

IndSF Wrapped

VOL 52 —



Editor's Note

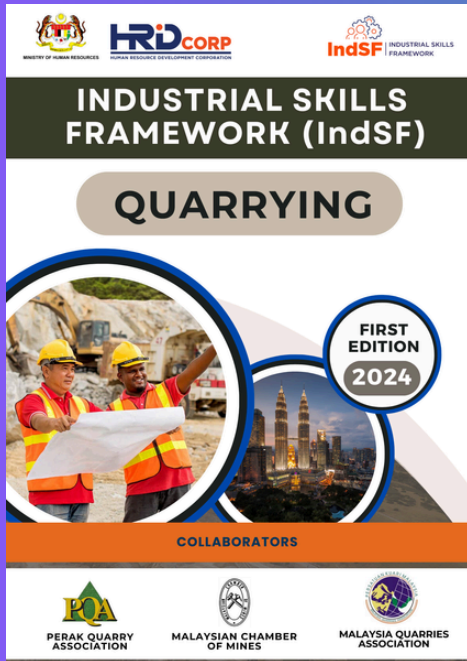
As we close the final chapter of 2024, it's remarkable to reflect on the milestones we've achieved together. This year, the IndSF Unit has grown in scope, impact, and ambition. From forging new collaborations to delivering key initiatives, we have consistently worked towards elevating the industry standards framework.

Looking ahead, we are thrilled to share a significant development - our evolution from a unit to a department. This growth marks a new era of expanded capabilities and deeper contributions to the industries we serve.

Here's to celebrating our achievements and embracing the exciting possibilities of 2025 and thank you for being part of this journey.

2024 IndSF Development

IndSF Quarrying



- The IndSF for Quarrying has been officially endorsed by the **Malaysian Chamber of Mines (MCOM)**, **Malaysia Quarries Association (MQA)**, and **Perak Quarry Association (PQA)**.
- This endorsement is a significant step in aligning the framework with industry standards and advancing skill development in Malaysia's quarrying sector.
- The framework outlines **22 job positions** within the quarrying industry.
- It identifies **95 essential skills**, covering both technical and soft skills.
- Next year the team will be looking into developing the Mining focus area.

2024 IndSF Development

IndSF Semiconductor



- The IndSF for the Semiconductor sector has been officially endorsed by the **Malaysia Semiconductor Industry Association (MSIA)**.
- This endorsement validates the framework's alignment with industry needs and reinforces its role in supporting the growth of Malaysia's semiconductor industry.
- The framework outlines **37 job positions** across two focus areas: Technical and Engineering.
- These positions were identified through a series of industry workshops with active participation from key stakeholders.
- This collaborative effort reflects a strong commitment to equipping Malaysia's semiconductor workforce with the skills required to meet evolving industry demands.
- The team is also exploring the launch of this document in line with the National Semiconductor Strategy Plan 2024.

2024 IndSF Development

IndSF Construction



- The IndSF for Construction has been officially endorsed by the **Construction Industry Development Board (CIDB)**, **Master Builders Association Malaysia (MBAM)**, and **Institution of Engineers Malaysia (IEM)**.
- This endorsement ensures the framework meets industry needs and standards while paving the way for the publication of the IndSF Construction document, marking a significant step toward advancing skill development in Malaysia's construction sector.
- The framework identifies **16 job positions** across three focus areas: Project Management (Contractors), Facilities Management, and Healthcare Facilities Management.
- These roles were identified through extensive collaboration with key industry stakeholders.
- This collective effort demonstrates a strong commitment to equipping Malaysia's construction workforce with the necessary skills to meet future challenges.
- The team is currently exploring enhancement opportunities, especially in the consultancy focus area.

