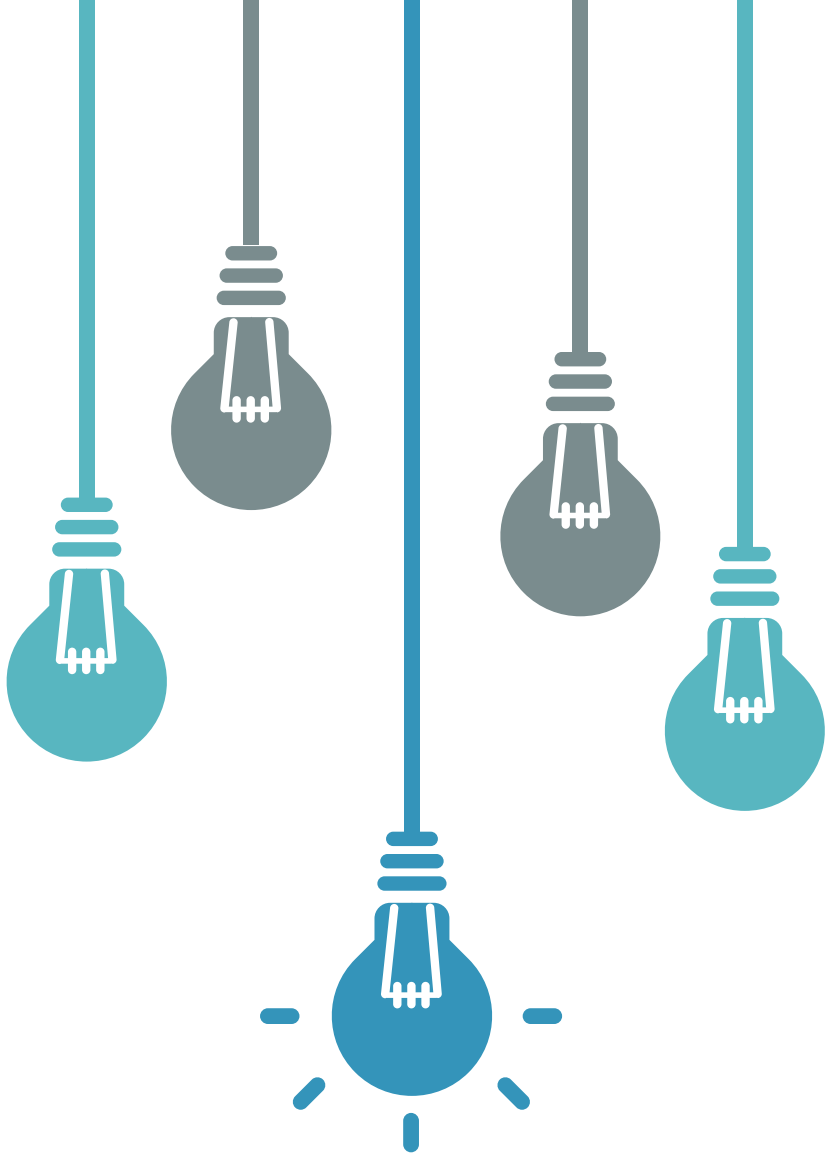
LEADING TRANSFORMATION THROUGH TRAINING

TEH SOOK LING

11 June 2020



Presentation Summary

ABOUT SHRDC

- Our Training Framework
- TVET @ SHRDC

OUR OBJECTIVE

- Technology
- Process
- People

LEADING TRANSFORMATION THROUGH TRAINING

- Talent Hub
- Technology Hub

About Us

A tri-partite Government-Industry Partnership set up for the development of the right talents to enable productivity and profitability growth of both domestic and foreign investors

Federal Government

State Government

Industry

Timbalan Setiausaha Kerajaan (Pembangunan) Selangor

Invest Selangor Berhad

Malaysian Industrial Development Authority

Texas Instrument Malaysia Sdn Bhd

Denso (M) Sdn Bhd

Renesas Semiconductor (Malaysia) Sdn Bhd

Panasonic Manufacturing Malaysia Berhad

Amkor Technology Malaysia Sdn Bhd

Ministry of International Trade and Industry Malaysia (MITI)

