

RESPOND

RECOVER

RENEW

ANNUAL HIGHLIGHTS 2020



**Tengku Zarina
Tengku Chik**

Chief Executive Officer

1 CEO's MESSAGE & INTRODUCTION

The year of 2020 has been a year of transformation for the Securities Industry Development Corporation (SIDC) as the training and development arm of Securities Commission Malaysia (SC).

With the announcement of the Movement Control Order (MCO) on 18 March 2020, there was an adverse impact on SIDC's business activities as all physical programmes and examinations had to be deferred or postponed in line with the national health and safety advisory.

In response, SIDC took a proactive view in reframing adversity into opportunity by expediting and accelerating digitalisation across the organisation. This was achieved by innovating and reforming SIDC's products and services into online or digital modes of delivery such as e-learning and webinars, virtual conferences, online assessments and study guides in anticipation of a longer-term impact of COVID-19.

SIDC's ability and agility to pivot quickly led to the transformation of its face-to-face programmes into online programmes, successfully converting 20 webinars and three e-learning programmes for roll-out within a short span of one month in April 2020 to ensure uninterrupted learning and development for the capital market industry.

As SIDC's efforts gained further momentum, it was able to address client and industry needs with 83% of its programmes conducted in virtual or digital formats. As of 31 December 2020, 127 programmes were conducted and attended by 4,379 participants. Taking into account the 22 funded webinars on derivatives and digital assets that commenced in November, this brings the tally to a grand total of 7,138 participants and 149 programmes conducted as of December.

Additionally, greater emphasis was given to SIDC's consultancy and capacity building activities including its role in *Building Capabilities and Providing Jobs in the Capital Market as the Economy Recovers* following the announcement of the initiative by the Malaysian Government on 5 June 2020, otherwise also known as PENJANA.

Yet another significant milestone in the year 2020 was the introduction of the Sustainable and Responsible Investment (SRI) conference which was not only SIDC's first virtual conference but also its first thought leadership event on sustainability. Centred on the SC's SRI Roadmap launched in November 2019 including its *5-i strategy*, the conference and its curation is aimed at starting the conversation on sustainability for the capital market industry towards catalysing business development ideas and agendas that support green, social and sustainable investments as part of the environmental, social and governance (ESG) agenda.

All of this would not have been possible without the commitment and hard work of SIDC's people and the progressive cultural shifts and upskilling by staff in learning, unlearning and relearning traditional delivery methods in the spirit of digital innovation. To this end, I would like to thank all of SIDC's staff, stakeholders and Board of Directors for their continuous support in helping SIDC surmount the many challenges in this year of "firsts" that will go down in history for the Malaysian and global business community.

With this, SIDC envisages that more and more of its programmes will be made digital with many participants beginning to familiarise themselves with and favour webinars and digital learning due to its convenience and flexibility. Moreover, going digital also allows SIDC to be more inclusive as it strengthens its ability to meet the needs of participants of all socioeconomic levels and locations. SIDC trusts that it will be recognised as a progressive and future forward digital enterprise as it moves with the times.

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PROFESSIONAL STANDARDS

SC LICENSING EXAMINATIONS (SCLE)

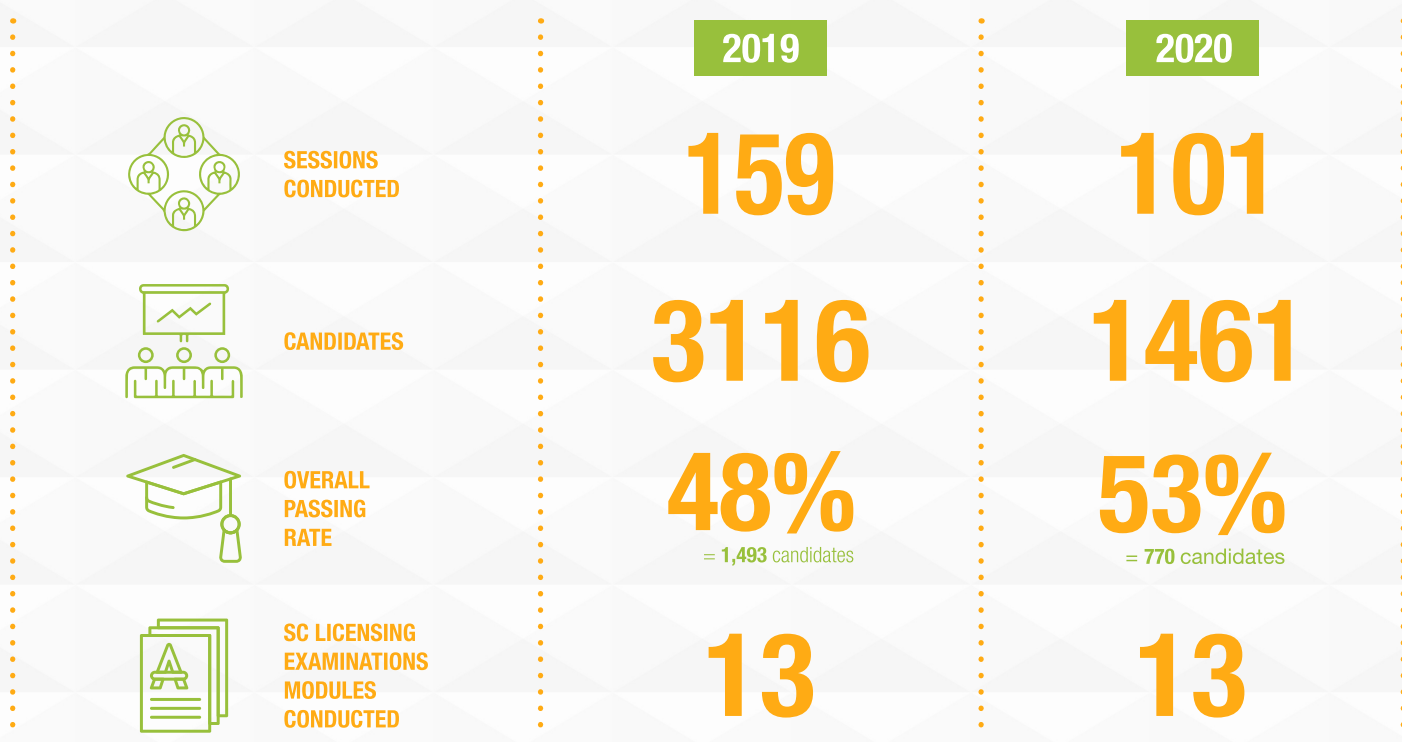
Responsible for the development and administration of the SC Licensing Examinations (SCLE) for the Malaysian capital market, SIDC continually strives to enhance and improve all aspects of the examinations design, development and delivery system.

