STATISTICAL COMPETENCY DEVELOPMENT IN DEPARTMENT OF STATISTICS MALAYSIA (DOSM)
It has been instituted more than 20 years ago and further strengthened with the establishment of Malaysia Statistical Training Institute (ILSM)

- To ensure the workforce remains skilled, competent and resilient
- To advance and develop statistical experts
- To promote and foster statistical literacy among statistical communities such as student and public
- To promote and share statistical experience and knowledge among international community

Fully operationalized on 3rd January 2012.

RM66.17 mil

In line with the Government policy that accentuate human resource development in the public sector

Responsible for providing in-house training programmes
DOSM STATISTICAL LANDSCAPE

A **centralised system** and at the same time allows other government agencies to collect statistics to fulfill their own policy making and planning.

**DOSM** have **4 programmes, 16 divisions, 14 state offices, 28 operation offices**

**Manpower**: 3,251 person 12% professional

**Mission**

Producer of National Statistics of Integrity and Reliability

**Modernization**

CATI, CAPI, NEWSS, E-SURVEY, STATSBDA

The total of **282 publications** were published in 2016

- PORTAL
- STATSDW
- Mobile apps (MyLocalStats, biz code, CPI capsule)

**Vision**

To Become A Leading Statistical Organisation Internationally by 2020

**DOSM** is the **national statistical authority** for official statistics

**ILSM** is under **Management & Support Services Programme**

**Manpower**: 35 person (26% professional)

**Mission**

Strengthening the development of excellent human capital through innovative and quality learning

**Vision**

To be the leading statistical learning institution

Operational cost: 2017, RM3.8 mill
Training cost: about RM500k/year
Public Sector Training Policy
Any member of the public service should be equipped / furnished with an attitude, skills and knowledge through human resource development program that is planned based on competency development and continuous learning.

Implementation of the Public Sector Human Resource Training
The structure of the implementation of the Public Sector Human Resource Training

To provide training road map based on the service period and level of competency
In order to fulfil the government and department aspiration the training institute need to adhere to the multitude needs listed under the plans.

**Strategic Thrust 1**
The management of quality and innovative learning

**Strategic Thrust 2**
The competent trainer

**Strategic Thrust 3**
Strengthening the governance and learning policy

**Strategic Thrust 4**
Managing infrastructure efficiently and effectively

**Strategic Thrust 5**
The strategic cooperation networking

**Annual Training Operation Plan**

**Training Management Committee**
ILSM Advisory Council

**DOSM has signed MoU with 12 universities**

**Under initiative**
NBOS has collaborated with 2 institutes
DOSM TRAINING BUSINESS PROCESS

Planning

DOSM has designed the system to allow the institute and individual to link their development need with learning opportunity to develop Subject Matter Expert (SME)

Implementation

Report on results of training course & feedbacks
Report on training course results & feedbacks

Management of training course
Management of training course

Preparation for each course
Preparation for each course

Training Modality

Face to face
Face to face

Workshop/ seminar
Workshop/ seminar

Video streaming
Video streaming

Course evaluation
Course evaluation

Training Assessment & Evaluation

Setting up management plan for each course
Setting up management plan for each course

Evaluation on training results and feedbacks
Evaluation on training results and feedbacks

Setting up support plan for training and implementation
Setting up support plan for training and implementation

Knowledge Management System
Knowledge Management System

Learning Management System
Learning Management System

Need
Need

Objective
Objective

Content
Content

Method
Method

Assessment
Assessment

Evaluation
Evaluation

Configuration
Configuration
Curriculum Development

201 Courses have been designed for professional & support staff according to school:

- **Economics**
  - Core: 14 courses
  - Total Courses: 56

- **Sociology & Demographic**
  - Core: 6 courses
  - Total Courses: 41

- **Methodology, Research & Quality**
  - Core: 12 courses
  - Intermediate: 17
  - Advance: 4
  - Total Courses: 33

- **ICT & Geospatial**
  - Core: 6 courses
  - Intermediate: 64
  - Advance: 1
  - Total Courses: 71

Obligatory course:

Newly hired professional & support staff (0-3 years) is required to finish 38 courses prior to their replacement within the organizations.

