING COMMITTEE (STC): WHAT IS IT ABOUT?

Effective job performance demands the right amount of knowledge, skills and abilities. Training is known to be one of the best ways to expedite the acquisition of these needs and brings the employees to a higher level of performance at work. For the company, it will be able to reduce any weak links within the organisation to complete the basic work tasks rather than relying heavily on others. Training providers are using these opportunities to fulfil the demands for training courses to enhance the human capital of the companies. The question is, to what extent do the training courses offered by training providers meet the industry needs?

This is where the Human Resources Development Fund (HRDF) comes into play. A dedicated unit under HRDF, the Research & Development (R&D) Department has been assigned to look into the issue closely and find the best ways to address this concern. One of the ways that has been identified is the establishment of the Sectoral Training Committee (STC) at end of 2018. The STC acts as an advisory and consultative committee of HRDF with regards to trainings needed by the industry. The establishment of the STC enables the gathering of key stakeholders in the industrial landscape for talent development, which also allows the training needs to be discussed and identified by the industry themselves.

From this, HRDF can play better roles in promoting the development of training courses that are relevant to all registered employers as well as their employees.

A CLOSER LOOK AT THE STC MEMBERS

The STC comprises of representatives from industry associations, major employers and related government agencies that are representing the sectors. HRDF managed to re-establish nineteen (19) STCs that included 63 sub-sectors, covered under the PSMB Act 2001 and share similarities in terms of nature of business. Each of the STCs is made up of a minimum of five (5) to nine (9) members from Specific Industrial Groups and General Industrial Group memberships.

To ensure the STC functions according to its purpose, three (3) objectives have been established as shown in Figure 1.

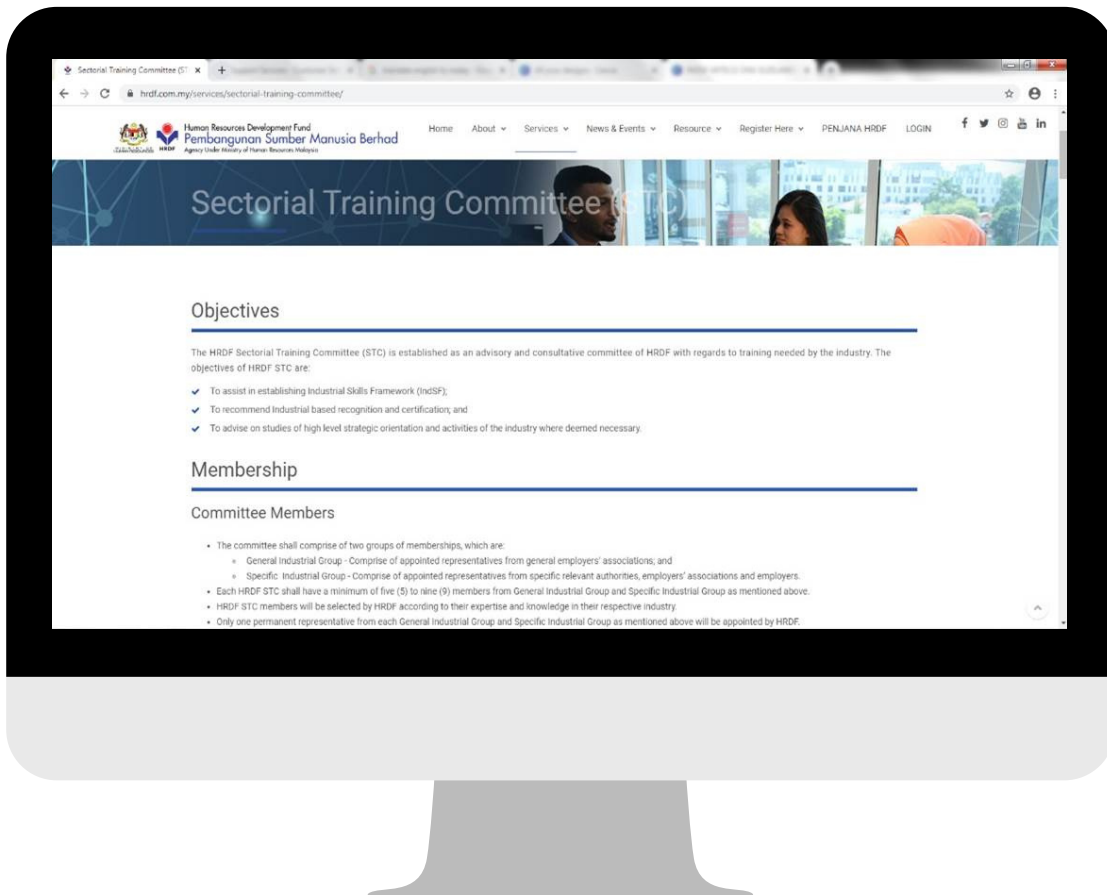
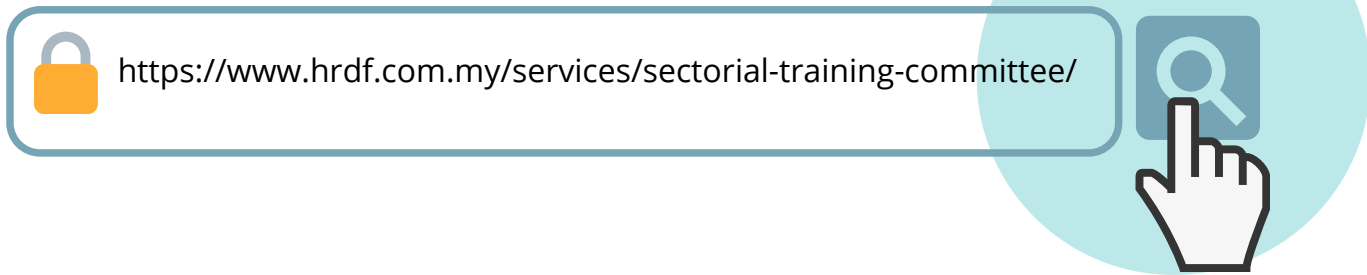


