

CCPS & MBOT Signs MoU

We are proud to announce that on 28th September 2018 CCPS entered into a Memorandum of Understanding with the Malaysian Board of Technologists (MBOT) to become part of their Technical Expert Panel (TEP).

MBOT is an agency established under the Technologists and Technicians Act 2015 (Act 768) in Malaysia. It's main function to register and recognize Professional Technologists (Bachelor's Degree level and above) as well as Certified Technicians (with SKM/Diploma Level) as professionals following the recommendation of the Tenth Malaysia Plan (10MP). MBOT recognizes professionals across 23 technology areas.

The Technical Expert Panel (TEP) acts as a strategic alliance between government agencies, industry and academia. This strategic alliance will act as an advisor to oversee the respective Technology and Technical Fields which are recognised by MBOT. There are 3 levels of engagement that will be handled by the TEP – Academic accreditation, Assessment and Practicing Provisioning.

CCPS is on the TEP for the ICT, Cybersecurity and Telco technology areas. CCPS will also be working with MBOT to build a channel where CCPS professionals can have easier access to attaining Technologist (Ts) or Certified Technicians (Tc) status.

CCPS recently attended the first TEP session for the ICT and Cybersecurity sector on the 22nd March 2019. This initial session was to discuss, recommend and review the definitions for both Technologists and Technicians in both technology areas as well as to define the rate scale of fees for professionals providing services in the area.

CCPS will also work with MBOT to harmonise and align the Professional Competency Framework to MBOT's requirements for attaining Professional Recognition as well as to be a part of their Continuous Professional Development (CPD).

We look forward to supporting and working with MBOT in their continued efforts to build the necessary structures to recognise professionalism in Malaysia's technological industries.

For more information on MBOT – please visit them at www.mbot.org.my

Exploring Micro- Certification in Cybersecurity

Department of Skills Development (DSD) under the Ministry of Human Resources, Cybersecurity Malaysia (CSM) are considering a pilot collaboration on micro-certification in the Cybersecurity space.

Representatives from CCPS and HRDF are also part of the "think tank" to contribute to the development of this micro certification roadmap and processes.

The micro certification in Cybersecurity will see programs and certifications under the GlobalACE Scheme (GAS) and the National Occupational Skills Standards aligned.

The GlobalACE Scheme is already aligned to CCPS's Professional Competence Framework (PCF) - Cybersecurity Sector. Dual and Micro certification efforts will also benefit the professionals registered in the CCPS professional bank.

The kick-off meeting in March 2019 was positively received by all members of the panel for the micro-certification efforts and more workshops are expected in the near future.

Meet your Members



Ms Nur Haryati Hisham
Coach | Facilitator | Consultant

“Developing future leaders through coaching and life long learning”

She served Mesiniaga for over 20 years before venturing out as a freelance consultant focusing on people development and helping organisations execute their strategic priorities.

She is a Master Performance Coach and spends her time coaching top talent employees towards achieving their professional and personal goals.

She also designs and implements strategic HR initiatives aimed at accelerating the readiness of future leaders via succession planning programs that are in line with the organisations business goal and talent retention strategies

She is one of the pioneering members of CCPS.

Mr Craig Richards
VP – Global Delivery | Apigate

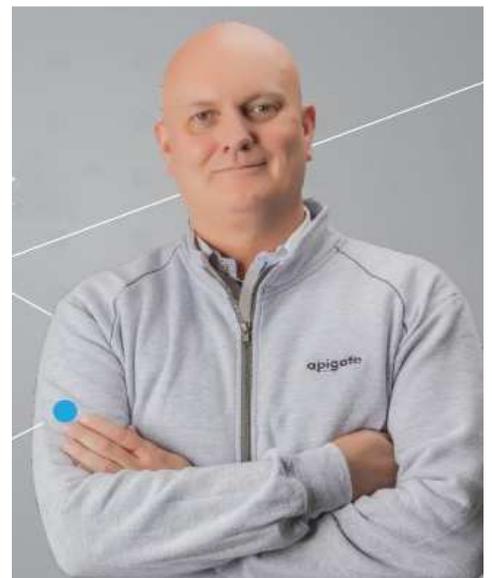
“Competency development is a critical building block for strategic success ”

He is an IT leader with broad technical and commercial experience in both strategy and delivery specialising in IT and Telecommunications across APAC.

He works at the forefront of digital transformation, Innovation and disruptions and actively leads programs for implementation of critical strategic solutions involving APIs, eCommerce, Cloud and SaaS.

