

# *Gaji Permulaan Jurutera Rendah* **MIDA's Perspective**

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# MIDA At A Glance

## Established-1967



## Shaping Industrial Landscape



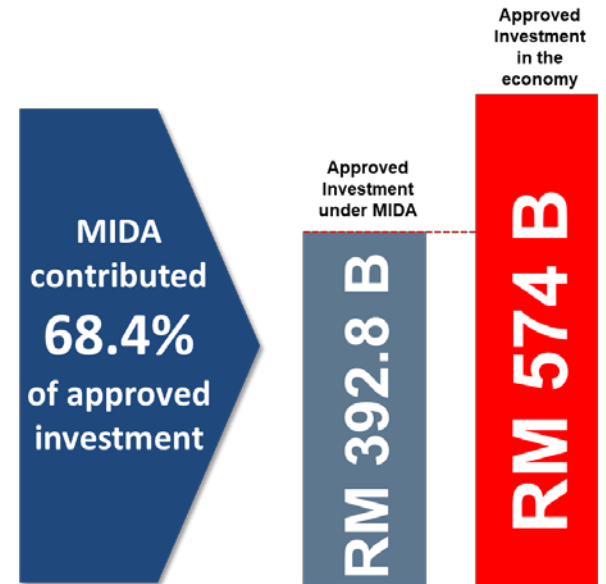
## Global Network-21



## State Offices-12



## Principal Investment Promotion Agency



INVESTMENT APPROVED  
(2021-2022)





# ***MIDA's Roles***

The Malaysian Investment Development Authority (MIDA) is the government's principal investment promotion agency for the development of the manufacturing and services sectors in Malaysia.



# MIDA's Role

## Policy Advocacy

1



## Promoting FDI & DDI

2



## Providing Investment Approvals

### Manufacturing Licence (ML)



- Require ML if the Paid-up Capital/Shareholders' Fund is RM2.5 Million and above; or employing 75 or more full time employees
- Exempted from ML- If below the above threshold

### Investment Incentives



- Tax Incentives
- Matching Grants

### Customs Duty Exemptions



- Raw materials; and
- Machinery & equipment

### Expatriate Posts



- **Key posts**  
Posts that are permanently filled by foreigners
- **Term posts**  
Posts that are filled by foreigners for a period of 1-5 years