The SC Licensing Examinations is the examination to be passed by individuals seeking to:

- be licensed by Securities Commission Malaysia (SC) to carry out regulated capital market activities*;
- hold a position as head of operations, head of compliance or compliance officer*;
- be employees of registered persons to carry out permitted capital market activities**

* Prescribed under the SC Licensing Handbook

** Prescribed under the Guidelines on Investor Protection jointly issued by the SC and Bank Negara Malaysia



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PROFESSIONAL STANDARDS

SC LICENSING EXAMINATIONS (SCLE) (continued)

SC LICENSING EXAMINATIONS (SCLE)		NO. OF CANDIDATES	
		2019	2020
Module 6	Stock Market and Securities Law	771	468
Module 7	Financial Statement Analysis and Asset Valuation	964	496
Module 9	Funds Management Regulation	155	70
Module 10	Asset and Funds Management	151	56
Module 11	Fundamentals of Compliance	80	34
Module 12	Investment Management and Corporate Finance	308	103
Module 14	Futures and Options	149	50
Module 16	Rules & Regulations of Futures and Options	131	49
Module 17	Securities and Derivatives Trading (Rules and Regulations)	11	8
Module 18	Securities and Derivatives Trading (Products and Analysis)	10	10
Module 19	Advisory Services (Rules and Regulations)	284	84
Module 19A	Advisory Services (Rules and Regulations) - Part A	97	31
Module 19B	Advisory Services (Rules and Regulations) - Part B	5	2
Total		3,116*	1,461*

* The figure includes multiple counting of candidates who have attended more than 1 exam session.

SIDC conducted **101 examination sessions** for the 13 SC Licensing Examination modules in 2020. A total of **1,461 candidates** sat the examinations as compared to 3,116 candidates the previous year. Out of this, a total of **770 candidates** passed the various modules, reflecting an overall **passing rate of 53%**.

There was a significant drop in the number of candidates for SCLE this year which was due to the challenges brought about by COVID-19. This is also due to the fact that there was a reduced number of SCLE sessions that SIDC was able to offer in keeping with the national requirements on Standard Operating Procedures (SOP) and health advisory.

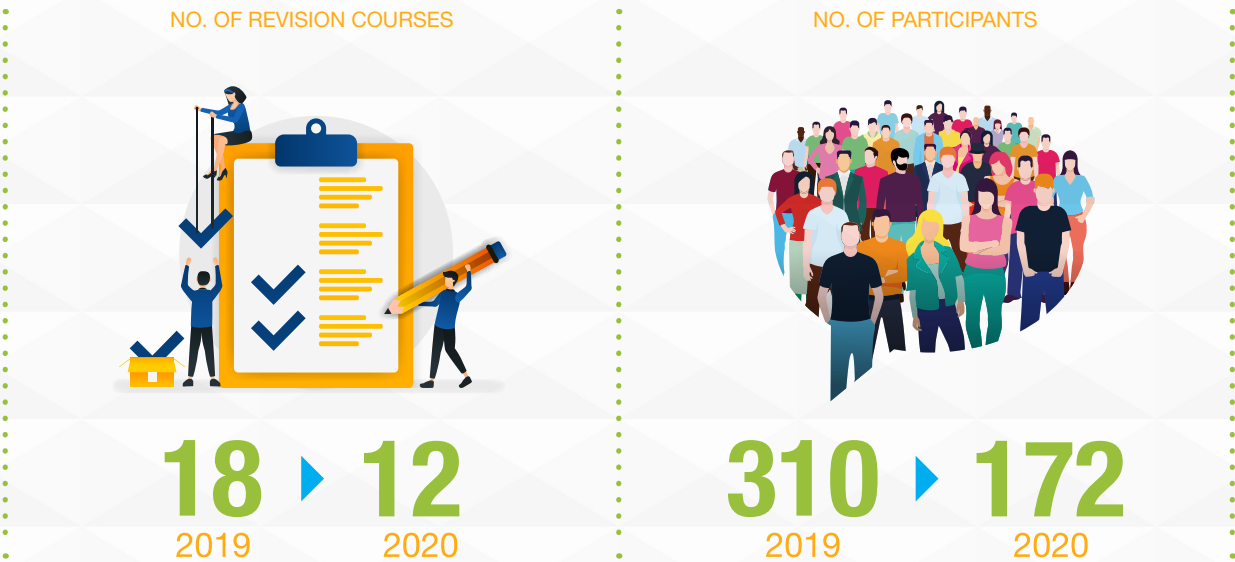


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PROFESSIONAL STANDARDS

SCLE REVISION COURSE

The SCLE Revision Courses are led by experienced speakers, and their content is designed in accordance with each module and respective examination for candidates who are preparing for the examinations. The courses feature classroom learning, where candidates are given the opportunity to clarify questions and discuss problems with the trainer to deepen their understanding.



In 2020, **12 revision courses** were conducted across eight examination modules with a total of **172 participants**. This was in contrast to 2019 where there were 18 revision courses conducted with a total of 310 participants.

The revision courses are offered to candidates preparing for modules offered in the SCLE, new entrants to the capital market industry and employees of stockbroking and investment firms.

