



Malaysian Talent Landscape

Imran Kunalan

Director- Talent Enablement Division

MDEC

Content

- /// Malaysian Talent Landscape & Competiveness
- /// ICT Talent Landscape
- /// ICT Talent Supply
- /// FKW

MALAYSIAN DIGITAL ECONOMY CORPORATION

- Established in 1996

DRIVING TRANSFORMATION

Owned and funded by the Government under the purview of by the Ministry of Communications & Multimedia

- MDeC also advises the Malaysian Government on legislation and policies with respect to ICT matters



MDEC's Mandate



National
Digital Economy
Initiative

Develop, coordinate and promote Malaysia's digital economy, information and communications technology (ICT) industry and the extensive use of

ICT in Malaysia
Perintah Menteri-Menteri Kerajaan Persekutuan (No. 2), 2014

MALAYSIAN TALENT LANDSCAPE



MALAYSIA TALENT DASHBOARD

TOTAL LABOUR FORCE (2014)

13.9 MIL
PEOPLE



UNEMPLOYMENT RATE (2014)

2.9% = **399,500** PEOPLE



of unemployed are youth
defined as those aged between 15-24



of unemployed are graduates
with diploma, degree or higher educational qualifications within the ages of 15-64

Data presented here is sourced from the Labour Force Survey, Department of Statistics, Malaysia.