## Monitoring Project Implementation

4



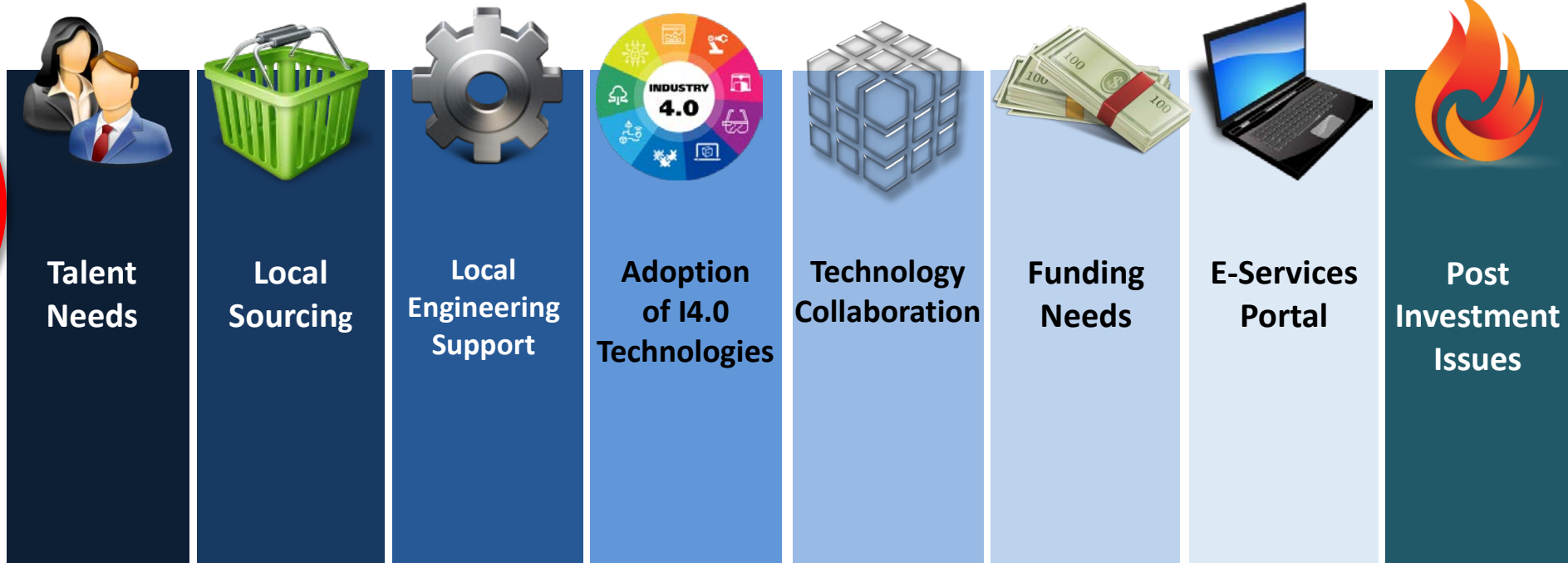
**ON-TRACK**

Pejabat Pelaksanaan Projek dan Fasilitasi  
(Project Implementation and Facilitation Office)



# Providing Business Facilitation

5





# *Opportunities in New Growth Areas*



# New Growth Area Manufacturing Sector

## ELECTRICAL & ELECTRONICS

- IOT Sensors & Components
- Automotive Electronics Components
- Modernising Outsourced Assembly and Test (OSAT)

## CHEMICAL AND ADVANCED MATERIAL

- Lithium-ion battery
- Hydrogenated vegetable oil (HVO)
- Green hydrogen
- Chemical and catalyst for semiconductor industry

## TRANSPORTATION TECHNOLOGY

- Automotive**
- Vehicle: Electrification and NxGV
  - Critical Components of EV and NxGV
  - Mobility Services and Supporting Technology
  - Large forging and casting

- Aerospace**
- Components and parts (eg: engine, cabin interiors)
  - Base for light aircraft and corporate planes (eg: business aviation, seaplane aircraft, Unmanned Aerial Vehicle (UAV))

## MACHINERY AND METAL TECHNOLOGY

**Semiconductor (Front End Semiconductor M&E)**  
Slicing and Polishing of Wafer, Photolithography, Etching, Rapid Thermal Processing, Deposition, Wafer Burn-In, Fluid and Gas Delivery

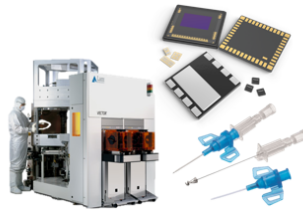
**Electric Vehicle (EV):** Battery Cell machinery and parts, Battery Pack machinery and parts, Materials related to the production of EV Battery, Machinery to produce other related components for EV.

**Robotics:** Robot Arms, Collaborative Robot (COBOT), Tools related to the production of Robotics i.e. motor, sensor, connectivity devices

**Agriculture:** Machinery for Poultry and Farming (encompassing crops, livestock, fisheries, fruits and vegetables).

## LIFE SCIENCES AND MEDICAL TECHNOLOGY

- Vaccines
- Consumer Medications and Drugs
- Diagnostic and Point of Care
- Non-Invasive / Minimally-Invasive Solutions
- Convergence Medical Technologies



## FOOD TECHNOLOGY

- Food Technology**
- Alternative/ Artificial Meat Industry
  - Ready to Eat (RTE) / Convenience Foods Industry

## RESOURCE-BASED INDUSTRIES

- Oil Palm Biomass**
- Pulp & paper
  - Animal feed
  - Fertilizer
  - Oil Palm Trunk: timber / wood / engineered wood

## BUILDING TECHNOLOGY

**Industrial Building System (IBS)**  
**Development Of High Technology Glass: Smart Glasses**

## LIFESTYLE

**Textiles:** Functional Fabric, Medical Textiles, Natural Fibres and Yarns and Eco-Friendly Textiles

## CIRCULAR BIO-ECONOMY

- Biofuel & Bioplastic
- Sustainable Aviation Fuels (SAF)
- Green Hydrogen
- Micro Algae to Biofuels

# Services Sector

## BUSINESS SERVICES & REGIONAL OPERATIONS

- Center of Excellences (COE) for Digital Solutions
- Digital Tech Smart Innovation Hubs
- Hyperscale Data Centres
- Digital Technology Providers

## HEALTHCARE

- Digital healthcare/ Telemedicine
- Traditional and Complementary Medicine (TCM)
- Senior Living/Aged Care

