



WERKFORCE



Talent Development,
Our Commitment

The Official Newsletter of the Sarawak Skills Group of Learning Institutions

PPK453/05/2014(033875) www.ppk.edu.my / www.icats.edu.my VOL. 85 JULY - DECEMBER 2021

SARAWAK SKILLS' INDUSTRY LUNCHEON TALK



Sarawak Skills' Industry Luncheon Talk
Pages 4 & 5



Welcome Aboard!
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i-CATS University College
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MoU Between Sarawak Skills & Bureau Veritas
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Sarawak Skills

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HOW TO REACH US?

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Published by:

Sarawak Skills Development Centre
Jalan Canna, Off Jalan Wan Alwi, Tabuan Jaya,
93350 Kuching, Sarawak

Printed by:

PPKS Production Sdn. Bhd.
Jalan Canna, Off Jalan Wan Alwi, Tabuan Jaya,
93350 Kuching, Sarawak
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We are pleased to release the July - December 2021 issue of WORKFORCE, the official newsletter of the Sarawak Skills Development Centre. It features updates on events and happenings in Sarawak Skills.

EXECUTIVE DIRECTOR'S PERSPECTIVE



HALLMAN HAJI SABRI

Executive Director
Sarawak Skills Development Centre

For the Sarawak Skills Group of Learning Institutions, in line with our role as a stakeholder in the transformation of Sarawak's socio-economic landscape, the second half of 2021 was filled with many activities to support the Sarawak Post Covid-19 Development Strategy 2030 (PCDS 2030). Launched in July 2021, the PCDS 2030 has paved the way for Sarawak Skills to initiate a range of strategic initiatives to support the government's quest to develop a thriving society driven by data and innovation. Indeed, we are on the threshold of a new dawn – a brighter future for all is within reach!

In spite of the many challenges brought about by the COVID-19 pandemic over the past two years, humanity's trademark resilience has prevailed – life must go on! In this respect, Sarawak Skills has undergone a period of transformation to put in place various best work practices and embraced new technologies to support our teaching, training and learning ecosystem.

In this edition of our newsletter, we are pleased to share with you a number of highlights over the past six months (July to December 2021). For example, during the aforementioned period, Sarawak Skills expanded its suite of programmes and training initiatives through the formalization of

mutually-beneficial relationships with our strategic partners in talent development. In this respect, Memoranda of Understanding (MoUs) were signed between Sarawak Skills and various strategic partners such as the Asian-China Education & Culture Association (ACEC Association), the Aerodyne Group, Bureau Veritas (M) Sdn. Bhd., Samarahan District Education Office (PPD Samarahan), and Sarawak Metro Sdn. Bhd. The signing of the MoUs paves the way for our organizations to collaborate in strategic Human Resource Development (HRD) initiatives that contribute to employment creation and enhancement of local expertise and capacity in various sectors. In August 2021, we welcomed Professor Dr. Shahren bin Ahmad Zaidi Aduce, the new Vice-Chancellor of i-CATS University College (i-CATS UC). This is an exciting time for i-CATS UC as it embarks on an important journey to become a university by 2026. He takes over from Mr. Mohamad Isham bin Fauzi who has been appointed as the Chief Commercial Officer of the Strategic Engagement and Business Development Division, Sarawak Skills.

Two industry talks were organized during the second half of 2021. In line with the new normal, in December 2021 the Sarawak Skills' Industry Luncheon Talk adopted a hybrid format. This enabled participants from the government and various industry sectors to attend in person or participate via our online platform.

As we progress along the voyage to equip current and future generations of students and trainees with industry-relevant skill sets, the continued support of our stakeholders comprising the government, various sectors of industry, parents, alumni, students and staff members will be instrumental to achieve the noble objectives of talent development. Yes, our stakeholders are part and parcel of the Sarawak Skills family.

