

INDUSTRIAL SKILLS FRAMEWORK (INDSF)

Editor's Note

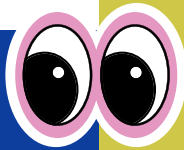


Wishing everyone a happy new year & looking forward to a productive 365 days ahead

We are starting the year 2022 strong with the completion of 3 IndSF documents for major industries; Higher Education, Aerospace (Manufacturing) & Logistics & Warehousing. The three IndSF documents have been progressively developed throughout 2021 with our industry collaborators. Currently, IndSF Higher Education has been successfully published on the HRD Corp portal. Don't forget to get a copy of the IndSF for Higher Education and check out the skills and training required for better career prospects.

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A peak into the IndSF documents



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Is IndSF important for your industry?



Check out what the subject matter experts have to say about IndSF ...

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Download statistics of the IndSF documents

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The other two IndSF documents are in their final stages of development and will be made available on our portal soon. In this issue, we are delighted to have our subject matter experts (SMEs) share their opinions on how the development of IndSF documents will help their respective industries. The IndSF Aerospace - MRO has been updated while IndSF Digital Technology now covers 9 niche focus areas within the industry.

On that note, we would like to thank all industry partners and collaborators for tirelessly working on the development of the skills framework documents. This initiative would not be possible without your strong support, dedication and teamwork.

This year, the IndSF Unit will be developing IndSF documents for another 3 industries:

- IndSF Textiles;
- IndSF Food & Beverages; and
- IndSF Agriculture.

We have been actively engaging with our industry partners and hope to add another 3 IndSF documents on the HRD Corp portal by the end of this year.

DEVELOPMENT OF INDSF DOCUMENTS

INDSF AEROSPACE - MANUFACTURING

COMING SOON



<p>3</p> <p>Focus areas</p>	<p>21</p> <p>Subject matter experts (SMEs)</p>	<p>81</p> <p>Job positions</p>
<p>990</p> <p>Technical skills</p>	<p>507</p> <p>Training programmes</p>	<p>491</p> <p>Soft skills</p>

This IndSF document will be available in the HRD Corp portal by end of February 2022 for public download

FOCUS AREAS

OPERATIONS	ENGINEERING	QUALITY
120 Technical skills	475 Technical skills	395 Technical skills
120 Soft skills	204 Soft skills	167 Soft skills
118 Recommended Training Programmes	167 Recommended Training Programmes	222 Recommended Training Programmes

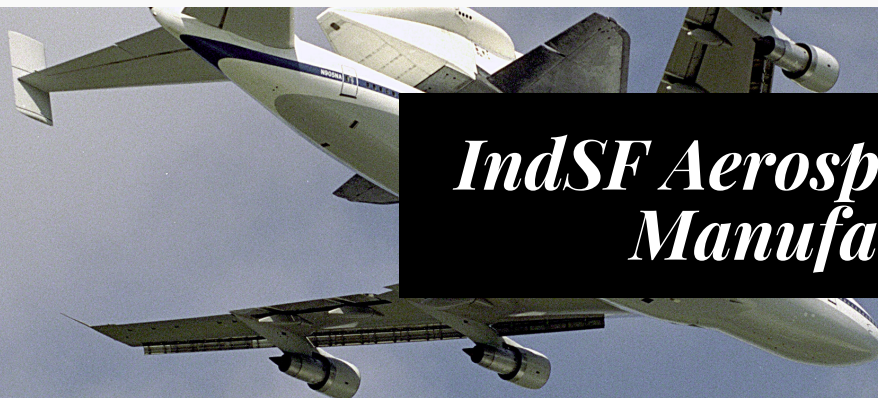
Their Viewpoint



The IndSF Aerospace was developed in a comprehensive manner, after benchmarking and engaging with the local aerospace industry such as MAIA, global skills frameworks like ONET, International Labour Office, and SkillsFuture Singapore. Through these engagements, the necessary input was generated for i) CEO and HR professionals to support manpower and capability development planning and ii) Institutions to develop relevant industrial training content. Also through the partnership with the Selangor State government, the Aerospace IndSF is now available on a live digital platform for review and updates from industry players. The Aerospace Skills Framework has enabled employers to identify specific skills for recruitment as well as training content to be developed to meet these requirements. This allows the aerospace industry to cope with the dynamic and fast-changing requirements of the industry, today.