Sony EMCS (Malaysia) Sdn Bhd

Yayasan Basmi Kemiskinan

Continental Tyre PJ Malaysia Sdn Bhd

SME Corporation Malaysia

GE Malaysia

Freescale Semiconductor (M) Sdn Bhd

New Hoong Fatt Holdings Berhad

Copyright © 2020 Selangor Human Resource Development Centre. All Rights Reserved.

SHRDC's Training Framework

SHRDC

- Translate industry competency into training competency
- Manage competency gap

Apprentices

- **Academic Qualification**
- **Industry Certification**
- **Real Hands On Application, employment ready**

Institution

- Academic qualification
- Incorporate new competencies into curriculum

Industry

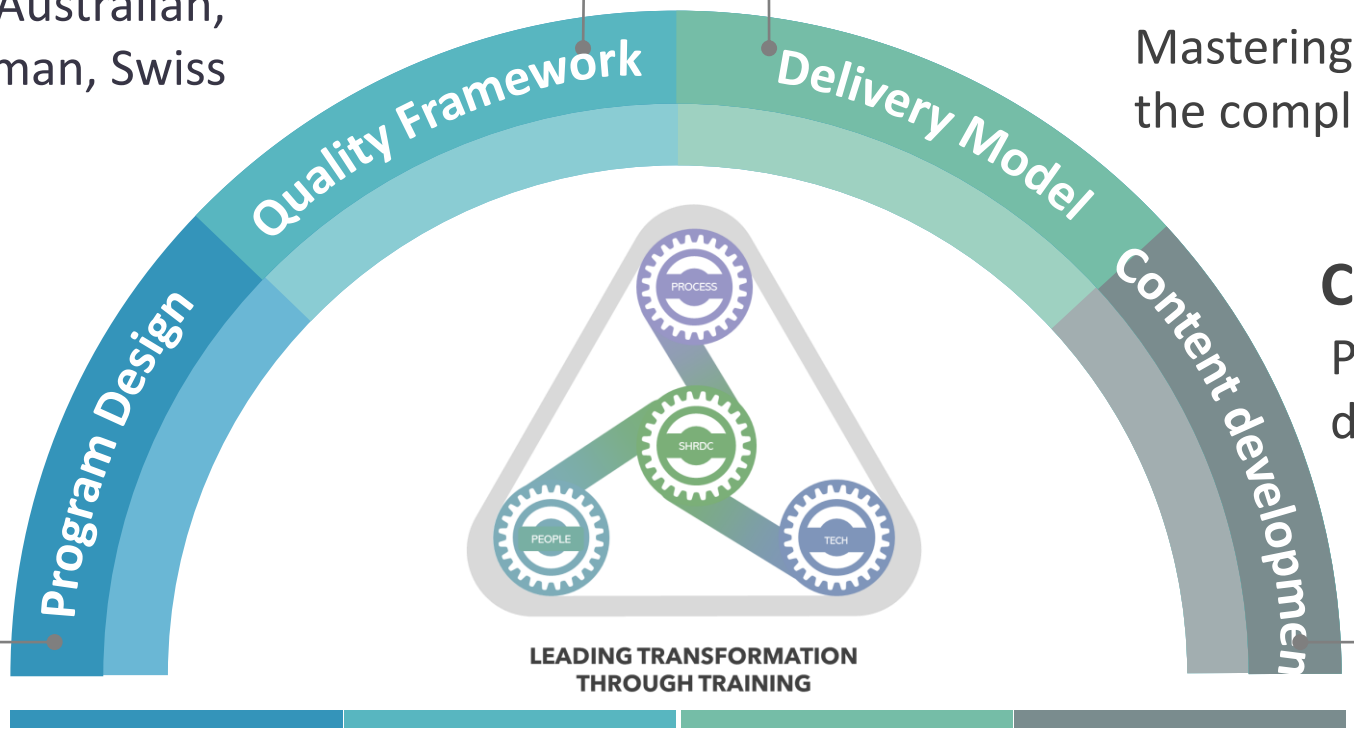
- Monitor competency application
- Provide workplace competency certification
- Hire apprentices

Copyright © 2020 Selangor Human Resource Development Centre. All Rights Reserved.