SARAWAK SKILLS' INDUSTRY LUNCHEON TALK RECEIVED



Group Photo: Tan Sri Datuk Amar (Dr) Haji Abdul Aziz bin Dato Haji Husain (centre), Mr. Hallman bin Haji Sabri, Executive Director, Sarawak Skills / Chairman of FMSSDC (second left), Mr. Amir Zakwan Anuar (left), Mr. Muhamed Ali bin Hajah Mydin (second right) and Mr. Stanley Gona Chee Khiong, Moderator for the Industry Luncheon Talk (right).

KUCHING: More than one hundred (100) participants, comprising representatives from the public and private sectors attended the Sarawak Skills' Industry Luncheon Talk on 2 December 2021.

Held at the Pullman Hotel, Kuching, the event featured two guest speakers, namely Mr. Muhamed Ali bin Hajah Mydin, CEO of the Federation of Malaysian Skills Development Centres (FMSSDC) and Mr. Amir Zakwan Anuar, Chief Strategy Officer of the Aerodyne Group.

In his welcoming remarks, Tan Sri Datuk Amar (Dr) Haji Abdul Aziz bin Dato Haji Husain, Chairman of the Sarawak Skills Development Centre highlighted, "With the Digital Economy embarked by the State Government since 2018, and Industry

Revolution 4.0 on our doorstep, a significant trend is the increasing adoption of automation across the various industry sectors. For example, in many industries, the Internet of Things (IoT) has come to the fore, and is one of the defining technologies of Industry Revolution 4.0 - a game changer in the quest to reduce equipment downtime and boost strategic maintenance initiatives, improve productivity and manage costs effectively."

"The launch of the Sarawak Post Covid-19 Development Strategy 2030 earlier this year, with an emphasis on digitization and automation, would propelled Sarawak on an exciting voyage towards 2030. There is an urgent need for the major stakeholders (Government, Industry, and Academia/Skills Training Institutions in Sarawak to move forward speedily. Towards this end, I must say that Sarawak Skills has taken steps in its ongoing effort in talent

ES OVERWHELMING SUPPORT FROM THE INDUSTRIES



Mr. Muhamed Ali bin Hajah Mydin delivering his topic on "SME Digital Transformation: Steps Before Process & Technology".



Among the Participants During the Industry Luncheon Talk.

development to advance the noble cause of developing a thriving society driven by data and innovation."

He also shared, "This Industry Luncheon Talk is part and parcel of Sarawak Skills' ongoing initiatives as a stakeholder in the transformation of Sarawak's economic, educational and digital landscape."

For more information on upcoming events at Sarawak Skills, please visit the Sarawak Skills official website at www.ppkss.edu.my or social media - Facebook at Sarawak Skills and Instagram at sarawakskillsofficial.

Question and Answer
(Q&A) Session.



Welcome Aboard!

In August 2021, the Sarawak Skills family extended a warm welcome to Professor Dr. Shahren bin Ahmad Zaidi Aduce, the new Vice-Chancellor of i-CATS University College (i-CATS UC).

Professor Dr. Shahren brings to i-CATS UC a wealth of experience spanning the broad spectrum of academia and industry. He has a Ph.D. in Information Science and Technology from Syracuse University, New York, U.S.A. Prior to joining i-CATS UC, he was a Senator representing the Mathematics and Computer Science Cluster at Universiti Malaysia Sarawak (UNIMAS). Earlier on, he was the Director of the Institute of Borneo Studies after being the Dean of the Faculty of Cognitive Sciences and Human Development, UNIMAS. Currently, he is also a member of the PUSTAKA Board of Management, the Head of the Social, Culture and Education Pillar of the BIMP-EAGA Malaysia Business Council, Sarawak Chapter and also serves as an advisor for several NGOs.

In terms of research, Professor Dr. Shahren has secured many research grants, published widely, and was twice the winner of the highest award for impact factor publications for the social sciences while at UNIMAS.