NAGUIB MOHD NOR
CEO STRAND AEROSPACE
& PRESIDENT OF MALAYSIA
AEROSPACE INDUSTRY
ASSOCIATION (MAIA)



IndSF Aerospace - MRO & Manufacturing

The IndSF document is a bible that provides holistic and detailed insights into the job positions that are available in the Malaysian aerospace industry from the beginner level to all the way up. Any subject matter expert (SME) or industry player can use it as a benchmark on what they should do/expect when they enter the aerospace industry. The IndSF document also functions as a one-stop center for high school leavers and university graduates to find out what are the current job prospects in the aerospace industry in Malaysia. This document has comprehensive information such as job description, responsibilities, and competencies required for any job position. The career pathway for the aerospace industry is well defined to indicate how one can achieve career progression starting from entry-level. The recommended training that will be required for career progression has also been included for easy reference.



DANISH SHERMAN
FRANCIS XAVIER
MALAYSIA AEROSPACE INDUSTRY
ASSOCIATION (MAIA)

Their Viewpoint



AHMAD SHARILAMIN
AHMAD BAKERI
 MALAYSIA AEROSPACE INDUSTRY
 ASSOCIATION (MAIA)

The IndSF document currently presents a complete skills framework at the national level with training elements associated with it. With the IndSF document, industries will be able to list down their immediate vacancies or available jobs and skills requirements so that other parties (i.e., public, training providers, and learning institutions) will be able to understand the latest industry requirements. This will ensure that the public/training institution will update its capabilities or training/learning content to suit the needs of the industry. The key criteria are to update the IndSF document annually to keep up with new industry requirements. This will enable us to stay ahead of the rapid advancements of new IR 4.0 technologies. Additionally, the job positions and skillsets need to be reviewed and validated on a more regular basis.



IndSF Aerospace - MRO & Manufacturing



AYU HAZWANI RAMMAN
 ASSISTANT DIRECTOR,
 NATIONAL AEROSPACE
 INDUSTRY CORPORATION
 MALAYSIA (NAICO)

The IndSF document acts as a guide for individuals or employees, employers, and training providers on the required knowledge and specific skills according to job levels in this industry. The collaboration formed by Human Resources Development Corporation (HRD Corp) with NAICO, Malaysia Aerospace Industry Association (MAIA), and Selangor Darul Ehsan Aerospace Industry Coordinating Office (S-DAICO) in publishing the Skills Framework for Aerospace Industry is timely to support the needs to retrain and reskill aerospace technical workforce that is affected by the COVID-19 pandemic. Thus, the Skills Framework will also serve as a reference for advanced re-skilling trainings related to Industry 4.0 technology with the aim to transform the Malaysian supply chain to sustain Malaysia's long-term competitiveness. The Malaysian Aerospace Industry Blueprint 2030 has set a long-term target for Malaysia to position itself as the leading aerospace nation in the Southeast Asian region. To support the growth of the industry, 32,000 highly skilled workforces are required to serve various aerospace sub-sectors by 2030. Thus, the development of IndSF is a very impactful human capital development initiative that can help develop the next generation of aerospace professionals.

The IndSF unit and HRD Corp would like to thank all our collaborators for their dedicated and tireless effort towards the development of IndSF Aerospace Manufacturing - MAIA, S-DAICO & NAICO

DEVELOPMENT OF INDSF DOCUMENTS INDSF HIGHER EDUCATION



<p>3</p> <p>Focus areas</p>	<p>23</p> <p>Subject matter experts (SMEs)</p>	<p>20</p> <p>Job positions</p>
<p>185</p> <p>Technical skills</p>	<p>373</p> <p>Training programmes</p>	<p>133</p> <p>Soft skills</p>

This IndSF document is currently available on the HRD Corp portal for public download



FOCUS AREA

ACADEMIC LEADERSHIP	ACADEMIC	NON-ACADEMIC LEADERSHIP
<p>68</p> <p>Technical skills</p>	<p>55</p> <p>Technical skills</p>	<p>62</p> <p>Technical skills</p>
<p>65</p> <p>Soft skills</p>	<p>34</p> <p>Soft skills</p>	<p>34</p> <p>Soft skills</p>
<p>62</p> <p>Recommended Training Programmes</p>	<p>126</p> <p>Recommended Training Programmes</p>	<p>185</p> <p>Recommended Training Programmes</p>

Their Viewpoint



The document can be used as a framework and reference point to craft our internal training needs and the programmes offered to our staff. This is relevant to both academic staff and academic leaders in general. A lot of thinking and time has gone into the document, making it very useful. No doubt, it is a viable option and ensures that every institution has a common reference point. A structured way to think about the future of human capital development for higher education institutions in Malaysia is welcomed.