TVET @ SHRDC

Quality Framework
Adopting World Class Quality Framework e.g. Australian, German, Swiss

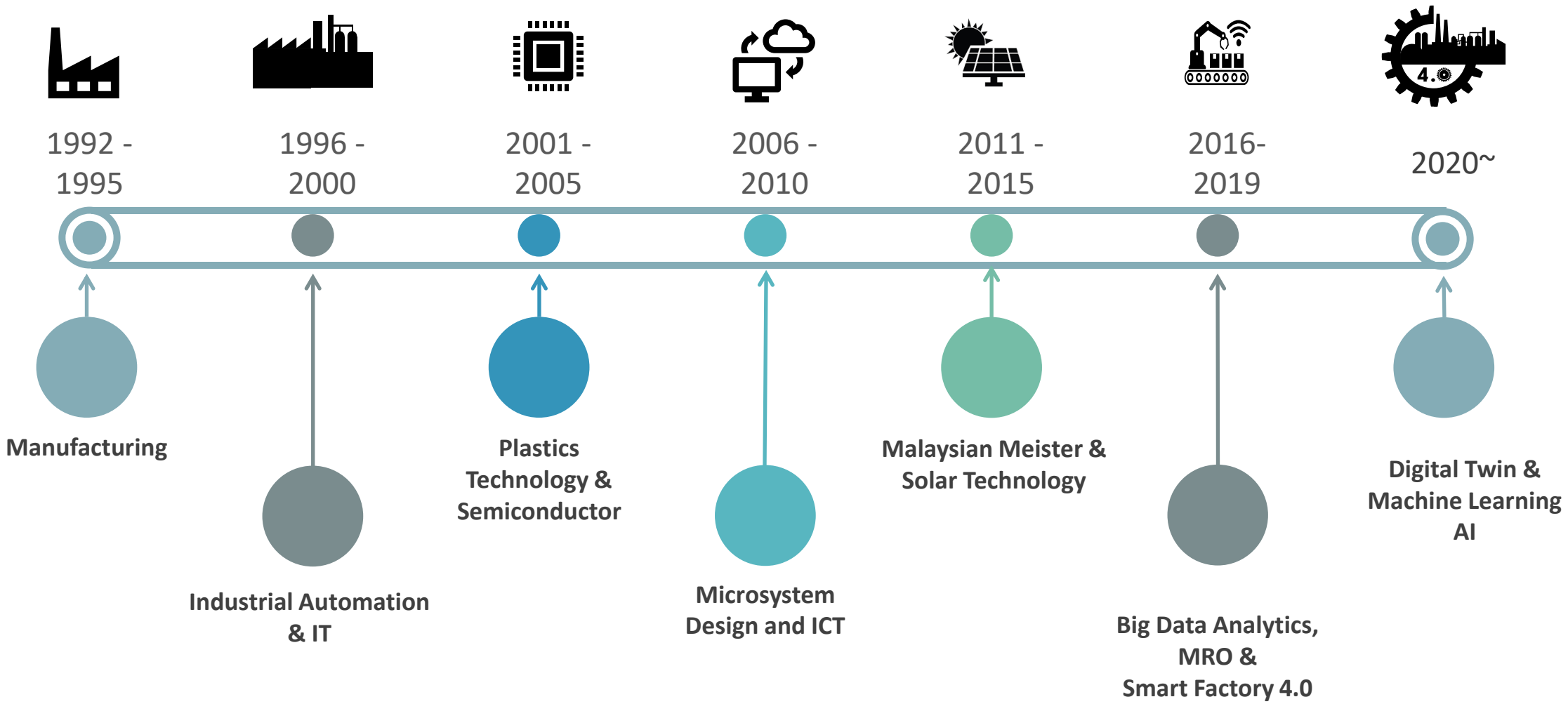
Agile
Hands on, Adaptive, Flexible
Problem based learning
Mastering basics, applying to the complex