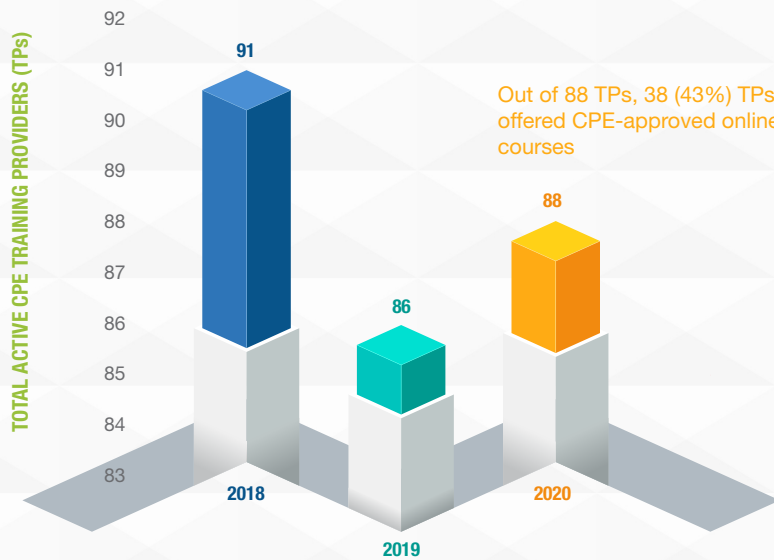


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PROFESSIONAL STANDARDS

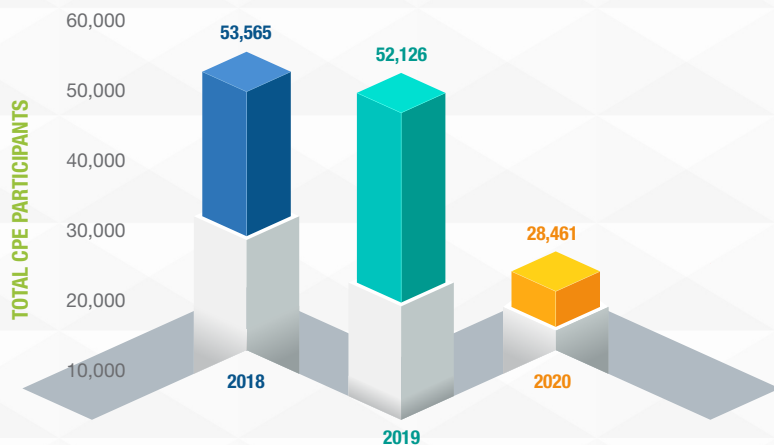
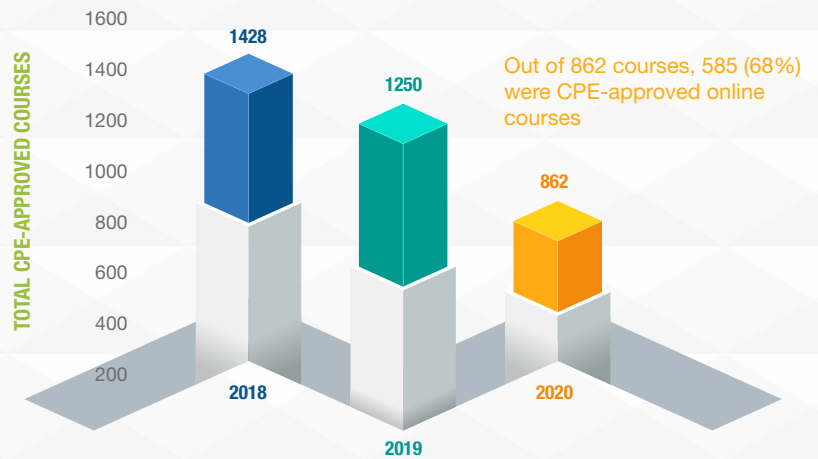
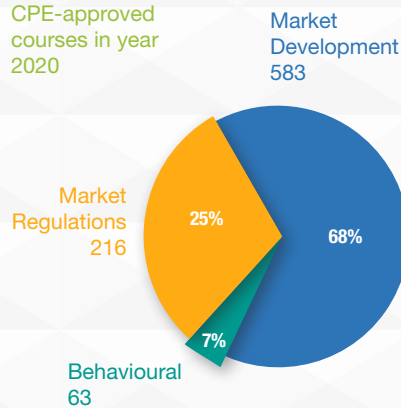
CONTINUING PROFESSIONAL EDUCATION (CPE)

Continuing Professional Education (CPE) is a mandatory requirement for capital markets services representative's license (CMSRL) holders and the employees of registered persons (ERPs) to consistently improve or acquire new technical knowledge, enhance their behavioural competencies and instil ethical standards as expected in the SC's Licensing Handbook and the Guidelines on investor protection.



Active CPE Training Providers recorded in year 2020

Breakdown of 862 CPE-approved courses in year 2020



Total no. of 2020 CPE Participants*

28,461



CMSRL Holders	16,594
ERPs	9,460
Others (non-licensed holders/ERPs)	2,407

*The figure includes multiple counting of participants who attended more than one CPE course

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PROFESSIONAL STANDARDS

CONTINUING PROFESSIONAL EDUCATION (CPE) (continued)

A total of **88 active CPE training providers (TPs)** were recorded in the Tracker System at the end of 2020. The CPE Secretariat **administered 862 CPE-approved courses**, conducted by these training providers either for public or in-house programmes. Following the implementation of the MCO, **38 TPs** converted and offered **585 (68%) online courses** to ensure uninterrupted learning and development for the industry. There were no online courses offered in 2019.

From the 862 total courses, **583 (68%)** were under the Market Development category and **216 (25%)** under Market Regulations, whilst the remaining **63 (7%)** were under the Behavioural category. These courses were **attended by a total of 28,461 participants** where **16,594** were **CMSRL holders**, **9,460** were **ERPs** and the remaining **2,407** were **others (non-licensed holders/ERPs)**.

In 2020, as a measure to ease compliance and cost regulatory burden, the SC together with Bursa Malaysia announced the reduction of the annual minimum CPE points requirement from 20 CPE points to 10 CPE points, effective 1 July 2020 for 12 months for all CMSRL holders and ERPs as well as the adherence to the CPE deadlines were extended for regulatory filings and submissions to the SC.

