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Shaping the future workforce

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HR CONSULTING

COO's View
BRIDGING THE TALENT GAP THROUGH GRADUATE EMPLOYABILITY ENHANCEMENT PROGRAMME

According to 2017 Hays Asia Salary Guide, 97% of employers in Malaysia are still struggling to find the skilled individuals they need. The report further revealed that 69% of employers in Malaysia are concerned they don't have the right talent to achieve current business objectives and some 48% of employers in Malaysia believe skill shortages have the potential to hamper effective business operations this year. In August 2017, Malaysian Higher Education Minister reported that there are still more than 50,000 unemployed graduates, especially those with the degree of business administration, social science, pure science and art. It means the demand for the skilled individuals is there, but some of the available candidates, including the graduates, do not have the required competencies as expected by the potential employers.

Since 2016, Irshad HR Consulting (IRSHAD) has been involved in implementing graduate employability enhancement programme including Skim Latihan 1Malaysia (SL1M). To date, more than 10,000 unemployed graduates have been trained and assisted by IRSHAD with the success rate of almost 90%. Based on our experiences in implementing the programmes for the past ten (10) years, we believe graduate employability enhancement programme such as SL1M can be a very good intervention to bridge the current and future Talent Gap for the Companies in Malaysia. In order for the graduate employability programme to be effective and meet the requirements of the industry, there are several actions that need to be taken:

1. Talent requirement analysis

Employers must be willing to share their talent needs and requirements in a more specific manner. The profiles including the attributes, qualifications and skills of the candidates must be clearly defined by the employers. This will help the programme implementers to recruit and select the right candidates for the employers.

2. Profiling of the graduates

The best-case scenario is when the profile of the candidates or graduates is fully matched with the requirements of the employers. However, in many cases, some of the criteria cannot be met by the candidates. Thus, a further gap analysis should be done to identify suitable interventions.

3. Competency-based training

The graduates or candidates must be developed by using a competency-based learning and development model. Competency models of the target position need to be developed. The current competencies of the candidates need to be assessed. Training modules must be focused on the development of the required competencies by using action or practical approaches such as simulation, role play, and practical exercises.

4. On-the-Job training

Classroom training normally makes up of only about 10% of the required learning hours. Based on the 70:20:10 learning model, 70% of the time should be allocated for the development of the competencies in the work place. The candidates or graduates must be given suitable and relevant tasks or work activities that can really develop their required competencies.

5. Readiness of the Employers

The readiness of the employers to employ the candidates who are less competent but with high willingness and potential to be developed for better performance is very critical. From our experiences, there are many candidates who have a gap in terms academic achievements but managed to develop himself or herself towards becoming a better achiever, when they are given the opportunity.

6. Commitment of the Candidates

At the end of the day, the commitment and willingness of the candidates or graduates to go through the mill are very critical for the success of any graduate employability enhancement programme. They must be proactive, willing to take new challenges, and willing to learn in order to unleash their potential and talents. nd talents.

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