Demand Driven
Relevant to industries needs and current

Cross Competencies
Plug & Play content across different disciplines

Our Achievements



Number of Participants Trained

Information Technology
28,555 pax

Apprenticeship Programs
13,113 pax

Plastics Technology
2,718 pax

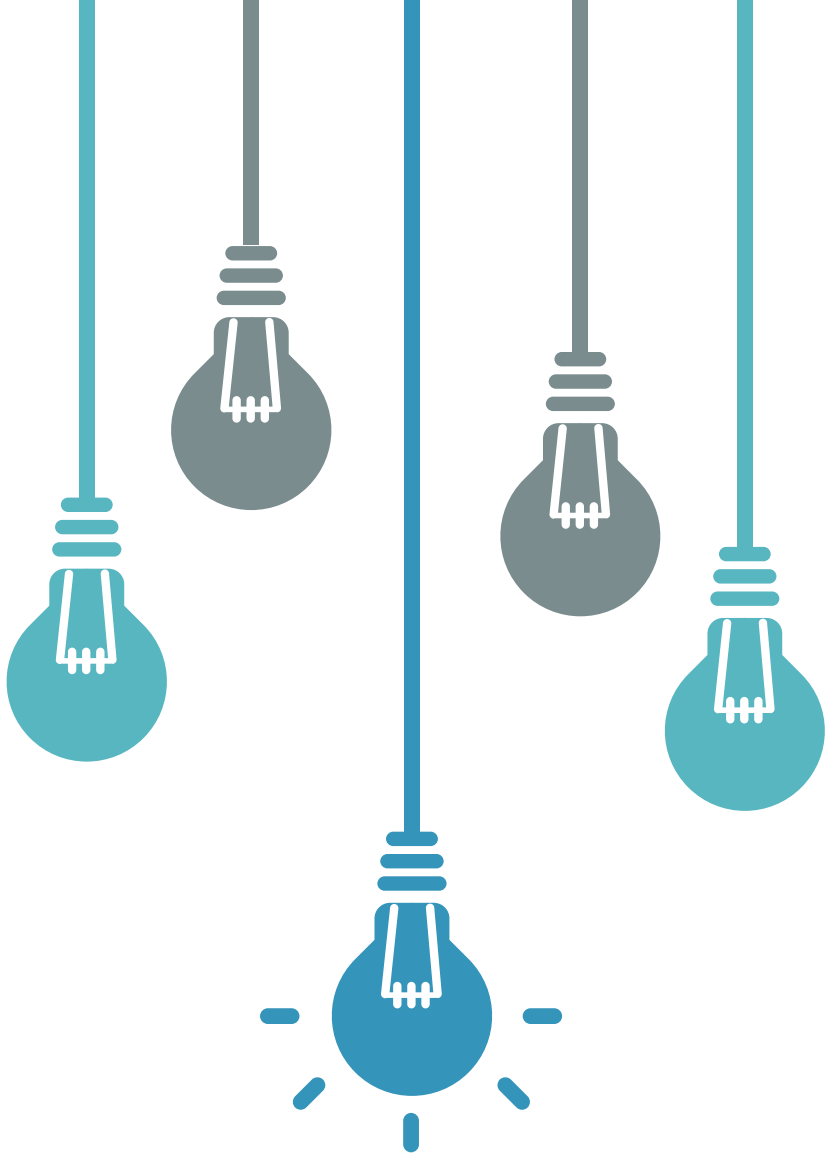
Microsystems Technology
2,403 pax