This would have benefitted a total of approximately 9,734 CMSRL holders and 5,068 active ERPs. However, SIDC notes that there was a marked decrease in CPE participants that could be due in part to participants not having to attend as many CPE courses in order to meet the 20 CPE points previously.

As at end-December 2020, the Tracker System recorded a **3.5% increase** in the number of registered ERPs to **7,186 ERPs** from 6,941 ERPs in 2019. A total of 5,068 of the ERPs are classified as “active”.

CAPITAL MARKET DIRECTOR PROGRAMME (CMDP)

The Capital Market Director Programme (CMDP) is an exclusive platform for boards of directors and senior leaders of licensed intermediary institutions to equip themselves with the knowledge, skills and expertise to influence and eventually contribute to the pursuit of excellence in corporate governance.

The programme is also designed to allow them to explore and deliberate on pertinent issues affecting the industry from multi-stakeholders’ perspectives.

Introduced in May 2015, the programme is compulsory for all directors of Capital Markets Services Licence (CMSL) holders for dealing in securities, derivatives and fund management in relation to portfolio management. The programme comprises five modules and was designed with valuable inputs and feedback from various industry engagements such as focus group discussions and closed consultation papers.

CMDP MODULES COMPLETED	NO. OF CANDIDATES		
	2018	2019	2020
Participants who completed Modules 1, 2A, 2B, 3 and 4 - all 5 Modules	17	26	8
Participants who completed Modules 1, 2A, 3 and 4 ONLY	15	15	17
Participants who completed Modules 1, 2B, 3 and 4 ONLY	32	36	33
TOTAL	64	77	58

In 2020, a total of **58 participants** completed various CMDP modules and **8 out of the total participants completed all 5 modules**, compared to in 2019 where there were 77 participants who completed various CMDP modules and 26 out of the total participants who completed all 5 modules.

Feedback obtained from the participants indicate that the the programme is well received, with an average rating of “Good to Excellent” and that the information gained is useful to their work.

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PROFESSIONAL STANDARDS

BUMIPUTERA TRAINING FUND (BTF)

The Bumiputera Training Fund (BTF) or Dana Latihan Bumiputera (DLB) was set up with the objective to encourage active Bumiputera participation in the stockbroking industry and to improve the trading knowledge and skills of all employees in the stockbroking industry. Training areas applicable for BTF applicants are leadership and management, personal enhancement and technical courses.

- In 2020, there were **103 participants** who underwent various courses including conferences that were funded by BTF with a **total of 38 courses conducted**.
- In 2019, there were 370 participants with a total of 56 courses conducted.

BUMIPUTERA DEALER REPRESENTATIVES EDUCATION FUND (BDREF)

The Bumiputera Dealer Representatives Education Fund (BDREF) or Dana Pendidikan Wakil Peniaga Bumiputera (DPWPB) was established for the purpose of enhancing the professional skills and technical knowledge of Bumiputera remisiers and paid dealer's representatives so as to increase their value to the Malaysian capital market.

- Between 2003 - 2020, 215 participants have successfully completed various professional courses.
- Approximately **261 Bumiputera remisiers and dealer's representatives** took part in non-examination based programmes or short courses approved under BDREF in 2020 while in 2019, we had 558 Bumiputera remisiers and dealer's representatives that took part.

BDREF is managed and administered by the Securities Commission Malaysia (SC) through the Securities Industry Development Corporation. A board of trustees, supported by an education and finance committee that comprises the SC, Bursa Malaysia, Association of Stockbroking Companies Malaysia (ASCM) and Parti Pribumi Bersatu Malaysia (PRIBUMI), oversees the implementation of the BDREF.



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PROFESSIONAL DEVELOPMENT

TRAINING PROGRAMMES

SIDC produces high-calibre programmes for a wide range of target audiences. In 2020, there were **127 programmes conducted** from various categories such as Laws & Regulations, Innovation, Behavioural, Capital Market Director Programme (CMDP)/Leadership, Products & Services, and Corporate Governance.

4,379 
(2019: 8,550)

Total no. of participants who attended SIDC programmes in 2020

127 
(2019: 202)

Total no. of programmes conducted in 2020

Category	No. of Programmes	No. of Attendees
Laws & Regulations*	59	1,851
Conference	2	908
Innovation	22	709
Behavioural	15	338
CMDP/Leadership	18	278
Product & Services	10	270
Corporate Governance	1	25
TOTAL	127	4,379**

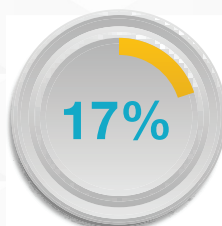
A total of 4,379 participants attended SIDC programmes, with Law & Regulations (1,851) as well as two SIDC Conferences (908) having the highest recorded number of attendees.

* Including registered pax for e-FPs and e-learning series programmes

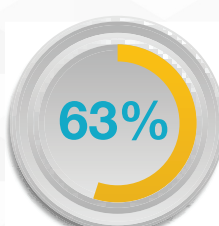
** The figure may include multiple counting of participants who have attended more than 1 programme

SIDC VIRTUAL TRAINING PROGRAMMES IN 2020

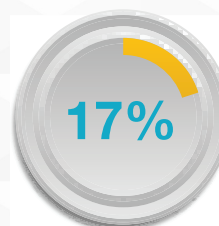
PROGRAMMES



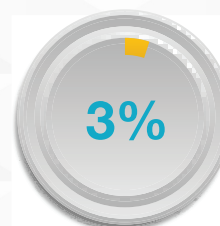
F2F PROGRAMMES



WEBINARS AND CONFERENCE

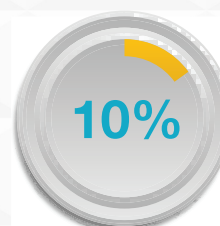
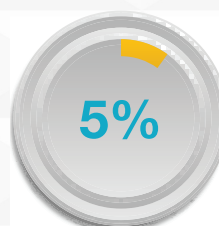
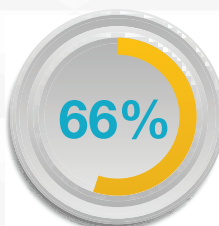


e-FAMILIARISATION PROGRAMMES



e-LEARNING PROGRAMMES

PARTICIPANTS



Distribution of participants across SIDC programmes

PROFESSIONAL DEVELOPMENT

TRAINING PROGRAMMES (continued)

Following the announcement of the MCO in March 2020, SIDC had **converted and launched 20 webinars and three e-learning programmes** for roll-out in April 2020 to ensure uninterrupted learning and development for the industry. This number grew from strength to strength as SIDC eventually developed 127 programmes by the end of the year.

