

Industry needs and issues for Employability

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UMFCCI

- The Republic of the Union of Myanmar Federation of Chambers of Commerce and Industry has a brief history of over 90 years.
- It was founded in 1919 as Burmese Chamber of Commerce (BCC) and upgraded as a federation in 1999 to be in line with the adoption of the market-oriented economic policy of the Government and change the name as Republic of Union of Myanmar Federation of Chamber and Commence in 2011 (UMFCCI)
- Under UMFCCI , 21 working committees and 1 working unit (TVET unit)

What UMFCCI TVET unit doing ?

- TVET unit is conducting for TVET policy with Gov: and
- Working with NSSA for Skill Standard
- Promote the skill people in Myanmar(working with INGO/NGO and also setup Myanmar Chamber Vocational institute)
- Main objective is to become Certification Agency as others Chamber

Some Statics For Myanmar

- Population 53M (more than 50% are under 30 Yrs old)
- GDP 64.33B USD (1270 GNI per capita) (will growing for next 5 Yr)
- School enrollment is 114% and keep growing
- Carbon emission 0.2(2010) (very low level)
- Ref: World Band

survey result for HR in Myanmar

- Increases in demand are driving firm expansion and job creation.
- Job creation is more common in the service sector as in large firms.
- **Technical/professional skills are lacking.**
- Computer and ICT skills are lacking at all levels.
- **Skilled worker shortages are mostly addressed through in-house training.**
- Most firms do not spend income on training.
- Smaller firms have fewer educated employees.

How we get new staffs ?

- 103 companies answered to the questions of the survey.
- 58 of the companies recruit new staff based on recommendations from acquaintances or staff/colleagues,
- 38 based on advertisement in newspapers journals and
- 25 through agency recruitment.
- The most common challenge to face in staff recruitment is the mismatch between skills of applicants and skill requirements for the work position (66).

How we are doing their skill ?

- The surveyed companies mostly provide training to new staff by Senior staff and super-visors (37)
- external training providers (13),
- training by internal training departments (13)
- external training providers coming into the company (11).
- companies contract former and retired staff for training of new staff (4).
- 25 companies do not provide training to new staff.

CHANGE

- Myanmar Election was just finished
- Will more opening up and more investment will coming
- Will more need for skill HR
- Should not forget about AEC

Industry Needs

- We need every thing \$\$\$\$
- Skill workers and Professional/technical people

Issues for Employability

- Industry itself is still not healthy (Not attractive for employee) compare to others countries
- Low or no skill with high demanding salary that industry can difficult to effort
- No long time commitment

Some Thoughts

- Whether there should be Gap Analysis for Myanmar(CLM) before harmonize or internationalization not ?
- Priority on Needs of existing industry mainly focus on SME for both rural and urban
- Is it possible to do Testing/Certification by national level Chamber and Training by anybody
- Cross border TVET

- If we all move together , there will be success for TVET.

• **HAPPY TVET and Thanks You**