Solar Technology
594 pax

Manufacturing Technology
13,852 pax

90,217 pax

Essential Skills
28,980 pax



Presentation Summary

ABOUT SHRDC

- Our Training Framework
- TVET @ SHRDC

OUR OBJECTIVE

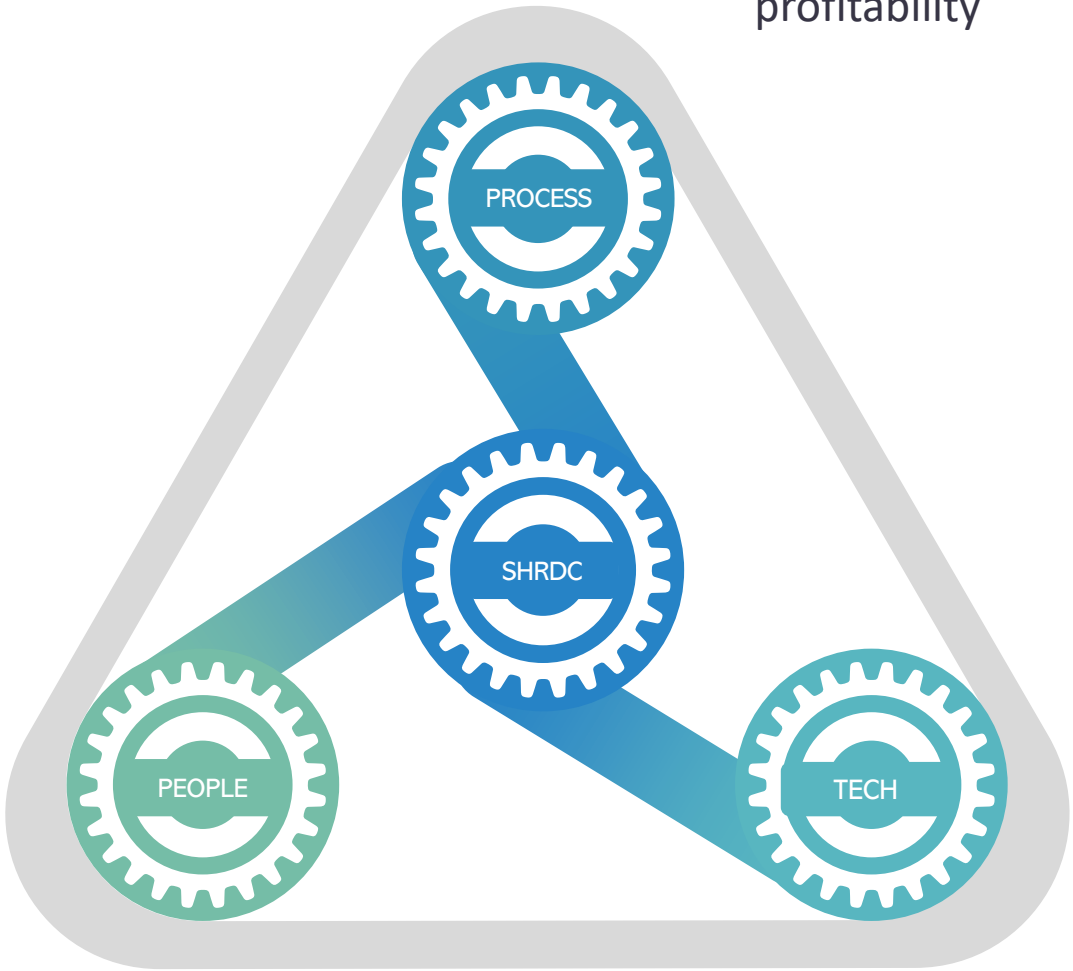
- People
- Process
- Technology

LEADING TRANSFORMATION THROUGH TRAINING

- Talent Hub
- Technology Hub

OBJECTIVE:

Collaborative and creative approach to industry demand driven talent development to provide industry ready addressable pool of talents capable of integrating best practice process and technology to enable productivity growth and profitability



LEADING TRANSFORMATION THROUGH TRAINING

PEOPLE

Customized Talent Solutions for Core Capabilities and Competencies

PROCESS

Encourage Malaysian industries and talents to disseminate technology into processes to improve productivity and efficiencies

TECHNOLOGY

Demonstrate leading technology and to provide the young talents with the space and resources they need to apply, test out, challenge, and nurture early ideas; and practice the specialized skills enabling them to carry out complex high value-added activities

Digitalisation & Industry 4.0 – **Transformation Roadmap**

Leadership Commitment

Leadership Buy-in Program

Closed dialogue session with SME business owners / top management

Right Talent

Upskilling of existing and future workforce

Hands-on 4.0 competencies training

Appropriate 4.0 Technology

Application of competencies through proof of concept

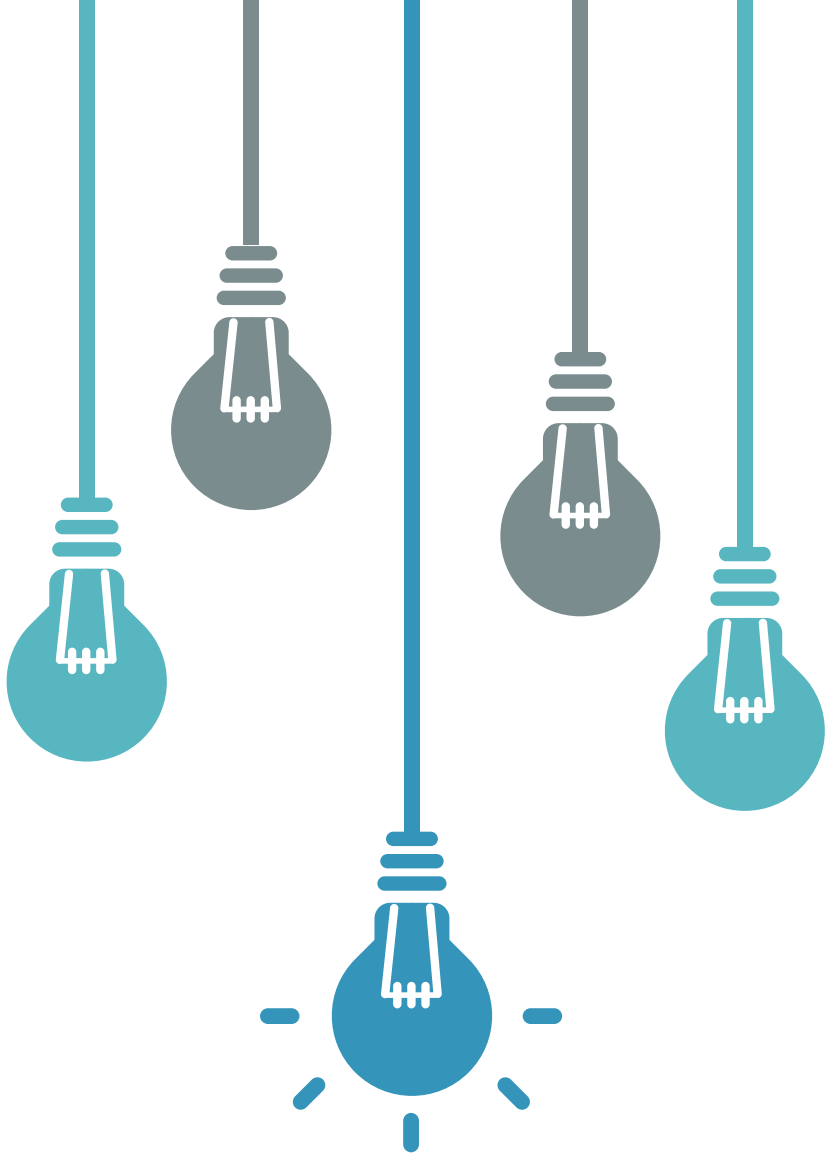
Employees to work on selected project with job coaching by experts