2024 IndSF Enhancement



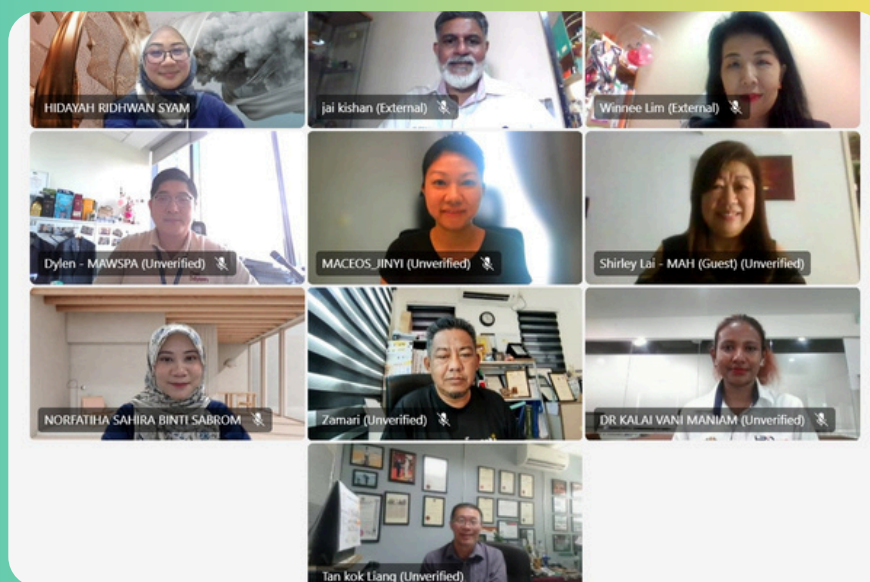
- The IndSF for Digital Technology – Animation (2nd Edition) has been officially endorsed by key industry stakeholders: **Malaysia Digital Economy Corporation (MDEC)**, **Persatuan Industri Komputer Dan Multimedia Malaysia (PIKOM)**, **Malaysian National Computer Confederation (MNCC)**, and **Persatuan Animasi Malaysia (ANIMAS)**.
- This endorsement reflects the industry's commitment to fostering talent development and aligning skills with the evolving demands of the animation sector.
- Building on the first edition of IndSF Games & Animation published in 2019, which featured 30 job positions, 34 skills, and 9 recommended certifications, the enhanced second edition outlines **87 job positions**, **102 skills (both soft and technical)**, and **37 recommended certifications**.
- This significant expansion highlights the growth and increasing complexity of talent and competencies required in Malaysia's animation industry.
- Moving forward, the team will focus on enhancing the IndSF for the Games sector to support the development of Malaysia's digital and creative industries.

2024 IndSF Enhancement



- The IndSF for Telecommunications, focusing on the Transport domain, has been officially endorsed by our key collaborators: **Telekom Malaysia, Digital Nasional Berhad (DNB), and Maxis.**
- This collective support marks a significant step in aligning workforce skills with the demands of Malaysia's rapidly evolving telecommunications sector.
- The framework outlines **30 job positions, 61 skills covering both soft and technical competencies, and 19 certification programmes.**
- This comprehensive effort demonstrates the commitment of industry leaders to enhance the skills and capabilities of Malaysia's telecommunications workforce.
- It ensures the sector is well-prepared for future challenges and opportunities.
- The team is now working towards publishing this document and enhancing it to cover the focus area of Network Satellite.

2024 IndSF Enhancement



- The IndSF for Hospitality-Tourism has been officially endorsed by seven key industry partners: **Malaysian Indian Travel & Tours Agent Association (MITTA)**, **Malaysian Association of Hotels (MAH)**, **Malaysian Association of Tour & Travel Agents (MATTA)**, **Malaysian Association of Convention and Exhibition Organisers and Suppliers (MACEOS)**, **Malaysian Food and Beverage Executives Association (M.F.B.E.A)**, **Malaysia Budget and Business Hotel Association (MyBHA)**, and **Malaysia Inbound Tourism Association (MITA)**.
- This endorsement marks a major milestone in advancing skills development and strengthening Malaysia's tourism sector.
- The framework identifies **36 job positions**, **255 skills (both soft and technical)**, and **296 recommended certifications**.
- These job roles were developed through four workshops involving industry experts and validated to ensure alignment with industry needs.
- This collaborative effort highlights the commitment to equipping Malaysia's workforce with essential skills to support the hospitality and tourism industry.
- The document aligns with the Visit Malaysia 2026 agenda by providing a framework to ensure that the workforce is well-equipped to meet the growing demand in the tourism sector, enhancing Malaysia's global competitiveness as a tourism destination.