PROF DR ONG FON SIM
SUBJECT MATTER EXPERT -
LEADERSHIP TRACK



IndSF Higher Education

The IndSF document serves as a credible guide to the private higher education institutions in attracting and retaining a skilled workforce that possesses the types and levels of competencies needed by the industry. The document identifies new skills and competencies that are required by the industry. Additionally, it serves as a guide for individuals, employers, and training providers on knowledge, experience, and skills mastery in the private higher education industry in 3 very specific career paths, namely, academic leadership, scholarly track, and functional leadership tracks. With the Skills Framework, private institutions are able to identify critical skills gaps and ensure that their employees are provided with the opportunity to enhance their skills for career progression, moving forward. This will contribute towards talent excellence in the industry by providing diversified career pathways based on their strengths and interests, all while introducing HRM practices and policies for talent recruitment and development that will help in retaining the best talents within the industry.



**ASSOC PROF PROF DR
LEW TEK YEW**
SUBJECT MATTER EXPERT -
LEADERSHIP TRACK

Their Viewpoint



The IndSF was developed by industry experts representing various private colleges and universities of different sizes. It is a benchmark that can be applied throughout the industry. For example, with the IndSF, an institution can also leverage on IndSF as a guideline for manpower development instead of putting huge resources to identify training needs and competencies. Through the various engagement sessions, the industry experts arrived at a consensus of required competencies, skills and training needs for the industry. As these experts are within the industry, they know what ought to be done for the manpower needs for the private higher education institutions and the type of training needed for the industry. In other words, the IndSF identifies the training needs for the industry and core competencies required for each job function and position. The pandemic has taught many organisations the importance of staying agile and resilient and such requirements often call for the talents who are able to respond to the needs of the ever-changing landscape of the industry. As such, IndSF paves the way forward for the industry to adopt the framework in developing its human capital. Institutions could also use these skills title(s) requirements while searching for talents.



**ASSOC PROF DR
ELAJSOLAN VM
MOHAN**
SUBJECT MATTER EXPERT -
FUNCTIONAL LEADERSHIP
TRACK



IndSF Higher Education

The IndSF document forms a strong platform for industries to further innovate and contextualise their curriculum design and training programmes to meet the needs of their sectors and achieve the intended set outcomes of the organisations' vision and mission. The IndSF development will be the catalyst in impacting all industries as individuals, employers and training providers are immensely involved in its planning and implementation which will further assist in facilitating skills recognition and supporting the design of training programmes for skills and career development. This will trigger new professional needs, which lead to new learning and training needs and new roles responsibilities, especially pertaining to high-skilled labour force. It will also subsequently form the basis for enhancing business competitiveness and supporting employment and employability. A skilled workforce for strong, sustainable and balanced growth is the core of human capital development.

(Dr. HC Aslam Khan's opinion based on his readings pertaining to the training industry)



Dr.HC Aslam Khan BSK
DR HC ASLAM KHAN
SUBJECT MATTER EXPERT -
SCHOLARLY TRACK

Their Viewpoint



The Malaysian Private Higher Education Industry contributes significantly to Malaysian GDP and as a major Exporter of Services. With almost 50% of all Malaysian Higher Education students and 75% of international students in Malaysia enrolled in Private Higher Education Institutions, the Industry is thus a critical source of highly employable talent for Malaysia and the world. The industry is presently experiencing major changes due to a combination of factors, namely IR4.0 and Digital disruption as well as the pandemic. This requires a new set of competencies and talent attributes to be in place, including in Institutional and Academic Leadership as well as in Learning Transformation and Human Capital Management. The IndSF comprehensively defines these competencies and attributes and - more importantly - the type of training interventions required for the key roles initially identified. I therefore strongly believe that the IndSF document provides an essential framework and guidance for Institutions to enable them to transform their organisations to both remain relevant and current in the long run - both as academic institutions as well as competitive, sustainable commercial enterprises. I am confident that IndSF will become a highly-referenced, living document that will be continuously reviewed and updated in line with global developments.



MR GURPARDEEP SINGH
SUBJECT MATTER EXPERT -
FUNCTIONAL LEADERSHIP TRACK



IndSF Higher Education

The document can be used as a framework and reference point to craft our internal training needs and programmes offered to our staff. This is relevant to both academic staff and academic leaders in general. A lot of thinking time has gone into the document and this is indeed useful. Yes, it is a viable option and ensures that every institution has a common reference point. A structured way to think about the future of human capital development for HIEs in Malaysia is welcomed.