Recently, the editorial team of the Workforce Newsletter had the privilege of interviewing Professor Dr. Shahren. We are pleased to share a summary of the eye-opening session:

Following the appointment of the Right Honourable Datuk Patinggi Tan Sri (Dr) Abang Haji Abdul Rahman Zohari bin Tun Datuk Abang Haji Openg, Premier of Sarawak as the First Chancellor of i-CATS UC, we have implemented various initiatives to contribute to the vibrant canvas of human capital development and support our quest to achieve full-fledged university status by 2026.

A key area is optimizing the performance of our academic and non-academic staff members. In this respect, we have restructured the various academic faculties and realigned staff appraisal(s) in accordance with our strategic plan. In addition to teaching and administrative commitments, academic staff members will carry out research, and engage actively with the community and various industry sectors. A number of renowned Professors have joined us to strengthen our research initiatives and development of graduate programmes – an important step forward for Sarawak Skills to fly the flag of academic and research excellence.



Professor Dr. Shahren bin Ahmad Zaidi Aduce,
Vice Chancellor, i-CATS University College

With the increasing importance of Industry Revolution 4.0 and the Digital Economy, we have transformed our curriculum to ensure that our students are equipped with the relevant knowledge and skills to thrive in an ever-changing and vibrant global economy. With the support of our major stakeholders from the government and industries, we are in the midst of developing a range of programmes (Bachelor's, Master's and Doctorate/Ph.D.) to support Sarawak's key economic sectors/main engines of growth. These programmes are aligned with the Sarawak Post COVID-19 Development Strategy 2030 (PCDS 2030). For example, recently we have launched two programmes, namely the Bachelor of Science (Honours) in Agrotechnology, and Bachelor in Tourism and Hospitality (Honours).

To facilitate our students' transition from the classroom to the world of work, in addition to technical skills, students hone other important essential skills that give human beings the edge, e.g. Critical Thinking, Creativity, Communication, Problem-solving and Decision-making.

We are also benchmarking our programmes against other national and international universities. This will enable us to raise the bar in various areas such as teaching, training, learning and research. As learning is a lifelong activity, we are also in the midst of developing new short courses (to be conducted face-to-face or via e-learning) for the benefit of our students and working adults. We are also developing a range of micro-credentials.

i-CATS University College Hybrid Open Day



i-CATS UC's Campus

To assist secondary school leavers and their parents to make informed decisions about academic pathways and career choices, i-CATS University College (i-CATS UC) held a Hybrid Open Day on Saturday, 28 August 2021.

In compliance with the directive(s) by the Government regarding the COVID-19 pandemic, Standard Operating Procedures (SOPs) were in place to safeguard the interests and well-being of its students, staff members and the general public. As such, the Hybrid Open Day adopted a best-of-both-worlds approach where secondary school leavers and their parents could visit the i-CATS UC campus at Jalan Stampin Timur, Kuching between 8:30 a.m. and 4:30 p.m. on Saturday, 28 August 2021 or participate in the Virtual Open Day on the same day. In this respect, members of the i-CATS UC academic team and course counsellors were available for counselling (face-to-face or online) on the academic programmes offered, student support services, and various forms of financial assistance. Indeed, the Open Day was a wonderful opportunity for secondary school leavers and their parents to explore the vibrant landscape of higher education and obtain first-hand information about academic pathways and career choices.

During the Hybrid Open Day, students who registered for the various programmes received an attractive discount on their first year's tuition fee. There was also a free tuition fee offer for the Foundation in Management programme.

The academic programmes at i-CATS UC span a wide range of disciplines, i.e. Accounting and Business, Engineering, Hospitality and Tourism, Plantation Management, and Software Engineering. More programmes are in the pipeline.