## HOSPITALITY

- Sport Tourism
- Glamour Camping (Glamping)
- Recreational Vehicle (RV)

## OIL AND GAS

### Oil & Gas (Upstream)

**Exploration :** Geological services, Seismic survey, Remote monitoring

**Development:** Well services: well intervention, pipeline services such as MRO, Remote monitoring

## MARITIME

### Shipbuilding and Ship Repair :

LNG fueled vessels, Dual-fuel engine, Hydrogen operated vessels, Ballast free ship design, Electric propulsion system, Digital twin

## LOGISTICS

**Logistic Services :**  
Integrated logistic, Smart warehouse including e-fulfillment, Blockchain

## ADVANCED TECHNOLOGY AND RESEARCH & DEVELOPMENT

- Bioscience Technology
- Advanced Intelligent Systems
- Advanced Materials
- Blockchain
- Additive Manufacturing

## GREEN TECHNOLOGY

- New RE Sources**
- Geothermal
  - Onshore and offshore wind
- Energy Storage Solutions**
- Battery storage
  - Hydrogen solution

# *MIDA'S Talent Facilitation Initiatives*



# Overview of Talent Management Programmes & Facilitation

1

## Upskilling and Reskilling



Collaboration with training centres to reduce skill gaps among Malaysian for graduates and unemployed

2

## Career Fair and Career Talk



- Organising career fair to provide employment opportunities for Malaysian
- Organising Career Talk Programmes to provide jobs exposure and industry knowledge

3

## Internship Facilitation



Organising internship interview for higher education students

4

## Academia and Industry Engagement



Engagements visits, round table meetings, and networking events led by MIDA to address the issues on talents

5

## One-on-One Talent Facilitation



Organising one-to-one meetings with company which requires assistance in hiring Malaysian workers

6

## Talent Outreach Programme



Collaborates with JPA and MARA with the objective of reaching out to students abroad for job employment in Malaysia

7

## Special Task Force – Talent Facilitation



A structured talent facilitation task force was established in March 2023 with the involvement of 17 relevant ministries, agencies and universities in assisting industry obtaining manpower needs