**PROFESSOR TS DR
MURALI RAMAN**
SUBJECT MATTER EXPERT -
LEADERSHIP TRACK

The IndSF unit and HRD Corp would like to thank all our collaborators and subject matter experts (SMEs) for their dedicated and tireless effort towards the development of IndSF Higher Education.

DEVELOPMENT OF INDSF DOCUMENTS INDSF LOGISTICS & WAREHOUSING

COMING SOON

**INDUSTRIAL SKILLS FRAMEWORK (IndSF)
LOGISTICS AND WAREHOUSING**

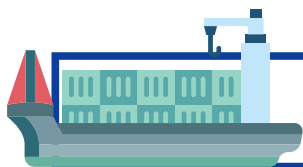
AIR FREIGHT AND SEA FREIGHT - CUSTOMS BROKERAGE & FREIGHTING

IN COLLABORATION WITH:

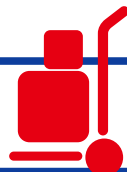
<p>3</p> <p>Focus areas</p>	<p>36</p> <p>Subject matter experts (SMEs)</p>	<p>67</p> <p>Job positions</p>
<p>113</p> <p>Technical skills</p>	<p>247</p> <p>Training programmes</p>	<p>43</p> <p>Soft skills</p>

This IndSF document will be available on the HRD Corp portal by end of March 2022 for public download

FOCUS AREA



SEA FREIGHT



AIR FREIGHT



AIR CARGO

48	Technical skills
15	Soft skills
38	Recommended Training Programmes

31	Technical skills
9	Soft skills
21	Recommended Training Programmes

34	Technical skills
18	Soft skills
188	Recommended Training Programmes

Their Viewpoint



The logistics industry landscape has changed so much that sometimes it is hard to find the right skills to fit the multifarious jobs within the industry. That may also be a factor why new talents are not attracted to the logistics industry. Potential employees don't see a clear career pathway and have doubts about their future prospects. A clear indication in the IndSF document is the career pathway and the levels that successful candidates can aspire to achieve. The document spells out not only the career prospects of the employee but the training that he/she will undergo to prepare for the next level of skills and responsibilities, up to the highest level that he/she wishes to ascend to. This document would be most useful and helpful to attract the right talents into the logistics industry and to chart their own career pathway from. This document would definitely encourage more new talents to join the logistics industry and given the constantly changing needs and demands of customers, we need to attract more of the right talents into the industry.



DATO TONY CHIA HAN TEUN
PRESIDENT
SELANGOR FREIGHT FORWARDERS &
LOGISTICS ASSOCIATIONS



IndSF Logistics & Warehousing



DR EWEN
PROGRAM DIRECTOR
MALAYSIAN INSTITUTE OF
FREIGHT FORWARDERS (MIFF)

Prior to the development of IndSF, there is a lack of systematic career framework to guide the workforce in the freight forwarding and logistics industry, in terms of their career pathways. This has led to multiple standards being used, making it difficult for some companies to determine the best approach for promotion of their workforce. By having the IndSF, in specific, the framework for logistics and warehouse - customs brokerage and freighting in sea and air transport, we can start to standardise the best practices and systematic view on the potential career move for employees. This will also assist the employer to plan their skills development programmes and hopefully it will lead to more training opportunities for the staff. As we are all aware, employees are the backbone of a company's operational capabilities. Therefore, this framework will help in the growth of workforce productivity and ultimately the industry. The adoption of the IndSF is crucial and we hope that all the key stakeholders in the industry will be able to see this as an opportunity to steer the development into the progressive direction. I do hope that this IndSF will be continuously updated and by having a standard, the industry can look to, they optimise their talent development plans and resource allocation. Human capital development is a continuous effort, and I think that the IndSF is a step in the right direction.

Their Viewpoint



Customs Brokerage, Freight Forwarding & Logistics is a specific industry, thus with the development of IndSF Document, we can now move forward to provide an opportunity to the current team of employees in our industry with recognition, as many who have entered this industry were without academic qualifications. With the development of this programme, the layman of the logistics industries who are currently the backbone of logistics can be classified as professionals, and be on par with other industrial professional players.



