

Educating the public sector



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LETTERS

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As Malaysia's premier public sector training institution, the National Institute of Public Administration or Intan is re-branding itself in its role of enhancing the skills, attitude and knowledge of civil servants.

THE transformation into a knowledge-based economy and the promotion of new sources of growth and development of regional growth corridors have increased the demand for skilled and knowledge workers.

This complex and competitive environment requires new skills and ability.

The knowledge-intensive and skills based industry require employees who are educated and skilled and who are able to use capital and technology more efficiently.

The National Institute of Public Administration (Intan) is the training arm of the Public Service Department entrusted to conduct training courses for all levels of the public service.

From a modest government training centre known as the Staff Training Centre (1959) and renamed Intan in 1972, it has evolved into a centre of excellence for the training of public officials to meet the challenges of a nation moving rapidly towards a developed nation status by 2020.

As a major player in developing human resource potential in the public sector, Intan has actively pursued excellence in its delivery and quality of training.

The underlying philosophy is the realisation that development in human resource is essential to measure the level of advancement as well as to ensure that the country is able to grow continuously.

Intan realises that it has to adapt and adopt change so as to include the elements of globalisation, technological advancement, K-economy and K-workers which have indeed redefined human resources.

Whilst Intan must be resilient to these changes, it also has to ensure that the public sector is fully equipped to face these tremendous challenges in future.

Thus, the preparation for a new generation of public sector workforce is not a matter of option, but it is a critical factor that drives Malaysia towards achieving its Vision 2020.

In our efforts to develop the new generation of public sector workforce, Intan has advanced its training methodology to include a more eclectic and diversified approach through blended learning.

And to meet the increasing demand for a skilled and knowledgeable public sector workforce, Intan has also embarked on capacity

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- > EQUIP officers with the ability to make greater use of scientific and technical innovations;
- > BRING about more analytical approach to the conduct of government business; and
- > PROVIDE a synthesis of knowledge and experience of the professionals and non-professionals.

Ultimately, Intan's mission is to develop talented and "thinking civil servants" with the aim of creating public sector officers who are knowledgeable, skilled and innovative.

Thus, it is also Intan's role to be the leading institution in breeding talent for the public sector.

We know that "business is no longer as usual" and as such, accepted that approaches and training practices that were successful in the past may no longer be relevant for the present and the future.

Thus, to further enhance our training capacity, Intan has continuously made efforts in improving existing courses as well as value add new content into them.

New courses which are relevant to current needs and demands of the public service are also constantly being developed.

Participants who undergo the training should be able to adjust to changes and be more friendly to non-government entities.

Quality training and skills development is key to expanding the talent base in the Malaysian public sector.

Intan is re-engineering and re-aligning its core activities by turning its regional campuses into centres of excellence to facilitate the operations of the five regional development corridors: Iskandar Development Region; the Northern Corridor Economic Region; Sarawak Corridor of Renewable Energy; East Coast Economic Region and the Sabah Development Corridor. These centres of excellence will focus on providing quality training programmes catering to the needs of those regions.

Intan's regional campuses will have their own niche programmes, namely:

- > Intan Eastern Regional Campus (Intim): Centre of Excellence for Local Government;
- > Intan Northern Regional Campus (Intura): Centre of Excellence for Character Development;
- > Intan Southern Regional Campus (Ikwas): Centre of Excellence for District and Community Development;
- > Intan Central Regional Campus (Intengah) : Centre of Excellence for Creativity and Innovation in the Public Sector;
- > Intan Sabah Campus: Centre of Excellence for Environmental Management;
- > Intan Sarawak Campus: Centre of Excellence for Sustainable Energy; and
- > Imatec: Centre of Excellence in Computing Technology.

Intan also recognises that it has resource limitations and therefore it seeks to develop strategic alliances and smart partnerships with other organisations, locally and abroad, in order to strengthen its delivery capabilities and to gain worldwide recognition as a public sector training institution.

As such, Intan looks forward to work with private partners as well as civil society to bridge the gap in knowledge.

In conclusion, the transition from a production-economy to k-economy requires strong determination and change in mindset.

Intan has risen to the challenge to nurture and train this new generation of public sector workforce that is competent, talented,

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