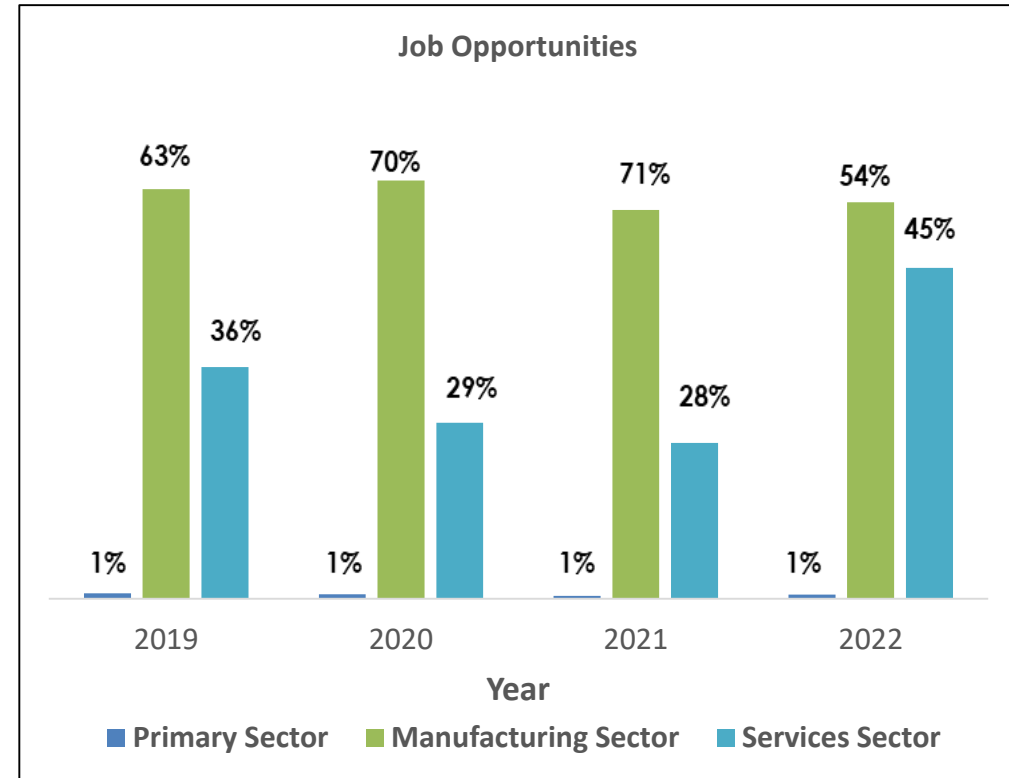
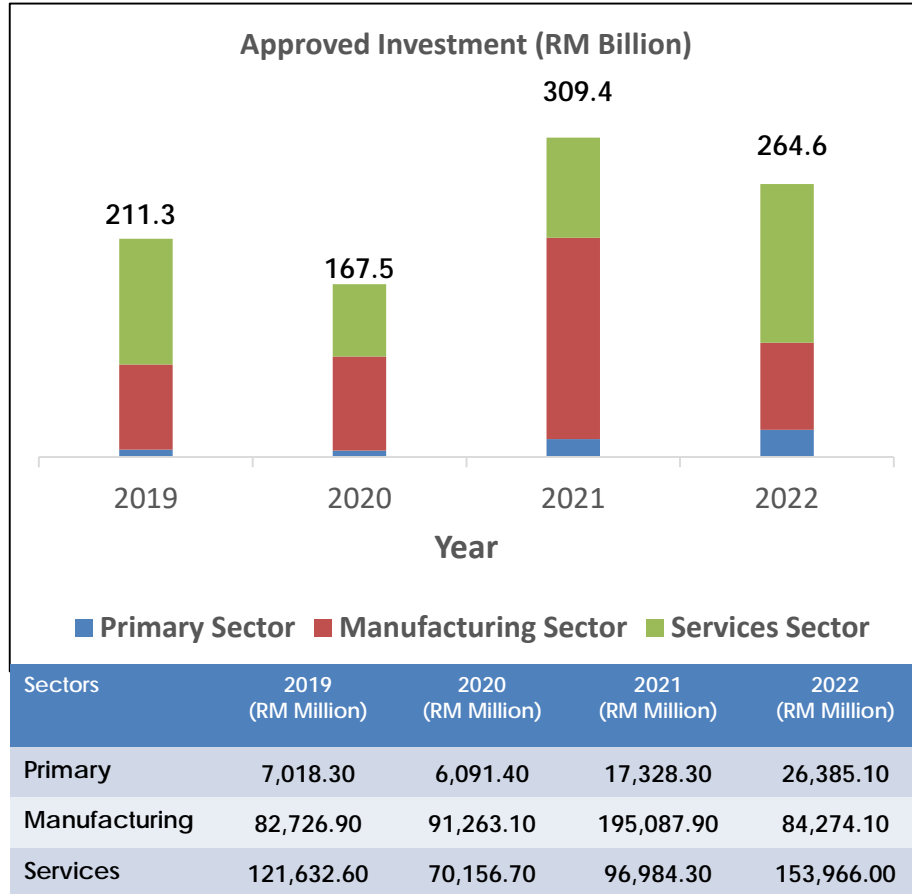