PRUNELLA PHOONG MUI LIN
SEC GENERAL
FEDERATION OF MALAYSIAN FREIGHT
FORWARDERS (FMFF)



IndSF Logistics & Warehousing

As a national institution, IndSF has both the resources and capacity to encourage every industrial sector to improve its ability to compete in today's environment. In view of the growing international trade, on which Malaysia is fully dependent to achieve our economic progress, there is no doubt that all industries must be prepared to progress with international developments both in technology and industrial know-how. Despite being a national industrial federation, FMFF does not have the resources to reach the school leavers who are going to be future industry players, hence IndSF has a vital row to play in reeaching out to them through your branches. In spite of our State Associations being formed across the nation, FMFF still cannot cover those regions where the logistics and warehousing industry have not really started. Through IndSF, we believe at the very least, school leavers will come to know that this sector can offer a solid career for their future. From this angle, it will be a positive move by IndSF to reach out to school leavers to find an alternative route to their future career development; an option to reach more of the Malaysian population.

No doubt, human capital development is the end result of all training and education programmes. The only difference is IndSF programmes are designed by the practitioners of the related industries, thus such programmes are shorter and more focused towards their objectives.



MR WEE AH SAH
TRAINING DIRECTOR
MALAYSIAN INSTITUTE OF
FREIGHT FORWARDERS (MIFF)

Their Viewpoint



ALVIN CHUA SENG WAH
PRESIDENT
FEDERATION OF MALAYSIAN
FREIGHT FORWARDERS (FMFF)

The availability of IndSF will assist to bridge the gap between large and smaller size companies, in terms of the ability to understand the career pathway and capabilities required to grow. Eventually, this will lead to higher productivity and growth of the company's revenue. I do see the need to incorporate digitalisation skills into the IndSF document, in order to keep up with the needs and changing business environment. We, as the freight and logistics facilitator, need to be able to cope with the growing digital business landscape. If we do not adapt, we will no longer be relevant to the market's expectations. Hence, I do hope that the document will be able to serve as a guide to assist freight and logistics operators to understand the skills and knowledge required to enable their employees to perform in their roles. I think that the implementation and adoption of IndSF is the key to the successful human capital development. I do see that the IndSF has the necessary content to guide the freight and logistics companies on the fundamental training and career pathway for talent growth.

IndSF Logistics & Warehousing



But the market is very dynamic, and the freight and logistics companies must be agile to adapt quickly. Nonetheless, the IndSF document is a step in the right direction. The industry need to look at it as a continuous effort to build human capital and now we have a version of guidelines which I think that would serve the purpose of elevating the standard and capabilities of the workforce. As we all are aware, the employees are the engine of productivity and growth of the business, which will eventually impact the economy of the country. Therefore, we must invest in our effort to uplift their skills and capabilities. Hence, I would highly encourage all employers in the industry to look seriously into the IndSF document and use it to understand the necessary skills and knowledge requirement of the present market environment. Use it as a guide for employment, training and promotion of their workforce. Let's work together, both internal and external stakeholders, to adopt the standards. By doing so, I believe that we can achieve an impactful outcome in our human capital development.

The IndSF unit and HRD Corp would like to thank all our collaborators and subject matter experts (SMEs) for their dedicated and tireless effort towards the development of IndSF Logistics & Warehousing.

ENHANCEMENT OF INDSF DOCUMENTS INDSF AEROSPACE - MAINTENANCE, REPAIR & OVERHAUL (MRO)



OIL, GAS & ENERGY	MACHINERY & EQUIPMENT	HOSPITALITY
PLASTICS	WHOLESALE & RETAIL	DIGITAL TECHNOLOGY
WATER & SEWERAGE SERVICES	AEROSPACE	HIGHER EDUCATION

INDUSTRIAL SKILLS FRAMEWORK (IndSF)

This IndSF document is currently available in the HRD Corp portal for public download