2024 IndSF Wall Of Fame

The IndSF Wall of Fame, to be located at Wisma HRD Corp, is an interactive showcase designed to display published IndSF documents in an engaging and dynamic way. This initiative aims to capture the attention of our visitors while promoting the IndSF documents to the public. By presenting the frameworks in a visually appealing and accessible format, the Wall of Fame enhances public awareness and encourages greater industry engagement with Malaysia's workforce development initiatives.

We are thrilled to announce that the IndSF Wall of Fame will be launched next year by the Minister of Human Resources, YB Steven Sim Chee Keong. This launch will symbolise our continued commitment to industry excellence and acknowledge the valuable partnerships that have shaped the IndSF's impact nationwide.

Stay tuned for more updates as we move closer to unveiling this milestone achievement.

Project Timeline

01

- Approval from HRD Corp's management for refurbishing the existing wall and setting up the IndSF Wall of Fame.

02

- Formation of a task force comprising the Facilities Asset Management, Procurement, Corporate, Marketing Communications, and Information Technology divisions/departments.

03

- Selection and onboarding of vendors for renovations, wall fabrication, and collaborative TV supply.
- Renovation and fabrication work begins.
- Installation of the collaborative TV.

04

- Training on collaborative TV display software.
- Development of content for the IndSF Wall of Fame.

05

- Launch of the IndSF Wall of Fame by YB Minister Steven Sim Chee Keong.



Training on collaborative TV display software

2024 Sectorial Training Committee (STC)

On December 18, 2024, the IndSF Unit held a Training Market Transformation briefing session with STC members at Sofitel Damansara.

The session aimed to gather input on recommended training programmes and trainers for their respective industries, fostering industry-driven training initiatives while ensuring high-quality and competent trainers.



