

BUILDING CAPABILITIES AND OPPORTUNITIES

The SC continues to be a strong advocate for the development of talent and capabilities within the Malaysian capital market. These efforts are particularly important to maintain the relevance and competitiveness of the capital market, given the changing landscape of global and domestic markets. The capital market is also an important sector that provides employment opportunities in support of the national economic recovery agenda.

Ensuring Undisrupted Learning and Development

As the training and development arm of the SC, SIDC had accelerated its enterprise-wide digital strategy through innovation and conversion of its products and services into online or digital modes of delivery such as e-learning and webinars, virtual conferences, online assessments and study guides.

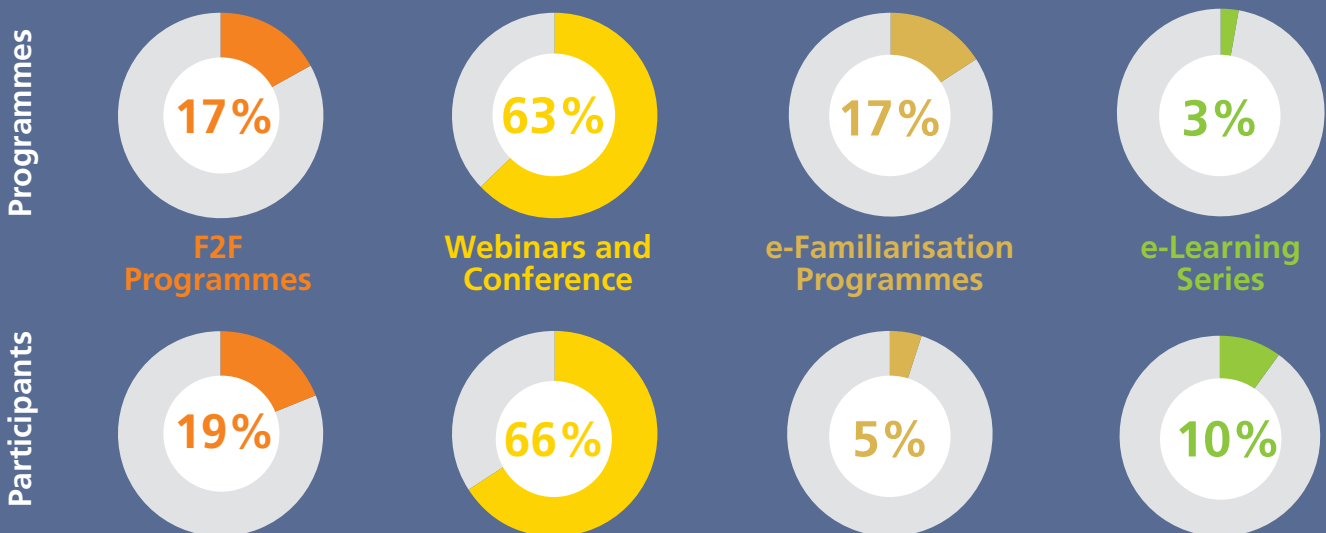
Following the announcement of the MCO in March 2020, SIDC had converted 20 webinars and three e-learning programmes for roll-out in April 2020 to ensure undisrupted learning and development for the industry.

With the pivot to digitisation, 83% of SIDC’s programmes were made available in virtual or digital formats to address customer and client needs during the pandemic. This is unlike SIDC’s previous delivery modes whereby programmes were carried out physically or face-to-face (F2F).

As of 31 December 2020, the range of digitised programmes, which included 79 webinars, two conferences, 22 e-Familiarisation Programmes, three e-learning series programmes, and 22 F2F in-house programmes, had served a total of 4,378 participants.

As part of its thought leadership programme, SIDC organised the first virtual conference on ‘Sustainable and Responsible Investment’ (SRI Conference 2020) in August 2020 with 424 participants. This was followed

SIDC’S VIRTUAL TRAINING PROGRAMMES IN 2020



Distribution of participants across SIDC programmes

by the annual Business Foresight Forum (BFF 2020), which was held virtually in November 2020 with 484 participants. This is a positive indicator that participants have been receptive to the digitisation of learning and development, in comparison to an average of 226 participants who attended the SIDC's physical conferences in 2019.

Talent and Capacity Building Within the Capital Market

The Government's measures under the National Economic Recovery Plan (*PENJANA*) focuses on three key thrusts; namely Empower People, Propel Businesses and Stimulate the Economy. The SC and

SIDC collaborated to develop three key initiatives centered on developing a steady pipeline of young and capable talent within the capital market while providing reskilling pathways to facilitate greater job opportunities in light of the challenges arising from the pandemic.