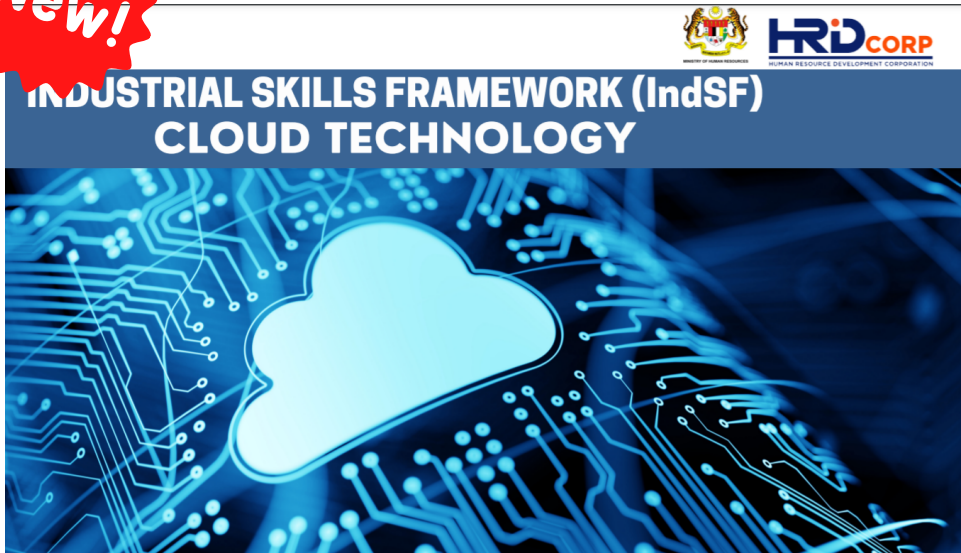
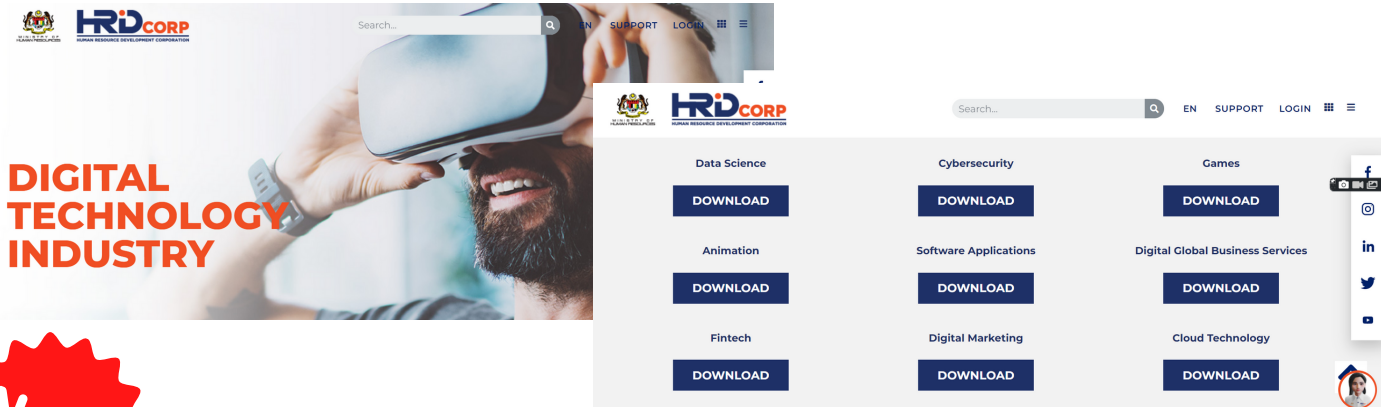
3 Focus areas	20 Subject matter experts (SMEs)	49 Job positions
444 Technical skills	594 Training programmes	445 Soft skills

FOCUS AREA

AIRCRAFT MAINTENANCE	TECHNICAL	QUALITY (PART 145 & CAMO)
162 Technical skills	110 Technical skills	78 Technical skills
181 Soft skills	103 Soft skills	74 Soft skills
205 Recommended Training Programmes	139 Recommended Training Programmes	128 Recommended Training Programmes

ENHANCEMENT OF INDSF DOCUMENTS

INDSF CLOUD TECHNOLOGY

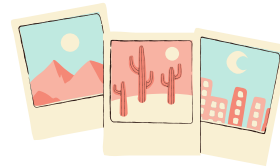


This IndSF document is currently available on the HRD Corp portal for public download

