

# Human Resource Development

Human capital development is a key factor in stimulating and creating a sustainable economic growth. High skilled workforce readiness is crucial to support the economic transition to a knowledge, technology and innovation intensive activities. In achieving the country's aspiration, key policies are developed consisting of four (4) main focus areas as follow:-

## **1. Improving labour market efficiency to accelerate economic growth**

### 1.1 Improving labour productivity and wages through the shift to high skilled jobs

- Existing industries will be encouraged to move up the value chain by investing in high value added activities that require skilled workers
- Implementing Productivity-Linked Wage System (PLWS)
- Reducing wage gaps to improve equity (increasing the compensation of employees to GDP)

### 1.2 Enhancing labour market operations to maximise efficiency and effectiveness

- Enhancing labour market information to enable better decision-making process
- Addressing labour market issues such as job mismatch, unemployment and raising female participation to increase inclusiveness
- Enhancing legislation to meet labour market requirements to stay relevant and meet labour market demand

### 1.3. Improving management of foreign workers

- One Stop Centre (OSC)
- ‘Strict Liability’ – Employers have full responsibilities on recruitment process and foreign workers well-being

## **2. Transforming TVET to meet industry demand**

### 2.1 Strengthening the governance of TVET for better management

### 2.2 Enhancing quality and delivery of TVET programmes to improve graduate employability

- Enabling industry-led programmes to reduce skills mismatch
- Strengthening TVET curriculum
- Mainstreaming the National Dual Training System (NDTS)
- Developing high quality instructors

### 2.3 Rebranding TVET to increase its attractiveness

- Promoting TVET as a pathway of choice
- Recognising technologists as professionals
- Clearer pathway for TVET programmes

## **3. Strengthening lifelong learning for skills enhancement**

### 3.1 Upskilling employees

- Expanding Human Resources Development Fund (HRDF) Act coverage
- Improving training for Small and Medium Enterprise (SME) employees
- Enhancing industry-based programmes to upskill employees – Malaysian Meister Programme (MMP)
- Promoting alternative accreditation for lifelong learning

- Recognition of Prior Learning (RPL) programme
- Accreditation of Prior Experiential Learning (APEL)
- Supporting pre-employment training through Future Workers Training (FWT) scheme

3.2 Developing entrepreneurial excellence and enriching communities through lifelong learning for high income economic sector

- Improving entrepreneurial training programmes effectiveness
- Enriching communities through training

#### **4. Improving the quality of education for better student outcomes and institutional excellence**

4.1 Enhancing access and quality to improve student outcomes

- Malaysia Education Blueprint 2013 – 2025 (Preschool to Post-Secondary Education)

4.2 Enhancing governance and stakeholder partnerships for better school support

4.3 Raising the quality of graduates and programmes, and strengthening research for innovation

- Malaysia Education Blueprint (Higher Education) 2015 – 2025

4.4 Strengthening institutions of higher education governance and financial sustainability towards institutional excellence