# Statistic - Employment By Sector



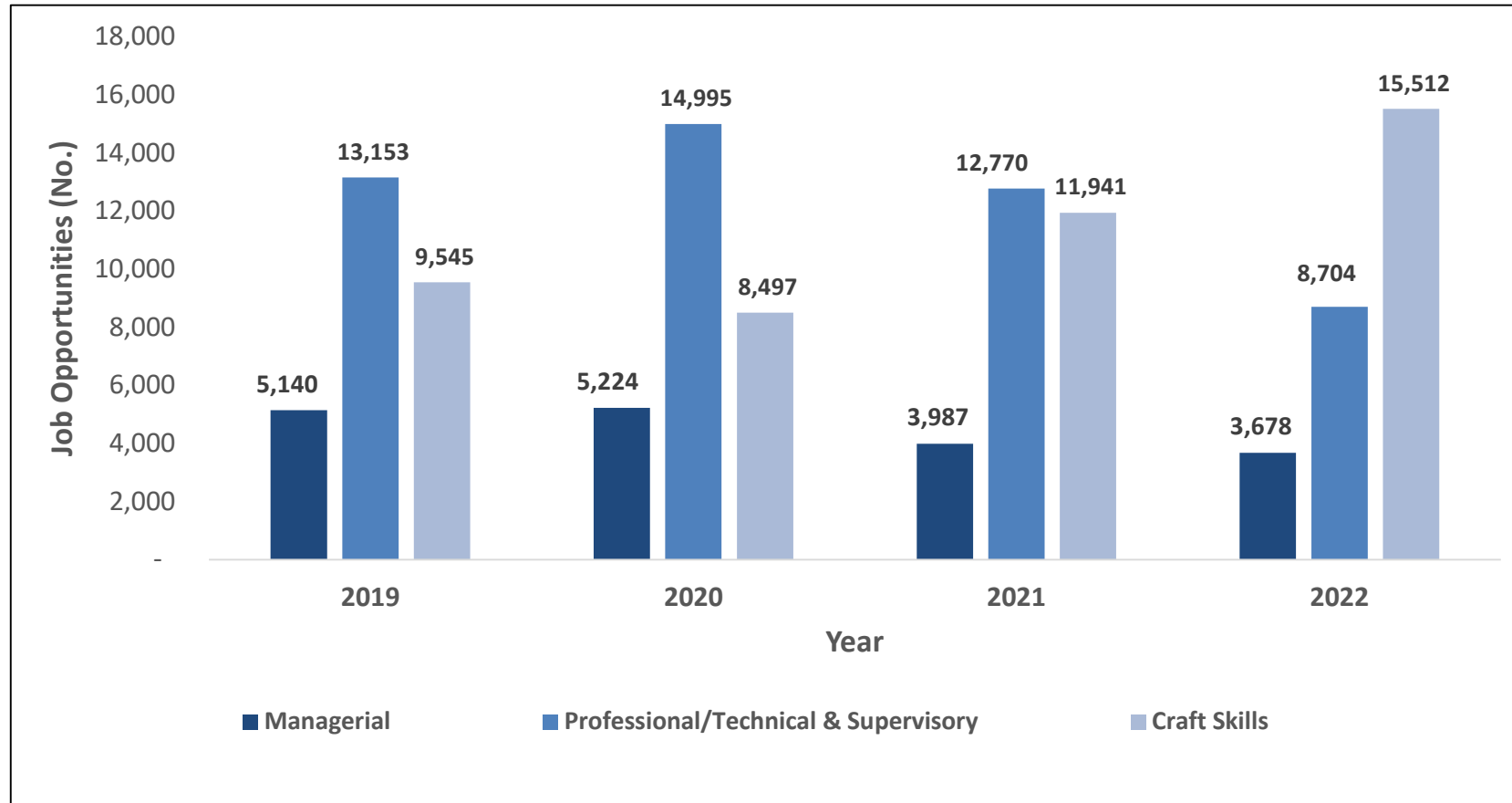
# Job Opportunities in Various Economic Sectors

