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## Booklet on critical jobs a good idea

The Star, Malaysia

THE Association for Community and Dialogue welcomes Human Resources Minister M. Kulasegaran's remarks at a seminar on safety and health on Oct 5 that his ministry is in the process of producing booklets listing critical occupations in the future and these would be distributed to Malaysians nationwide in due course.

The ministry is heading in the right direction and in conformity with ILO (International Labour Organisation) Convention 142: Human Resources Development. It is hoped that more information such as employment trends, required skills, safety and health issues in a given occupation, and industrial laws could be incorporated in the booklet.

The minister's passionate promotion of Technical and Vocational Education and Training (TVET), which offers courses related to critical occupations, illustrates the sense of urgency in the Human Resources Ministry to ensure that Malaysians, especially the youth, are well aware of the future job opportunities as

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they make their education plans.

The booklet on occupations of the future would help youths to discern the type of courses that have better opportunities for employment. By being well informed, Malaysian youths would be able to choose the right courses, and this would also influence education institutions to fine-tune their education modules.

A well-informed worker who is aware of the economic trends, changing nature of jobs, safety and health and industrial laws is vital for making rational decisions. Information should empower youths to take a proactive approach in shaping their destinies.

Being a human resource practitioner, I have met a number of youths who took up courses offering skills that are not critical to industry. This resulted in them being jobless for a long period of time. They tend to be surprised when I tell them that having a

diploma or degree alone is not a guarantee of jobs.

For example, there was a jobless man in his 30s who came to see me. He had an IT diploma and worked on contractual basis as a supervisor in a well-known company. When he lost his job due to lack of business, he went to various IT companies looking for employment but was unsuccessful. I asked him when he obtained his IT diploma and he replied that it was in the '90s. There have been so many technological developments in IT occupations since then, and this young man had not kept abreast of the latest technology. I advised him to upgrade his skills by enrolling for TVET courses in the nearest town.

This example clearly shows that there is a lack of awareness on occupations, technological change and development among our workers. Providing comprehensive information on employment oppor-

tunities would therefore be critical in making our youths more aware of the occupations and employment trends in the future.

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### SUMMARIES

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