Through its one-stop centre, the university college also provides assistance to students in their application(s) for study loans from the National Higher Education Fund Corporation (Perbadanan Tabung Pendidikan Tinggi Nasional – PTPTN), or the Sarawak Foundation (Yayasan Sarawak). With regard to financial assistance from Yayasan Sarawak, students who meet the prescribed requirements will be offered a Scholarship-Loan which covers the course fees and monthly living allowance. These various forms of financial assistance will go a long way towards alleviating the financial burden of many families who are affected by the COVID-19 pandemic.

i-CATS UC's academic programmes are a gateway to exciting careers in the digital economy. With the increasing importance of Industry Revolution 4.0 and the Digital Economy, i-CATS UC's students are trained to thrive in an ever-changing and vibrant global economy. This will be of utmost importance in realizing one's academic and life goals.



Dato Maznah Library



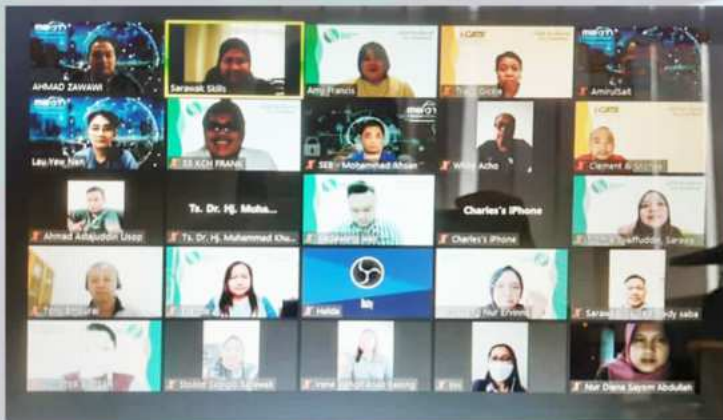
Garden Area



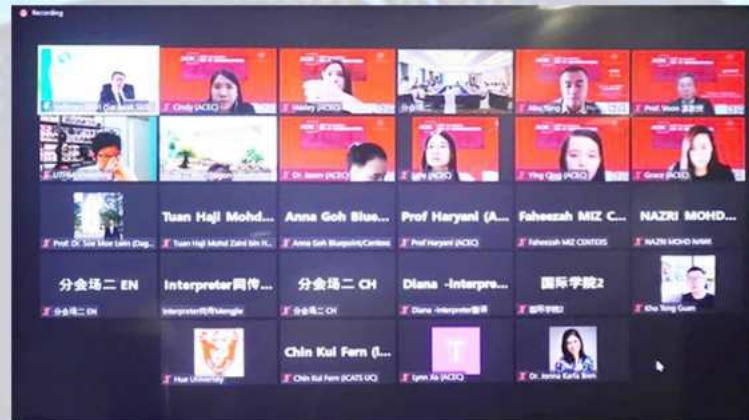
Alumni Sharing Session (Computer & Information System TODAY!) by Jacinta Sapok Thomas (6 July 2021)



Industry Talk: Digital Transformation - MyReskill IoT Programme. Speaker: Dr. Mazlina Shafi'i, Deputy Director, Malaysia Productivity Corporation (MPC) (27 July 2021)



Sharing Session with Malaysia Board of Technologists (MBOT) Sarawak Working Group (10 September 2021)



China-ASEAN Alliance of Universities for Electronics Information Innovation cum ASEAN University President Forum Conference (15 September 2021)



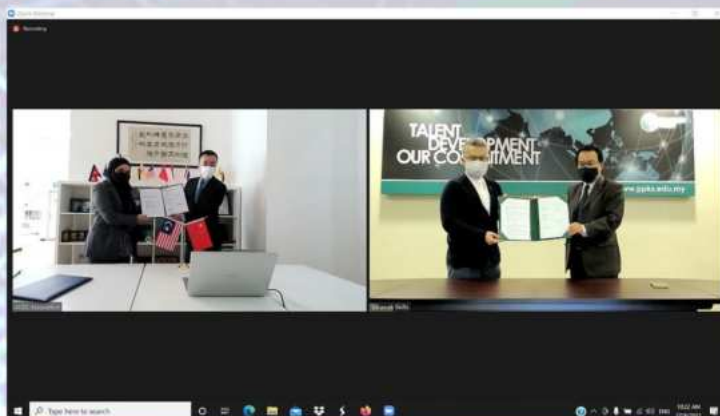
Visit by En Hallman bin Haji Sabri, Executive Director of the Sarawak Skills Group of Learning Institutions to Aerodyne Group, Cyberjaya (10 November 2021)



