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The Role of Private Sector in Skills Development: Driving Innovation and Impact

22-23 October 2025, Shangri-La Kuala Lumpur, Malaysia

Parallel thematic sessions:

Sector specific experiences of Sector Skills Bodies (SSBs) and knowledge sharing

sharing from Azli Haji Norali, FMM Council, Federation of Malaysian Manufacturing (FMM)



▶ **Global
Skills
Forum**

The Role of the Private Sector in Skills Development:
Driving Innovation and Impact

Brief Overview of FMM

The Federation of Malaysian Manufacturing (FMM) (formerly known as Federation of Malaysian Manufacturers) has been the voice of the Malaysian manufacturing sector since 1968, advocating policies and initiatives that drive industrial growth, competitiveness and workforce development. Representing over 13,100 member companies (4,100 direct and 9,000 indirect) from the manufacturing supply chain, FMM is actively engaged with government and its key agencies at Federal, State and local levels. FMM is also well-linked with international organisations, Malaysian businesses and civil society. Apart from benefitting from FMM's advocacy, FMM members enjoy value-added services including training, business networking and trade opportunities as well as regular information updates.



FMM IN BRIEF

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ESTABLISHMENT

July 2, 1968 Merger of

-  National Chamber of Malayan Chambers & Malayan Manufacturers Association
-  March 20, 2025 changed name to Federation of Malaysian Manufacturing

VISION, QUALITY POLICY, VALUES & TAGLINE



Making Malaysian Industries Globally Competitive

Total commitment to Service Excellence and Quality



Transparency, Integrity, Accountability & No Corruption

Your Voice, Your Partner



2

MEMBERSHIP STRENGTH

3

Over
13,200++
Members
(Direct & Indirect)