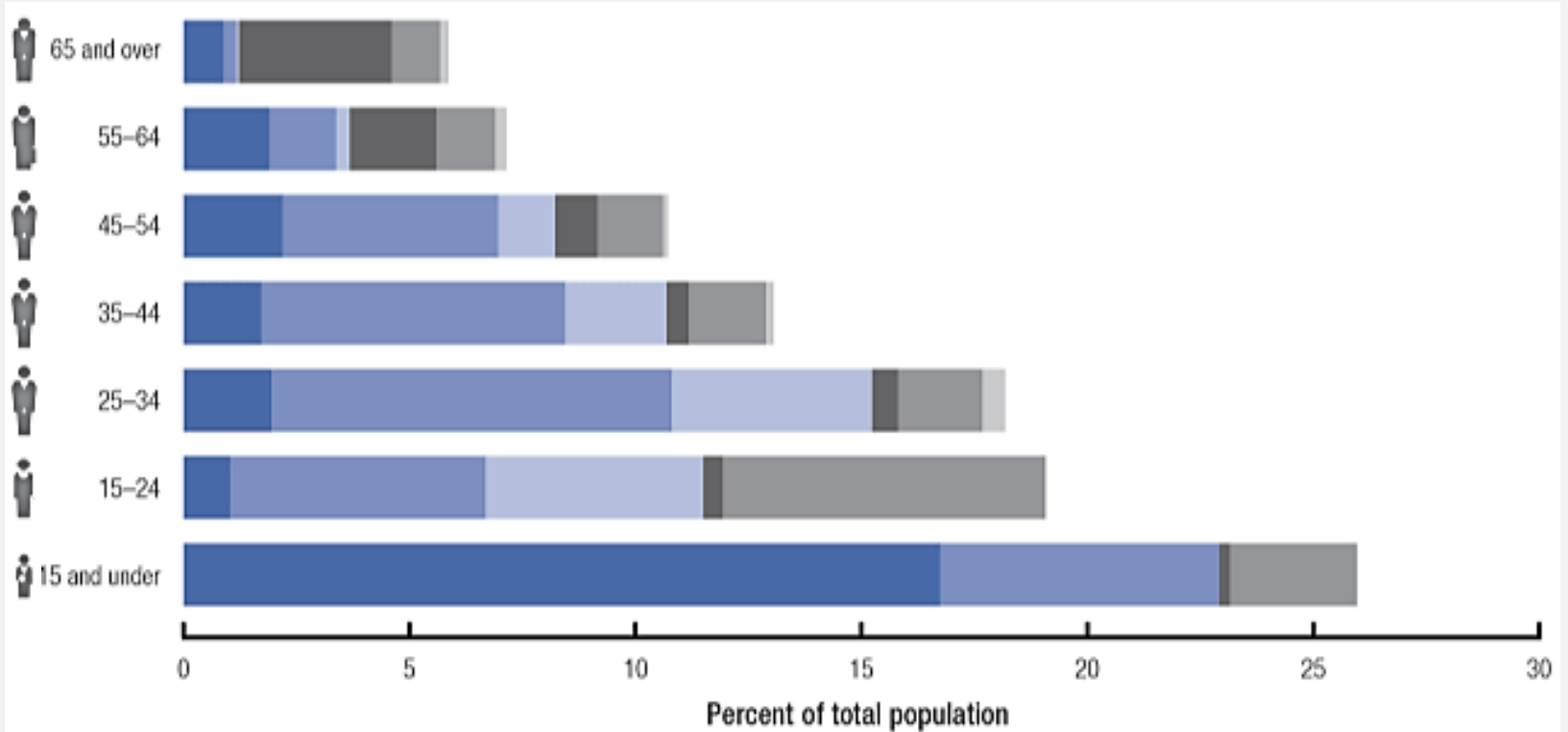


39/60
countries

30/109

Malaysia ranked
1st in upper
middle income

Education & Workforce Distribution



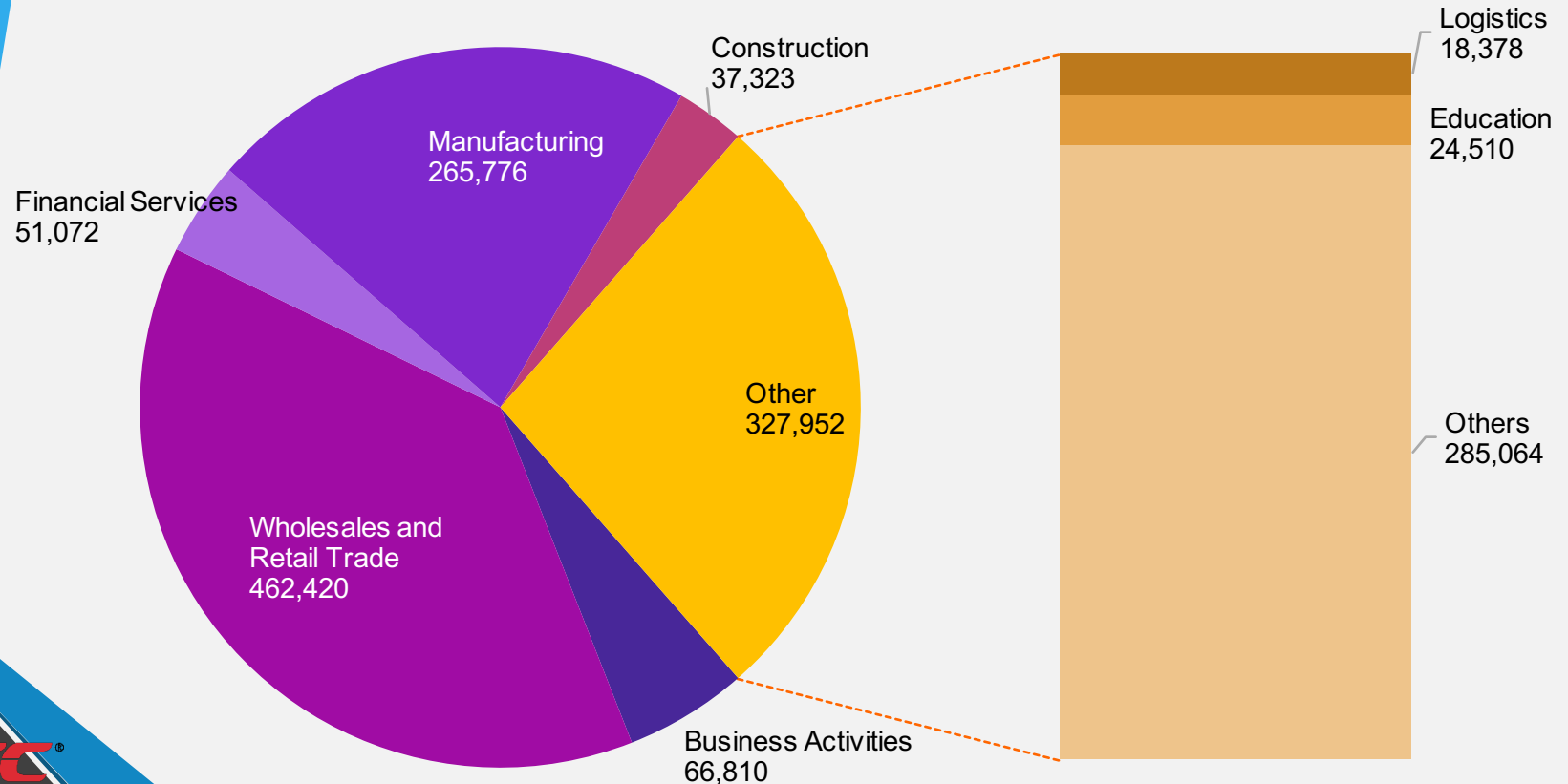


ICT TALENT LANDSCAPE (SUPPLY)