Craig understands the importance of managing talent across large technology teams in order to optimise innovative solutions that lead to the meeting of strategic outcomes in the business.

He has been a member of CCPS since 2016.



To be featured in our Meet Your Members section, please do send in a short bio of yourself as well as a profile picture to norsuhaila@ccpsoc.org

TADHack 2018

Overwhelming Developer Turnout

In support of the Talent Ecosystem in Malaysia, CCPS has been supporting the Telecoms Application Development (TAD) Hackathon for the last 2 years – 2017 and 2018.

Both events saw overwhelming developer talent turnout. More than 170 participants attended the TADHack 2018 event. CCPS supported and coordinated both events by engaging with both budding university talents and industry professionals already in this space. Developers came from all over Malaysia to attend the 2 day hackathon.

TADHack is an annual international hackathon that runs over a weekend concurrently across 20+ cities around the world. Global sponsors support the event through cash prizes as well as their API sandboxes. Participants can use open APIs or those of the sponsors to develop solutions.

CCPS views the area of Application Programming Interface (API) development as an especially important growth pathway for both current industry practitioners as well as graduating talents. As businesses embark on their digital transformations pathways and into the era of IR4.0 there is ever an increasing need for access as well as connectivity and API development allows for this.

TADHack is a great event that allows our local developing talent to access to technologies, solutions from around the world that they otherwise would not be aware of in their day to day environment of work and/or studies. Due to the international nature of the event, our Malaysian Developers also get to see the level and quality of solutions that they would be competing with at a global level.

There were 3 levels of prizes:

Global Prize (Provided by Global Sponsor for Global level winners)

Global Local Prize (provided by Global Sponsor for local winners)

Local Local Prize (provided by Local Sponsors for local winners)

We are proud to say that one of our Malaysian Developer Teams won at the Global Level Prize. We hope to support the event again this year as it brings critical exposure to our local talents as well as building awareness for Telecoms APIs amongst the developer community.



Special Thanks to our sponsors:

UniKL supported the event with a venue space to accommodate the developers over the weekend long hackathon.

MaGIC supported the event with refreshment and local category prizes

SuriaLabs supported the event with local category prizes

Orbitage supported the event with local category prizes

Professional Competence Framework – API Development

With Digitalisation disrupting the business landscape, many businesses will embark on some form of digital transformation journey. Along this journey these businesses will review and restructure the organisation to adopt and optimise new seamless processes that incorporate more efficient technologies and policies. An outcome of the restructuring will be that some job roles will become redundant. It is critical for businesses to consider the importance of reskilling staff with new skills that are not yet readily available in the talent marketplace.

The growing importance of APIs in business is just one of the ripples of the Digitalisation Age. Other ripples comes in the form of virtualisation, cloud computing/storage amongst others. APIs can be used internally or externally to facilitate smoother business integration. As an example, when used internally it can create operational efficiencies by providing much needed access to internal resources that were previously not easily accessible due to the silo-ed nature of many traditional organisational structures.

Mostly we hear of the term API bandied about in the capacity of external facing APIs. We believe that in this Digital Age, many organisations will look toward smart synergies with external partners that will provide greater market access, greater service values, and improved efficiencies in sharing information. APIs aim to provide secure and flexible access points for external parties looking for synergistic relationships with the business.

CCPS has developed the Professional Competence Framework (PCF) with the aim of assisting organisations to develop critical skillsets in a structured manner. In line with Digitalisation and the need for new skillsets required of our local workforce, it is hoped that strategic HR would be looking at reskilling rather than just redundancy. Reskilling also keeps critical legacy expertise in place whilst the transformation is ongoing, as well as building a culture of learning throughout the organisation.

As such CCPS is calling out to Strategic HR Practitioners to participate in a “Think Tank” to discuss the development of the API pathway in the Professional Competence Framework. Subsequently we hope to have Subject Matter Experts from related organisations nominated to contribute to the development and validation process.

To participate and contribute to the API Think Tank – please forward your interest by email to norsuhaila@ccpsoc.org with the subject heading “PCF – API Think Tank”. Closing date to register your interest will be the 30th May 2019.

Notices

CCPS Annual General Meeting will be held on 23rd April 2019 at the following venue:

Openet Telecom Malaysia
Level 26, Centrepoint South,
The Boulevard, Mid Valley City,
Lingkaran Syed Putra,
59200 Kuala Lumpur, Malaysia

Special thanks to Openet Telecom Malaysia for providing a venue for the CCPS AGM 2019.