With the pivot to digitisation, **83% of SIDC's programmes were made available in virtual or digital formats** to address customer and client needs during the pandemic. This is unlike SIDC's previous delivery modes whereby programmes were carried out physically or face-to-face (F2F).

As of 31 December 2020, the range of digitised programmes, which included **78 webinars, 2 conferences, 22 e-Familiarisation Programmes, 3 e-learning series programmes and 22 F2F in-house programmes**, had served a total of **4,379 participants**.

In terms of participation including funded programmes, the total number of participants that SIDC has served from the **149 programmes** was **7,138 participants** as of December 2020, as compared to 8,550 participants from 202 programmes in 2019 for the same period. The average pax per programme saw an increase from 42 to **48 pax** in the year 2020.

Considering the challenges of the pandemic particularly in the switch from F2F to online, this is a positive indicator that participants are willing to adopt digital innovation in order to fulfil their learning and development needs.

I. CUSTOMISED PROGRAMMES

SIDC's customised programmes are suited to specific talent development needs of corporate clients, providing capital market professionals with fit-for-purpose learning from beginner to advanced levels to ensure they have the knowledge and capability to compete better in a dynamic environment. Over the years, SIDC has marked its place as the capital market's leading learning solutions provider and has achieved a positive response towards such targeted training through relationship building and a deepened understanding of the industry.

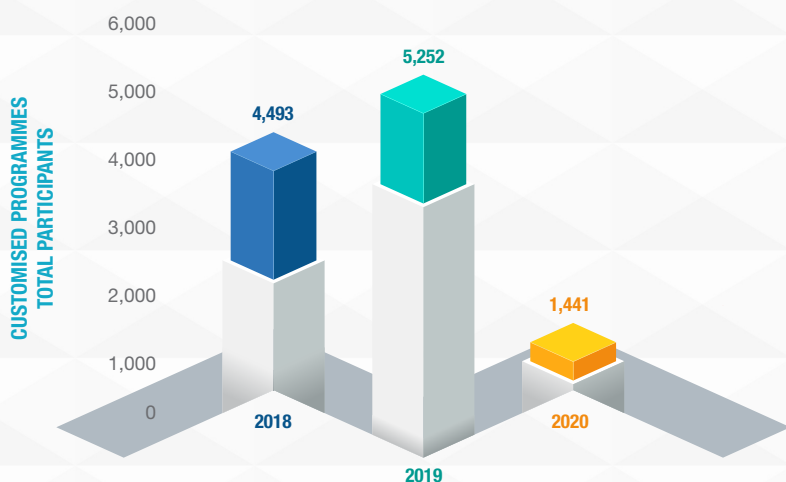
In 2020, SIDC conducted **43 customised programmes** for organisations such as:

1. Permodalan Nasional Berhad (PNB)
2. Standard Chartered Bank Brunei
3. Association of Trust Companies, Malaysia (ATCM)
4. Pertubuhan Peladang Kebangsaan (NAFAS)
5. Lembaga Tabung Angkatan Tentera (LTAT)

The top customised programmes in 2020:

1. AMLA 2001: Latest Updates Shaping Current Financial Landscape
2. Combating Money Laundering and Fraud A Digital Economy
3. Critical Success Factors In Mergers & Acquisitions (M&A)
4. Cyber Security - Cyber Proofing For The Next Wave
5. Primer on Real Estate Investment Trust (REITS)

Remark: The order of the above organisations/programmes is based on the highest number of attending participants



1,441

Total no. of participants from customised programmes (2019: 5,252)

43

Total customised programmes (2019: 119)



3

PROFESSIONAL DEVELOPMENT

TRAINING PROGRAMMES (continued)

As with many of SIDC's products and offerings, there was a significant decrease in the number of customised programmes that SIDC was able to offer. This was mainly attributed to limitations brought about by COVID-19 as well as in complying with the national requirements on Standard Operating Procedures (SOP) and health advisory.

KNOWLEDGE TRANSFER: PRE & POST ASSESSMENT - EFFECTIVENESS OF 2020 SIDC PROGRAMMES

The knowledge transfer through pre- & post-assessments was introduced as part of efforts for **continued improvement towards enhancing customer experience**. The knowledge transfer rate is an important barometer in gauging **the level of knowledge gained** by participants (learners) and hence is a proxy of the effectiveness of the learning programme.

Approach:

PRE-ASSESSMENT

7

QUESTIONS

TRAINING



POST-ASSESSMENT

SAME

7

QUESTIONS

This approach is to gauge the effectiveness of the programme/training based on self-reported levels of knowledge before and after the programme/training.

Results:



THE RESULT

PRE-ASSESSMENT

AVERAGE SCORE

71%

POST-ASSESSMENT

AVERAGE SCORE

86%

Significant Improvement in participants' knowledge after the programme. The difference in the average score before and after the programme is not due solely to chance ($t=17.87$; $p=0.000$)

In 2020, The **average pre-assessment score was 71%** and the **average post-assessment score was 86%**, indicating a **15% improvement** in knowledge transfer.