Figure 1: STC Objectives

As for now, there are 19 STCs from 63 sub-sectors that have been re-established:

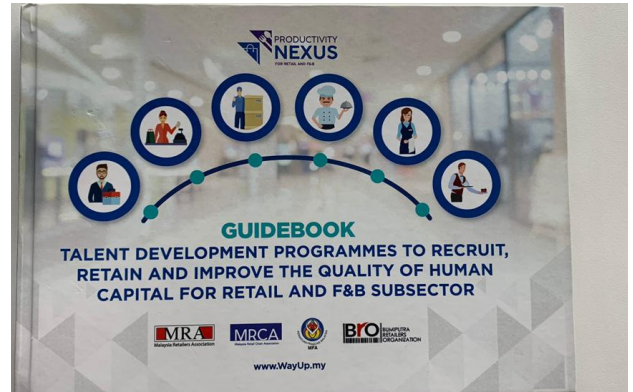
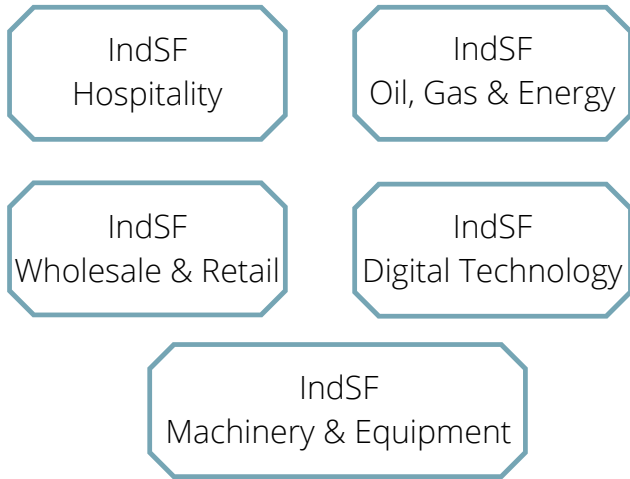


