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NEWSLETTER

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Editor's Note

The ASEAN Year of Skills (AYOS) 2025 Planning Workshop, organised by the Ministry of Human Resources in collaboration with the International Labour Organization, is a key step in preparing for the unique year-long effort in 2025.

AYOS 2025 aims to build a skilled and resilient workforce across ASEAN by addressing skills gaps, enhancing talent mobility, fostering collaboration, and promoting inclusive growth.

The workshop reflected ASEAN's unified dedication to preparing a future-ready workforce. Its outcomes will serve as a strategic roadmap to achieve AYOS 2025's goals, ensuring the region's competitiveness and resilience amid global challenges.

A notable highlight was the launch of the AYOS 2025 Brand Identity Guideline (BIG), defining the logo, colour scheme, and typography to ensure consistent branding and advocacy across ASEAN.

Content

Editor's Note	1
IndSF Development	2
IndSF Enhancement	3
IndSF Promotional Activities	4
Strategic Inputs on Industrial Revolution (IR 4.0)	5
IndSF Download	6



IndSF Development



IndSF Construction



The IndSF Construction framework is in steady progress, with document validation completed by Subject Matter Experts (SMEs) from the Construction Industry Development Board (CIDB) on 11 and 22 November 2024. These sessions successfully finalised job descriptions and essential skills, and recommended training programmes to address industry demands.

The framework is now on track for endorsement, tentatively scheduled for 16 December 2024, and is targeted for publication in early January 2025, marking a significant milestone in advancing workforce development for the construction sector.



IndSF Quarrying

The career pathways for the Quarrying sector have been successfully finalised, outlining 22 job positions. SMEs contributed valuable insights during three workshops held on 16 August, 25 September, and 9 October 2024, where all positions were thoroughly reviewed.

The validation process, which involved four validators, has been completed. The document endorsement is scheduled for 6 December 2024, with support from key collaborators: Malaysian Chamber of Mines (MCOM), Perak Quarry Association (PQA), and Malaysia Quarries Association (MQA).

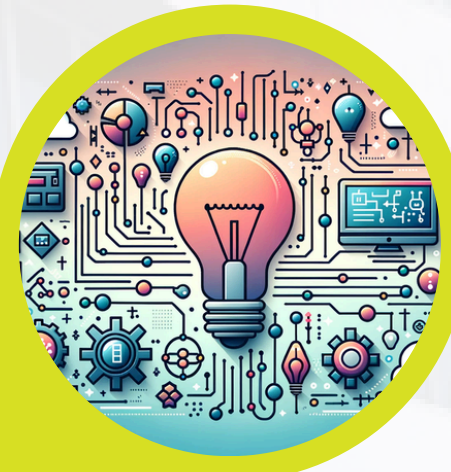


IndSF Electrical & Electronics



The Electrical and Electronics career pathways have been finalised, with 22 job positions identified. Engagement sessions with SMEs included workshops on 16 August, 25 September, and 9 October 2024, culminating in a final workshop on 21 October to finalise the positions. SMEs reviewed all job positions, offering valuable industry insights.

Two out of three validators have provided feedback, and the Secretariat is compiling their input. The endorsement process is scheduled for 13 December 2024, in collaboration with Malaysian Semiconductor Industry Association (MSIA).



IndSF Enhancement



IndSF Hospitality (Tourism)



The IndSF Hospitality (Tourism) framework is progressing as planned, with document validation sessions successfully conducted by SMEs from the respective sectors on 5 November 2024. These sessions have led to the finalisation of job descriptions, core competencies, and recommended training programmes to address both current and future sector needs.

The framework is now set for endorsement, with the session tentatively scheduled for 18 December 2024, and is expected to be published in the first quarter of 2025. This marks a significant advancement in strengthening workforce development within the hospitality and tourism industry.



IndSF Digital Technology (Animation)



At the time of writing, the career pathways section for this document has been successfully confirmed, with a total of 87 job positions identified, including 19 domain-level and 9 C-level positions, all contributed by SMEs. The IndSF Digital Technology (Animation) framework has been finalised by SMEs and validated by all five validators.