2024 Event Highlights



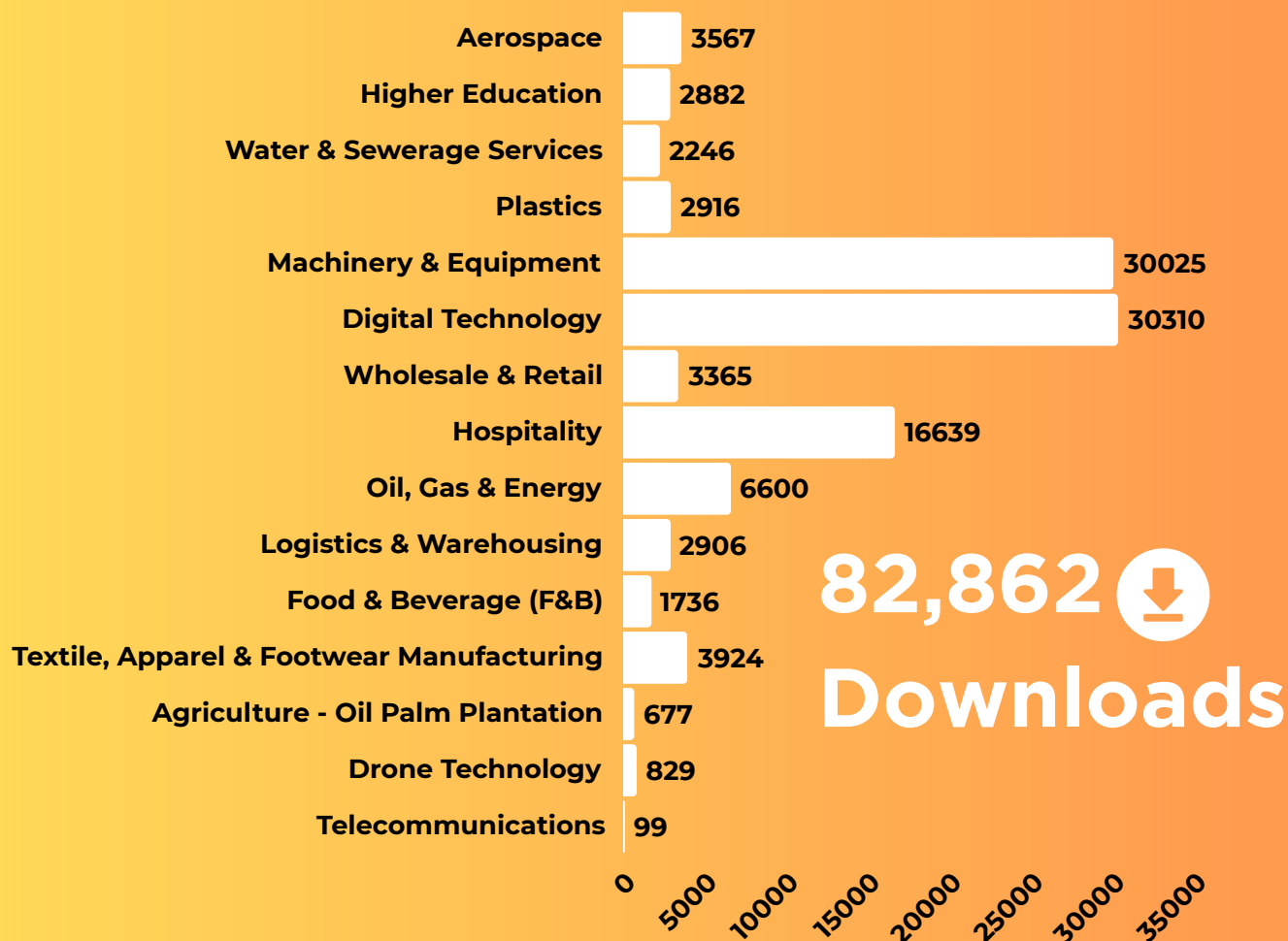
IndSF Briefing with Malaysia Aviation Group (MAG)

Date: 13 December 2024 (Friday) | Venue: MAB Academy, Sepang

The IndSF briefing and Corporate Group Workshop with Malaysia Aviation Group (MAG) brought together 30 aviation professionals, including HR managers and engineers, at the MAB Academy in Sepang. Coordinated by the regional team led by Encik Ramadan, Farissa, Sakinah, and Kesshen, the session provided an excellent platform to share insights on the IndSF initiative, and two published IndSF Aerospace documents: Maintenance, Repair and Overhaul (MRO) and Manufacturing.

Participants expressed their interest in the potential development of an IndSF document specifically for cabin crew members, highlighting a growing need for skill development in this area. This engagement underscores the importance of collaboration in advancing talent development within Malaysia's aviation industry.