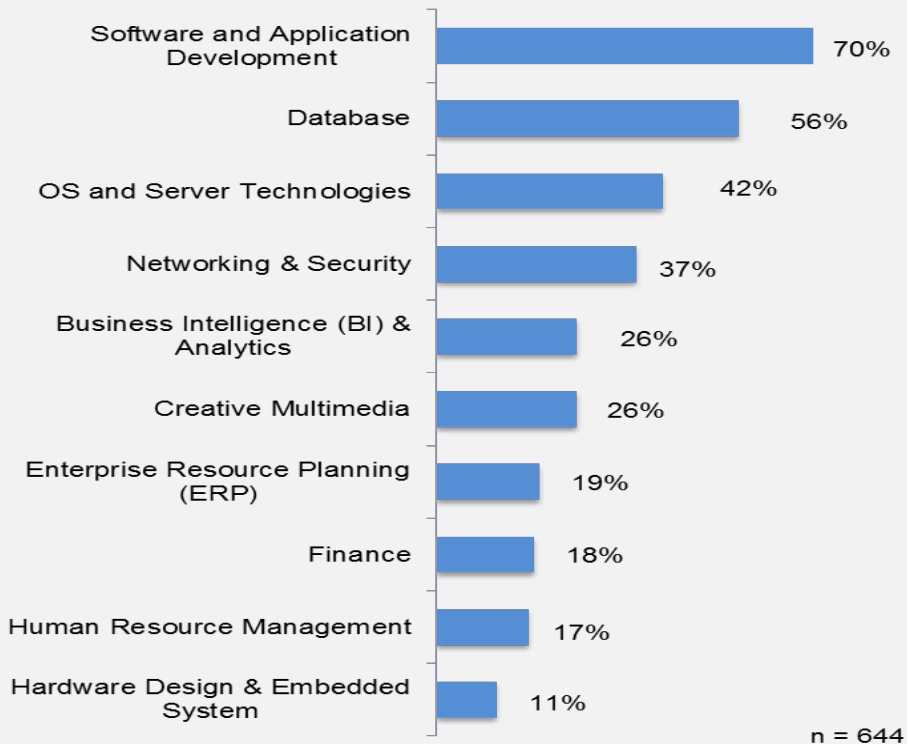
Existing Workforce

Distribution of ICT Talent in the Industry Ecosystem

MSC Status Companies Employs more than 100K ICT professionals



Present ICT Skillsets of Existing Workforce

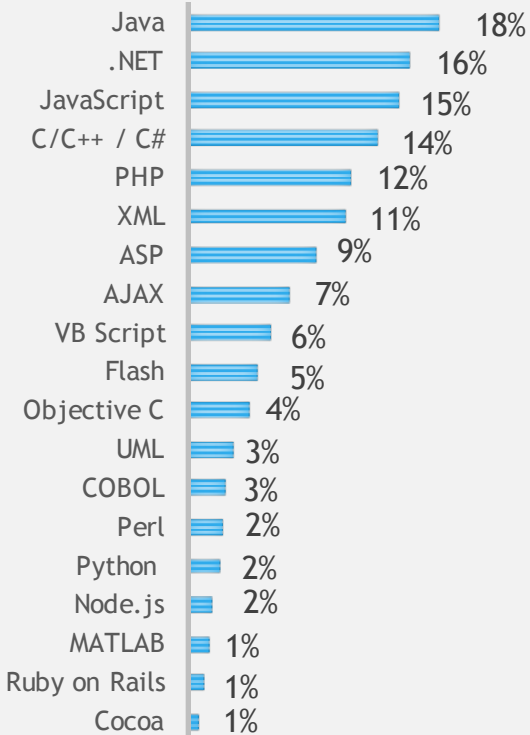


Data from MSC Malaysia ICT Talent Supply & Demand Study

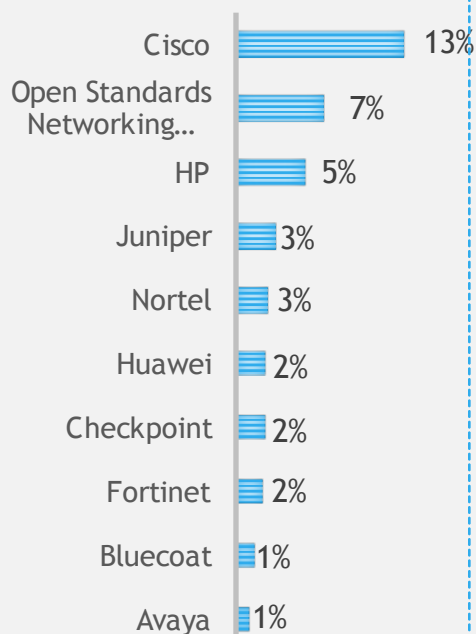
Present ICT Skillsets of Existing Workforce

MSC InfoTech – Technical Skills

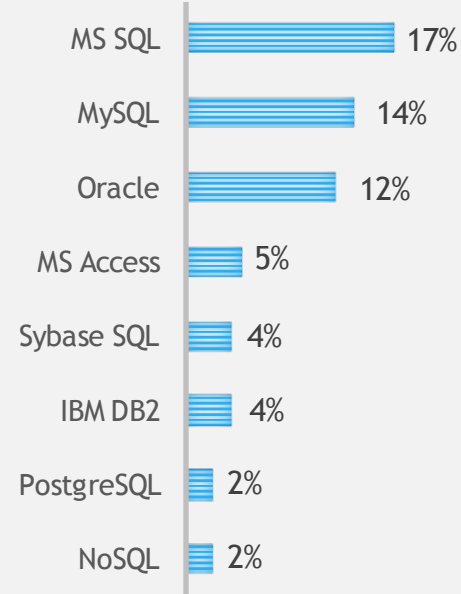
Software & App Development




Networking & Security



Database



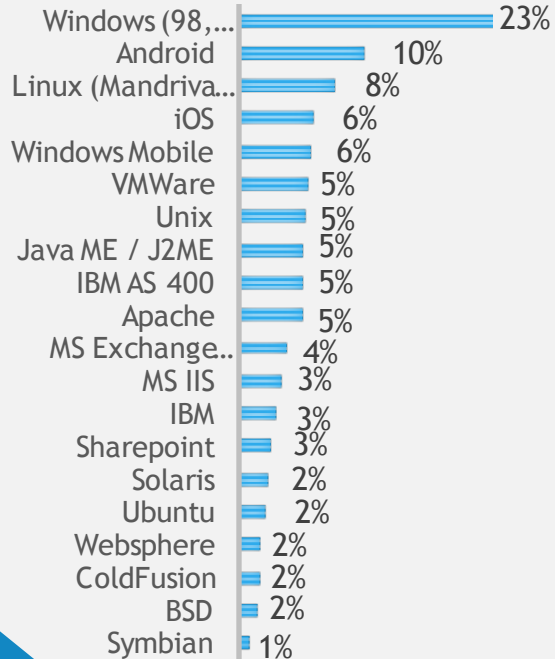
 % of total employees in all companies surveyed(13,909)