THOUGHT LEADERSHIP

I. CONFERENCES

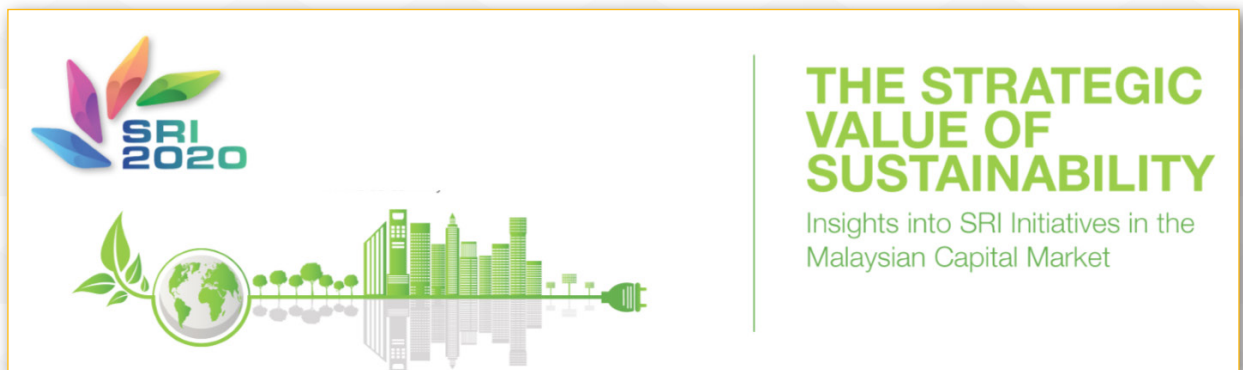
The SIDC Conferences hold a key place in the development of the Malaysian capital market. SIDC Conferences promote agile thought leadership, featuring renowned speakers and luminaries to share their insights and perspectives on changing trends and developments in the local, regional and global landscape.

As part of its thought leadership programme, SIDC organised the first virtual conference on 'Sustainable and Responsible Investment' (SRI Conference 2020) in August 2020 with **424 participants**. This was followed by the annual Business Foresight Forum (BFF 2020), which was held virtually in November 2020 with **484 participants**.

This, coupled with positive participant feedback, strong sponsors' interests and Astro Awani primetime news coverage for both conferences, are encouraging indicators that the industry has been receptive to the digitalisation of learning and development. Previously, an average of 226 participants attended SIDC's physical conferences in 2019.

- **Sustainable and Responsible (SRI) Virtual Conference 2020**

The SRI Conference 2020 was not only SIDC's first virtual conference but also its first thought leadership event on sustainability. The conference was an example of SIDC's offerings delivered successfully in a fully digital mode. Centred on the SC's SRI Roadmap launched in November 2019 including its *5-i strategy*, SRI 2020 provided a unique platform for the Malaysian capital market to discuss the ESG agenda and formulate actionable plans that are in line with their sustainability goals.



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PROFESSIONAL DEVELOPMENT

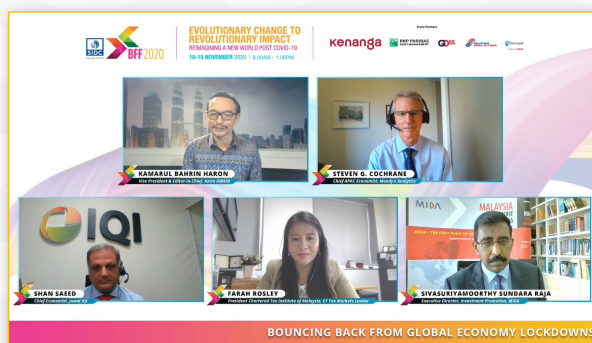
THOUGHT LEADERSHIP (continued)

- **Business Foresight Forum (BFF) Virtual Conference 2020**

The BFF 2020 conference provided insights into the business environment post COVID-19 and its revolutionary impact on economies, business practices, investors' attitudes and society.

SIDC's first BFF conference was held in 2017 and was aimed at bringing together leading industry players, policy makers and thought business leaders, to focus on key trends and challenges in light of unparalleled events at the beginning of the decade and discover opportunities to enhance business resilience in pursuit of sustainable recovery.

Discussion topics include key economic change drivers, new digital technology advancement, leadership evolution paradigms, the future of jobs, talent and mental health in navigating the change and transformations of new business realities.



PROFESSIONAL DEVELOPMENT

THOUGHT LEADERSHIP (continued)

II. COLLABORATION

In delivering the industry development mandates for both talents and investors particularly during the challenges of the pandemic, engagements and collaborations with key stakeholders took precedence for SIDC. This year, collaborations and engagement activities spanned those in knowledge sharing, talent supply and development, research and sharing of utility platforms as per below:

- Knowledge sharing through joint events, dialogues or forums with recognised industry partners
- Talent supply and development with public and private institutes of higher learning
- Research and study of the training landscape and capital market talent pipeline
- Sharing of industry utility platforms to enable greater accessibility and wider scope for learning and development.

a. Event Collaboration: World Islamic Economic Forum Foundation (WIEF) Webinar

SIDC collaborated with WIEF in 2020 to conduct a webinar titled *Moving Forward: Banking & Capital Market Trends*. The panel talk delved into how banking and capital market organisations can play an integral part in helping their customers as well as businesses pull through the current COVID-19 crisis while also emerging more resilient once the outbreak eventually recedes.

b. Research Collaboration: Institute for Capital Market Research Malaysia (ICMR)

SIDC has also embarked on a collaboration with ICMR to undertake studies on talent issues impacting overall capital market development. Several engagement sessions with capital market leaders and human resource practitioners in the industry were conducted to obtain feedback and insights into some of the challenges in developing and sustaining the talent pipeline, particularly as a result of the pandemic and its effect on employment. Through consistent engagements, SIDC was able to provide more relevant and responsive programmes to increase market competitiveness.



CONSULTANCY AND CAPACITY BUILDING

Through close engagements with the SC, Bursa Malaysia and the industry, SIDC's consultancy focus was on the following **3 major capacity building initiatives** in 2020:

- i) PENJANA Initiative
- ii) Capital Market Development Fund (CMDf)
- iii) Islamic Capital Market Graduate Training Scheme 2.0

I. PENJANA INITIATIVE

The Government's measures under the National Economic Recovery Plan (PENJANA) focuses on three key thrusts; namely Empower People, Propel Businesses and Stimulate the Economy. The SC and SIDC collaborated to develop three key initiatives, funded by the Capital Market Development Fund (CMDf), centred on developing a steady pipeline of young and capable talent within the capital market while providing reskilling pathways to facilitate greater job opportunities in light of the challenges arising from the pandemic.

