

Occupational Frameworks: Strengthening Malaysia's Future Workforce

Malaysia's economic competitiveness is increasingly dependent on a workforce that is skilled, adaptable and aligned with changing industry needs. In this regard, the development of Occupational Frameworks (OFs) by the Department of Skills Development (DSD), Ministry of Human Resources is of utmost importance in national workforce planning and skills development. An OF gives a systematic overview of an industry's Occupational Structure, Occupational Responsibilities and Occupational Descriptions.

It also pinpoints job titles, key occupations, in-demand competencies, emerging skills and changes that are being influenced by technology. For example, the Veterinary Activities OF was created to resolve workforce and competency mismatches through clearer occupational structures, responsibilities and job descriptions.

The quality of an OF is a function of the rigor of its development process. The study should use a combination of research methods namely Design and Development Research (DDR), Focus Group

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Discussions (FGDs), interviews, questionnaires, document analysis and international benchmarking.

Such techniques enable researchers to collect qualitative and quantitative evidence, to compare occupational practices, and to validate the proposed framework.

**BUILDING SKILLS
BUILDING FUTURES**

OCCUPATIONAL FRAMEWORK

Empowering People.
Strengthening Industries.
Building Tomorrow.

**ONE FRAMEWORK.
MANY OPPORTUNITIES.**

CONSTRUCTION
Build | Create | Innovate

INFORMATION TECHNOLOGY
Code | Connect | Create

HOSPITALITY
Serve | Delight | Experience

MANUFACTURING
Assemble | Operate | Optimize

HEALTHCARE
Care | Support | Heal

BENEFITS

- Industry Aligned Skills
- Better Employability
- Higher Productivity
- Inclusive Growth

**SKILLS TODAY.
SUCCESS TOMORROW.**

**LEARN
PRACTICE
SUCCEED**

HANDS-ON TRAINING

PRACTICAL SKILLS

INDUSTRY RELEVANT

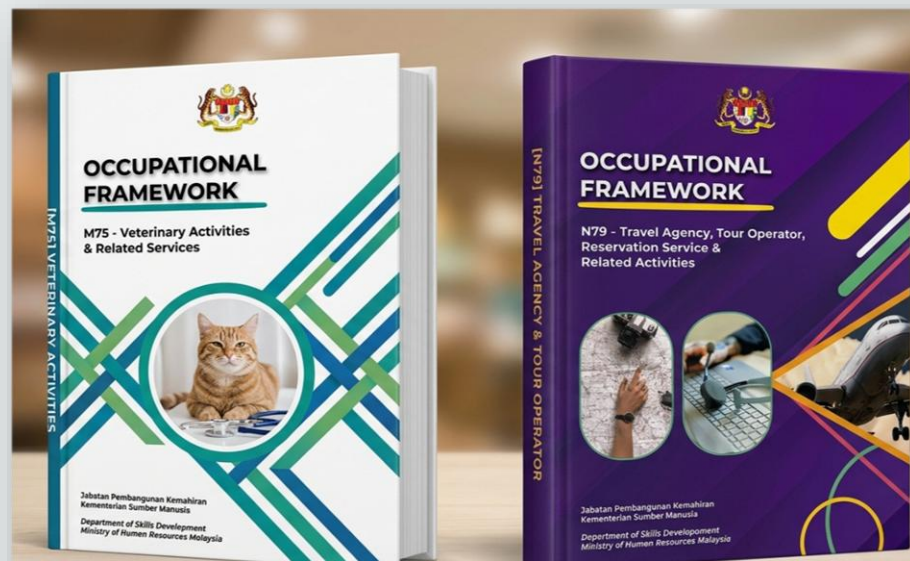
CERTIFIED COMPETENCY

CAREER GROWTH

Occupational Framework (OF) Strengthening Skills Through Industry Alignment

Industry-Driven Validation and Stakeholder Engagement

The use of multiple methods also improves data triangulation and thus the reliability, validity and practical relevance of the OF. For instance, the OF for Travel Agency, Tour Operator, Reservation Service and Related Activities adopted document analysis, FGDs and surveys to identify the occupational areas, job titles, critical jobs and skills in demand.



Occupation Framework can be downloaded from DSD's website



Workshop on developing Occupational Framework (OF)

Industry participation is also important. Information should be collected from industry leaders, employers, professional bodies, regulators and expert stakeholders who know the real requirements of the workplace. Their involvement helps to keep the framework industry-driven and not purely theoretical.

OFs can be used by education and training providers to develop relevant curricula, industrial training, reskilling and upskilling programmes. They may also be used by employers as guides for recruitment, job design, competency assessment, career development and workforce planning.

OFs give education and training providers an evidence-based foundation to build relevant curricula, industrial training and reskilling and upskilling programmes. They can also be used by employers to help guide recruitment, job design, competency assessment, career development and strategic workforce planning.

Hence, the continuous development and periodic upgrading of OFs under DSD is a strategic investment in the human capital of Malaysia. OFs can help to reinforce employability, enhance productivity and diminish skills mismatches, while maintaining credibility, evidence-based and industry-validated. More importantly, they enhance Malaysia's readiness for technological change and future occupational transformation, ensuring the national workforce remains competitive, responsive and sustainable.