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Malaysia's Approach to Skills Certification and Occupation Levels

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Industrial Engagement for Validation of The Study on Developing The Definition of The Highest Level of Occupation and Its Adaptation with The Malaysian Skills Certification System (SPKM)

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## Shaping the Future of Malaysian Skills: Redefining Occupation Levels for the Malaysian Skills Certification System

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Transforming the Future of Malaysian Skills

Malaysia is creating the foundation for a revolutionary leap in workforce development. The Malaysian Skills Certification System (SPKM), established in 1993, has been valuable in acknowledging and improving the competencies of the national workforce. The

current framework of five competency levels has connected academics and industry, guaranteeing graduates are equipped with applicable skills. The worldwide transition towards more dynamic and specialized positions necessitates restructuring this framework.

### Why the Change?

The SPKM has served Malaysia well. However, the existing framework requires a fresh perspective to satisfy modern industry demands. Globalization, technological improvements, and shifts in occupational trends, with the growth of gig economies and Industry 4.0, demand a system that accommodates broader and deeper capabilities.

Furthermore, adherence to international standards, such as the ASEAN Qualification Reference Framework (AQR) and the European Qualification Framework (EQF), underscores the necessity for a comprehensive system to facilitate cross-border talent mobility.

### A Strategic Transition from Five to Eight Levels

The shift from a five-level to an eight-level competency framework is a deliberate initiative to tackle these difficulties. This new framework offers more defined professional advancement tracks and enhances alignment with global standards. This is an overview of the new transition levels:

SPKM Level	Name of Certification/ Diploma/ Degree/ Masters/ Doctorate		Proposed Name of Certification
	German	Korea Selatan	Malaysia
1	<i>Pre-Vocational</i>	<i>Entry-Level Certificate</i>	Sijil Kemahiran Malaysia 1 (SKM 1)
2	<i>Vocational Preparation</i>	<i>Basic Skill Certificate</i>	Sijil Kemahiran Malaysia 2 (SKM 2)
3	<i>Vocational Training Certificate</i>	<i>Intermediate Skill Certificate</i>	Sijil Kemahiran Malaysia 3 (SKM 3)
4	<i>Advance Vocational Training Certificate</i>	<i>Advanced Skill Certificate</i>	Diploma Kemahiran Malaysia (DKM)
5	<i>Specialist or Foremen (Fachwirt of Meister)</i>	<i>Vocational Diploma</i>	Ijazah Kemahiran Malaysia (IKM)
6	<i>Bachelor's Degree</i>	<i>Bachelor's Degree</i>	Ijazah Kemahiran Lanjutan Malaysia (IKLM)
7	<i>Master's Degree</i>	<i>Master's Degree</i>	Sarjana Kemahiran Malaysia (MKM)
8	<i>Doctorate</i>	<i>Doctorate</i>	Doktorat Kemahiran Malaysia (DrKM)

### Primary Advantages of the New Framework

1. The eight levels offer a more detailed and transparent professional advancement that improves career trajectories. Every phase is associated with specific abilities, knowledge, and attitudes.
2. Conforming to international norms, Malaysian workers have enhanced the possibility of participating in global marketplaces with better global competitiveness.

3. Including industry-focused competencies guarantees that training is up-to-date and representative of real-world expectations relevant to the industry.
4. The framework integrates Technical and Vocational Education and Training (TVET) with academic credentials, establishing a coherent trajectory from foundational education to advanced professional advancement.

#### Closing the Divide: Research and Development

This shift is underpinned by substantial research that assesses the SPKM against worldwide standards, such as the Germany Qualification Framework (Deutscher Qualifikationsrahmen, DQR), Singapore Standard Occupational Classification (SSOC), Australian Core Skills Framework (ACSF), China's National Vocational Qualification Certificate System (NVQCS), and South Korea National Competency Standard (NCS). The proposed framework incorporates input from industry stakeholders and training providers to align with national goals and global standards.

#### Subsequent Actions

The eight-level system will undergo a staggered rollout, commencing with pilot projects in major areas, including manufacturing, healthcare, and digital technology. Stakeholders, such as the Department of Skills Development (JPK) and the Malaysian Qualifications Agency (MQA), will cooperate to facilitate the seamless incorporation of this framework into current systems.

#### Final Assessment

The transition to an eight-level competency framework highlights Malaysia's dedication to cultivating a highly trained, adaptive, and competitive workforce. By revising the SPKM, the nation is addressing present difficulties while establishing a platform for enduring prosperity and innovation in the future.

Let us embrace this transformation and construct a future where Malaysian brilliance leads the world stage.