Source: Primary survey with Companies

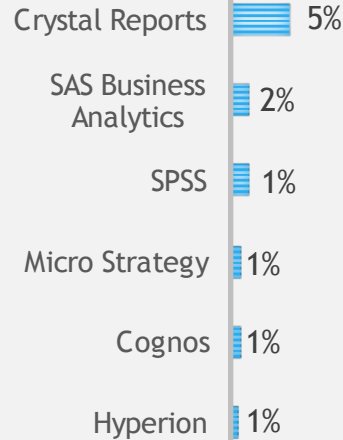
Present ICT Skillsets of Existing Workforce

MSC InfoTech – Technical Skills

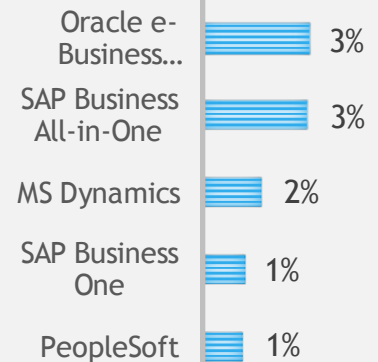
OS & Server Technologies



Business Intelligence & Analytics



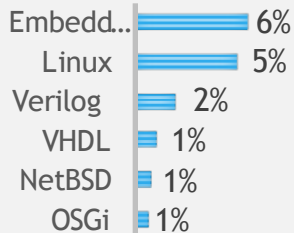
Enterprise Resource Planning



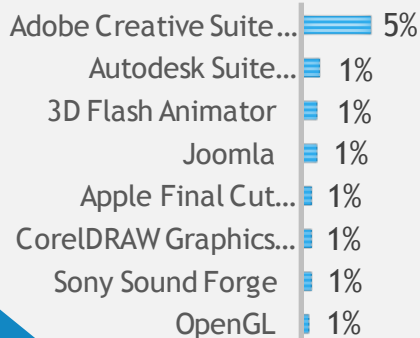
Present ICT Skillsets of Existing Workforce