Sarawak Skills and Sarawak OKU Skills Development Association (SOSDA) Combined Booth During 'Hari Kebersamaan Ke Arah Kesejahteraan' Organized by Jabatan Kebajikan Masyarakat Sarawak at BCCK (11 November 2021)



Meeting with Bendigo Kangan Institute, Melbourne, Australia (3 August 2021)



Signing of a Memorandum of Understanding (MoU) between Sarawak Skills and Asian-China Education & Culture Association (ACEC) (27 August 2021)



Industry 4.0 Technology Week 2021. Sarawak Skills' Industry 4.0 Showcase on IR 4.0 Implementation on a Flexible Monitoring System & Smart Agriculture IR 4.0 Solution (13 October 2021)



Launch of the MyReskill IoT Programme for the Sarawak Region (21 October 2021)



Best 5S Poster Competition Winners Between Sarawak Skills 5S Zones (30 November 2021)



Appreciation to Information and Computer System Instructors for Their Involvement in Students' Activities 2021 (1 December 2021)

FIRST BATCH OF TEACHERS PARTICIPATE IN SARAWAK SKILLS' INAUGURAL COACHING FOR EDUCATORS TRAINING SESSION

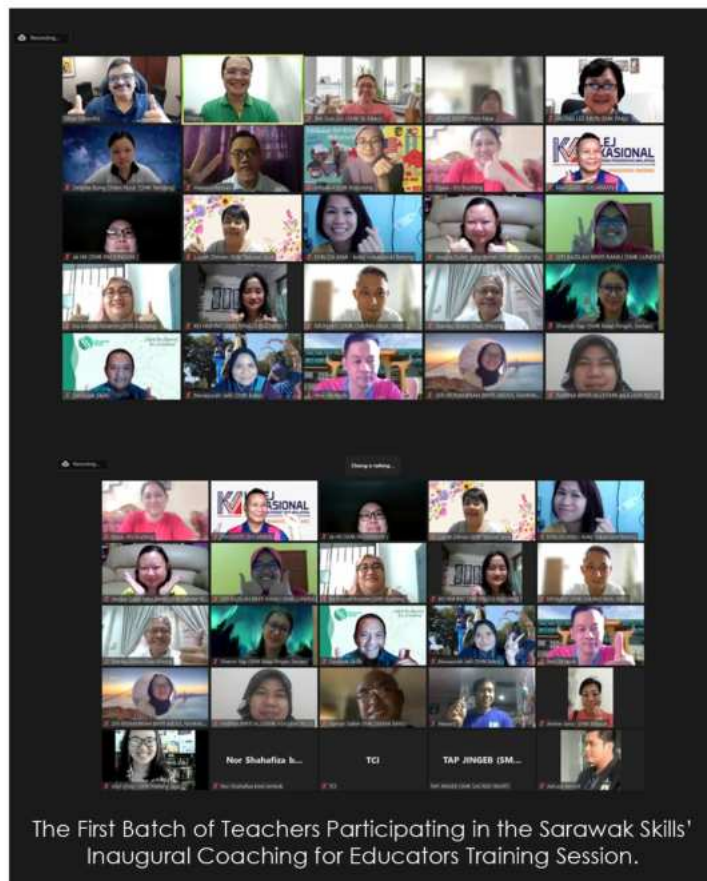
On 23 and 24 October 2021, thirty (30) teachers from various secondary schools and educational institutions in Sarawak participated in the inaugural Coaching for Educators training session organized by the Ministry of Education, Science and Technological Research Sarawak (MESTR) and Sarawak Skills Development Centre (Sarawak Skills).

