

EXECUTIVE SUMMARY

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|----------------------------------|---|---|
| TITLE | : | Facts Finding and Technical Visit to Singapore on Human Capital Development and Initiative towards Enhancing Productivity and Competitiveness |
| OBJECTIVES | : | <ul style="list-style-type: none"> To study and understand innovative collaborations between the public and private sectors in boosting productivity and competitiveness To benchmark Singapore's best practices in employing workers and compensation of employees; and To identify and observe Singapore's best practices and models in strengthening talent development. |
| EXPECTED OUTCOMES | : | <ul style="list-style-type: none"> Best practice on the human capital areas and initiatives that can be adapted and adopted by to realignment the future talent in Malaysia. Learning experience on effective innovative collaboration between public and private strategy that can be adopted. Gaining insights and ideas on the collaboration between Government and communities to promote effective and productivity and competitiveness movement. |
| DATE & VENUE | : | 6-8 July 2022, Singapore |
| CANDIDATES (S) | : | MPC, MOHR, EPU, MSIA, MEF, PEMUDAH |
| ESTIMATED COST | : | RM73,350 |
| BUDGET | : | TWIP 2022 |
| RECOMMENDED BY | : | Talent Development Section (TDS) |
| Comment/ Signature by PCT | | |

Facts Finding and Technical Visit to Singapore on Human Capital Development and Initiative towards Enhancing Productivity and Competitiveness Movement

1.0 Purpose

The purpose of this paper is to request approval from MPC Board of Management on Facts Finding and Technical Visit to Singapore on Human Capital Development and Initiative towards Enhancing Productivity and Competitiveness Movement

2.0 Background

In line with the Twelve Malaysia Plan (RMK-12) and Malaysia Productivity Blueprint (MPB), human capital is a key driver of economic growth and socioeconomic development. Efforts to accelerate human capital development is vital for Malaysia to progress in the future. In this context, emphasis should be given towards initiative on Talent Development and Managing the Labor Workforce. A high-quality education system will produce a high-caliber talent pool which possess relevant industrial skills and is highly adaptable. However, there are still issues that persist in the labour market and in the education system that needs to be addressed. These facts finding and technical visits is one of the initiatives to benchmark best practices in the Human Capital Development and it would be beneficial to support initiatives by the government that focus on realigning the labour market for inclusive and sustainable growth as well as developing future-ready talent.

Based on the email from APO Singapore on 31 May 2022, the application of Individual – Country Observational Study Missions (I-OSM) for the benchmarking visit to Singapore on productivity movement has been approved.

3.0 Objectives of the programme

- i. To study and understand innovative collaborations between the public and private sectors in boosting productivity and competitiveness
- ii. To benchmark Singapore's best practices in employing workers and compensation of employees; and
- iii. To identify and observe Singapore's best practices and models in strengthening talent development.

4.0 Expected Date & Venue

6-8 July 2022, Singapore.

5.0 Expected outcomes

- i. Best practice on the human capital areas and initiatives that can be adapted and adopted by to realignment the future talent in Malaysia.
- ii. Learning experience on effective innovative collaboration between public and private strategy that can be adopted.
- iii. Gaining insights and ideas on the collaboration between Government and communities to promote effective and productivity and competitiveness movement.

6.0 Participants Nominations

| NO. | NAME | DESIGNATION | ORGANISATION |
|-----|--|-------------------------|--|
| 1 | Dato' Abdul Latif Abu Seman Mission Leader – NPO Head | Director General | Malaysia Productivity Corporation (MPC) |
| 2 | Mr. Zahid Ismail | Deputy Director General | Malaysia Productivity Corporation (MPC) |
| 3 | Mr. Mohamad Muzaffar Abdul Hamid | Director | Malaysia Productivity Corporation (MPC) |
| 4 | Dr. Suriati Zainal Abidin | Deputy Director | Malaysia Productivity Corporation (MPC) |
| 5 | Ms. Nurfayunie Pakhrururzi | Assistant Manager | Malaysia Productivity Corporation (MPC) |
| 6 | Mrs. Lee Wan Wei | Manager | Malaysia Productivity Corporation (MPC) |
| 7 | Mr. Asri Ab. Rahman | Director General | Department of Labour Peninsular Malaysia (MOHR) |
| 8 | Dato' Seri Wong Siew Hai | President | Malaysia Semiconductor Industry Association (MSIA) |
| 9 | Dato' Dr. Syed Hussain Syed Husman | President | Malaysian Employers Federation (MEF) |
| 10 | Dato' Dr. Ir. Andy Seo Kian Haw | Co-Chair | PEMUDAH |
| 11 | Mr. Megat Yusman Megat Jamaludin | Deputy Director | Human Capital Development Division Economic Planning Unit (EPU) |
| 12 | Mrs. Nor Idayuniza Rahmat | Senior Manager | Malaysia Productivity Corporation (MPC) |

Notes:

No. 1-6: APO Funded

No. 7-12: MPC Funded

7.0 Estimated Expenses

| No | Item | Description | APO Funded | TWIP Budget | Estimated Cost (RM) |
|----|--|--|---------------|----------------------------------|------------------------|
| 1. | Air ticket & Insurance | Economy RM 2,800 per pax | 6 pax | RM2,800 x 4 pax | 11,200 |
| | Kuala Lumpur – Singapore | Business Class RM 4,500 per pax | | RM4,500 x 2 pax | 9,000 |
| | Singapore - Kuala Lumpur | | | | |
| 2. | Transportation | Ground transfer Airport RM200 Site Visit RM300 | 6 pax | RM500 X 6 pax | 3,000 |
| 3. | Accommodation (nearest to the program venue) | RM1,000 per night (as stated by host program) | 6 pax | RM1,000 x 4 nights x 6 pax | 24,000 |
| 4. | Meal Allowance | E41: RM255 | - | RM255 x 5 days x 1 pax | 1,275 |
| | | E44: RM255 | | RM255 x 5 days x 1 pax | 1,275 |
| | | E48: RM270 | | RM270 x 5 days x 1 pax | 1,350 |
| | | E52: RM270 | | RM270 x 5 days x 1 pax | 1,350 |
| | | E54: RM320 | | RM320 x 5 days x 1 pax | 1,600 |
| | | TKP: RM340 | | RM340 x 5 days x 1 pax | 1,700 |
| | | Khas: RM370 | | RM370 x 5 days x 6 pax | 11,100 |

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|----|-----------------------|--|---|-------------------------|-----------------|
| 5. | Administrative Cost | <ul style="list-style-type: none"> • Token of appreciation (6 organizations) • Local transport – claim mileage (for MPC officers only) • Passport (for MPC officers only) | - | RM500 x 6 organizations | 3,000 |
| | | | - | RM200 x 7 pax | 1,400 |
| | | | - | RM300 x 7 pax | 2,100 |
| | Estimated Cost | | | | RM73,350 |

8.0 Approval From BOM

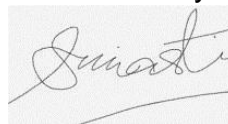
The approval of Board of Management (BOM) is sought on the estimated total expenses of **RM73,350** using the **TWIP Budget**.

Prepared by:



Nurfayunie Pakhrururzi
Assistant Manager TDS
Date: 3 June 2022

Reviewed by:



Dr. Suriati Zainal Abidin
Deputy Director TDS
Date: 3 June 2022

Approved by:



Mohamad Muzaffar Abdul Hamid
Director TDS
Date: 3 June 2022

DRAFT AGENDA

**Facts Finding and Technical Visit to Singapore on Human Capital Development
and Initiative towards Enhancing Productivity and Competitiveness Movement
6 – 8 July 2022**

| | |
|-------------------------------|--|
| Day 1 (5.7.2022/Tuesday) | Arrive in Changi Airport (15.35 Hrs) |
| Day 2 (6.7.2022/Wednesday) | <p>Courtesy visit to Singapore Productivity Centre (SGPC)</p> <p>Purpose:</p> <p>Fact finding mission on best practices of Singapore Productivity and Competitiveness movement and to gain insights and ideas on their effective collaboration between Government and communities to effective and sustainable productivity movement.</p> <p>Visit to Workforce Singapore (WSG)</p> <p>Purpose:</p> <p>WSG is a statutory board under the Singapore Ministry of Manpower. It will oversee the transformation of the local workforce and industry to meet ongoing economic challenges. Fact finding mission on best practices WSG in promoting the development, competitiveness, inclusiveness, and employability of all levels of the workforce.</p> |

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| <p>Day 3</p> <p>(7.7.2022/Thursday)</p> | <p>Courtesy Visit to Ministry of Manpower (MoM)</p> <p>Purpose:</p> <p>Fact finding mission on best practices of Singapore Talent Development and to gain insights and ideas on their effective collaboration between Government and communities to retain the expertise and skilled workforce.</p> <p>Visit to Singapore Economic Development Board (EDB)</p> <p>Purpose:</p> <p>Fact finding mission on best practices and benchmark the effectiveness of strategies that contributed to productivity and competitiveness</p> |
| <p>Day 4</p> <p>(8.7.2022/Friday)</p> | <p>Visit to Enterprise Singapore (ES)</p> <p>Purpose:</p> <p>Identifying and observing best practice of Enterprise Singapore on the strategic initiatives implementation towards industry development in Singapore.</p> <p>Visit to Agency for Science, Technology & Research (A*Star)</p> <p>Purpose:</p> <p>The Agency for Science, Technology and Research is Singapore's lead public sector agency that spearheads economic oriented research to advance scientific discovery and develop innovative technology. Identifying and observing best practice on technology to Singapore companies especially SMEs to move up the value chain.</p> |
| <p>Day 5</p> <p>(9.7.2022/Saturday)</p> | <p>Depart from Singapore to Kuala Lumpur (12.15 Hrs)</p> |

*Tentative agenda has been approved by the host country, Singapore Productivity Centre.