MSC InfoTech – Technical Skills

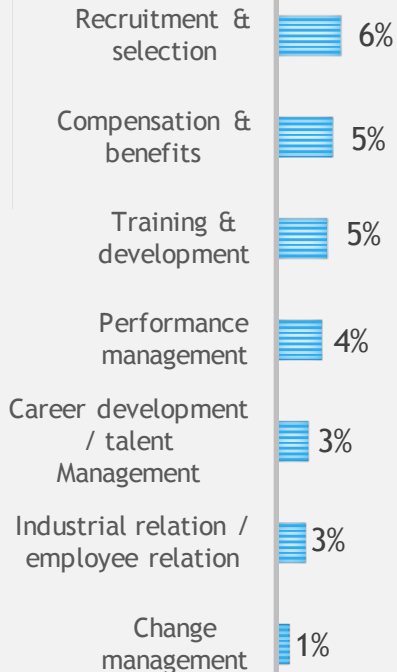
Hardware Design & Embedded



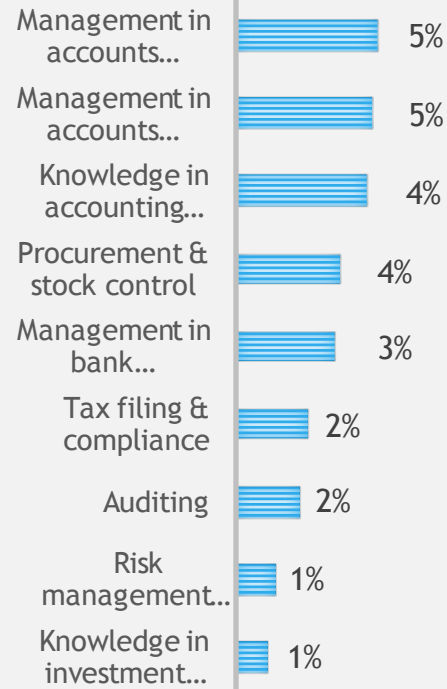
Creative Multimedia



HR Management



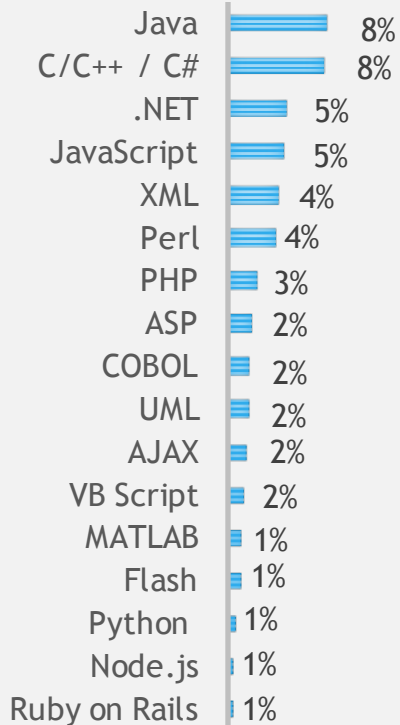
Finance



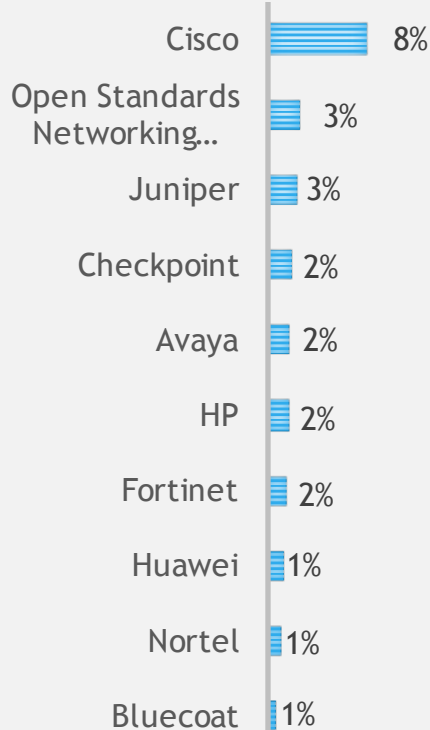
Present ICT Skillsets of Existing Workforce

MSC SSO – Technical Skills

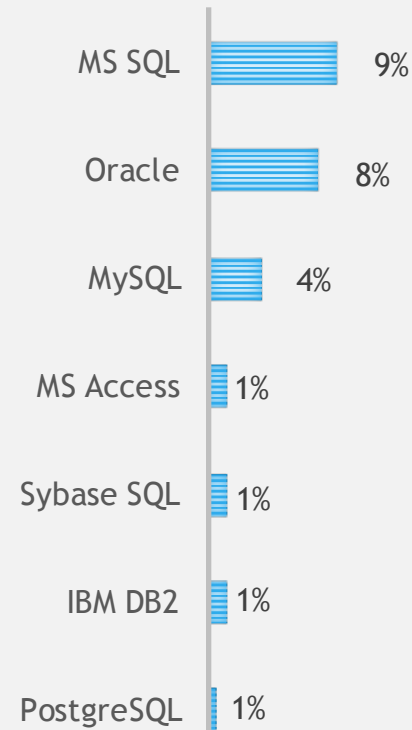
Software & Application Development




Networking & Security



Database



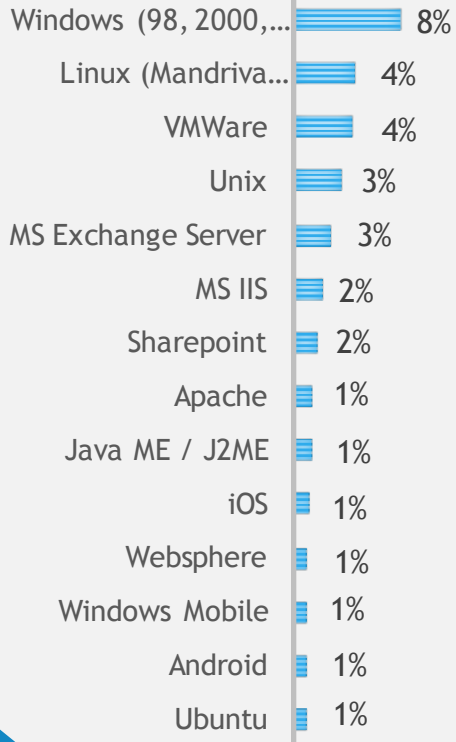
 % of total employees in all companies surveyed(35,994)

Source: Primary survey with Companies

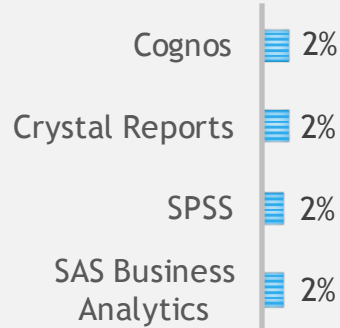
Present ICT Skillsets of Existing Workforce

MSC SSO – Technical Skills

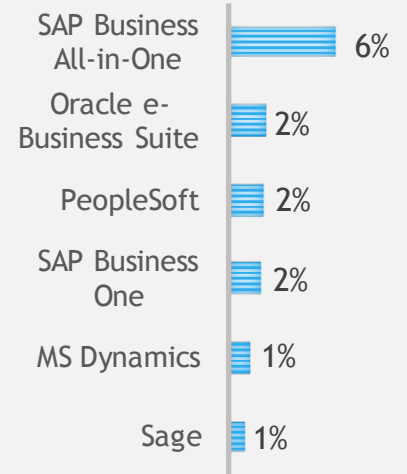
OS & Server Technologies



Business Intelligence & Analytics



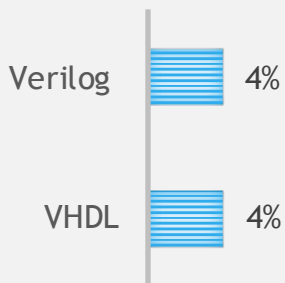
Enterprise Resource Planning



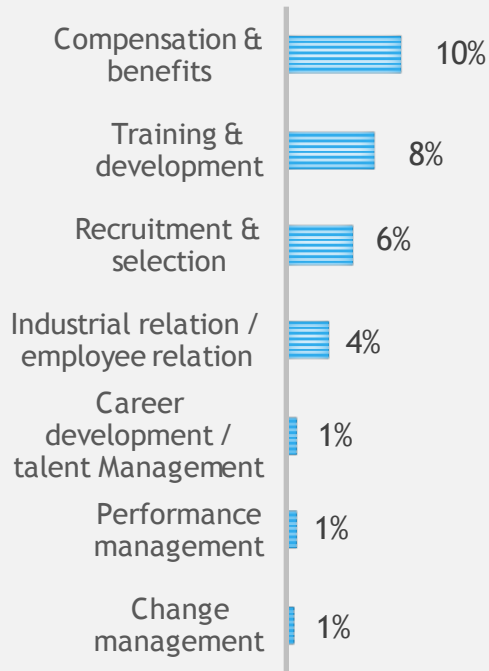
Present ICT Skillsets of Existing Workforce