Industry Professional Workshops

In 2018, CCPS organised for its members 2 full day sessions of Industry Professional Workshops. These workshops were aimed at providing an overview of new emerging technologies that would have an impact on businesses across multiple industries. With the introduction to these new areas of technologies, we hope that member organisations will be better able to anticipate the possible adoption and plan accordingly for implementation within their own businesses.

The Industry Professional Workshop (IPW) conducted in 2018 covered the following areas

- Evolution towards 5G
- Network Softwarization & Orchestration

The target audience included CCPS Members technical staff and was well received by the participants. The workshop's very affordable fees were also claimable under HRDF SBL scheme.

Participant feedback requested for more technical workshops to cover related topics in more detail and for the workshops to be extended in duration to allow for more discussion. As this series of workshops was the first of its kind in CCPS, we aim to do better and more this year.

For this year - CCPS plans to conduct more of these Workshops (April 2019 – March 2020). This year's workshops will cater to both HR practitioners as well as technology professionals in the following areas.

- 1) API Development & its impact on businesses
- 2) Culture Management & other HR tools/assistance

CCPS notes that when businesses embark on their digitalisation journey, significant changes in the organisation structure or processes are to be expected. These changes aim to enable businesses to remain agile and flexible. However, one of the bigger hurdles faced when implementing any kind of change is Organisational culture and the management of change processes. The flavours of this years' HR workshops will aim to provide insight into how HR practitioners can contribute toward successful change management.

It is hoped that HR practitioners will be able to takeaway useful tips and methodologies to customise and roll out in their own organisations.

Stay tuned for more detailed updates on the upcoming workshops this year. The planned timeline for the workshops can be found in the Activity Plan 2018 – 2019 section.

CCPS is also opened to suggestions for areas/topics for workshops. Please do send your recommendations to norsuhaila@ccpsoc.org.

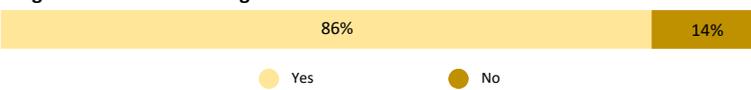
CCPS Survey - L&D Insights

In the first quarter of 2019 – CCPS rolled out a survey to glean some insight into L&D practices and culture of organisations in Malaysia. The results are summarised below.