Commenting on the training session, Mr. Mohamad Isham bin Fauzi, Chief Commercial Officer of Sarawak Skills highlighted, "In line with our role as a stakeholder in the transformation of Sarawak's economic, educational and digital landscape, Sarawak Skills has launched the Coaching for Educators Initiative to advance the noble cause of teaching and learning at secondary schools in Sarawak. With the support of the Ministry of Education, Science and Technological Research Sarawak (MESTR) and the Sarawak State Education Department, Sarawak Skills has been able to sponsor the first batch of teachers for the training. Indeed, we are grateful for this opportunity to stand shoulder to shoulder with MESTR and the Sarawak State Education Department to complement the teachers' various initiatives in teaching and learning. We are also exploring the possibility of providing the Coaching for Educators training to more secondary school teachers in Sarawak."

The Coaching for Educators training session was held online to safeguard the interests and well-being of those involved in the training session. The facilitator was Captain Dr. Shan Moorthi (Retired), an international trainer, facilitator and an executive coach. He is the CEO and Founder of Teamcoach International, a learning and development solutions provider that has facilitated workshops and learning sessions in many countries such as Bangladesh, China, India, Indonesia, the Maldives, Myanmar, Singapore, Sri Lanka, Switzerland, Thailand and Vietnam. He is now a Resident Consultant on Coaching with Sarawak Skills.

Mr. Isham also shared, "We will also be conducting the Leaders as Coaches Programme. This programme facilitates leadership development for the following individuals: High potential managers and future leaders, individuals who are responsible for planning and leading major change initiatives, and individuals who want to gain critical insights to help increase their leadership capacities and accelerate their careers."

Mr. Isham added, "In a nutshell, this programme brings a deeper dimension to leadership, creating an inclusive environment of enablement and empowerment in organizations and within communities. Participants will be equipped with coaching philosophies and competencies, gaining



tools to help inspire their team members to take ownership of decision-making processes and to create their own collective paths to success. Through coaching, leaders can promote responsibility, accountability, trust and respect. Embracing the Five Coaching Power Tools advocated in the programme, participants engage in an experiential journey that strengthens their capacity to transform engagement styles and develop solution-focused mindsets through coaching conversations. Yes, a coaching culture enriches organizations."

Participants who complete all requirements of the Leaders as Coaches programme will be granted specific exemptions/credit transfer if they wish to progress to the Certified Professional Coach (CPC) training programme. This programme is offered by Sarawak Skills in collaboration with Teamcoach International. Both the Leaders as Coaches and Certified Professional Coach (CPC) training programmes can be conducted as either public or in-house programmes.

Bureau Veritas and Sarawak Skills Synergise Expertise and Resources to Offer Short Courses and Training for the Oil and Gas Industry in Sarawak



Signatories of the MoU: Dato' Hj. Mohd Nizam Abdul Malik (seated left) and Mr Hallman bin Haji Sabri.



Dato' Hj. Mohd Nizam Abdul Malik and Mr Hallman bin Haji Sabri Showing the Signed MoU.

Bureau Veritas (M) Sdn. Bhd. and the Sarawak Skills Development Centre (Sarawak Skills) have entered into a Memorandum of Understanding (MoU) to explore various joint initiatives in the area of Human Capital Development for the oil and gas industry in Sarawak.

In a joint press release dated 5 November 2021, the parties highlighted, "The signing of the MoU was held recently at the Sarawak Skills' Group Headquarters in Kuching. The signatories of the MoU were Dato' Hj. Mohd Nizam Abdul Malik, Chief Executive (Malaysia) of Bureau Veritas (M) Sdn. Bhd. and Mr Hallman bin Haji Sabri, Executive Director of Sarawak Skills. This momentous occasion was witnessed by Dato' Rahman bin Lariwoo, President of the Sarawak Petroleum Contractors' Association (SPECA), Tuan Haji Ahmad Sazali Annuar, Secretary of SPECA and Mr. Mohamad Isham bin Fauzi, Chief Commercial Officer of Sarawak Skills." The parties also shared, "With forecasted higher world economic growth rates in 2022, the outlook for Malaysia's oil and gas sector is

positive with good prospects, in both upstream and downstream activities. In this respect, there is an urgent need to equip the workforce with the skills needed for the oil and gas sector. An important area is the reskilling and upskilling of Sarawak's workforce in line with the evolving needs of this sector. This MoU is timely and sets the stage for our organizations to synergise our expertise and resources. This is an important step forward for us to offer short courses and training for the oil and gas industry in Sarawak."