<h1>16</h1> <p>Job positions</p>	<h1>32</h1> <p>Technical skills</p>	<h1>20</h1> <p>Soft skills</p>	<h1>30</h1> <p>Certification programmes</p>
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CLOUD DEVELOPER	
<p>CAREER PATHWAYS</p> <p>Skills Framework for the Information Age (SRIA)</p> <ul style="list-style-type: none"> Level 7 - Set strategy, inspire, mobilise Level 6 - Initiate/influence Level 5 - Ensure/advise Level 4 - Enable Level 3 - Apply Level 2 - Assist Level 1 - Follow <p>COMMON CERTIFICATIONS</p> <ul style="list-style-type: none"> Google Cloud Certified Professional Cloud Developer Microsoft Azure Dev-Ops Solutions Allicloud Developer Container Certifications AWS Certified DevOps Engineer - Professional AWS Certified Developer - Associate Certified ScrumMaster 	<p>JOB DESCRIPTION</p> <p>A cloud developer develops and maintains cloud-based applications by:</p> <ul style="list-style-type: none"> Performing complex and detailed analysis of software components and systems, and implementing technical assessments Testing and assisting the transition and deployment of software components for projects Performing multiple cloud components to develop a cloud solution which is cost effective, secure, resilient, high performance and scalable Rewriting and refactoring the application code to make it work best in the cloud environment Documenting the design process, revision, source of control, configuration and providing technical support to users Completing the integration of new applications into the cloud environment Conducting code reviews, refactoring, modernising and testing in a meeping environment including security checks Taking a quality first approach to software development by producing unit tests and automating functional testing as much as possible Collaborating with other engineers and product owners to identify software solutions to complex problems in industry Designing and developing any application that is primarily hosted on cloud services such that they are scalable <p>COMPETENCIES</p> <ul style="list-style-type: none"> Proficient in at least one programming language, i.e., Powershell, Python, Bash, Ruby, Perl, etc. Proficient in cloud infrastructure basics Knowledge of technologies such as hypervisor, microservices and container In-depth knowledge of the services and concepts around cloud architecture Experience of working in an Agile/Scrum environment Knowledge of development processes and methodologies Familiar with DevOps tooling landscape Proficient in managing and monitoring the performance of cloud applications Strong project implementation background and able to handle multiple projects simultaneously <p>ESSENTIAL SKILLS</p> <ul style="list-style-type: none"> Programming, eg. C, C++, Java, Python, Scala Applications support and enhancement Software development DevOps Microservices System Integration Cloud Computing Test Planning Object Oriented Programming Containers <p>COMMON TOOLS</p> <ul style="list-style-type: none"> Cloud Technologies eg MS Azure, AWS, Google Cloud Kubernetes Docker GitHub Ansible Linux Xcode json Jenkins Bitbucket Terraform YAML AWS Cloud9 Visual Studio Code Android Studio <p>SOFT SKILLS</p> <ul style="list-style-type: none"> Problem solving Time management Accuracy and attention to detail Communication & teamwork Self-development (keep up with fast-changing trends) Critical thinking Design thinking Business analysis Attentive listening skill Continuous learning (Understands the latest trends and their role in a commercial environment)

IndSF Diaries

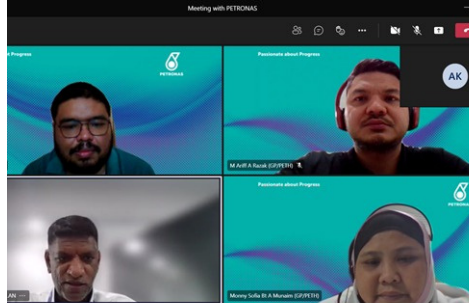


Jan 5th



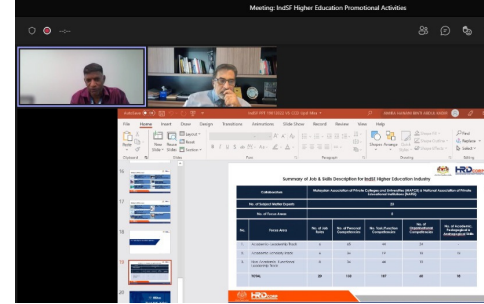
Discussion with industry collaborators for development of IndSF Food & Beverages

Jan 12th



Meeting with Petronas regarding promotion of IndSF Oil, Gas & Energy

Jan 20th



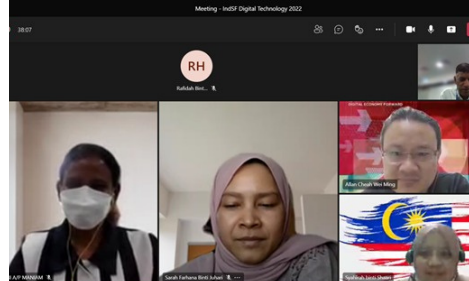
Meeting with collaborators on IndSF Higher Education