Respondents Company Size



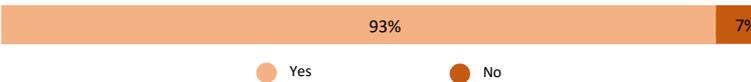
Organisation L&D Planning



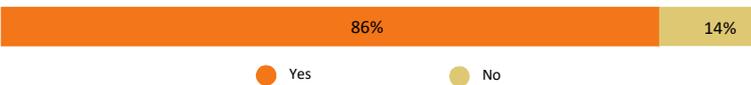
L&D Implementation Cycle



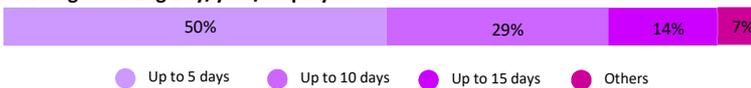
Catering for Different Skill Levels



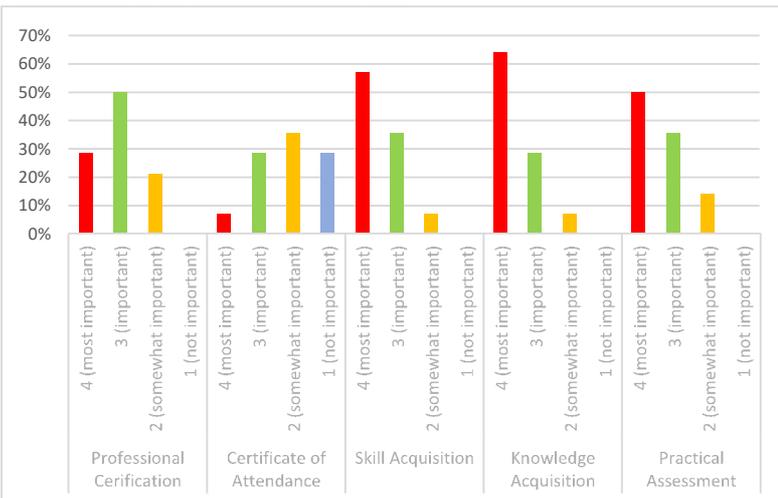
Catering for Transferable Skills



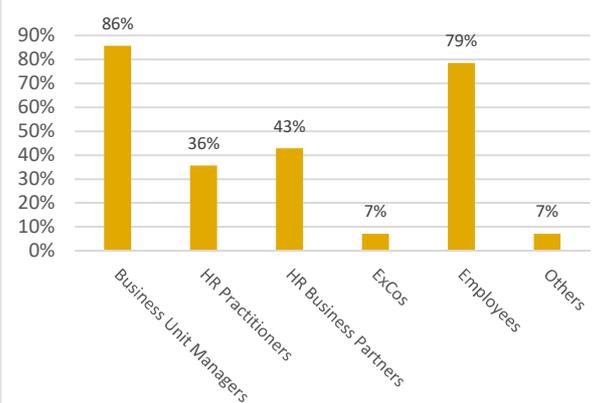
Average Training Day/year/employee



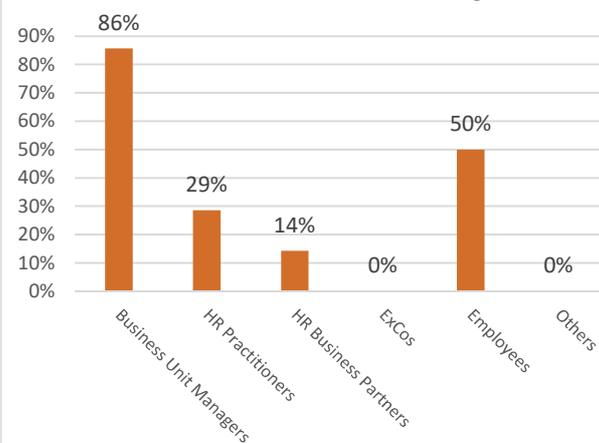
Importance of Outcomes in L&D initiatives



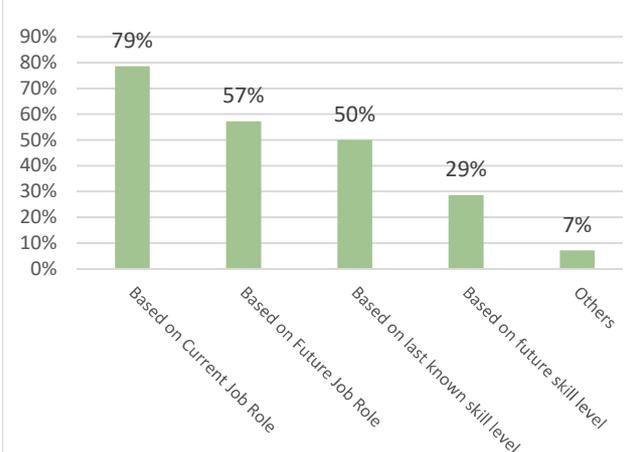
Stakeholders/Contributors to L&D Plans



Who identifies candidates for L&D Programs?



Candidate Selection Criteria



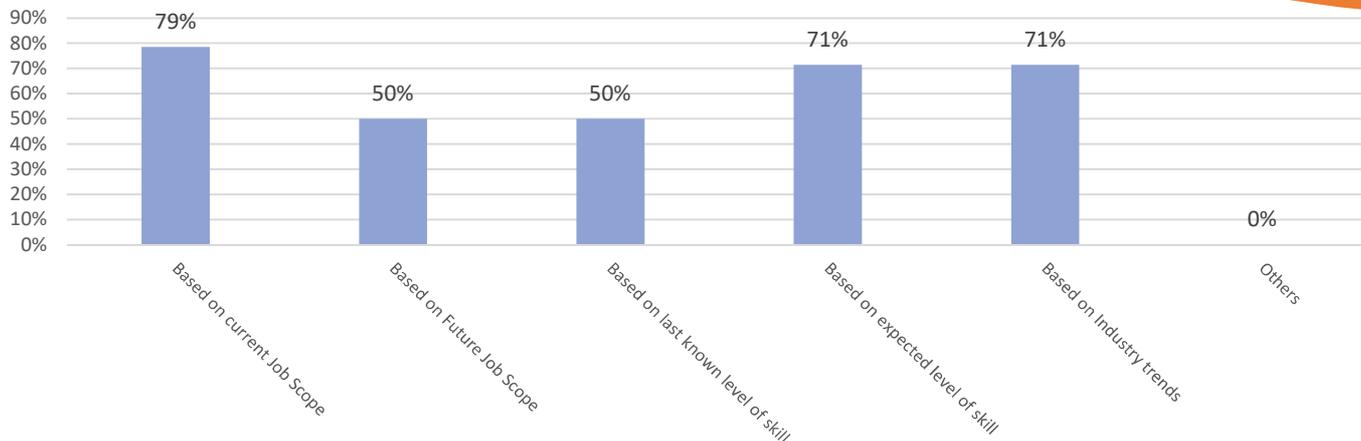
my.TALENT

Communications Convergence Professional Society . Structured Competence Development