2024 IndSF Downloads

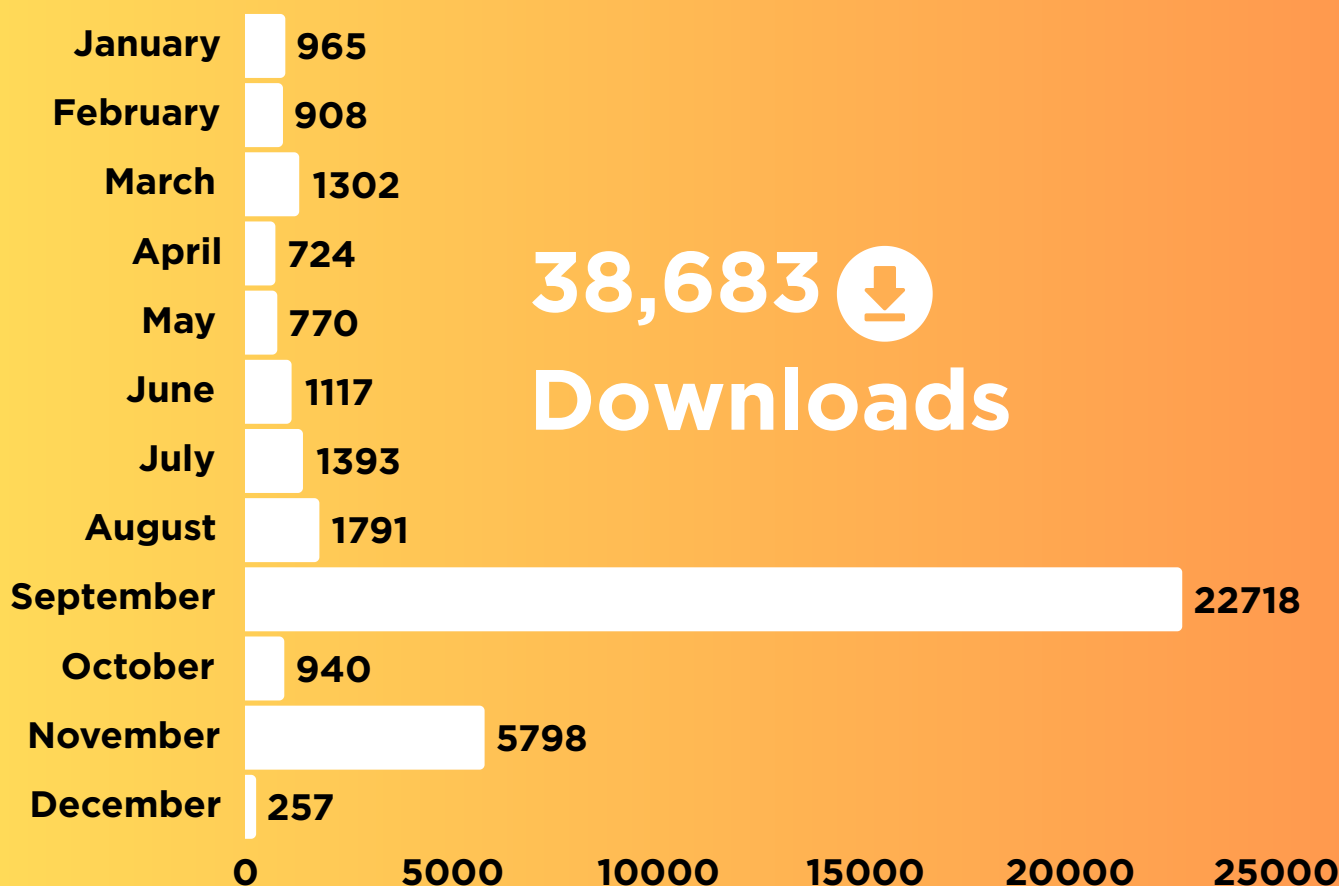


We are proud to share the latest progress in IndSF promotion. As of December 2024, total downloads have reached an impressive **82,862**, a clear testament to IndSF's growing impact on Malaysia's human capital development.

This year, we developed three new IndSF documents: IndSF Semiconductor, IndSF Construction, and IndSF Quarrying. As we launch and publish these in 2025, we will continue to promote them to increase awareness and adoption among industries.

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

2024 IndSF Downloads



Monthly downloads have shown steady growth, with a notable spike in September 2024, driven by the success of the IndSF Tunnel at NHCCE 2024. This surge highlights the effectiveness of interactive engagements in raising awareness and interest in IndSF documents.

Looking ahead, we aspire to install the IndSF Wall of Fame, which will launch next year, to further boost download numbers and significantly enhance the visibility of IndSF documents.

This milestone will strengthen industry engagement and solidify IndSF's role in supporting Malaysia's workforce development.