These initiatives, which began in June 2020, included structured training and familiarisation programmes for fresh graduates, youths and workers displaced from previous roles. Under these initiatives, approximately **60 entities** within the capital market ecosystem have expressed interest to participate and **141 candidates** have undergone the programmes as of December 2020.

- **Capital Market Graduate Apprenticeship**

The Capital Market Graduate Apprenticeship (CMGA) is a partnership programme between the industry and SC together with SIDC to coinvest in the talent development of fresh graduates and to strengthen their employability as they enter the workforce. This is achieved through a one-year structured training programme whereby participating companies will drive recruitment and training of fresh graduates, guided by SIDC's framework on training and development.

Participating companies were also provided a training grant of RM12,000 per graduate to execute a training programme for fresh graduates, employed from June 2020 and extended until June 2021 and coupled with a capital market introductory training course for the graduates provided by SIDC.

- **Corporate Finance Training Scheme**

The Corporate Finance Training Scheme (CFTS) supports the professional development of youths and grows a pipeline of younger talents in the corporate finance sector. This scheme is open to youths aged 35 years and below who have been newly recruited into corporate finance departments or are existing employees in CMSL holders.

This initiative provides relevant participating companies a grant of RM3,500 per youth to cover the training and examination fees for Module 12: Investment Management and Corporate Finance and Module 19: Advisory Services (Rules and Regulations).

- **Marketing Representative Training Scheme**

The Marketing Representative Training Scheme (MRTS) aims to provide workers displaced from their jobs with an opportunity to reskill and enhance their employability as they seek to pursue Marketing Representative roles within the capital market.

This initiative will see candidates receiving up to RM800 to cover the cost of training, including the Familiarisation Programme for Marketing Representatives (FPMR) and the subsequent training days required upon registering as Marketing Representatives.

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PROFESSIONAL DEVELOPMENT

CONSULTANCY AND CAPACITY BUILDING (continued)

II. CAPITAL MARKET DEVELOPMENT FUND (CMDf)

The CMDf is a trust fund with the purpose of facilitating the development of the Malaysian capital market through the support and funding of projects and initiatives that can demonstrate measurable value.

With the support and funding of CMDf, SIDC was able to focus its expertise in consultancy on 2 major projects, namely in creating informed investors in digital assets and revitalising the derivatives market.

o Creating Informed Investors in Digital Assets

This initiative aims to create informed investors and to equip them with sound knowledge to invest in digital assets. The duration for this initiative is for a 1-year period from August 2020 to July 2021, targeted at both potential and existing investors as well as the general public. This initiative also supports the National Financial Education Network's (FEN) *Strategic Priority 5* on building and safeguarding wealth.

There are three (3) main areas covered under the initiative, namely:

- **Awareness Programmes** - to create awareness of informed investing in digital assets
- **Skill Building Programmes** - to enhance understanding of and build skills in investing in digital assets.
- **Resources** - creation of a centralised content repository on investing in digital assets.

o Revitalising the Derivatives Market

This is a capacity building initiative by SIDC in collaboration with Bursa Malaysia Derivatives (BMD) and Malaysian Futures Brokers Association (MFBA) and supported by the CMDf. The aim of the initiative is to revitalise the Malaysian derivatives market and support its sustainability. The duration of this initiative is for a 3-year period from July 2020 to July 2023 and is targeted at young talent (university students), retail investors and professionals. This initiative also supports the FEN's *Strategic Priority 3* on inculcating positive behaviour among targeted groups.

Upon joining the programmes, both university students and academicians were better exposed to the derivatives market and its products and available career options. For the investors group, the participants were able to equip themselves with the necessary knowledge and skills to be smart traders in the derivatives market. Programmes targeted at enhancing the technical knowledge of capital market professionals and the application of derivatives will commence in 2021.



623pax Digital Assets Awareness Webinar

No. of Programmes conducted: 5
Average prog. rating: 4.3



453pax Digital Assets Skill Building E-Workshop

No. of Programmes conducted: 5
Average prog. rating: 4.2



66pax Derivatives: For Lecturer/Academicians

No. of Programmes conducted: 2
Average prog. rating: 4.6



492pax Derivatives: For Retail Investors

No. of Programmes conducted: 5
Average prog. rating: 4.5



1,125pax Derivatives: For University Students

No. of Programmes conducted: 5
Average prog. rating: 4.3

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PROFESSIONAL DEVELOPMENT

CONSULTANCY AND CAPACITY BUILDING (continued)

III. Islamic Capital Market Graduate Training Scheme (ICMGTS) 2.0

First developed in 2009 by the SC and SIDC, the ICMGTS is an eight-week intensive training programme aimed at creating a pool of capital market talent to facilitate the development of the Islamic Capital Market (ICM) in Malaysia. The ICMGTS provides an avenue for learners to acquire the right skill set essential to the capital market industry, as well as fundamental knowledge of the ICM.