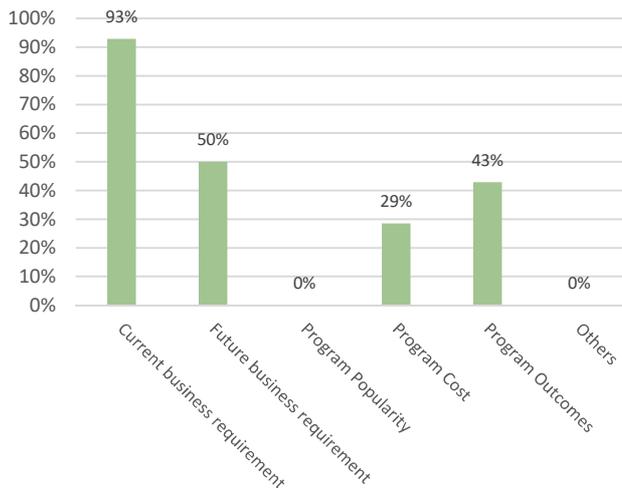
newsletter

Issue 001/2019

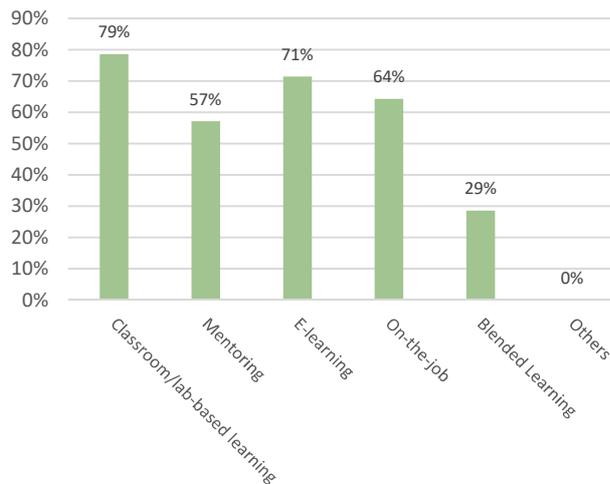
Selection Criteria for Upskilling Areas



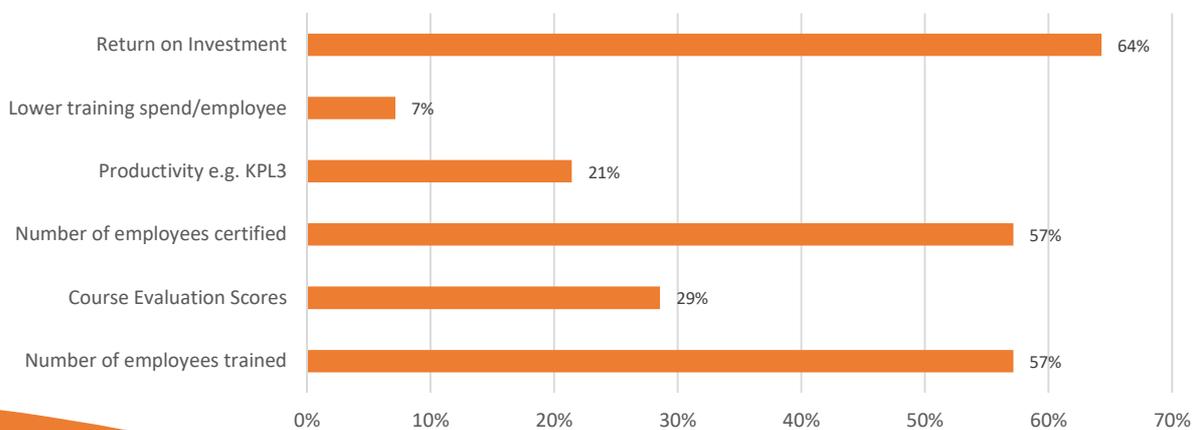
Training Program Identification Driven by