Manufacturing sector contributes 64% of the job opportunities



# Job Opportunities by Employment Category

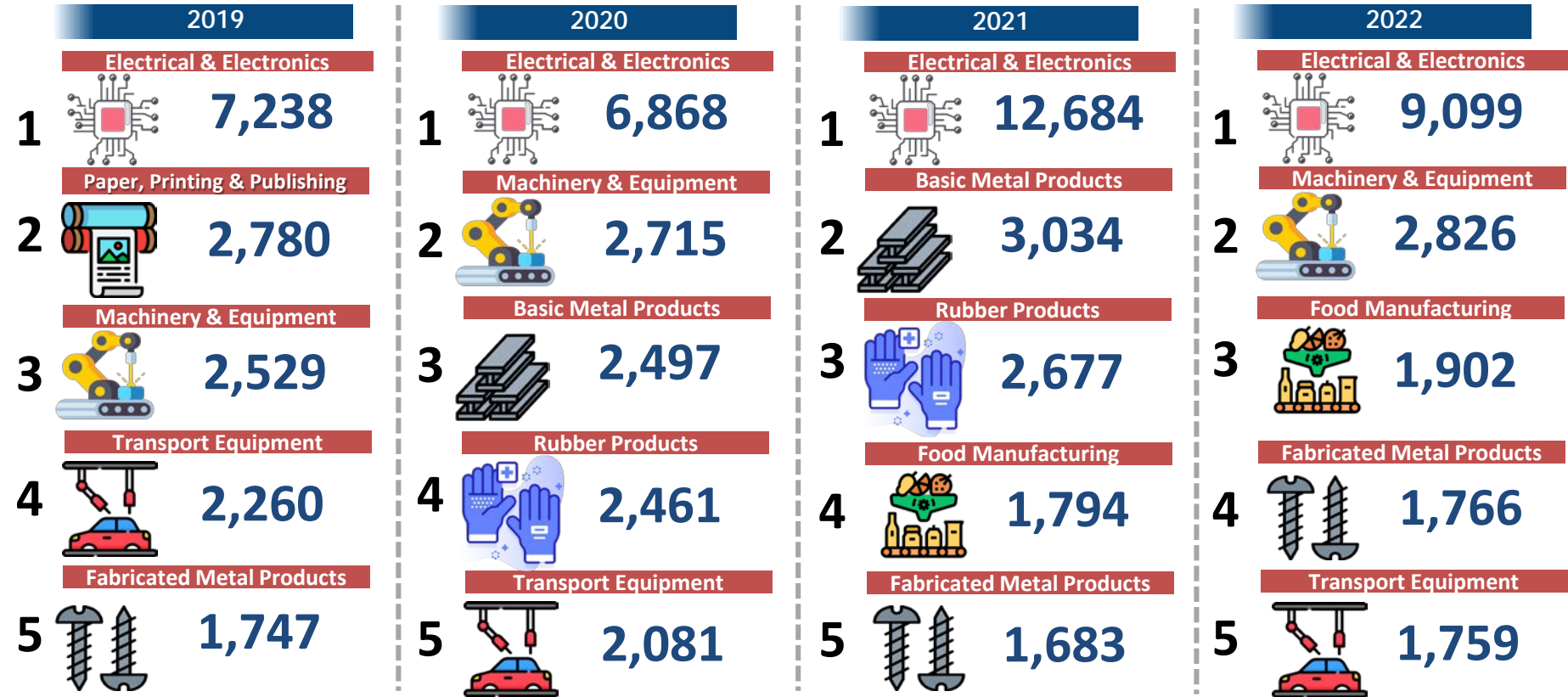
Breakdown of Job Opportunities in Managerial, Professional/Technical Supervisory and Craft Skills



Sources: Approved investment in the Manufacturing Sector 2019-2022, MIDA



# Top 5 Sectors with Job Opportunities (Managerial, Professional/Technical & Supervisory and Craft Skills)



Sources: Approved investment in the Manufacturing Sector 2019-2022, MIDA

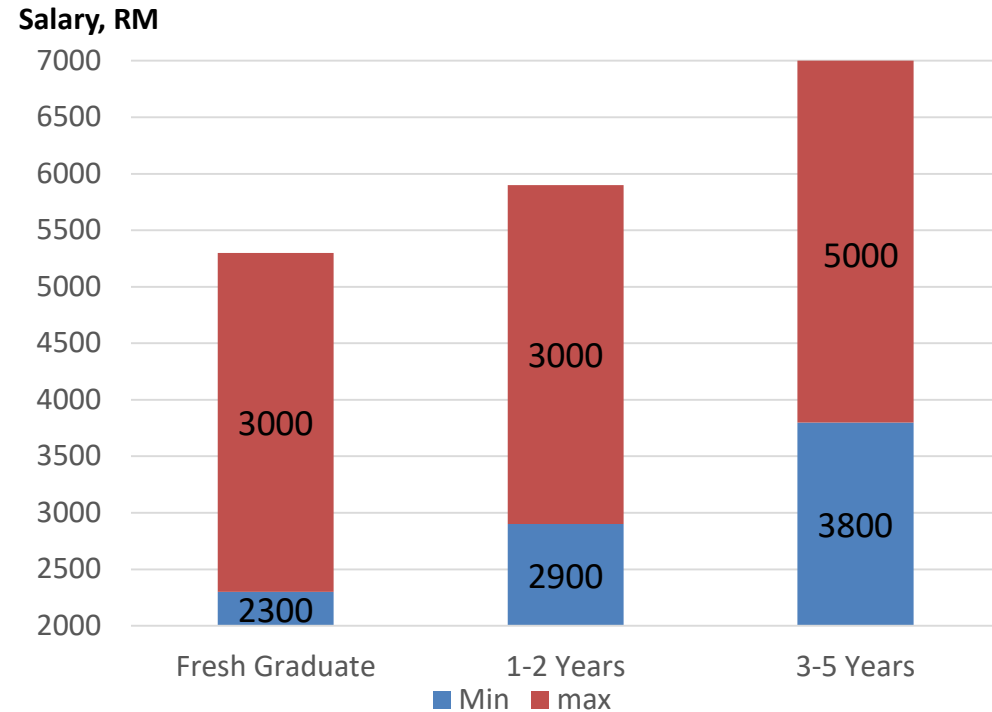
# POTENTIAL EMPLOYMENT IN PROJECTS APPROVED BY INDUSTRY (TECHNICAL AND SCIENCE QUALIFICATIONS), 2019-2021