An endorsement session will be held with four collaborators: Malaysia Digital Economy Corporation (MDEC), The National Tech Association of Malaysia (PIKOM), Animasi, and the Malaysian National Computer Confederation (MNCC) on 12 and 13 December 2024.

IndSF Telecommunications (2nd Edition)



The IndSF Telecommunications (2nd Edition) is progressing steadily, with workshops on 7 and 20 November 2024 involving industry experts to refine job descriptions, address emerging skills, and recommend training updates.

Insights from these sessions will support its endorsement, targeted for 17 December 2024, with publication planned for January 2025 to prepare the telecommunications workforce for future demands.



Industrial Skills Framework (IndSF)

2024 IndSF PROMOTIONAL ACTIVITIES

February 2024

- 3- 4 February: Youth Empowerment Fair (YEF) 2024 - Exhibition Booth

March 2024

- 6 March: Focus Group Discussion with Manufacturing Industry
- 27 March: Webinar on IndSF Oil, Gas & Energy (PETRONAS & HRD Corp collaboration)
- 27 March: HRD Corp Pocket Talk on Environmental, Sustainability & Governance (ESG)

April 2024

- 26 April: KESUMA Green Skills Pocket Talk on IndSF Initiative

May 2024

- 8 May: HRD Corp Focus Group Discussion with Manufacturing, Mining & Quarrying Industry
- 21 May: Promotion of IndSF Digital Global Business Services (DGBS) at National Contact Centre Conference (NCCC) 2024

June 2024

- 10 June: IndSF Drone Technology Promotion at Technomart 2024
- 11 June: HRD Corp ROD Regional Seminar Series - Roadmap to VM2026 (Visit Malaysia 2026) Central Region
- 12 June: Business Bonding Session at Saujana Hotel Subang Jayan
- 20 June: Logisym Malaysia 2024 - Industrial Skills Framework (IndSF) Logistics & Warehousing Promotion
- 26 June: The Financial Well-Being Awareness Conference 2024

July 2024

- 16 July: MAIA Members Webinar 2024
- 24 July: HRD Corp ROD Regional Seminar Series - Roadmap to VM2026 (Visit Malaysia 2026) Southern Region

August 2024

- 13 August: Hospitality Leadership Conference (HLC) 2.0

September 2024

- 12 September: Bengkel Pembangunan Industrial Skills Framework (IndSF) Bagi Sektor Perubatan Tradisional & Komplementari (PT&K)

November 2024

- 6-7 November: 16th Asian Welding Technology & Its Application



Sectorial Training Committee (STC)

STRATEGIC INPUT ON INDUSTRIAL REVOLUTION (IR 4.0)

One of the key assessments conducted across all 26 Sectorial Training Committees (STCs) this year focused on Industry 4.0 technologies. This evaluation thoroughly examined the current technologies utilised across various industries, with particular emphasis on how automation, data analytics, and digital connectivity are being leveraged to enhance operational efficiency. The discussions also focused on emerging technologies such as artificial intelligence, blockchain, and advanced robotics, and their potential to transform industry practices.

Additionally, a strong focus was placed on identifying new skill sets that industries must develop to effectively adapt to the advancements driven by the three key pillars of Industry 4.0 as below:

1. Cybersecurity

2. Big Data
and
Analytics

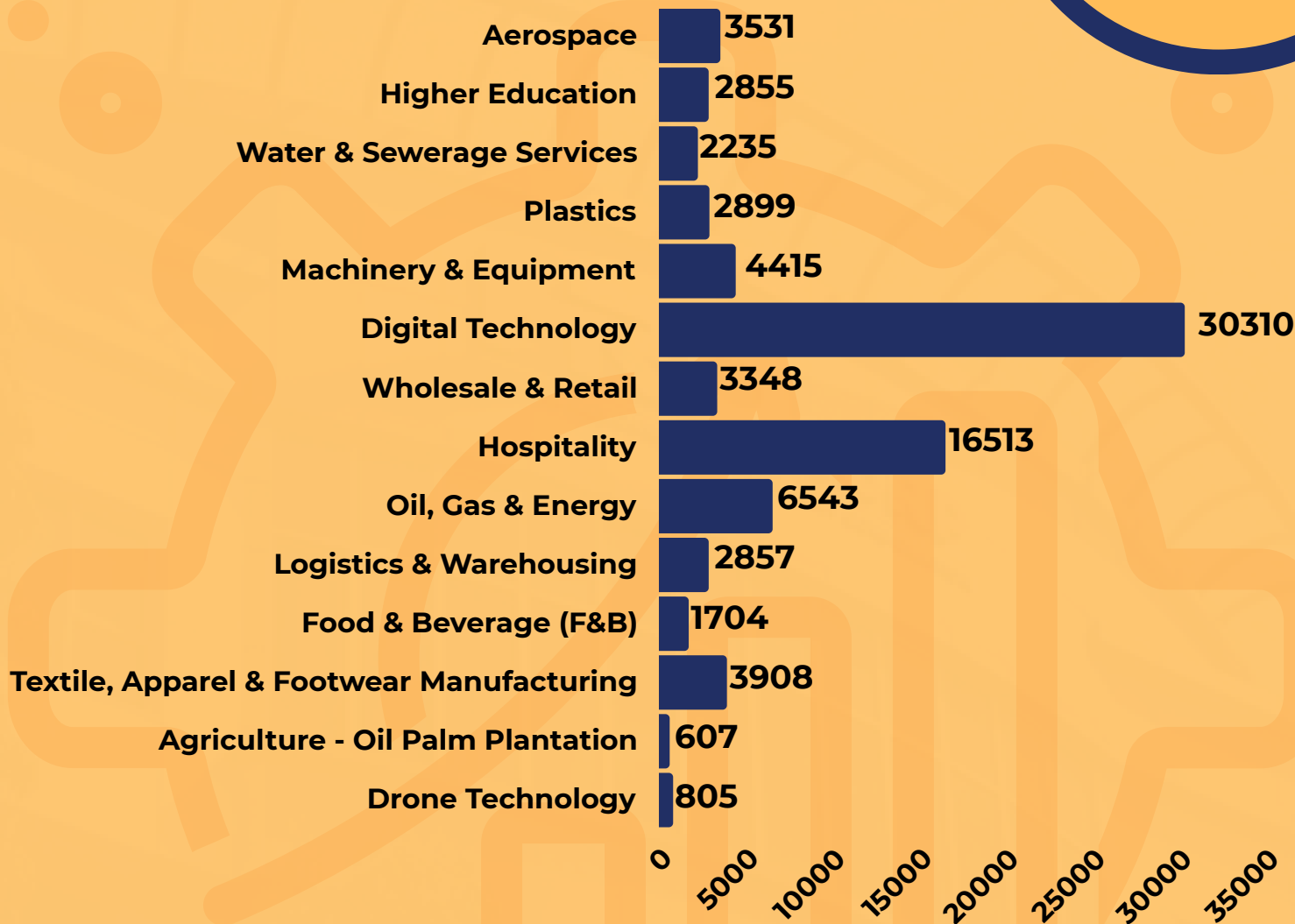
3. Internet
of
Things (IoT)

In addition to the increasing demand for technical skills, it is essential that training programmes also focus on the development of soft skills such as problem-solving, adaptability and collaboration. These skills are crucial for navigating the complexities of a technology-driven work environment. HRD Corp will play a key role in fostering continuous learning and facilitating access to these training programmes, ensuring that the workforce is well-equipped to keep pace with the rapid technological advancements of Industry 4.0.

By aligning training initiatives with the core pillars of Industry 4.0, HRD Corp can help industries address the challenges of digital transformation and ensure that employees possess the necessary skills to succeed in the evolving economy.



IndSF Downloads



**Total Downloads As Of
November 2024**

82,605



We are proud to share the latest progress in IndSF promotion. In November 2024, downloads surged by **5,798**, bringing the year's total to **82,605**—a clear testament to IndSF's growing impact on Malaysia's human capital development.

This year, we launched three new documents: IndSF Textile, Apparel & Footwear Manufacturing and IndSF Hospitality 2nd Edition, both published in August, and IndSF Drone Technology in June. Through webinars and workshops, we continue to highlight their importance to industry growth.

Moving forward, we remain committed to innovation and collaboration in developing IndSF documents that meet the evolving needs of Malaysia's industries.

