

87% of respondents  
willing to be re-trained  
to avoid unemployment.

randstad malaysia  
workmonitor 2020: january – june



# dire need to sharpen digital literacy skills.



Randstad's latest Workmonitor survey revealed that 87% of respondents in Malaysia are willing to be re-trained to ensure their employability. This sentiment is highest among more Generation-X workers, with 92% of respondents aged from 35 to 44 years old feeling so.

Ms. Jaya Dass, Managing Director, Malaysia and Singapore at Randstad said, "More companies are investing in technology as a strategy to recover faster and emerge stronger from the pandemic. However, this may risk further widening the gap between what employers expect of their workforce and the skills that the employees are realistically equipped with. To remain competitive, organisations need to meet the heightened expectations that their workforce in equipping them with the skills that will adequately prepare them for the future and to avoid unemployment."

## create a learning environment to attract and retain young employees.

Many employers hire younger workers due to their natural affinity in embracing and working with digital tools, as well as their potential to drive technological change. 75% of all local respondents believe younger workers are more attractive to employers due to the "tech-savvy" skills they possess. This sentiment is higher among Generation-Z respondents, with 83% of them echoing the same.

Dass said, "Even though younger talent are seen to be more desirable for their digital knowledge, employers should not expect or rely on them to drive the organisation's digital agenda. Such high expectations of our younger talent do not really set them up for success, as they have yet to learn the know-how of working in a corporate environment, such as budgeting and project managing. Instead, companies should create a collaborative environment where employees from all different generations can experience growth together."

## 57% said that current training programmes do not adequately prepare them for the skills they need in the future

Though 79% of respondents believe their employers are committed to helping them grow professionally, 57% felt that the training and re-skilling programmes provided by their employers do not adequately prepare them for the skills they need in the future.

Dass shared, "Employees and candidates are already feeling the immense pressure to develop new capabilities. There has never been a more urgent need to equip the workforce with digital skills in an effort to close the widening gap. Companies need to provide more dynamic and robust training programmes that can help their workforce gain new skills that will allow them to be more agile, creative and productive."

The 2020 Randstad Workmonitor Q1 survey was conducted from March 13 to 30, 2020 with a minimum sample size of 400 per market.

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I am considering leaving my current job and starting my own business. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	50	49	37	41
<b>men</b>	51	45	32	45
<b>women</b>	50	52	42	36
<b>18 - 24</b>	59	49	49	50
<b>25 - 34</b>	55	56	39	51
<b>35 - 44</b>	47	54	36	41
<b>45 - 54</b>	35	37	27	35
<b>55 - 67</b>	50	28	18	20

I believe my employer is committed to helping me grow professionally. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	90	79	64	68
<b>men</b>	90	79	60	63
<b>women</b>	91	78	68	72
<b>18 - 24</b>	95	79	64	75
<b>25 - 34</b>	92	80	68	72
<b>35 - 44</b>	88	84	63	62
<b>45 - 54</b>	85	67	51	66
<b>55 - 67</b>	95	78	45	66

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I feel my employer's training or reskilling programmes won't adequately prepare me for the skills I'll need in the future. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	73	57	59	64
<b>men</b>	69	54	59	63
<b>women</b>	77	60	59	65
<b>18 - 24</b>	80	56	58	67
<b>25 - 34</b>	78	58	63	62
<b>35 - 44</b>	69	62	59	64
<b>45 - 54</b>	59	53	59	66
<b>55 - 67</b>	75	53	47	61

I would be willing to be re-trained in order to avoid unemployment. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	93	87	87	89
<b>men</b>	93	89	87	90
<b>women</b>	94	85	86	88
<b>18 - 24</b>	95	88	88	91
<b>25 - 34</b>	96	90	87	86
<b>35 - 44</b>	93	92	88	90
<b>45 - 54</b>	88	75	85	88
<b>55 - 67</b>	85	78	84	93

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I would love to be an entrepreneur, because it gives me more opportunities. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	70	75	55	63
<b>men</b>	68	73	52	58
<b>women</b>	73	77	57	66
<b>18 - 24</b>	87	82	67	66
<b>25 - 34</b>	75	76	60	72
<b>35 - 44</b>	66	81	53	65
<b>45 - 54</b>	51	66	44	56
<b>55 - 67</b>	55	68	26	46

I'd rather take the risk of starting my own business than the risk of re-training for a job in a new field. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	50	54	43	44
<b>men</b>	47	50	38	38
<b>women</b>	54	57	48	49
<b>18 - 24</b>	60	59	52	51
<b>25 - 34</b>	54	56	48	54
<b>35 - 44</b>	47	62	42	48
<b>45 - 54</b>	36	40	26	36
<b>55 - 67</b>	55	41	34	24

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If I lose my job due to economic reasons, I believe my employer would support me in finding a new position via outplacement. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	74	54	41	50
<b>men</b>	71	52	37	45
<b>women</b>	79	55	46	55
<b>18 - 24</b>	84	57	47	70
<b>25 - 34</b>	76	53	43	55
<b>35 - 44</b>	73	59	42	46
<b>45 - 54</b>	65	44	29	43
<b>55 - 67</b>	80	54	42	49

If my job becomes redundant due to automation, I believe my employer would support me in reskilling and finding another position within the company. [%]

	mainland china	malaysia	hong kong sar	singapore
<b>all</b>	81	60	49	56
<b>men</b>	78	58	45	50
<b>women</b>	84	62	53	61
<b>18 - 24</b>	84	60	49	70
<b>25 - 34</b>	83	60	52	60
<b>35 - 44</b>	78	67	48	54
<b>45 - 54</b>	72	50	43	45
<b>55 - 67</b>	90	60	42	57



## questions?

Whether you are hiring or making some adjustments to your workforce needs, we're here for you.

We know how the right talent can make a significant impact not only to your company's workforce productivity and business growth. Our specialist recruiters provide strong market knowledge and candidate insights, and have a proven track record in sourcing high-calibre professionals across various key industries.

Visit our website to find out more about our talent recruitment services and HR solutions at [randstad.com.my/employers](https://randstad.com.my/employers).

If you have an interview request or any questions about this survey, please contact us at [randstad.com.my/contact-us](https://randstad.com.my/contact-us).