Training Approach

- Lecture
- Hands-on
- Case Study
- Group Discussion
- Group Presentation
- Assessment & Evaluation

Providing 90 training courses to professional staff by level of competency:

- **Core**
  - 0-3 Years of Service
  - Economic: 5 courses
  - Methodology, Research & Quality: 4 courses
  - Social & Demography: 2 courses
  - ICT & Geospatial: 2 courses

- **Intermediate**
  - 4-10 Years of Service
  - Economic: 21 courses
  - Methodology, Research & Quality: 7 courses
  - Social & Demography: 14 courses
  - ICT & Geospatial: 24 courses

- **Advance**
  - 11 & above Years of Service
  - Economic: 4 courses
  - Methodology, Research & Quality: 2 courses
  - Social & Demography: 5 courses
  - ICT & Geospatial: 0 courses
Economic Courses offered to professional staff by level of competency:

Core
1. Introduction to Economic Census and Survey
2. Introduction to System National Account
3. Principle of Economy
4. Basic Accounting
5. The Compilation and Interpretation of Statistical Indices

Intermediate
1. Microeconomic
2. Macroeconomic
3. Trade & Businesses In Malaysia
4. Services Statistics
5. Industrial and Construction Statistics
6. The application of accounting records in compilation of statistics
7. The compilation of Gross Domestic Product (GDP)
8. Balance of Payment & International Investment Position (IIP)
9. The compilation & Analysis of Supply and Use Table (SUT)
10. The Compilation of States GDP
11. External Trade Statistics
12. Statistics of International Trade in Services (SITS)
13. Distribution & Use Of Income Account & Capital Account
14. The compilation of Capital Stock
15. The Compilation of Tourism &Tourism Satellite Account (TSA)
16. The Compilation of Social Accounting Matrix (SAM)
17. Introduction To Econometrics
18. Economic Forecasting
19. Short-term Economic Forecasting
20. Non-observed Economy
21. Analysis of Annual Financial Statement

Advance
1. National Economic Development and Policy
2. Advanced Economic
3. Forecasting and Modelling Formation
4. Advanced System of National Account
DOSM as Focal Agency in coordinating the development of SDGs indicators will conduct training/workshop to other government agencies which cover 3 themes:

- Social
- Environment
- Economic

To support the aspiration of becoming data scientist learning hub in Malaysia, DOSM has embarked through StatsBDA project and collaboration with SAS Institute to develop data scientists by 2020 through Master Programme and SAS Certified Data Scientist.
In preparation for **Malaysia Population and Housing Census 2020**, DOSM will adopt an effective e-learning approach through the development of **Malaysia Statistics Ubiquitous Learning (MySUL)**.

In conjunction of the **62nd World Statistics Congress of International Statistical Institute (ISI WSC)** in Kuala Lumpur in year 2019, DOSM has to organize training in order to improve skills and talent especially in analysis and journalistic writing among statisticians.
INTERNATIONAL STATISTICAL TRAINING

- Department of Statistics, Malaysia is an associate member of the Governing Council of SIAP.
- Participate in training conducted by International Statistical Agency

DOSM has organized 5 regional courses since 2012

Has been visited by 15 international agencies since 2015. Topic covered:

- National Account
- Environment Statistics
- International Trade
- Balance of Payment
- Statistics & Indices
DOSM has organized a training program to advocate and foster the use of statistics in decision making by government and individual.

To promote and understanding of statistics for improving people life

Statistics Talk was started in 2015 at a selected universities. The target group for this program are university students and academia.

Statistics Boot Camp was formulated for elementary, middle / high school student. The first program was started in 2016.
MOVING FORWARD

In future to further elevate the workers competency, effort should be taken to ....

To develop and implement a **certified program** for short-term and long-term (twinning program).

To develop a **data scientist learning** hub for Malaysia

To improve and upgrade the DOSM learning management system

To improve the learning module using **blended learning approach** more easy from Brick & Mortar
WHAT CAN WE OFFER?

To organise statistics training on ....

Module

- 5 days course
  - National Account
  - Environment Statistics
  - International Trade
  - Balance of Payment
  - Statistics & Indices

Trainer / Expert

In-kind collaboration in terms of facility as what we practiced with SIAP (Trainer cost covered by SIAP, facilities provided by DOSM)
THANK YOU