MSC SSO – Technical Skills

Hardware Design & Embedded




HR Management



Finance



 % of total employees in all companies surveyed(35,994)

Source: Primary survey with Companies

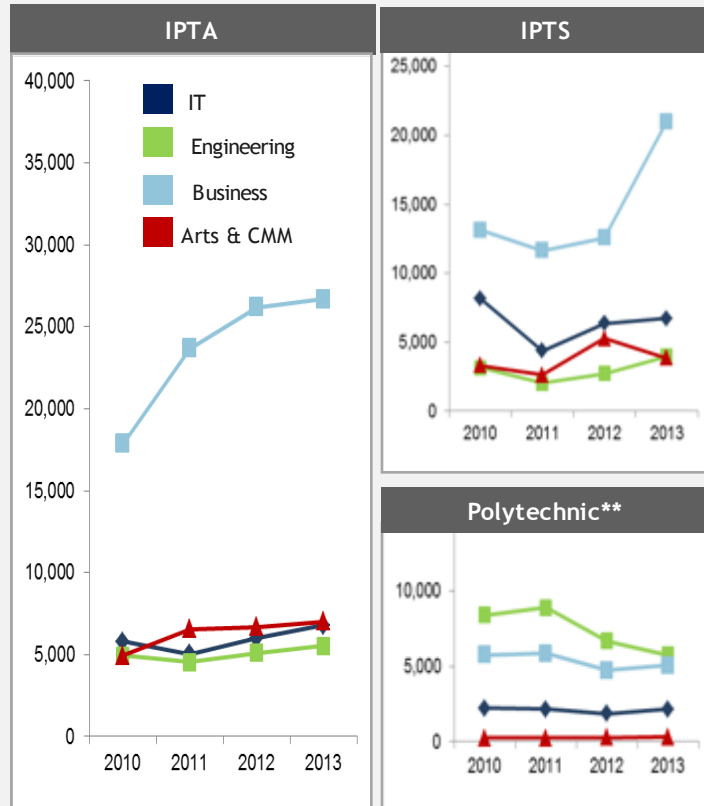


ICT TALENT LANDSCAPE – (Supply) Institutions of Higher Learnings

4 Domain of Studies in IHLs

Computers science	Software Engineering	Information Technology	Information System
<p>Computer Science spans a wide range, from its theoretical and algorithmic foundations to cutting edge developments in Robotics, Computer Vision, Intelligent Systems, Bioinformatics, Forensic Computing and other exciting areas. It involves designing and implementing software, devising new ways to use computers and developing effective ways to solve computing problems.</p>	<p>Software Engineering is the discipline of developing and maintaining software systems that behave reliably and efficiently, is affordable to develop and maintain and built to customers' specifications. It has evolved in response to factors such as the growing impact of large scale software systems in a wide range of situations and the increased importance of software in safety-critical applications.</p>	<p>Information Technology in the broadest sense refers to all aspects of computing. However, in academia, it often refers to meeting the technological needs of business, government, healthcare, schools, and other kinds of organisations through the selection, creation, application, integration and administration of computing technologies.</p>	<p>Information Systems integrate Information Technology solutions and business processes to meet the information needs of businesses and other enterprises, enabling them to achieve their objectives in effective, efficient ways. This discipline's perspective on Information Technology emphasises Information, and views technology as an instrument for generating, processing and distributing information.</p>

Supply of ICT Talent from the IHLs



The local institutions of higher learnings produces around **9,000** ICT graduates annually

* Student intake trend above is based on MOE stats for each individual course; only courses relevant to this study are included

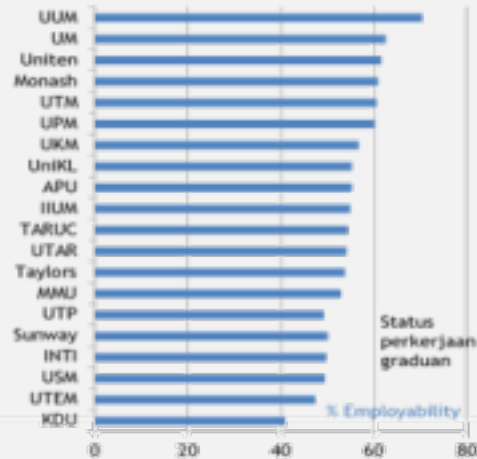
** Data for Community College is not available for 2010 & 2011, hence, only data for Polytechnic is shown above

Supply of ICT Talent from the IHLs

Industry Recruitment Preference should be reflected in graduate employability tracking

Current university tracking can be further enhanced by incorporating industry perspectives

