

KEEPING AHEAD OF MALAYSIA'S CHANGING LABOUR MARKET DEMANDS



Today's workplace environment is changing at a rapid pace fuelled by shifting industry demands as well as emerging technologies such as automation, robotics and artificial intelligence (AI). Skills that were in demand ten or even five years ago may not be as highly sought after today and new skills will continue to be needed as job requirements change to reflect the future of work.

"The [Critical Occupations List] will be continuously updated to identify shortages of workers in critical occupations that will have an impact on the economy. The Government will intervene based on the report by reprioritising the field of studies and leveraging the Malaysian diaspora."

- Excerpt from the Mid-Term Review of the Eleventh Malaysia Plan (11MP)

For Malaysia to stay competitive in an increasingly challenging global landscape, it is necessary to ensure the availability of a workforce equipped with the skills needed by industries both now and in the future. Recognising the importance of talent in national development, the Government of Malaysia established the Critical Skills Monitoring Committee (CSC) as part of the Eleventh Malaysia Plan (11MP) with the mandate to monitor skills imbalances.

The CSC is jointly chaired by two agencies in the Ministry of Human Resources (MOHR): Talent Corporation Malaysia Berhad (TalentCorp) and the Institute of Labour Market Information and Analysis (ILMIA).

A primary objective of the CSC is to develop an annual Critical Occupations List (COL) to address skills imbalances and job mismatch in Malaysia's labour market.

10 OCCUPATIONS THAT ARE SOUGHT AFTER IN MALAYSIA IN 2018/2019

- Sales and Marketing Managers
- Mathematicians, Actuaries and Statisticians
- Graphic and Multimedia Designers
- Financial Analysts
- Electrical Mechanics and Fitters
- Information and Communications Technology (ICT) Managers
- Mechanical Engineers
- University and Higher Education Professional Teachers
- Mechanical Engineering Technicians
- Agricultural and Industrial Machinery Mechanics and Repairers

Note: This list of occupations is not exhaustive and is only part of the 59 occupations covered in the COL 2018/2019.

OCCUPATIONS WITH THE HIGHEST AND LOWEST PROBABILITY OF AUTOMATION

Data Entry Clerks	99%
Contact Centre Salespersons	99%
Legal Secretaries	98%
Accounting Associate Professionals	98%
Woodworking-Machine Tool Setters and Operators	97%
Education Managers	1%
Psychologists	1%
Specialist Medical Practitioners	0%
Hotel Professionals	0%
Dieticians and Nutritionists	0%

Source: "The Critical Occupations List 2018/2019 Technical Report", according to Frey and Osborne methodology.

Note: The probability of automation provides an indication of the likelihood of an occupation's automatability. A higher probability score indicates a higher likelihood that an occupation will be automated.

TOP SKILLS REQUIRED BY EMPLOYERS IN MALAYSIA

- English
- Communication Skills
- Teamwork / Collaboration
- Problem Solving
- Customer Service
- Computer Literacy
- Creativity
- Building Effective Relationships
- Organisational Skills
- Multi-tasking

Note: This list of top skills is not exhaustive and is based on online job posting data analysed for the compilation of the COL 2018/2019.

WHAT IS THE CRITICAL OCCUPATIONS LIST (COL)?

The COL is a set of occupations in demand that identifies the skills imbalance across Malaysia's economic sectors. Occupations on the COL meet the criteria of being skilled, sought-after, and strategic.

By providing a 'big picture' of in-demand skills and occupations in the Malaysian labour market, the COL identifies and draws attention to the occupations that are critical to the continued growth and development of the economy but which are currently difficult to fill. Published yearly since 2015, the COL aims to serve as a platform for monitoring Malaysia's skills imbalances as well as for the coordination of human capital development policies.

The COL 2018/2019 is the fourth edition of the list and covers 59 critical occupations (including high-skilled, semi-skilled, and Technical and Vocational Education and Training or TVET occupations) across 18 of Malaysia's economic sectors.

HOW IS THE COL BEING USED?

The COL is designed to guide decision-making and help target resources related to education, training, migration, and other areas of human capital development in Malaysia.

Currently, the COL is used as a reference source by numerous stakeholders including job seekers and students wanting to find out more about Malaysia's most in-demand jobs and skills, as well as institutions of higher education seeking to develop courses of study that meet industry demand.

The list is also used in the Residence Pass-Talent (RP-T) and the Returning Expert Programme (REP) which are both overseen by TalentCorp. These initiatives support the Government's efforts to benefit the country by harnessing the skills of foreign expatriate talent and Malaysian diaspora, respectively.

The COL can be used by policymakers to determine where investments should be made in training programmes, how incentives should be adjusted for apprenticeship programmes, and which types of skilled immigrants should be favoured for admission.

In the context of the Fourth Industrial Revolution (Industry 4.0) meanwhile, the COL could potentially be used to help Malaysia adapt our workforce development policies to reflect the emergence of new occupations and demand for new skills.

EAGER TO FUTURE-PROOF YOUR SKILLS FOR 2019 AND BEYOND?

Find out more about the COL and Malaysia's sought-after jobs at: www.talentcorp.com.my/col