

Title: The Integration of the National Occupational Skills Standards (NOSS) into the National Dual Training System (NDTS) in Malaysia.
(PhD Thesis)

Abstract

The policy decision on May 19, 2004 to introduce the National Dual Training System (NDTS) in Malaysia starting from 2005 promises to produce the skilled workforce that the country badly requires in the light of increasing complexity, fast-changing technologies and higher quality expectations at the workplace. Yet, early indications suggest that the new system has been poorly received. This problem is further aggravated when some confusion and concerns have surfaced over the fate of the country's existing skills training system.

Since 1973, the country has adopted occupational skills standards as the foundation for training delivery, assessment and certification in skills training. The standards which are known as National Occupational Skills Standards (NOSS) have grown in application over the years to become the central reference for the country's pre-employment training system. The standard-based skills training system (known here as the 'NOSS-based training system') covers about 1,200 skills training providers, encompassing more than 6,000 training programmes accredited by the National Vocational Training Council (NVTC). Despite the impressive development of the NOSS-based training system in Malaysia, it is paradoxical that NOSS has failed to find any place in the new NDTS, thus raising questions on its current relevance and future role in the country's national skills training system.

The development of the NOSS-based training system and NDTS as separate entities has become a source of confusion to training providers, employers and other stakeholders. Many have raised reservations on aspects such as their training outcomes, qualification being awarded, delivery and operational aspects as well as policy implications. In the light of such concerns, more information are needed in order to understand the actual differences or gaps, if any, that exist between the two training systems and subsequently to explore their relationship using an appropriate study framework. Therefore, the basic purpose of this study is to examine how both the NOSS-based training system and the NDTS in Malaysia have evolved over the years in order to ascertain their current shape and character. The ultimate aim is to establish their relationships and interactions with the view to determine the case for their convergence or integration.