University Tracking for All Graduates



Source: MOE Graduate Traceability Study 2013

Industry Choice for ICT Graduates



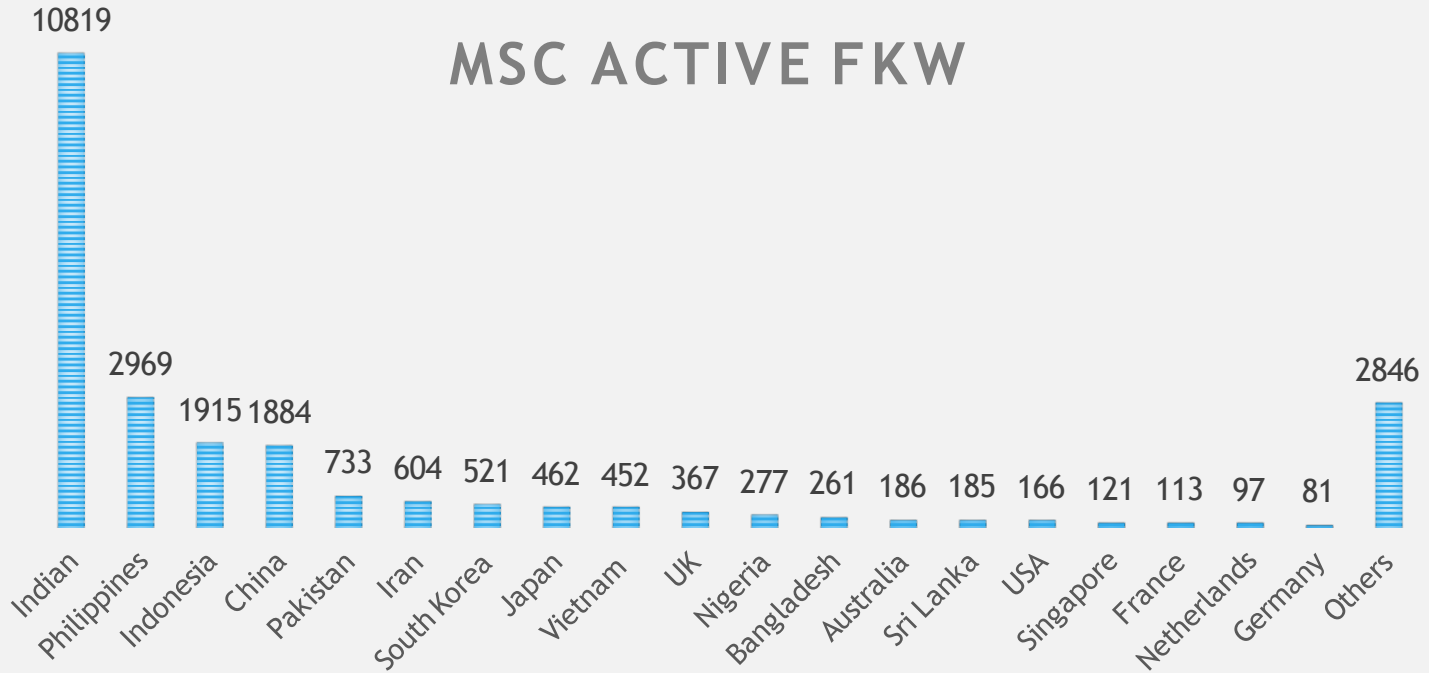
Q: Please indicate the top 5 universities that your Organization hires fresh graduates from?

Source: Gartner MSC Malaysia Top 100 Malaysian ICT companies Graduate Employability Survey 2015

ICT TALENT (FKW)