Further information related to STCs can be retrieved at:

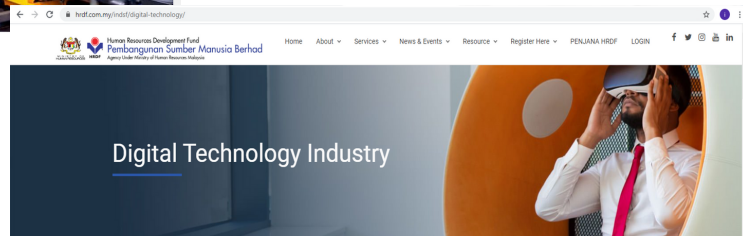
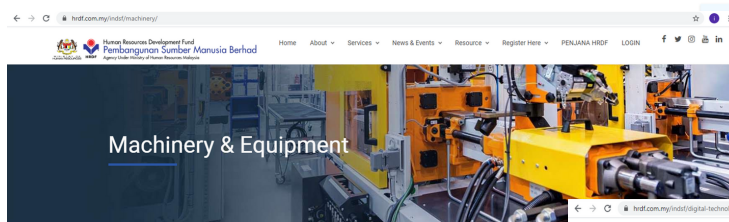
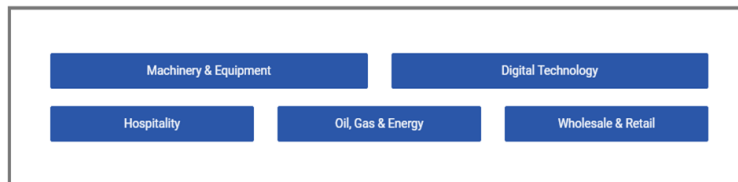
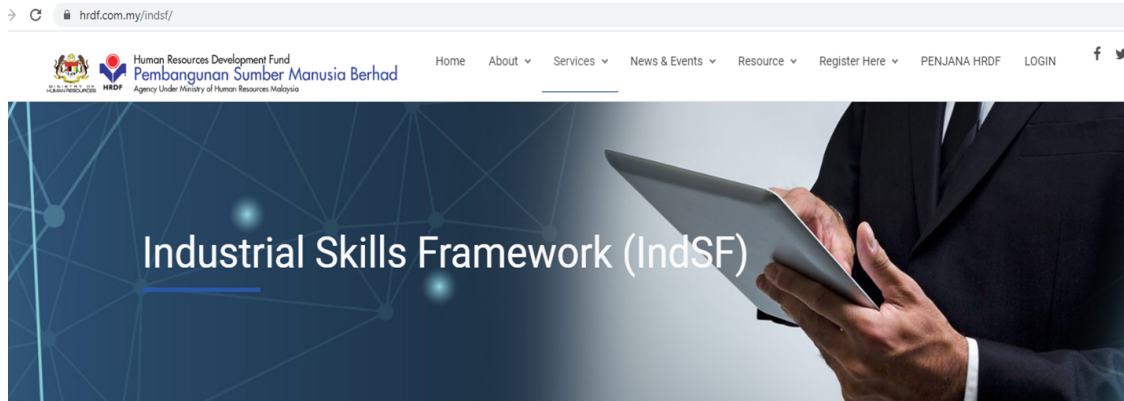


In 2019, through the STC, HRDF has achieved remarkable milestones which are the publication and launching of the IndSF documents; and the identification of certification courses.

As to date, five (5) IndSF documents have been developed and published in 2019, and were being co-produced by HRDF with key Industrial Players and Associations. The documents are:



With tremendous support from the STC members, HRDF will continue to develop more IndSF documents for other industries. HRDF aspires to enhance access to information on training required for specific skills according to job levels in the respective industry. Thus, the published IndSF documents were made available to the public for download at www.hrdf.com.my/indsf.



"The goal of knowledge is understanding; the goal of training is performance"

FRANK BELL

To learn more on IndSF visit: <https://www.hrdf.com.my/indsf/>

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