Indeed, this latest development enables the two organizations to leverage the advantages of working together. The details of the courses and training programmes will be announced in due course. Bureau Veritas is a recognized world leader in testing, inspection and certification services (TIC). Sarawak Skills is a stakeholder in the transformation of Sarawak's economic, educational and digital landscape. It offers a wide range of academic and skills courses/ programmes and training for secondary school leavers, the industries, government agencies and the general public.



Understanding ISO 9001 2015 Requirements Training Programme by Mr. Andy Lau (3 December 2021)



Official Visit by Mr. Hallman bin Haji Sabri, Executive Director of Sarawak Skills to SAVTI (25 August 2021)

Our Living Proof

OUR LIVING PROOF



ADELIANA ANAK GIO

Assistant Engineer
HTH Synergy Sdn. Bhd.
Kuching

Graduate of Electronic
Product Development
(Malaysian Skills Diploma, Level 4)

PERSONAL MOTTO:

“Develop a positive attitude and don’t give up! In life, it helps to look on the bright side!”



SEBASTIAN ANAK SANGAH

Assistant Administrative Officer
Malaysian Palm Oil Board
Sri Aman Branch

Graduate of Diploma in
Plantation Management

PERSONAL MOTTO:

“As you progress along life’s journey, look for opportunities to acquire new knowledge and skills. Opportunity only knock once!”

PERSEVERANCE

TECHNICAL TRAINING



Pipe Fitter Batch 1
(2 - 6 August 2021)



Introduction to Civil Engineering Materials
(29 - 30 September 2021)



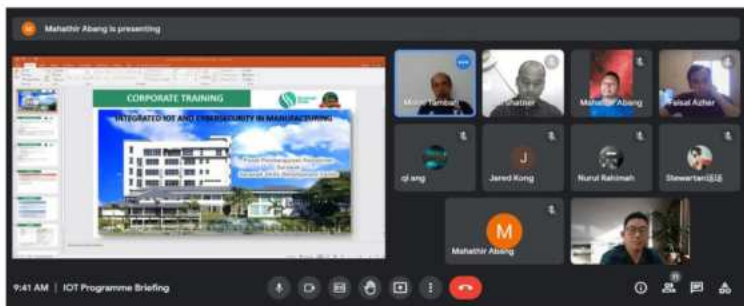
Draughting Level 2 for Jabatan Kerja
Raya (JKR) Sarawak at Sarawak Skills Miri
(4 - 6 October 2021)



Effective Building & Facilities Maintenance
for JKR Sarawak
(20 - 21 October 2021)



Project Management Fundamentals - Batch 3 for JKR Sarawak
(10 - 11 November 2021)



Integrated IoT & Cybersecurity in Manufacturing Programme (5 July 2021)



AutoCAD Classes Conducted at i-CATS University College AutoCAD Lab (28 - 30 July 2021)



Testing, Troubleshooting, Maintenance of Single & Three Phase Electrical Installation Course (17 September 2021)



Split Unit Aircon Commissioning and Maintenance Course (6 - 8 October 2021)



Automotive Vehicle Maintenance Training at AWISAR (15 - 18 November 2021)



Leaders As Coaches Training Programme at Pullman Hotel Kuching (8 December 2021)