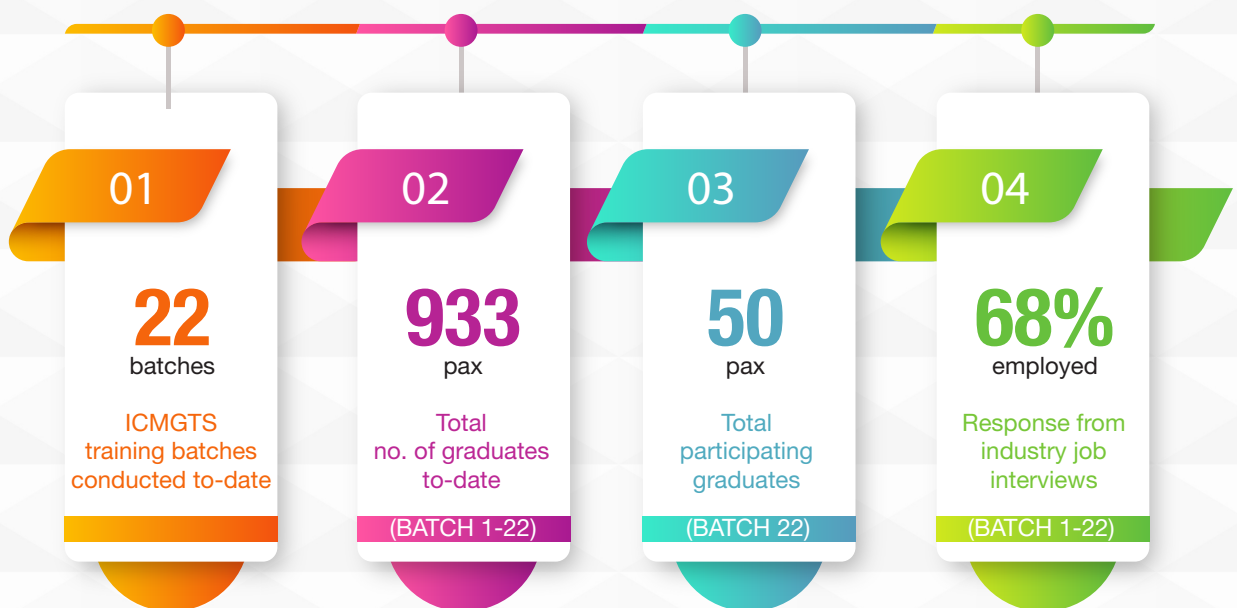
At the onset of the COVID-19 outbreak, the programme was revised to ICMGTS 2.0 to adapt and form part of the capacity-building initiatives offered by the SC and run by the SIDC under PENJANA. The new enhanced ICMGTS 2.0 now includes an internship programme for its trainees, geared towards enabling employment opportunities in the new normal as well as channelling fresh talents for the future development needs of the Malaysian ICM ecosystem. The two-month programme commenced in September 2020 and was conducted with 50 participants.



In 2020, there were a total of:

401

qualified applicants
(Total qualified applicants
from 2016 to 2020: 3,356)



As of December 2020, over **933 graduates** have participated in the scheme, of which **630 (68%) have been employed** in various industries such as capital market, commercial banking and consulting.

4

SIDC INDUSTRY UTILITY

CAPITAL MARKET COMPETENCY MANAGEMENT SYSTEM (CMS) DEVELOPMENT

The CMS is an innovative online industry-wide utility platform that centralises the Industry Competency Framework (ICF), assessment and development activities on a common hub. Launched in February 2019, the CMS provides individuals with tools to self-diagnose their capability by levels benchmarked against industry standards and further apply development interventions, which can be self-directed.

In 2020, over **800 individuals registered** for the CMS and close to **260 individuals completed** the self-assessment. SIDC intends to further expand and promote this important online platform for knowledge sharing and to increase the take-up rate for CMSLs in closing talent gaps.



5

ORGANISATIONAL INITIATIVES

OUR PEOPLE

The COVID-19 pandemic has sped up the need to adopt digital skills but the acquisition of the skill set was not without challenges. It was crucial for the organisation to facilitate the staff's progressive cultural shifts and upskilling which were the key drivers in ensuring the learning, unlearning and relearning of our delivery methods as well as in successfully adapting the new "Work From Home" working culture without affecting existing levels of productivity. SIDC emphasises continuous learning and self-initiative in keeping pace with the latest trends and developments in digital innovation and in the capital market industry.

In 2020, key areas for learning and development were on upskilling in digital and leadership skill sets to support the pivot to post COVID-19 business recovery, notably in programme development & delivery and sales & marketing. Staff have also been trained in Lean Six Sigma which is a component of the Business Process Improvement (BPI) exercise. As of 31 December 2020, **23 staff have been certified at Yellow Belt level in Lean Six Sigma**. Furthermore, financial acumen and analytical skill trainings were conducted and SIDC was also focused on skill acquisition through on-the-job coaching and mentoring by SIDC Management as well as support from digital platform providers.

The agility and adaptability of our people has been key in accelerating the digital transformation of SIDC in overcoming the challenges of the new business landscape. Hence, the organisation and its people's digital literacy have become more advanced and efficient, leading to enhanced effectiveness in the way we deliver our training programmes for the industry.



5

SIDC INITIATIVES

SOCIAL IMPACT CAUSES

Despite the challenges and limitations of the pandemic, SIDC actively sought ways to contribute and play its part in assisting those in need in the wake of COVID-19:

I. Sumbangan Bakul Rezeki Khaira PPZ – 23 December 2020

In collaboration with Pusat Pungutan Zakat (PPZ), SIDC made a total contribution worth RM8,000 to the less fortunate residents of Blok 2 Desa Tasik Fasa 6A Apartment on 23 December 2020. Around 100 families within the residential complex each received a care package comprising daily essential items worth RM80. The donations are aimed at easing the burden of these families who are currently facing hardship as a result of the COVID-19 pandemic.

II. Menghulurkan Sumbangan dan Meraikan Warga Emas - Rumah Jagaan dan Rawatan Orang-Orang Tua Al-Ikhlas, Puchong - 30 December 2020

On 30 December 2020, we were able to contribute to Rumah Jagaan dan Rawatan Orang-Orang Tua Al-Ikhlas, Puchong a display chiller, personal care items, medicine, daily essential items, potted plants and cash donation. The total value of the contribution is RM4,639.

III. SIDC COVID-19 Flash Fund X KSRSS X SC Heart – 24 March 2020

SIDC raised a total staff donation of RM7,340 in 3 days for the SIDC COVID-19 Flash Fund, partnering with the SC under the auspices of Kelab Sukan dan Rekreasi Suruhanjaya Sekuriti (KSRSS) and SC Heart. The donations were channelled to hospitals and front liners to purchase medical protective gear such as masks, gloves and Personal Protective Equipment (PPE) that are vital in helping them save more lives as well as their own.



6

A PEEK INTO 2021

- Digital & technological readiness and enhanced user experience with the completion of SIDC's Enterprise Resource Planning and Learning Assessment Management System (LAMS).
- SC Licensing Examinations (SCLE) and e-Familiarisation Programme Assessments to be available online for improved accessibility and inclusivity.
- SIDC and ICMR report on the talent and training landscape.
- Stronger focus on collaboration to strengthen capacity building with industry, universities and tech companies.



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