FKW in MSC Status Companies

Top FWK Source Countries



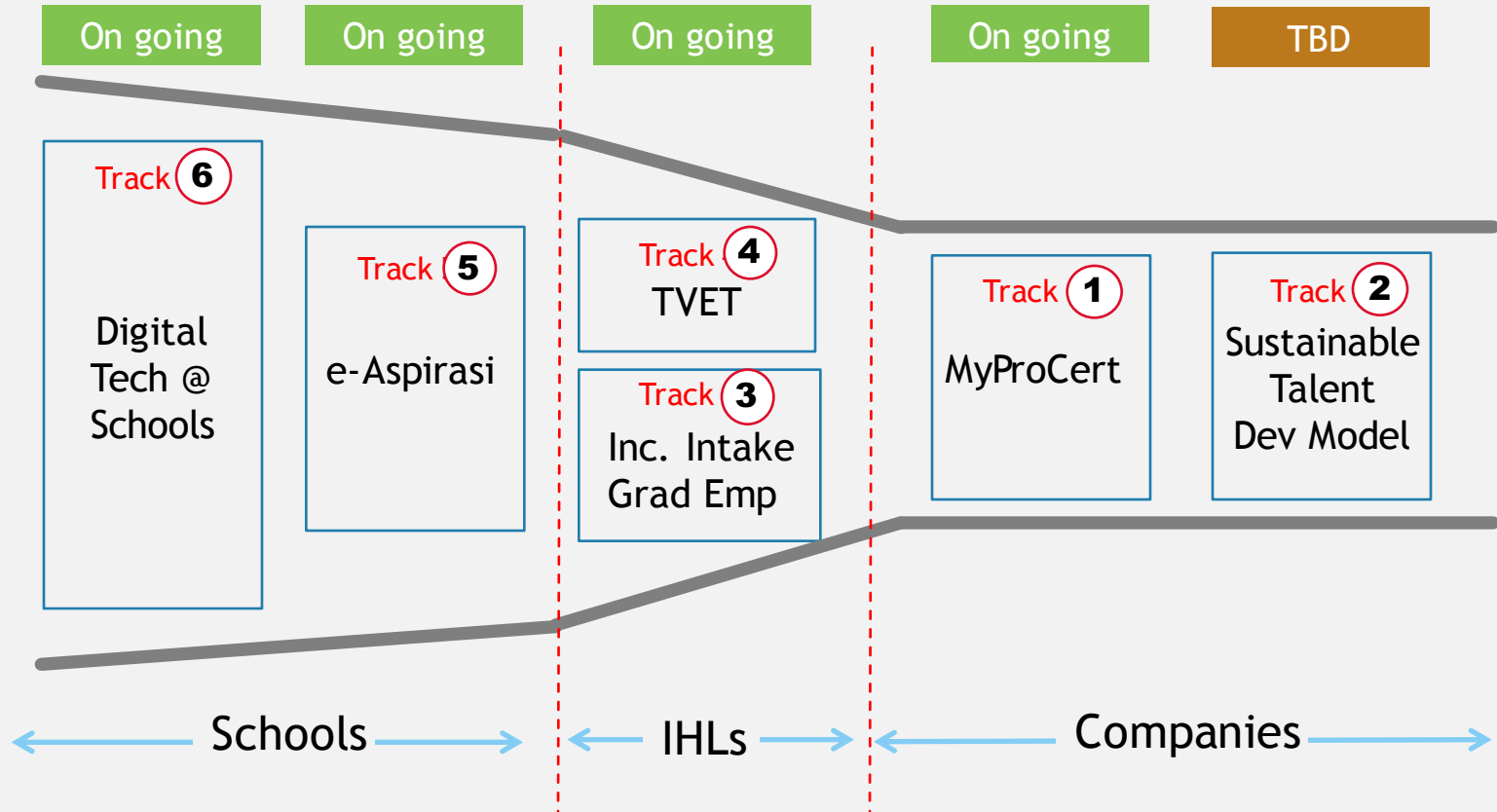


Talent Enablement Division Talent Development Interventions

STRATEGIC INTERVENTION ROADMAP

		IMPACT	Short Term 2016 - 2017	Mid Term 2018-2020	Long Term 2021 and beyond
INDUSTRY	To move from poaching to coaching	1	Continue with current professional certification program i.e. MyProCert		
				2	Develop a sustainable industry-led development model
TERTIARY	Improve graduate employability by working with IHLs, EPU and MoE to match student quality & quantity		3	To increase quantity supplied by top universities and for the rest of the universities to emulate best practices of these top universities	
	To develop the talent pool from TVETs		4	Develop TVET ICT graduates to increase diploma & certificate employability	
SCHOOLS	Exposure & awareness to digital tools at early age			5	Digital.Tech @ Schools: Computing skills embedded in school curriculum
	Raise awareness of new digital career opportunities	6	"e-Aspirasi" Campaign to promote ICT as a career		

CREATING SUSTAINABLE TALENT PIPELINE



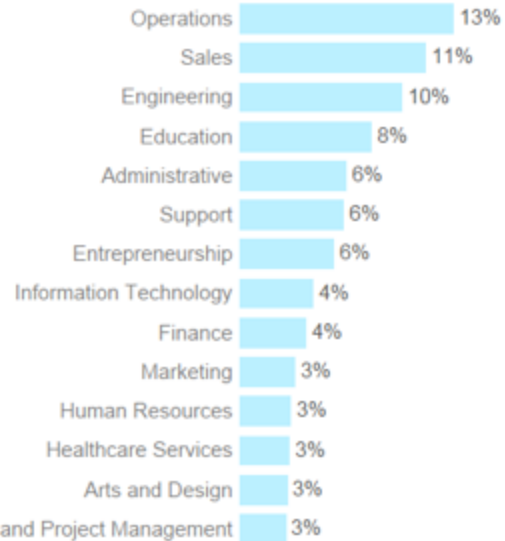
Appendix



LinkedIn Skills Cluster

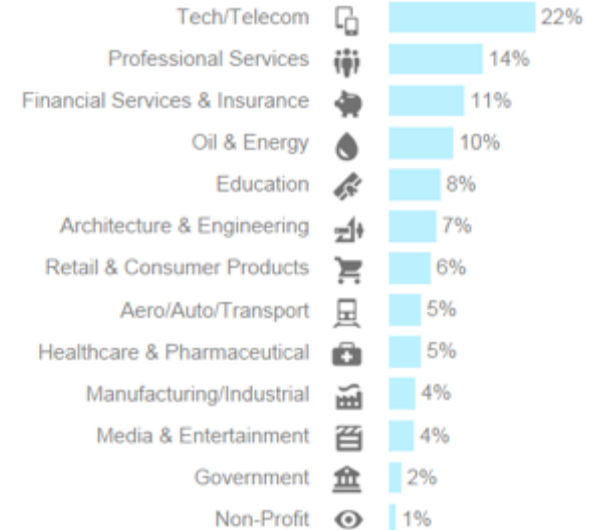
2.8M members on LinkedIn in Malaysia

Top job functions



Engineering in Malaysia exceeds the worldwide average by 37%

Top industries



Oil & Energy in Malaysia exceeds the worldwide average by 65%



Here are the standout skills in Malaysian Workforce

Unique skills to Malaysia

- 1 Other Oil and Gas
- 2 Drilling and Well Management
- 3 Telecommunications Technology
- 4 Lean Manufacturing and Quality Managem..
- 5 SAP ERP Systems
- 6 Travel
- 7 Mechanical & Aerospace Engineering
- 8 IT Infrastructure and System Management
- 9 Other HR
- 10 Process and Project Management