CORPORATE TRAINING PROGRAMMES

No.	Level	Programme Title	Certification	Duration		Venue
				Days	Hours	
1.	For Beginners	Chargeman 1	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	3 Weeks - 120 hours		Kuching
2.		Wireman Grade 2 (Single Phase)	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	3 Weeks - 120 hours		Kuching
3.		Wireman Grade 1 (Three Phase)	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	3 Weeks - 120 hours		Kuching
4.	Competency Course for Wireman	Wireman Grade 2 (Single Phase) (minimum 1 year's working experience in electrical installation)	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	5 days + 2 days EIU exam		Kuching
5.		Wireman Grade 1 (Three Phase) (Completed and Pass Wireman Grade 2)	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	5 days + 2 days EIU exam		Kuching
6.	Competency Course for First Aiders	Chargeman 1 (Passed Wireman Grade 2 & Wireman Grade 1)	Competency Certificate from Electrical Inspectorate Unit (EIU), Ministry of Utilities, Sarawak	16 days + 2 days EIU exam		Kuching
7.		Basic First Aid and CPR	Competency Certificate from Malaysia Red Crescent Society	2		Kuching
8.	Continuous Education Programme (CEP)	Occupational Safety and Health (OSH) & Environmental Management Programme (10 CEP points)	Department of OSH, MOHR	2		Kuching
9.		Fundamental OSH for Supervisor (10 CEP points)		2		Kuching
10.		Understanding, Evaluating & Implementing HIRARC at Workplace (10 CEP points) <small>HIRARC - Hazard Identification, Risk Assessment & Risk Control</small>		2		Kuching
11.		Emergency Preparedness & Response Plan (10 CEP points)		2		Kuching
12.	Entrepreneurial Skills	Effective Communication in OSH (10 CEP points)	Certificate of Completion from Sarawak Skills	2		Kuching
13.		Working Safely at Height (10 CEP points)		2		Kuching
14.		Business Plan		2		Kuching
15.	Business Startups	Booking-keeping & Accounting		2		Kuching
16.		Marketing: e-Commerce		2		Kuching
17.		Cashflow Management & Financial Assistance		2		Kuching

No.	Level	Programme Title	Certification	Duration	Venue
18.	Beginners	CIDB: Safety & Health Induction for Construction Worker (CIDB Green Card) Course			Kuching
19.	Beginners	Basic Electrical Testing, Measurement & Troubleshooting Techniques			Kuching
20.	Beginners	Basic Electrical Installation for Beginners			Kuching
21.	Advanced	Electrical Motor: Direct Online (DOL) Control, Forward Reverse Control, Star Delta Control			Kuching
22.	Beginners	Split Unit Air-Conditioner: Installation, Commissioning, Trouble Shooting, Servicing & Maintenance			Kuching
23.	Beginners	AutoCAD Level 1			Kuching
24.	Intermediate	AutoCAD Level 2			Kuching
25.	Advanced	AutoCAD Level 3			Kuching
26.	Beginners	Programmable Logic Controller (PLC) Practical Training			Kuching
27.	Soft Skills	Introduction to Industry Revolution IR 4.0 (Cloud Computing, Big Data, Cyber Security, Internet of Things (IoT))			Kuching
28.		Photoshop: For Photography & Graphic Design			Kuching
29.		Microsoft Word			Kuching
30.		Microsoft Excel			Kuching
31.		Microsoft PowerPoint			Kuching
32.		Health & Fitness Programmes / Program Promosi Kesihatan & Keceergasan			Kuching
33.		Communication & Presentation Skills			Kuching
34.		Developing Your Supervisory Skills			Kuching
35.		Leadership Development Programme			Kuching
36.		Finance for Non-Finance Personnel			Kuching
37.		Technical English			Kuching
38.		Professional Writing			Kuching
39.		Communicative English for the Workplace			Kuching
40.	Pastry & Baking			Kuching	
41.		Agile, A New Way of Working			Kuching

CALL US TO CUSTOMISE YOUR TRAINING PROGRAMMES

For further enquiries, contact TRAINING & CONSULTANCY DEPARTMENT

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