OPERATIONAL TRANSFORMATION → EXECUTION OF A REAL PROJECT

Companies successfully started the journey towards Industry 4.0

BUSINESS STRATEGY FOR INDUSTRY 4.0 → EXECUTION OF IMPROVEMENT PLANS

Companies paving their way to Smart Manufacturing
More skilled talents are needed to support smart factories



Presentation Summary

ABOUT SHRDC

- Our Training Framework
- TVET @ SHRDC

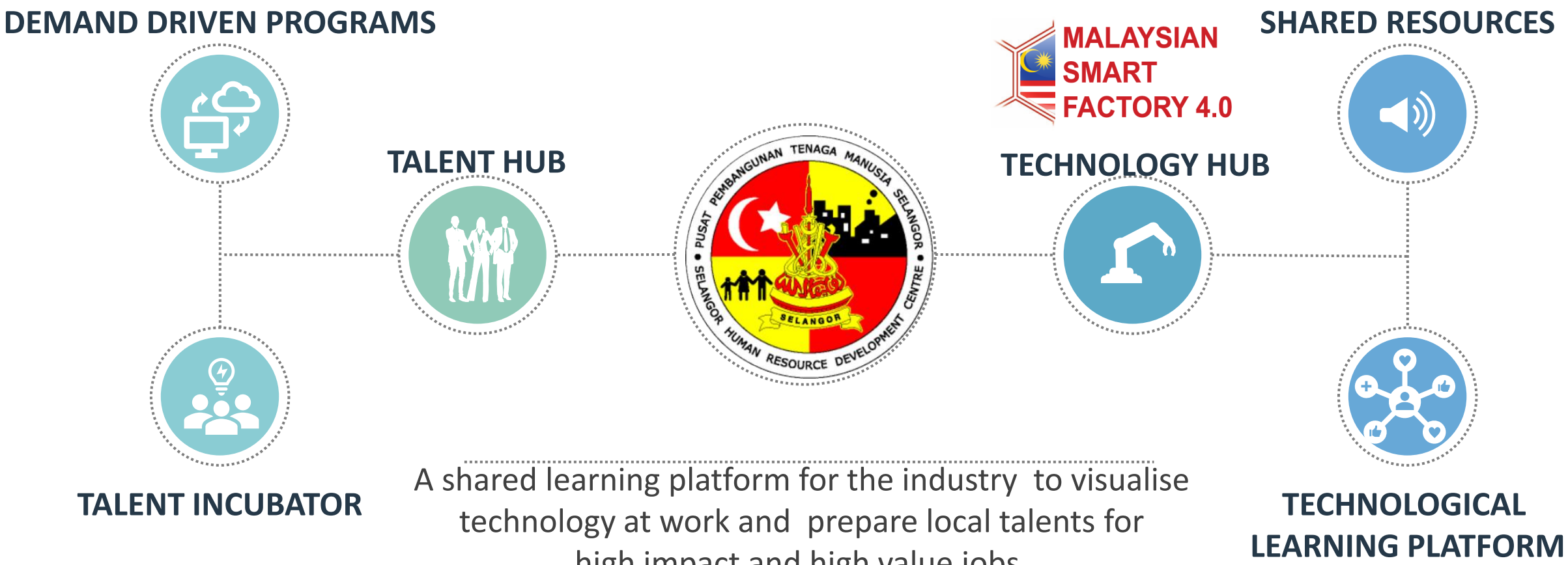
OUR OBJECTIVE

- Technology
- Process
- People

LEADING TRANSFORMATION THROUGH TRAINING

- Talent Hub
- Technology Hub

Leading Transformation through Training



A shared learning platform for the industry to visualise technology at work and prepare local talents for high impact and high value jobs.

