#TECH: Helping companies in digital reskilling and upskilling

By RTO Team - August 14, 2021 @ 4:08pm

CYBERJAYA: There is urgent need for companies to reskill their workers in the wake of the Covid-19 pandemic and the resulting shift to socio-economic norms.

According to a 2021 McKinsey Global Survey, most respondents say that skill building – more than hiring, contracting or reemploying employees – is the best way to address the skills gap across industries. These companies have also doubled down on their efforts to reskill or upskill their employees since the pandemic began.

Reskilling and upskilling employees is also vital for companies embracing digitalisation. The Future of Jobs Report 2020 by the World Economic Forum indicated that the Covid-19 pandemic has greatly accelerated the digitalisation of work processes, which increases the necessity of upskilling and reskilling employees in digital skills.

The report additionally forecasted that 60 percent of all employees will need reskilling by 2022. The skills in demand would be Data Analysts, Scientists, Internet of Things (IoT) Specialists, Digital Transformation Specialists, and Cybersecurity Specialists.

“There has never been more urgent need for companies to reskill and upskill their employees. This doesn’t just concern large companies – a 2019 SME report from Huawei Malaysia revealed that 48 percent of small and medium enterprises (SMEs) recognise they lack digital skills,” said MDEC’s vice president and head of digital skills and jobs Dr Suresha Noor.

“While there are increasingly large numbers of training and reskilling resources that companies can tap into, finding the right course or online training provider can prove challenging. The Digital Skills Training Directory launched by MDEC helps companies to more easily discover training courses that meet their reskilling and upskilling needs,” said Suresha.
Launched in 24 August 2022, the Digital Skills Training Directory serves as a one-stop guide for digital reskilling and upskilling. It is a catalogue of courses and online training providers that have been specifically reviewed and endorsed by MDEC’s Talent Export Network (TEN) to guide talents in selecting courses that meet their career needs for jobs in the digital economy. TEN consists of a group of industry representatives who are subject matter experts in various digital technology domains.

For 2023, the Digital Skills Training Directory is categorised into three types of courses: Work and Learn, Career Upgrade, and Learning on Demand. The latter is the latest addition to the Digital Skills Talent Directory, coming with a list of 9 massive open online courses (MOOCs) platform partners. They are Centre for Finance, Technology and Entrepreneurship (CFTe), Open Learning Global (M) Sdn. Bhd. LinkedIn Learning, FC Council Malaysia, Leadacademia Digital 5th Rd. MyMoodle (ASYF), Academic (DA) Sdn Bhd, GAS Institute 5th Rd and UTL Global Communications Sdn Bhd.

Now updated and enhanced, the Digital Skills Training Directory has recently expanded to offer 250 courses covering the following focus areas:
* Data Science (56 courses)
* Cybersecurity (44 courses)
* Animation (19 courses)
* Game Development (9 courses)
* Software Development (56 courses)

* Digital Global Business Services is the latest focus area with 77 courses introduced.

The directory has been recognised by the Social Security Organisation (SOCSO), and will fund up to RM5,000 per person for selected courses pursued by Employment Insurance Scheme (EIS) members who are receiving unemployment benefits. Courses offered by MDEC-sponsored Training Providers have also been highlighted to help employers identify courses that can be funded via EIS.

Additionally, selected courses offering certification are also eligible for funding of up to RM7,000 under the Penang 2.0 Hiring Incentive (RM4,000 max for the apprentices category).

Training courses listed on MDEC’s Digital Skills Training Directory can be funded under the MyDigitalWorkforce Wage Incentive (MYWIT). Under the MYWIT initiative, a training and hiring incentive programme aimed at developing quality tech talents as well as boosting the digital business services sector.

An extension of the MALaysia Digital Workforce Movement launched by MDEC last year, the initiative was to upskill and reskill talents and businesses with RM100 million in training and salary incentives. Under this initiative, there are 5 programmes: Digital Business Services (DBS) and Digital Tech Apprenticeship (DTA). Besides salary subsidies, companies participating in DBS can choose courses listed in “Work and Learn” or “Learning on Demand” and claim training incentive up to RM5,000 per person, while for DTA companies can choose courses listed in “Career Upgrade” and claim training incentive up to RM6,000 per person.

Companies can apply for MYWIT at https://myfw.my/mywit/.

Through initiatives like the Digital Skills Training Directory and MYWIT, MDEC continues to pursue our mandate in support of the Malaysia Digital Economy Blueprint (MyDigitalTA), as well as MDEC’s core vision of a Malaysia 5.0—a nation deeply integrated with technology that empowers sustainability, inclusivity and shared prosperity,” said Sumitra.