INDUSTRY	TECHNICAL QUALIFICATIONS				Science Qualification	Other Profession	TOTAL
	E&E Engineering	Mech. Engineering	Chemical Engineering	Other			
Electrical & Electronics	3,681	1,542	270	6,575	659	1,241	13,968
Basic Metal Products	147	84	2	3,540	56	120	3,949
Machinery & Equipment	318	441	45	2,157	146	285	3,392
Rubber Products	222	284	385	1,282	694	388	3,255
Paper, Printing & Publishing	95	121	126	2,028	104	239	2,713
Chemicals & Chemical Products	150	129	234	975	341	305	2,134
Transport Equipment	184	299	72	968	87	207	1,817
Food Manufacturing	90	101	19	694	277	475	1,656
Fabricated Metal Products	96	355	28	791	54	319	1,643
Scientific & Measuring Equipment	79	83	32	1,198	31	20	1,443
Non-Metallic Mineral Products	74	137	36	816	74	211	1,348
Plastic Products	75	141	28	361	44	172	821
Petroleum Products (Inc. Petrochemicals)	61	76	47	346	82	70	682
Furniture & Fixtures	37	101	5	241	21	227	632
Wood & Wood Products	35	69	12	194	18	92	420
Textiles & Textile Products	52	64	13	156	29	71	385
Miscellaneous	31	36	10	166	4	120	367
Beverages & Tobacco	6	28	4	120	57	49	264
Leather & Leather Products	0	2	0	10	0	5	17
Natural Gas	4	8	0	0	0	0	12
<b>Total</b>	<b>5,437</b>	<b>4,101</b>	<b>1,368</b>	<b>22,618</b>	<b>2,778</b>	<b>4,616</b>	<b>40,918</b>

