



**Ts Dr Haryanti Mohd Affandi**

*The National University Of Malaysia*

Exploring barriers and  
the way forward in  
managing Malaysian  
industry-TVET  
institution partnership

# RESEARCH PROBLEM



It can be observed that the issues and problems plaguing the Malaysian TVET system are mostly contributed by the lack of involvement and collaboration by the industry within the TVET ecosystem. Industries, government TVET related, and TVET institutions are working in a silo and have caused issues in the labour market comprising (ILMIA, 2018) :

- (1) Skill gap and insufficient high-income job among skilled workers.
- (2) Graduates unemployment and drop out among youth.
- (3) Dependency on low skilled foreign labour
- (4) Issues on equality and salary gaps
- (5) Labour market regulation which lowering the industrial engagement and focusing on ease of doing





## RESEARCH METHODOLOGY

This study adopted a concurrent mixed-method design. The quantitative and qualitative phase are conducted parallely.



TVET Institution  
Director and  
Industries  
Player

### ANALYSIS

Rasch Measurement  
Model and Atlas. ti

Purposive  
Sampling

### QUESTIONNAIRE SURVEY

Closed ended  
questions with  
Likert scale and  
open ended  
questions

## RESEARCH FINDINGS

This research determined the barriers from the perspectives of both academy and industry. This research uncovered 2 types of barriers in managing industries-institution partnership :



### 1 MANAGERIAL SKILL **BARRIERS** AMONG TVET INSTITUTION **DIRECTORS**

Technical Skills, Human Skills and Conceptual Skills

### 2 COMMON **TVET INSTITUTION-INDUSTRY** COLLABORATION **BARRIERS**

Industry-institution Culture Issues, Curriculum, Governance Issues, Communication system, Funding and financial Issues, Geographical distance, Industry perspective, Current issue, Facility





# MANAGERIAL SKILL BARRIERS AMONG TVET INSTITUTION DIRECTORS



## TECHNICAL SKILLS

Ability to implement knowledge, Computer Skill, Employee vocational training, Managerial Knowledge and Experience, Methods and techniques, performance monitoring tools

## CONCEPTUAL SKILLS

Strategic and longterm goals, Identification of Organizational Structure, Articulation of Strategy

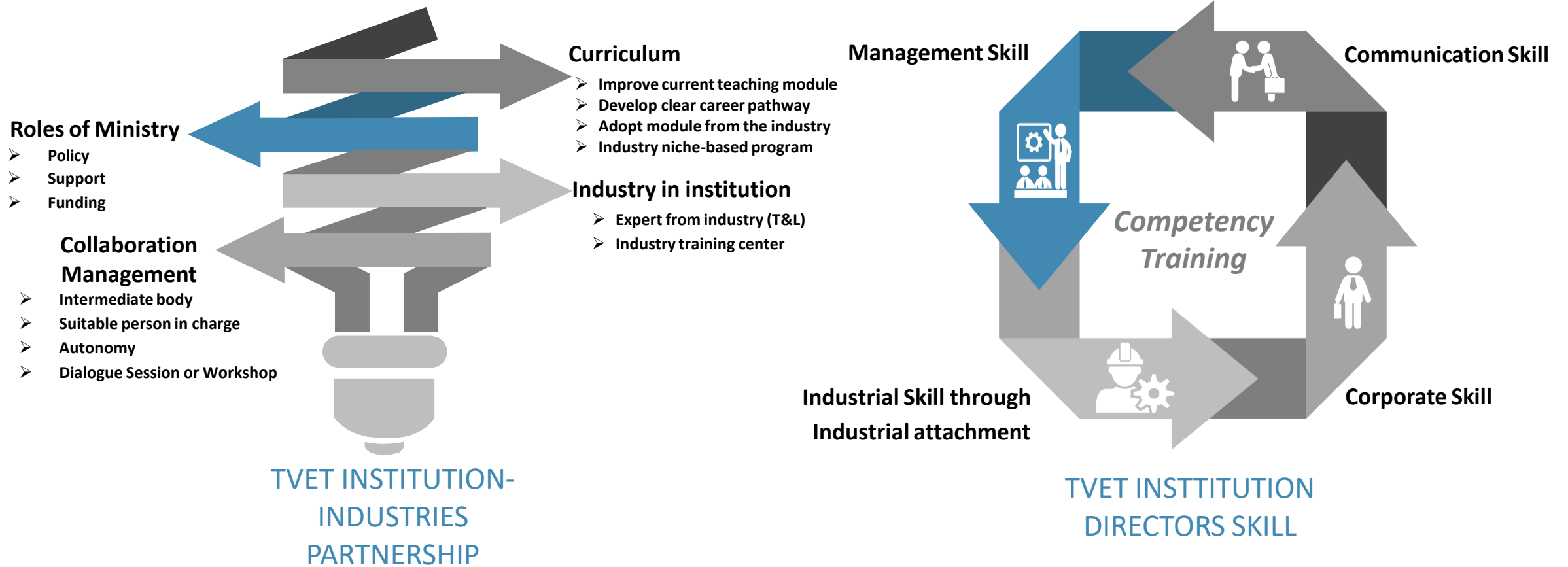
## HUMAN SKILLS

Inter Organizational Relations, Individual Work

# COMMON TVET INSTITUTION-INDUSTRY COLLABORATION BARRIERS



# THE WAY FORWARD







# THANK YOU

**Ts Dr Haryanti Mohd Affandi**

Department of Engineering education,

Faculty of Engineering and Built Environment, The

National Unievrstity of Malaysia

[haryantima@ukm.edu.my](mailto:haryantima@ukm.edu.my) 

*Haryanti Mohd Affandi* 