These initiatives, which began in June 2020, included structured training and familiarisation programmes for fresh graduates, youths and workers displaced from previous roles. Under these initiatives, approximately 60 entities within the capital market ecosystem have expressed interest to participate and 141 candidates have undergone the programmes as of December 2020.

SIDC SUSTAINABLE AND RESPONSIBLE INVESTMENT CONFERENCE 2020

The SRI Conference 2020 was not only SIDC's first virtual conference but was also its first foray into the area of sustainability. The conference was an example of SIDC's offerings that were successfully delivered in fully digital mode. Centred on the SC's SRI Roadmap launched in November 2019 including its *5-i* strategy, the inaugural virtual conference was met with positive response from various segments of the capital market.

"Tools of The Trade: How Fintech and Technology assist ESG development and digitalisation as an enabler of Sustainability"*

* *top-rated panel session* for SRI 2020



Positive feedback

- Informative and comprehensive
- Very good conversations and presentations
- Relevant topics to the current economic scenario
- Good format with a lot of panel Q&A
- Good overview of the subject

The purpose of this conference served to help business leaders and policymakers recognise the challenges and opportunities posed by unprecedented changes in global market developments and work together in responding to them, not just in terms of corporate profits and purpose, but more importantly now, how businesses could make a positive long-term impact on the society and the environment.



SIDC has also embarked on a collaboration with the Institute for Capital Market Research Malaysia (ICMR) to undertake studies on talent issues impacting overall capital market development. Several engagement sessions with capital market leaders and human resource practitioners in the industry were conducted to obtain

feedback and insights into some of the challenges in developing and sustaining the talent pipeline, particularly during the pandemic and its effect on employment. Through consistent engagements, SIDC is able to provide more relevant and responsive programmes to increase market competitiveness.

STRUCTURED TRAINING AND FAMILIARISATION PROGRAMMES IN SUPPORT OF PENJANA



Capital Market Graduate Apprenticeship

The Capital Market Graduate Apprenticeship (CMGA) is a partnership programme between the industry and SC together with SIDC to coinvest in the talent development of fresh graduates and to strengthen their employability as they enter the workforce. This is achieved through a one-year structured training programme whereby participating companies will drive recruitment and training of fresh graduates, guided by SIDC's framework on training and development.

Participating companies were also provided a **training grant of RM12,000** per graduate to execute a training programme for fresh graduates employed from June 2020 and extended till June 2021, coupled with a capital market introductory training course for the graduates provided by SIDC.



Corporate Finance Training Scheme

The Corporate Finance Training Scheme (CFTS) support the professional development of youths and grow a pipeline of younger talents in the corporate finance sector. This Scheme is open to youths age 35 years and below, newly recruited into corporate finance departments, or existing employees in CMSL holders.

This initiative provides relevant participating companies a **grant of RM3,500 per youth** to cover the training and examination fees for Module 12: Investment Management and Corporate Finance and Module 19: Advisory Services (Rules and Regulations).



Marketing Representative Training Scheme

Marketing Representative Training Scheme (MRTS) aims to provide displaced workers from their jobs specifically with an opportunity to reskill and enhance their employability as they seek to pursue Marketing Representatives roles within the capital market.

This initiative will see **candidates receiving up to RM800** to cover the cost of training, including the Familiarisation Programme for Marketing Representatives (FPMR) and the subsequent training days required upon registering as Marketing Representatives.

Islamic Capital Market Graduate Training Scheme 2.0

First developed in 2009 by the SC and SIDC, the ICM Graduate Training Scheme (ICMGTS) is an eight-week intensive training programme aimed at creating a pool of capital market talent to facilitate the development of the ICM in Malaysia. The ICMGTS provides an avenue for learners to acquire the right and additional skillsets essential to the capital market industry, as well as fundamental knowledge of the ICM. This programme incorporates five main building blocks, namely Islamic Capital Market, General, Behavioural, Leadership and Fintech.

At the onset of the COVID-19 outbreak, the programme was revised to ICMGTS 2.0 to adapt and form part of the capacity-building initiatives offered by the SC and run by the SIDC under *PENJANA*. The new enhanced ICMGTS 2.0 now includes an internship programme for its trainees, geared towards enabling employment opportunities in the new normal as well as channelling fresh talents for the future development needs of the Malaysian ICM ecosystem. The two-month programme commenced in September 2020 and was conducted with 50 participants.