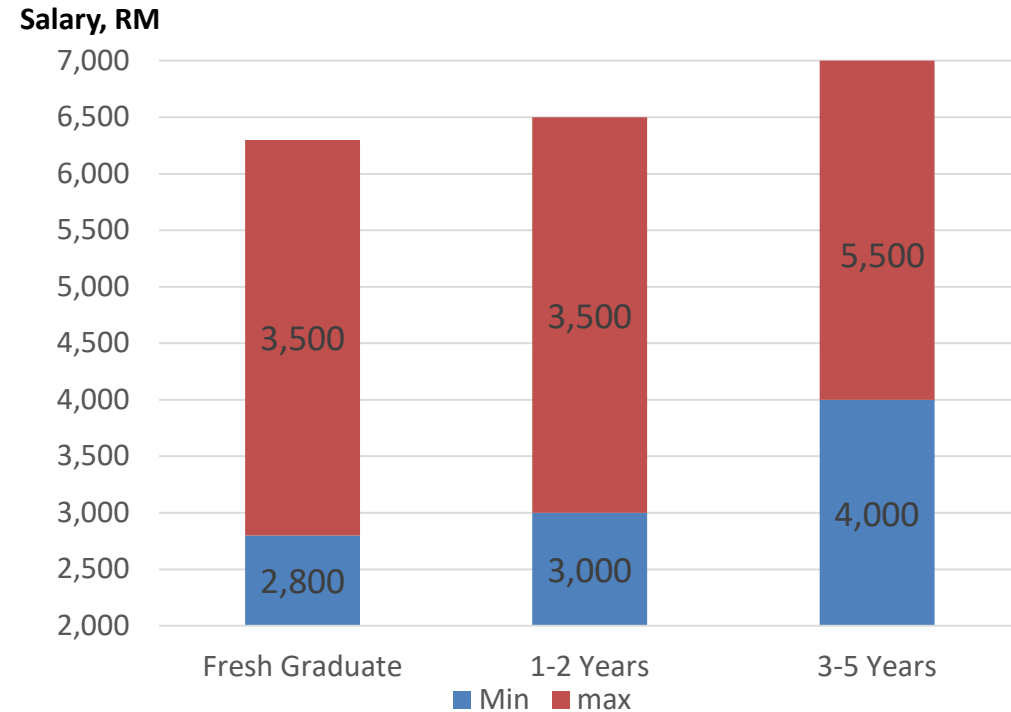


# Starting Salary Range for Engineer, 2022 – 2023

## Local Owned Company



## Foreign Owned Company



### Starting salary range offered for fresh graduates

#### Local Owned Company

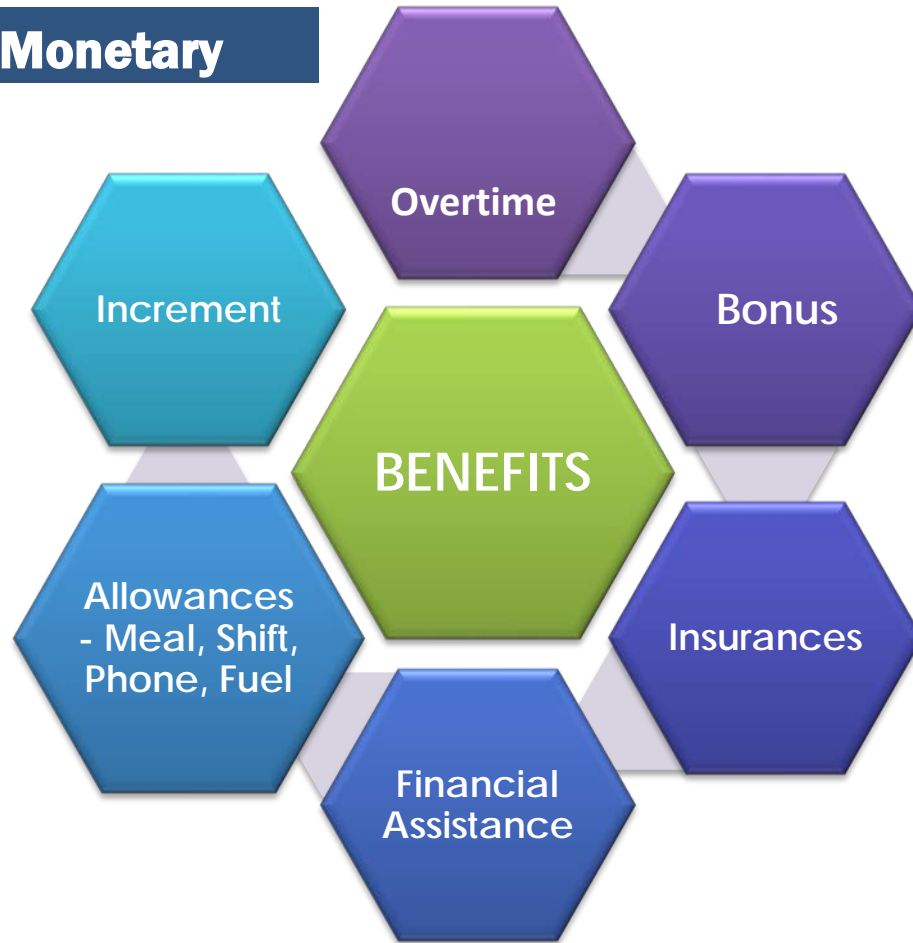
RM2,300 – RM3,000

#### Foreign owned company

RM2,800 – RM3,500

# Plus Factor

## Monetary



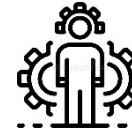
## Non-monetary



Medical/Dental



Service Award



Upskilling training



Family Day



Annual Dinner



Wellness Center  
Gymnasium

Foreign owned companies provide monetary and non monetary benefits besides the basic salary

Sources : Survey on 6 foreign owned manufacturing companies

# Conclusion

Most foreign owned companies offer attractive starting salary in the manufacturing sector.

Working Experience (Years)	Starting Salary Range Offered by Local Company (RM)	Starting Salary Range Offered by Foreign Company (RM)
0 (Fresh Grad.)	2,300 – 3,000	2,800 – 3,500
1 – 2 Years	2,900 – 3,000	3,000 – 3,500
3 – 5 Years	3,800 – 5,000	4,000 – 5,500

Based on approved projects in 2019 – 2021, technical qualifications (including engineering) created more employment potential compared to science qualification and other profession.

Job opportunity in engineering are mostly contributed by E&E sector.







*Thank You*