Current L&D Channels



Organisation Measurement Criteria for Effective L&D



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 newsletter

Issue 001/2019

Tracking of Employees growing skills



Current Competency Bank Deployment



L&D Outcomes - incorporated into Retention Programs



L&D Outcomes - incorporated into Career Pathway



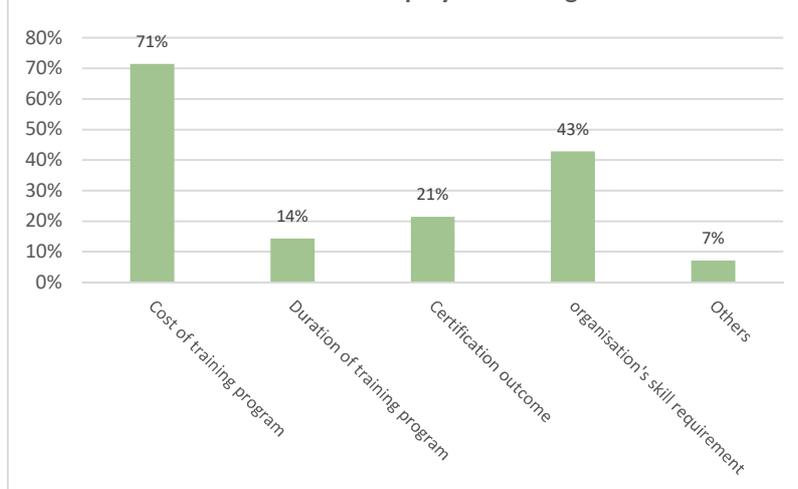
L&D and Employment Bonding



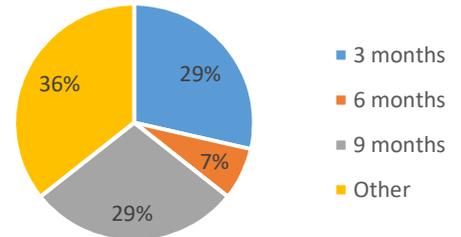
Employment Bonding - Is it Successful?



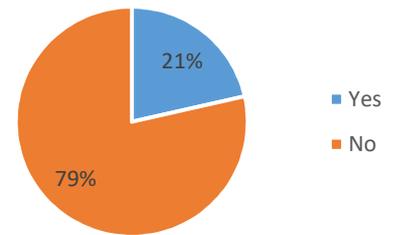
Criteria for Employee Bonding



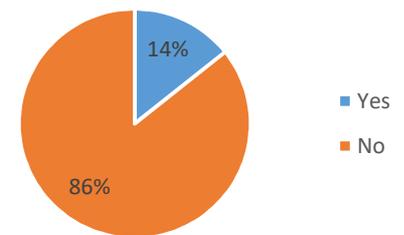
Recommended Bonding Period for 5 - 10 days training



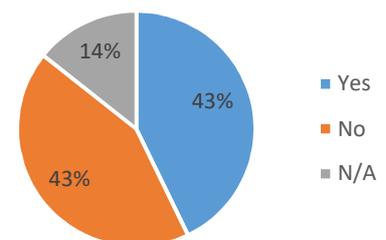
L&D Alignment to Framework(s)



L&D Alignment to National Framework(s) or Certifications



L&D Alignment to National Framework(s) or Certifications



CCPS hope to conduct quarterly or bi annual surveys on practices across the gamut of HR activities. If you have any areas that you would like insight into – please do share your recommendations/requirements with norsuhaila@ccpsoc.org. Kindly assist by titling your email “CCPS SURVEY SUGGESTIONS”

Activity Plan 2018 - 2019

April

CCPS Pro Bank Drive
CCPS Newsletter Issue
CCPS AGM

May

Industry workshop Series 2.1/2019
TADS Asian Summit KL

June

Networking Session

July

Call for API Think Tank
Finalisation of Fast Track pathway
for CCPS Professionals

August

Industry workshop Series 2.2/2019
Call for PCF – API technical experts

September

PCF – API workshop 1
CCPS Newsletter Issue

October

PCF – API workshop 2
TADHack 2019

November

Industry workshop Series 2.3/2019

December

PCF – API Validation

January

Networking Session

February

Industry workshop Series 2.4/2019
(to be updated)

March

Networking Session

If your organisation has events that are open to public, please do contact us to have the event listed above