COMPANY SIZE

76% SME

24% Large

4

TOP INDUSTRIES



Food & Beverages



Fabricated Metal



Machinery Equipment

Chemicals including Petroleum



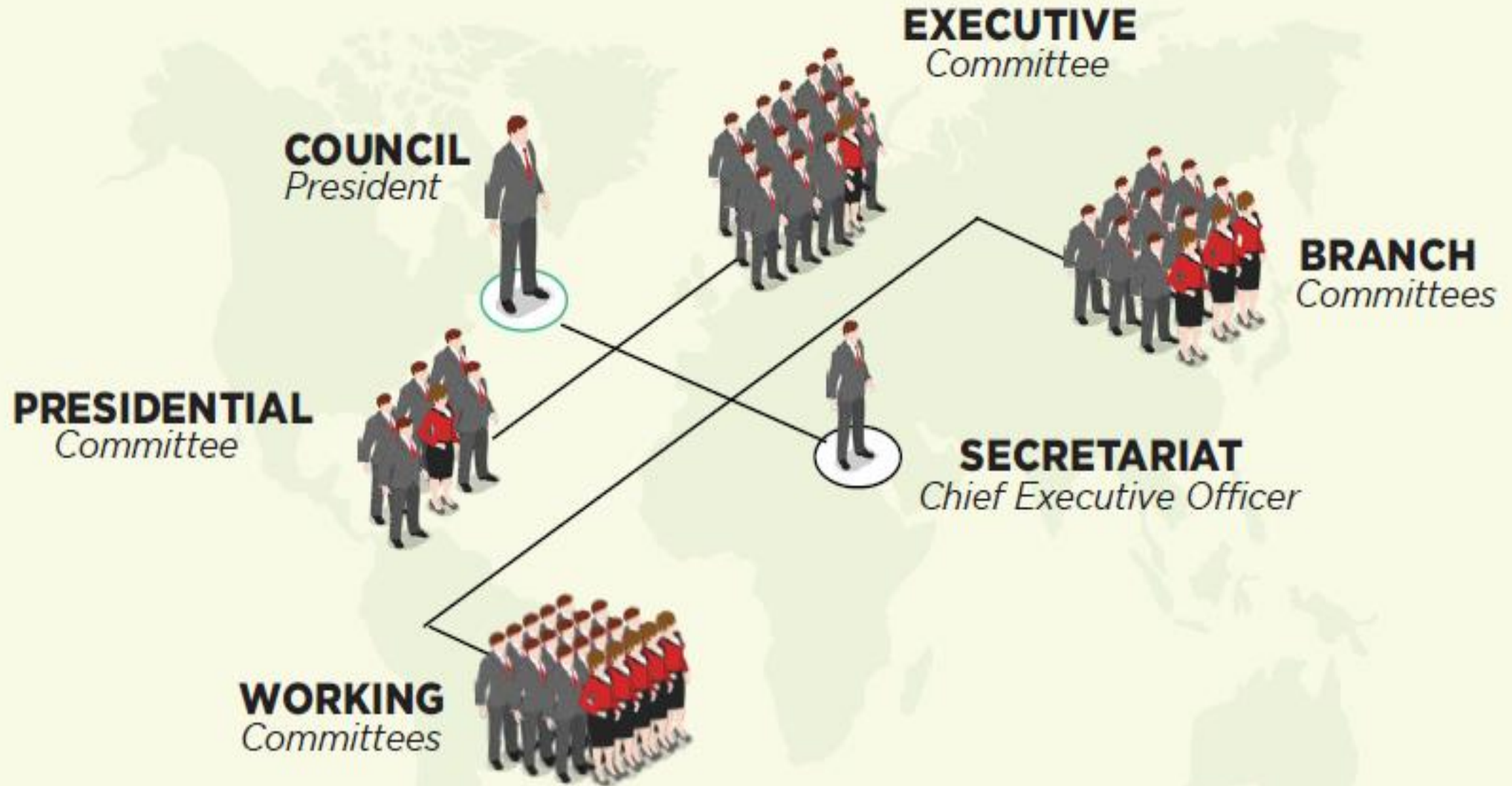
Electrical & Electronics



Plastics



Organisational Structure & Committees



5

FMM NETWORK

- Branches & Subsidiaries

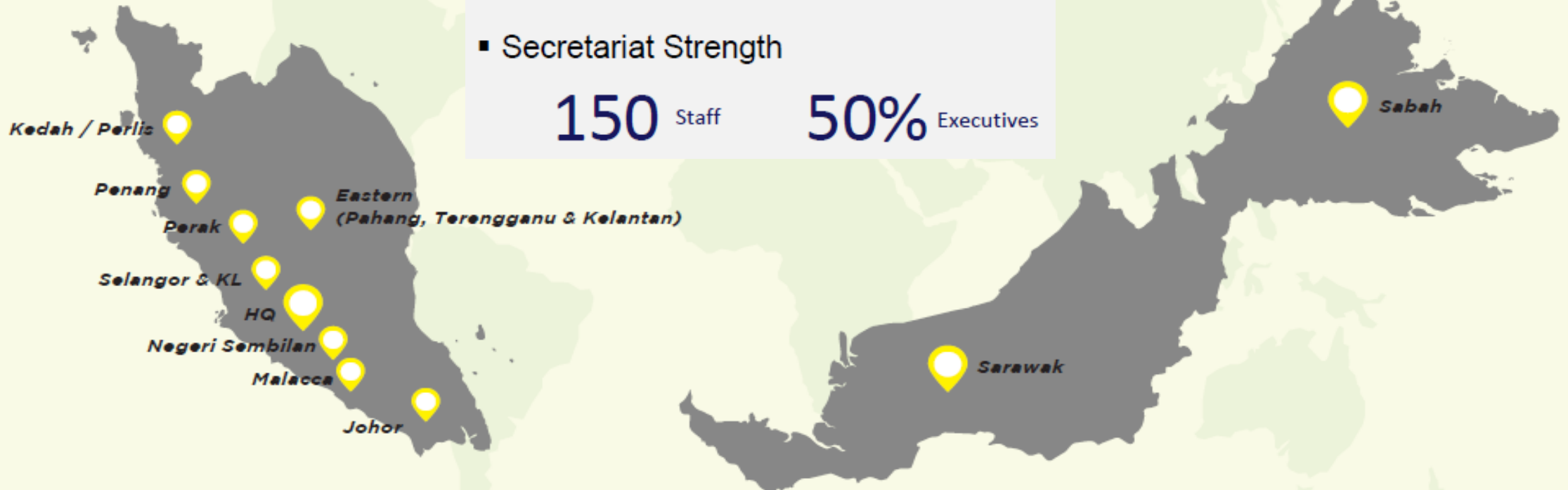
10 Branches

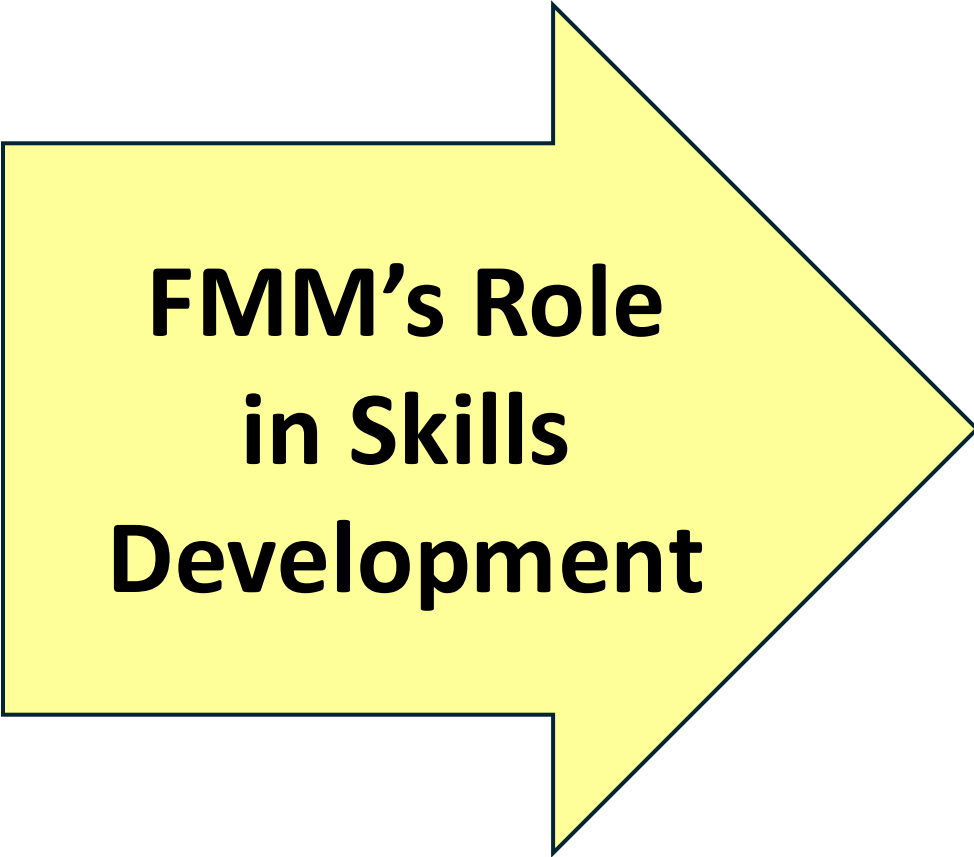
2 Subsidiaries

- Secretariat Strength

150 Staff

50% Executives





FMM's Role in Skills Development

- Key partner in shaping Malaysia's skills development ecosystem
- Advocate for industry-led, demand-driven training
- Active contributor to policy, training, and industry–institution collaboration

1. Participation in Government & Tripartite Platforms

- Involved in tripartite initiatives on skills and workforce development
- Provided views and recommendations on the Critical Occupation List (COL) study by TalentCorp
- Provided industry insights during collaborative engagements with MOHR, MOE, HRD Corp, and related agencies
- Representing manufacturing industry on Technical Committees including Majlis Pembangunan Kemahiran Kebangsaan (MPKK) and HRD Corp Board
- Founding Member and current Chair of Government-Industry TVET Coordination Body (GITC)

2. Strengthening Industry–TVET Linkages

- Participated in curriculum building in the educational institution and alignment on the National Occupational Skills Standards (NOSS)
- Industry Advisory Council representation at major Polytechnics in Malaysia
- MoUs with higher learning and skills institutions to strengthen collaboration (e.g. National University, Tunku Abdul Rahman University, Singapore Polytechnics etc)
- Facilitates internships, apprenticeships, and dual training opportunities between member companies and educational institutions

