

# HR action plan to address job mismatch in final phase

Exco member says it will also help state government better manage upskilling and reskilling programmes

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THE Johor Human Resource Steering Committee is expected to come up with an action plan next month to address job mismatch in the state.

Johor youth, sports, entrepreneurs' development, cooperatives, and human resources committee chairman Mohd Hairi Mad Shah said the steering committee was in the final phase of coming up with the Johor Human Resource Strategic Action Plan.

"The steering committee comprises 42 government agencies and education institutions offering upskilling and reskilling programmes.

"The action plan is needed due to job mismatch and training programmes that have not been managed properly," he said after speaking on the new government initiative through the Social Security Organisation (Socso) programme at Menara Perkeso in Johor Baru.

Currently, Mohd Hairi said there was no data on the number and type of skills programmes offered and how many had enrolled.

"We don't even have data on the number of available jobs related to the skills taught in these programmes.



Mohd Hairi (centre) and Tong (right) publicising several government initiatives offered through Socso at Menara Perkeso in Johor Baru.

"We do not want to focus on just one sector as that can lead to oversupply and unemployment in the long run," he said.

The steering committee is led by the Johor Human Capital Strategic Unit, which was introduced to address employment issues as well as the brain drain involving locals

working in Singapore.

"When Malaysia reopened its borders on April 1, a lot of Malaysians received offers to work in Singapore," said Mohd Hairi.

"The currency exchange rate in favour of Singapore has resulted in many Johoreans wanting to work there," he said.

**"Currently, there is no data on the number and type of skills programmes offered."**

Mohd Hairi Mad Shah

He noted that the state's proximity to the island, which made travelling there for work much easier, was the main reason Johor was facing a shortage of Malaysian workers in many industries locally.

"We need to find ways to create employment opportunities to meet the needs of both employers and employees in Johor," he stressed.

Johor Socso director Tong Sing Chuan said there were 51,801 job vacancies on the MYFutureJobs portal as of July this year.

"A total of 9,692 positions have been filled," he said.

He added that the unemployment rate in Malaysia had dropped from 5.6% in 2020 to 4.1% as of February this year.