



**Speech by
YBhg Datuk Ranjit Ajit Singh
Chairman, Securities Commission Malaysia
at the**

Launch of the Graduate Representative Training Programme (GRP1000)

Tuesday, 27 August 2013

[Bahasa Malaysia]

Yang Berhormat Menteri Kewangan II Dato' Seri Ahmad Husni Mohamad Hanadzlah;

Yang Berusaha Puan Azura Azman, Pengerusi Persatuan Syarikat-Syarikat Broker Saham Malaysia (ASCM);

Yang Berusaha Encik Natarajan A/L Narayanasamy, Presiden Persatuan Broker Niaga Hadapan Malaysia (MFBA);

Tetamu-tetamu kehormat;

Para wakil dari pihak media;

Tuan-tuan dan puan-puan sekalian.

1. Selamat pagi dan selamat datang ke Suruhanjaya Sekuriti Malaysia. Saya ingin mengucapkan ribuan terima kasih kepada para hadirin sekalian kerana telah sudi memberi ruang dan kesempatan bagi menghadiri majlis

pelancaran Rancangan Wakil Graduan bagi pasaran modal Malaysia, juga dikenali sebagai GRP1000.

2. Terutama sekali, saya ingin mengambil kesempatan ini untuk merakamkan setinggi-tinggi penghargaan bagi Yang Berhormat Menteri Kewangan II Dato' Seri Ahmad Husni Mohamad Hanadzlah, atas kesudian Dato' Seri untuk menyampaikan ucapan utama dan seterusnya merasmikan pelancaran program GRP1000 ini.
3. Saya turut berasa amat berbesar hati atas kehadiran para wakil dari industri pasaran saham dan derivatif, serta akademia. Sokongan daripada syarikat-syarikat broker saham dan derivatif yang menyertai program ini, serta Naib-Naib Canselor yang kami hormati, adalah amat kami hargai.
4. Inisiatif GRP1000 ini telah diumumkan oleh Yang Amat Berhormat Perdana Menteri Malaysia semasa pembentangan Belanjawan 2013 pada tahun lalu. Ia selaras dengan wawasan Suruhanjaya Sekuriti untuk membangunkan pasaran modal di Malaysia secara holistik. Rencana kami merangkumi bukan sahaja struktur pasaran dan produk pelaburan, tetapi juga isu pembangunan kemahiran dan keupayaan modal insan.
5. Yang Berhormat Dato' Seri, tuan-tuan dan puan-puan, tetamu-tetamu kehormat sekalian, kini izinkan saya untuk meneruskan ucapan ini dalam bahasa Inggeris.

[English]

Capacity-building is integral to market development

6. The SC has long recognised that capacity development is an essential dimension of our multi-pronged strategy to develop and sustain growth in the Malaysian capital market. Through the Securities Industry Development

Corporation (SIDC), we have continuously provided various programmes which focus on enhancing the skills and capacity of young professionals entering the capital market.

7. These programmes include the Graduate Development Programme (GDP) and the Islamic Capital Market Graduate Training Scheme (ICMGTS) which have successfully produced hundreds of entry-level professionals who had gone on to join the capital market services industry. Recognising the importance of Bumiputera development in the Malaysian capital market, the SC has also offered various capacity-building programmes under the Bumiputera Training Fund (BTF) and the Bumiputera Dealer Representatives Education Fund (BDREF).

Working together with the industry

Ladies and gentlemen;

8. Moving forward, we recognise the need for continuous efforts to build and sustain a pipeline of qualified professionals to support the projected expansion of the market and ensure that Malaysia remains competitive in the regional capital market landscape.
9. In doing so, the SC believes that it is important for us to listen and work together with market participants to come up with an effective and sustainable solution. For this reason, the SC has consulted closely with the industry to identify their manpower needs in order to support growth over the medium- to long-term horizon.
10. To gain greater clarity on how the SC may facilitate the meeting of the industry's human capital needs, we have conducted a survey across the industry with respondents including investment banks, securities brokers

and derivatives brokers earlier this year. Our findings were further supplemented by another survey which was conducted by ASCM.

11. Based on the survey, we found that while close to 15,000 people are already employed in this segment, an additional headcount of almost 2,500 people will be required over the next three years across all job areas. Out of this, more than one-third are estimated to consist of licensed persons with respect to dealing.
12. In addition to recruiting new professionals into the industry, the survey findings also showed that another challenge faced by broking companies is attracting licensed dealers with highly specialised skills and sound analytical, product- and client-oriented abilities who could successfully execute key business strategies in an increasingly competitive environment.

GRP1000 offers a unique value proposition

Ladies and gentlemen;

13. In light of these findings and based on our own assessment, the SC has decided to introduce the GRP1000 as a structured career development programme which is tailored to the needs of the industry and will establish a pipeline of young and highly-skilled professionals for the Malaysian capital market.
14. This programme will be supported by the Capital Market Development Fund (CMDF). It will be implemented by the SC in collaboration with 36 of our industry players who have volunteered to become our partners in training – as the name suggests – 1,000 graduates to meet the needs of the industry.
15. Through a combination of expertise-based programmes with particular focus on specialist skills, supplemented by extensive mentoring and on-the-job

training, the GRP1000 aims to bring together industry players and qualified graduates who would benefit from a structured training programme which offers opportunities for accelerated career development.

16. GRP1000 also offers a unique value proposition by providing the opportunity for selected graduates to immediately commence work with one of our industry partners as they undergo the programme. This ensures that the selected participants could gain direct, hands-on experience in tandem with the structured training programme which had been custom-designed for GRP1000 to meet the specific needs of the industry.
17. The GRP1000 comprises three distinct stages – each tailored to the needs of the selected participants at the given point in time. At the pre-employment stage, eligible graduates will be prepared for the selection process conducted by our participating industry partners. Once they have been offered a place by a participating firm, the graduates will directly commence work, providing them the opportunity to gain skills through on-the-job training.
18. While they are working, the GRP1000 programme will require participants to attend a customised, structured training programme which focuses on knowledge and skills specific to the capital market. This programme will also include a module to prepare the participants for the licensing examinations relevant for securities and derivatives dealing.
19. Upon being licensed, the participants will continue to be provided with structured training opportunities by their respective employers, as part of the continuous post-licensing professional development stage, which will be supported by GRP1000. This combination of a highly structured, customised training programme with on-the job training opportunities will enable the

establishment of a cadre of highly-skilled young professionals who will support the continued expansion of the Malaysian capital market.

Acknowledgements & conclusion

Ladies and gentlemen;

20. Throughout the whole process, we have been most grateful for the collective support and commitment demonstrated by all participating stakeholders, many of whom are here in the audience today.
21. In particular, I would like to acknowledge the contribution of our industry participants, namely the Association of Stockbroking Companies Malaysia, the Malaysian Futures Brokers Association, the Malaysian Investment Banking Association, all respondents to the surveys conducted as well as the 36 companies which have agreed to host and mentor the participants of GRP1000.¹ Your support has helped us translate this programme into reality.
22. On that note, I would like to wish our young graduates the very best of luck and I look forward to welcoming you to a competitive and rewarding career in the Malaysian capital market.

Thank you.

¹ ALD advised that the names of the industry associations should be mentioned in full in the acknowledgements due to the presence of students in the audience who might not be familiar with the acronyms