

EXECUTIVE SUMMARY

TITLE	:	ACCELERATING LABOUR MARKET REFORM: A CAPACITY BUILDING PROGRAM DRIVING PRODUCTIVITY GROWTH THROUGH INDUSTRY AND JOBS TRANSFORMATION FOR THE FUTURE ECONOMY.
OBJECTIVES	:	<ul style="list-style-type: none"> To understand the Industry Transformation Model (ITM) & Job Transformation Model (JTM) from Singapore experts and experiences and gain insights into the fundamental principles and components of the ITM & JTM; and ii. To explore strategies for tailoring the ITM & JTM to suit Malaysia unique structure and industry dynamics.
EXPECTED OUTCOMES	:	<ul style="list-style-type: none"> Increased knowledge and awareness among participants about the fundamental principles and components of the ITM & JTM; ii. Enhanced understanding of how ITM & JTM operate, including the criteria for wage progression and the principles behind fair compensation; and iii. Participants gain insights into tailoring the ITM & JTM to their organization's structure.
DATE & VENUE	:	22 – 24 July 2024, Dorsett Hotel, Putrajaya
DELEGATES (S)	:	Officers & Representatives from MPC & Regional Officers, Ministry of Economy, MITI, MOF, MOHR, MTUC, MEF, SME Corp., FMM PERKESO & HRDCorp.
ESTIMATED COST	:	RM126,350.00
BUDGET	:	TWIP 2024 Budget
RECOMMENDED BY	:	Talent Development, People Productivity
Comment/ Signature By PCT		

ACCELERATING LABOUR MARKET REFORM: A CAPACITY BUILDING PROGRAM DRIVING PRODUCTIVITY GROWTH THROUGH INDUSTRY AND JOBS TRANSFORMATION FOR THE FUTURE ECONOMY.

1.0 Purpose

The purpose of this paper is to request approval from MPC Board of Management in organizing Accelerating Labour Market Reform: A Capacity Building Program Driving Productivity Growth through Industry and Jobs Transformation For The Future Economy for Stakeholders.

2.0 Background

The recent presentation on *Kertas Putih Dasar Gaji Progresif* by YB Minister Economy has applauded the importance of improving low wages, skill mismatch and slow productivity growth and hence to undertake labour market reform. Such initiative will support the Mid Term Review of the 12th Malaysia Plan, NIMP 2030, NETR and the *Ekonomi MADANI*. To fulfill the aspiration, it is vital for MPC and pertinent stakeholders to explore opportunities which would enhance our workforce development initiatives, particularly in the area of wage structuring and progression.

Subsequently the findings from MPC-EUERA study on New Wage Model for Building Sustainable Business and Workforce 2023, have identified the Progressive Wage Model as an integral framework that aligns with our commitment to employee development and fair compensation practices. Understanding the complexities and distinctions associated with implementation of this model indeed need a specialized training and guidance in ensuring a successful integration into Malaysia context.

Considering the reputable expertise of the Singapore National Employers Federation (SNEF) in matters of labour and employment, this program will utilize SNEF resource person to implement the training and consultancy services on the subject matter of Industry and Jobs Transformation. With SNEF, wealth of experience and knowledge, is well-positioned to provide comprehensive insights and guidance on the effective implementation of this model.

This intensive 3-day training program is designed for government officials and policy makers seeking to understand the approach and strategies for industry and job transformation in Singapore. The course will delve into the dynamics of the evolving economy, exploring cutting edge practices and policies aimed at fostering innovation, enhancing competitiveness, and ensuring sustainable growth in key industries. Participants will gain insights into examples of industry transformation maps, jobs transformation maps and various government supports and schemes to enable enterprises to undertake change to navigate the challenges and opportunities of the future economy.

3.0 Objectives of the programme

At the end of the workshop session, participants should be able to:

- i. Understand the key trends and challenges shaping the future economy landscape.
- ii. Explain the components of an Industry Transformation Map.
- iii. Describe the steps involved in developing an Industry Transformation Map.
- iv. Explain the components of a Jobs Transformation Map.
- v. Unpack the components of a Skills Framework.
- vi. Describe the relationships between Industry Transformation Map, Jobs Transformation Map and Skills Framework.
- vii. Explain how components of a Jobs Transformation Map and Skills Framework can be used by enterprises to prepare for the future of work and redesign job(s).
- viii. Discuss types of workforce and enterprise development programs to support industry transformation.

4.0 Training Format

Workshops, or customized sessions, depending on the availability and recommendations of SNEF.

5.0 Expected Date & Venue

22 – 24 July 2024, Dorsett Hotel, Putrajaya

6.0 Expected outcomes.

- i. Increased knowledge and awareness among participants about the fundamental principles and components of the **Industry Transformation Model (ITM) & Job Transformation Model (JTM)**;
- ii. Enhanced understanding of how **ITM & JTM** operate, including the criteria for wage progression and the principles behind fair compensation; and
- iii. Participants gain insights into tailoring the **ITM & JTM** to their organization's structure.

7.0 Participants Nomination

Please refer to Attachment 1.

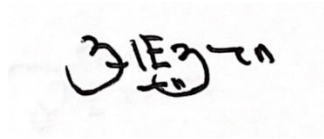
8.0 Expenses Cost

Please refer to Attachment 2.

9.0 Approval From BOM

The approval of Board of Management (BOM) is sought on the estimated total expenses of **RM125,240.00** for the program.