Talent Development Strategies

Talent Upskilling

- Aims to accelerate the growth of industry's own talents by providing key technology training and enabling them to carry out complex high value-added activities, particularly of the new emerging sectors or technology

Talent Incubators

- Focuses to nurture the young talents in high growth and high impact sectors of the industry during their internship or upon graduating
- Works on actual industry based projects
- Problem based learning

Talent Development Hub

- Produce industry ready talent both existing and at entry-level for high skill jobs
- Act as high impact talent pipeline for the industry in the long term;
- Prioritized domain-specific training to enable effective contribution; and

MALAYSIAN SMART FACTORY 4.0

Sustainable Technology Ecosystem through Talent Development

- The MSF Technical Team develops new solutions based on Industry problem statements
- Translate the development work into training modules
- **Develop high impact training modules based on solutions developed**

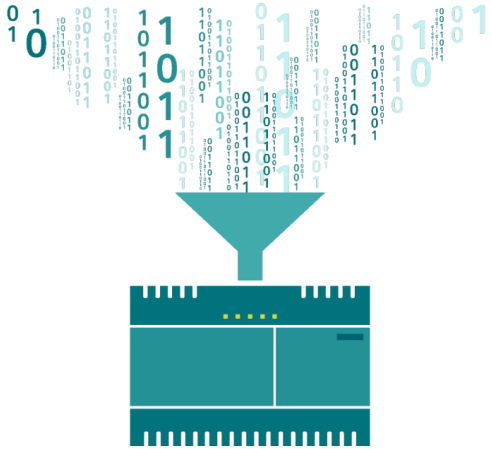
- Companies support **in-house development**
- Undertake talent development programs through SHRDC for Industry 4.0 technologies
- **Collaborate with SHRDC for Talent Development Programs on Industry 4.0**

- Companies continue to have talents who are trained with current technologies and best practices
- Growth of innovation within companies
- Sustainable and scalable development
- **In-House Subject Matter Experts for company's growth and sustainability**

COPYRIGHT © 2019 SELANGOR HUMAN RESOURCE DEVELOPMENT CENTRE. ALL RIGHTS RESERVED.

MALAYSIAN SMART FACTORY 4.0

Proof of Concept (POC): From Training to Implementation



- Talent Development Program:
  Data Generation
- Reskilling and Upskilling for implementation of Industry 4.0 Technologies

- **POC Project with Company A**
- Collection of data from legacy machines to provide information on **Machine Downtime Status and Performance**

- **Completed:**
  a) Collection of machine data for downtime status and performance
  b)Development of Dashboard Monitoring System
  c) Data Synchronization

COPYRIGHT © 2019 SELANGOR HUMAN RESOURCE DEVELOPMENT CENTRE. ALL RIGHTS RESERVED.

SHRDC's Shared Technological Hub

SHARED TECHNOLOGICAL HUB

Facilities equipped with the equipment of the leading technology to provide the young talents and working professionals with the space and resources they need to test out, challenge, and nurture early ideas

SHARED FACILITIES

- Public-private partnership model to foster collegial interactions among industry, investors, government, and academia. A centralized shared services facility enables sharing of resources and investment in new systems, and avoids duplication of capital expenses among the industries and institutions.

LEARNING PLATFORM

- To make available a viable and sustained platform for proof of concept projects for industry
- To showcase best practices for sharing of knowledge and technology to promote digital transformation

MALAYSIAN SMART FACTORY 4.0

Leading Transformation Through Training

- **Talent Development**
  - IoT Professionals Certification
  - Fresh talent pipeline
- **Learning Platform**
  - Sharing of best practices
  - Technology updates
- **Proof of Concept Platform**
  - Feasibility Analysis
  - Ind. 4.0 Technology Application
- **Live Demonstrators**
  - Plug and Play support
  - Visualization of Technology at work

Thank you

sookling@shrdc.org.my

+603 5513 3560

www.shrdc.org.my

Copyright © 2019 Selangor Human Resource Development Centre. All Rights Reserved.