

Bringing on the Skilled Set

Parallel to the need of educated professionals, the skilled workforce has been multiplied to meet with the necessities of the growing number of investments within the state.

Established on 14th February 1992, the SELANGOR HUMAN RESOURCE DEVELOPMENT CENTRE ("SHRDC") was set-up as a response to the Malaysian Government's call for closer co-operation between the government and private sector to overcome the short supply as well as upgrade the quality and skill levels of the human resource in the State of Selangor. SHRDC rose to the challenge with the strategic provision of technical and technological training in the competency format.

The inception of SHRDC was originally sponsored by the Malaysian Federal Government and the Selangor State Government in collaboration with the following Founding Members from the industries.

SHRDC facilitates capital-intensive equipment and machinery-based training along with other essential skills thus meet manpower requirement of the industries. Its endeavors have helped to significantly enlarge the pool of skilled manpower in the State of Selangor with improved skills



Theoretical studies are just as important

and international exposures. At the same time, it was able to contribute indirectly to the country's industrial activities and economic growth.

SHRDC's Strategic Intent

With its base in Shah Alam, Selangor's capital city, SHRDC on the one hand establishes smart partnership with leading

corporations in manufacturing and other technology sectors in Malaysia to help identify and promote appropriate human resource development needs.

On the other hand, it connects itself with professional institutions in the vocational education and training industry worldwide. The initiative gives the Centre a strategic advantage to bring



The semiconductor design phototyping and training centre



The SHRDC workforce



Interaction between students



A view of the centre from the outside

latest technological innovations in human resource development to serve the state-of-art skills demand of the industries.

Moreover, the alliances enable SHRDC to access the intellectual and technological resources from both ends.

Strategic Business Units

SHRDC offers a number of learning

programs that are in demand and required by the industry. These learning programs are managed by strategic business units (SBUs). The SBUs hold the ownership for planning, organizing, designing and implementing the learning programs.

They are also responsible for constant monitoring and upgrading of the quality, currency and relevancy of the learning

programs. They carry out the learning program management events through liaison and consultation with industry leaders in the respective areas, who will actually endorse them before allowing to offer to the students.

The SBUs are headed by a Project Leader and supported by a team of industry specialists.



The reception area



The semiconductor design prototyping and training centre

The SBUs currently are:

Microsystems Technology that manages the Malaysia Institute of Microsystems that covers

- IC Design (Analog & Digital)
- PCB Design
- Test & Services
- Packaging
- Embedded Systems
- Solar Technology
- Manufacturing Technology
- Industrial Automation
- Engineering Management

Plastics Technology that manages the Malaysian-Italian Plastics Technology Training Centre

- Information Communications Technology
- Programming & Database
- Internet Technology & E-Commerce
- Desktop Application
- Software Engineering
- Enterprise Resource Planning

- Essential Skills
- Creativity & Innovation
- Edward Debono 6 Thinking Hats
- Edward Debono Lateral Thinking
- Edward Debono Simplicity
- Edward Debono 6 Medals
- Communicative Leadership

- Change Management
- Leading Bold Change

SHRDC-Awana Domino Race



In a practical class session

Relevance and Currency

All the learning programs offered at SHRDC are competency-based that are formulated through a systematic process of analysis of role responsibilities and tasks of industrial jobs. They focus on developing the appropriate skills, knowledge and attitude, and they are delivered by specially qualified trainers with related industry experience, to build the necessary capability in students to make them effective employees upon employment. Key industry personnel who are closely associated with the target jobs from respective industries provide the necessary input and consultation for



A workshop

continual change and improvement of the learning programs.

There is also an industry feedback mechanism that seeks to match and understand student learning against requirement of job performance. A continuous system is in place to amend any mismatch between them.

Competency Certification

SHRDC learning programs are competency-based and conducted according to student centered learning principles. The students are trained to become both capable and knowledgeable to carry out their jobs efficiently and

effectively. Because the emphasis is on competency, the design and structure of the learning programs and courses follow a unique competency format that governs the actual learning as well. For most part, the students learn by doing.

All the learning programs are developed with timely assessment activities for both the critical knowledge and skills. The assessment activities are planned, validated and conducted according to the principles and guidelines that are highly valued in the vocational education and training environment. A carefully thought out criteria of competency demonstration on the part of

the students decides the final judgment of competency certification.

For further information, please contact:

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