Prepared by:



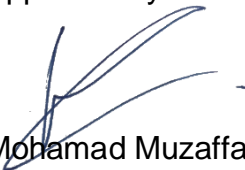
Zul Ezwan Muhamad
Manager
Date: 5 Jun 2024

Reviewed by:



Dr. Suriati Zainal Abidin
Deputy Director
Date: 5 Jun 2024

Approved by:



Mohamad Muzaffar Abdul Hamid
Director
Date: 5 Jun 2024

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PARTICIPANTS NOMINATION

NO.	PARTICIPANTS	ORGANIZATION
1.	Pegawai KE	Kementerian Ekonomi (KE)
2.	Pegawai KE	
3.	Pegawai KE	
4.	Pegawai MITI	Kementerian Pelaburan, Perdagangan & Industri, (MITI)
5.	Pegawai MITI	
6.	Pegawai MOF	Bahagian Fiskal dan Ekonomi (FED), MOF
7.	Pegawai MOF	
8.	Pegawai Dasar KESUMA	Bahagian Dasar Sumber Manusia, MOHR
9.	Pegawai Dasar KESUMA	
10.	Pegawai JPPM	Jabatan Perhubungan Perusahaan Malaysia, MOHR
11.	Pegawai JPPM	
12.	Pegawai MPGN	Majlis Perundingan Gaji Negara, MOHR
13.	Pegawai MPGN	
14.	Pegawai Perkeso	PERKESO
15.	Pegawai Perkeso	
16.	Pegawai SMECorp	SME Corporation
17.	Pegawai SMECorp	
18.	Wakil MTUC	Malaysian Trades Union Congress (MTUC)
19.	Wakil MTUC	
20.	Wakil MEF	Malaysian Employers Federation (MEF)
21.	Wakil MEF	
22.	Wakil FMM	Federation of Malaysia Manufacturers (FMM)
23.	Wakil FMM	
24.	Wakil EU-ERA	Centre for Future Market Labour Studies (EU-ERA)

NO.	PARTICIPANTS	ORGANIZATION
25.	Wakil EU-ERA	
26.	Wakil EU-ERA	
27.	Associates MPC	Associates MPC
28.	Associates MPC	
29.	Associates MPC	
30.	Pegawai HRDCorp	HRD Corp.
31.	Pegawai HRDCorp	
32.	Wakil PE Research	PE Research
33.	Wakil PE Research	
34.	Wakil KRI	Kenanga Research Institute
35.	Wakil KRI	
36.	Pegawai MPC	Malaysia Productivity Corporation (MPC)
37.	Pegawai MPC	
38.	Pegawai MPC	
39.	Pegawai MPC	
40.	Pegawai MPC	

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EXPECTED COST

PERINCIAN KOS - BAJET PEMBANGUNAN – TWIP

Perkara	Kategori	Nilai
Pakej Mesyuarat (45 peserta x RM180 x 3 hari)	P29401 – Makan Minum Orang Jemputan/ Peserta Kursus	24,300
Penginapan Sekretariat/Stakeholder (5 Bilik x RM270 x 3 malam)	P29407 – Makan Minum Termasuk Penginapan	4,050
Penceramah/ Fasilitator Program - Luar Negara (3 hari = \$25,000 x 3.6)	P29118 - Perkhidmatan Pakar Runding Luar Negara	90,000
Sewaan Cordless Mic dan LCD TV	P29404 - Honorarium, Saguhati Dan Hadiah Orang Luar (Cth : Bayaran Pemenang Icc, Piala, Doorgift)	3,000
Penulisan Laporan / Press Release	P29112 - Perkhidmatan Penterjemahan Dan Penafsiran / Penulisan	5,000
JUMLAH KESELURUHAN (RM)		126,350

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TENTATIVE AGENDA

Day	Content/ Activity	Instructional Methods
Day 1		
(AM) 9.00am – 12.00pm	1. Understand the key trends and challenges shaping the future economy landscape. <ul style="list-style-type: none"> • PESTEL Analysis • Strategy Roadmapping 2. Explain the components of an Industry Transformation Map. <ul style="list-style-type: none"> • Components of Industry Transformation Map 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity
(PM) 1.30pm – 4.30pm	3. Describe the steps involved to develop an Industry Transformation Map. <ul style="list-style-type: none"> • Steps to develop an Industry Transformation Map 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity
Day 2		
(AM) 9.00am – 12.00pm	4. Explain the components of a Jobs Transformation Map. <ul style="list-style-type: none"> • Components of a Jobs Transformation Map 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity
(PM) 1.30pm – 4.30pm	5. Unpack the components of a Skills Framework. <ul style="list-style-type: none"> • Components of a Skills Framework 6. Describe the relationships between Industry Transformation Map, Jobs Transformation Map and Skills Framework. <ul style="list-style-type: none"> • Relationships between ITM, SFw and JTM 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity
Day 3		
(AM) 9.00am – 12.00pm	7. Explain how components of a Jobs Transformation Map and Skills Framework can be used by enterprises to prepare for the future of work and redesign job(s). <ul style="list-style-type: none"> • Applying the Jobs Transformation Map and Skills Framework 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity
(PM) 1.30pm – 4.30pm	8. Discuss types of workforce and enterprise development programs to support industry transformation. <ul style="list-style-type: none"> • Types of workforce and enterprise development programs • Best practices of industry and workforce transformation 	Mini interactive lecture; Group discussion with Facilitator Review; Group activity