Jan 21st



Feedback Session - TalentCorp & World Bank on COL

Jan 24th



Meeting with MDEC on IndSF Digital Technology - new focus areas

Jan 28th



MYFintech Week - Mr Poobalan as panellist on IndSF for the Fintech Industry



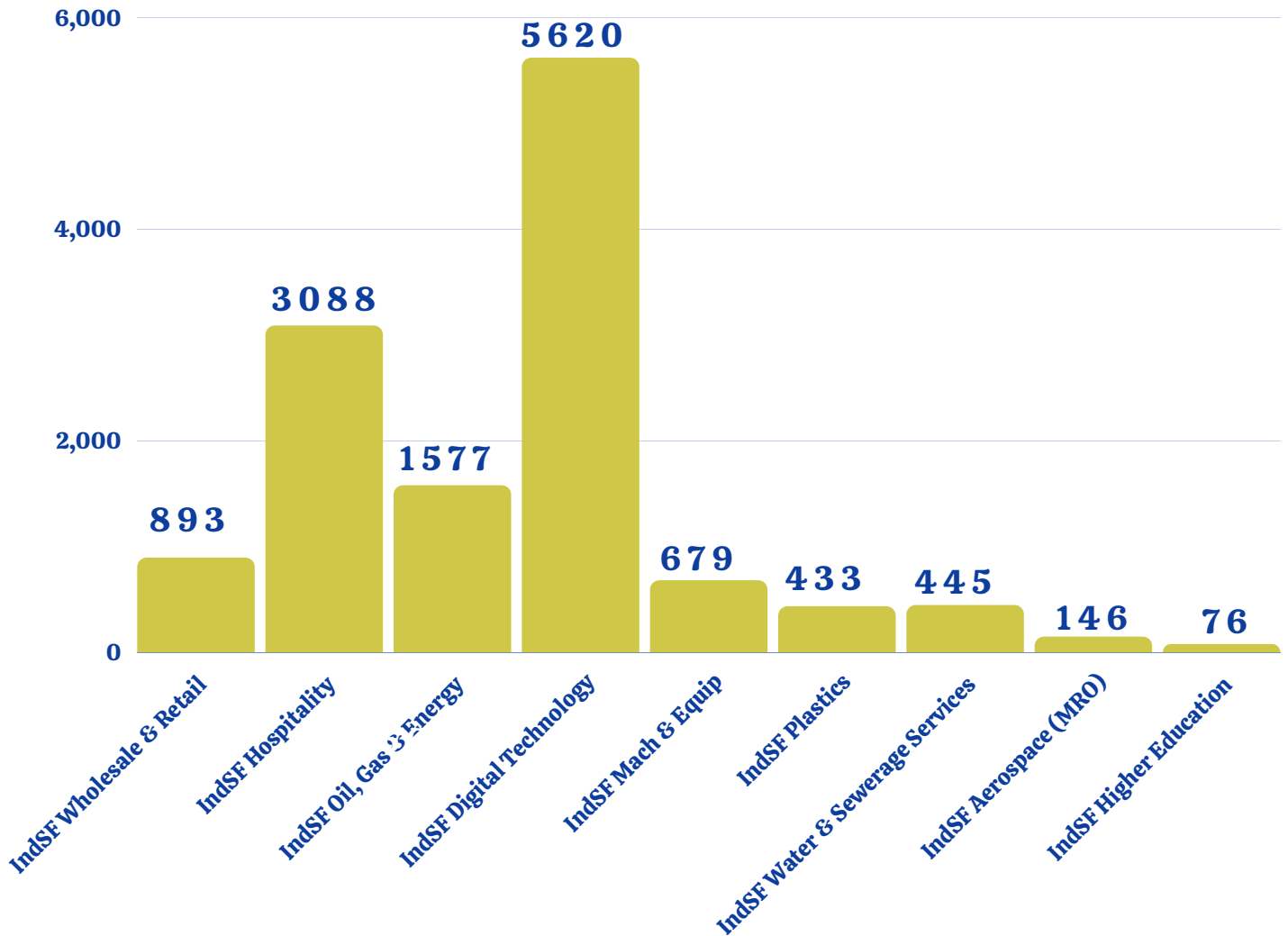
MURALI MUNIANDY
VICE PRESIDENT
DEVELOPMENT
DEPARTMENT, HRD CORP

“The Industrial Skills Framework (IndSF) is an initiative that is gaining momentum among industry players. This initiative is expected to cover more industries in the future in terms of the identification of skills, competencies, and training programmes required for current and potential employees. I hope that more industry players will take the opportunity to actively collaborate with HRD Corp and develop the IndSF document for their respective industries. I would like to thank all subject matter experts (SMEs) who have contributed to the development of the IndSF documents so far.”

IndSF Documents

Total downloads of IndSF documents from the HRD Corp portal as of 31st January 2022

12,957



Data on the number of downloads of IndSF documents according to respective industries as of 31st January 2022

The IndSF documents are available in the HRD Corp portal (<https://hrdcorp.gov.my/indsf/>) and the IndSF unit has been keeping track of the number of downloads. There has been a steady increase in the number of IndSF documents downloaded by the respective industries. The IndSF unit is looking towards promoting and engaging the public to actively download and utilise the IndSF documents that have been published. These numbers are encouraging the IndSF unit to continue working with various industries in developing more IndSF documents in the future.