3. Promoting TVET as a Pathway of Choice

- Advocates equal recognition of TVET and academic routes especially via involvement in GITC
- Participates in skills exhibitions and open days organised by skills institutions
- Organises industry visits among member companies to expose students to real workplace environments
- Promotes work-based learning such as internships and apprenticeships to build practical skills

4. Contribution to Skills Policy & Standards

- Provides industry input into skills frameworks and certification systems (NOSS, Malaysian Skill Certificate)
- Contributes to human capital policies (e.g. National TVET Policy, HRD Strategies)
- Advocates closer alignment between training contents and real-world industry needs

5. FMM Institute (FMMI): Training Arm

- Wholly owned subsidiary of FMM
- Provides industry-relevant training across technical, supervisory & management areas
- HRD Corp-claimable and certified programmes
- Nationwide branches ensure access to skills training
- Supports Industry 4.0, digitalisation, and sustainability upskilling

Information on number of participants that joined FMM's skills training

Overall No of Programmes and No of Participants

YEAR	No of Programmes		No of Participants	
	Public Programmes & In-House	FMM Certificate Programmes	Member	Non-Member
2022	572	56	6,541	2,679
2023	817	71	10,427	5,137
2024	859	77	11,401	4,734

Popular Programmes (both technical and non-technical)

Public Programmes	In-House Programmes	Certificate Programmes
• Safe Forklift Driving Skills • Overhead Crane and Lifting Safety • Production Planning • Emergency Planning and Preparedness • Effective Root Cause Analysis • Supervisory and Leadership • Problem Solving and Decision Making • Essential Leadership and Motivation Skills for Managers • Communication and Writing Skills • Client Handling Skills • Understanding ISO9001/14001/45001/37001 and Internal Audit • 7 Problem Solving and QC Tools • Warehouse, Stock Control and Inventory Management • Microsoft Excel (Intermediate and Advance) • HR for Non-HR • Finance for Non-Finance	• Safe Forklift Driving Skills • Overhead Crane and Lifting Safety • HIRARC and Fire Safety • Effective Safety and Health Committee • Risk at Workplace – Ergonomics and Working in Height • Safe Handling of Chemical • Noise Management • Occupational First Aid, CPR and AED • ISO9001/14001/45001/37001 Internal Audit • Effective Root Cause Analysis • 5S Implementation • Project Management • Data Analysis with Excel • Employment Misconduct and Conducting Domestic Inquiry • Supervisory and Leadership • Problem Solving and Decision Making • Communication and Technical Writing	• FMM Occupational Safety & Health Coordinator (OSH-C) • FMM Certificate in Boilerman • FMM Certificate in Steam Engineer • FMM Certificate in Production Planning and Control • FMM Certificate in Procurement and Inventory Management • FMM Certificate in Warehouse Management • FMM Certificate in SCM and Logistics • FMM Certified Quality Manager (CQM) • FMM Certified Quality Engineer (CQE) • FMM Certificate in HRM and IR

Highlighted Themes

Government Initiatives on Skill Development

- Instrumental in the introduction of National TVET Act under Budget 2026
- TalentCorp's Industry–Academia Collaboration (IAC) and Apprenticeship Programme

Upskilling and Reskilling Workforce

- Promotes lifelong learning and continuous skills upgrading among members companies and industry at large via FMM Institute
- Implements reskilling programmes for automation and digitalisation, partners with HRD Corp and MOHR on reskilling initiatives
- Supports the use of micro-credentials for flexible and modular upskilling aligned with industry needs

Championing Skills for the Future

- Focus on Industry 4.0 and digital competencies
- Promotes green skills and sustainable manufacturing practices which are critical to supporting trade
- Contributes to national foresight on emerging skill demands

Conclusion

- FMM plays a central role in advancing Malaysia's skills ecosystem
- Ensures TVET and skills development remain industry-driven
- Committed to building a future-ready, high-skilled manufacturing workforce



YOUR VOICE



YOUR PARTNER

THANK YOU

www.fmm.org.my

FMM Advocates Transparency, Integrity, Accountability and No Corruption