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# ANNUAL HIGHLIGHTS 2021

• RESPOND • RECOVER • RENEW



**RESPOND**



**RECOVER**



**RENEW**

# CEO's MESSAGE & INTRODUCTION



## REBUILDING AND DIGITAL ACCELERATION

In 2021, SIDC built on the momentum from 2020's Recovery Strategy, which had steered our transition to online delivery, operational resilience and an agile organisation. This evolution matured into our 3R Strategy (Response, Recovery, and Renewal) as we navigated the second year of the pandemic. The 3R Strategy served not only to safeguard our internal continuity but also enabled us to ensure capital market learning remained uninterrupted during the recovery phase.

In line with strengthening governance talent, 2021 also saw the start of a new capacity-building initiative to develop a structured certification for compliance professionals. With funding support from the Capital Market Development Fund (CMDf), SIDC began designing the **Certified Capital Market Professional (CCMP) Compliance**, in close consultation with industry and regulators. This effort aimed to build a robust pipeline of qualified compliance officers, elevate the strategic importance of compliance functions and reinforce public trust in market conduct. Beyond technical competence, the programme sought to transform the perception of compliance roles from rule enforcers to governance advocates who enable ethical growth and sustainable market integrity. The programme would be completed in 2022 and launched the following year as part of SIDC's broader agenda to professionalise talent and strengthen regulatory alignment across the ecosystem.

Our digital acceleration was evident in the implementation of fully online assessments, most notably the SC Licensing Examination (SCLEx) via remote proctoring. In 2021, 4,629 candidates were examined, nearly double the budgeted 2,399, meeting not only pent-up demand but also ensuring SIDC's ability to deliver high-stakes assessments. Beyond scale and efficiency, candidates could sit for the exam remotely, without the need to travel to a centralised exam centre making licensing access more inclusive and equitable. This removed a long-standing barrier to entry and expanded access to licensing pathways across the capital market.

This digital transformation kept us at pace with the changing needs, expectations, and behaviours of our stakeholders while remaining aligned with regulatory priorities. This shift delivered industry-wide benefits, including greater access to blended learning solutions, micro-certifications and a broad range of digital learning formats such as webinars, e-learning platforms, virtual conferences and remote assessments.

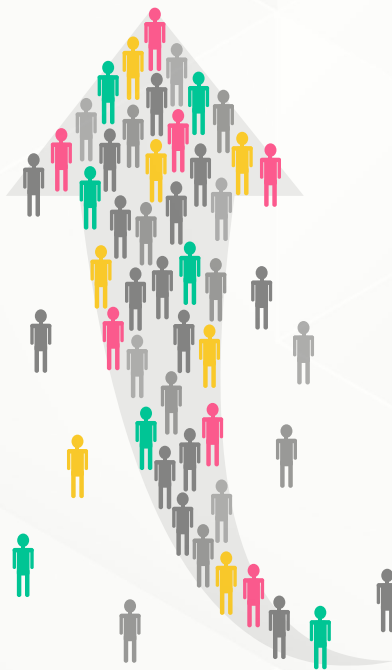
Internally, we embedded data-led planning, adaptive cost controls and digital toolkits into our daily operations. This enabled more accurate demand forecasting and faster learning product iteration. Team resilience remained a cornerstone: 100% of staff underwent digital skills upskilling, and internal mentoring and engagement activities helped maintain strong morale, with 82% staff participation in voluntary wellness programmes.

The year was also marked by the initial design of our Medium-Term Strategy 2022–2024, aligning with SC's Capital Market Masterplan 3. This is to position SIDC not only as a provider of training, but as a national learning enabler in support of capital market development and post-pandemic recovery.

**Tengku Zarina Tengku Chik**  
Chief Executive Officer

# OVERVIEW

## EMPOWERING CAPITAL MARKET TALENT: 2021 TRAINING & EXAMINATION HIGHLIGHTS



**10,913**  
participants

**6,990**  
attended public & customised programmes

**3,873**  
benefitted from CMDF related Programmes

**50**  
took part in ICMTD

**4,629**  
participants sat for SCLE in 2021



As at December 2021, SIDC had engaged a total of 10,913 participants through its diverse range of training initiatives. These programmes reflect SIDC's commitment to enhancing the capacity and professionalism of capital market participants. Of this total, 6,990 participants attended Public and Customised Programmes, 3,873 participants benefitted from Capital Market Development Fund (CMDF)-related Programmes, and 50 participants took part in the Islamic Capital Market Talent Development Programme (ICMTD).

Beyond training programmes, SIDC supported the professional licensing ecosystem through the administration of the Securities Commission Licensing Examinations (SCLE) which saw 4,629 candidates sat for SCLE in 2021.

# 2

## PROFESSIONAL STANDARDS

### 2.1 SC Licensing Examination (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



# PROFESSIONAL STANDARDS

## 2.1 SC Licensing Examination (SCLE) (continued)

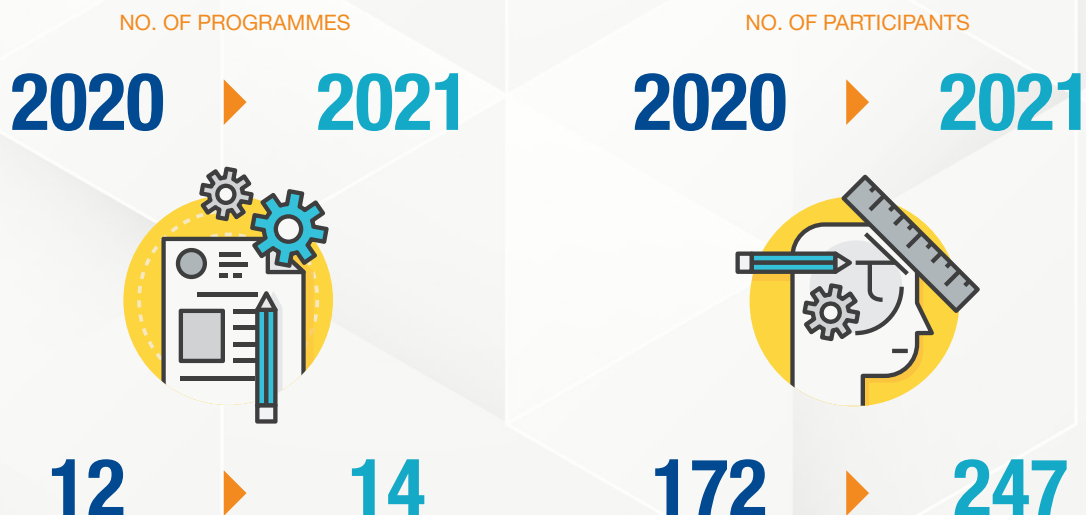
SC LICENSING EXAMINATIONS (SCLE)		NO. OF CANDIDATES	
		2020	2021
<b>Module 6</b>	Stock Market and Securities Law	468	1,573
<b>Module 7</b>	Financial Statement Analysis and Asset Valuation	496	1,595
<b>Module 9</b>	Funds Management Regulation	70	244
<b>Module 10</b>	Asset and Funds Management	56	146
<b>Module 11</b>	Fundamentals of Compliance	34	69
<b>Module 12</b>	Investment Management and Corporate Finance	103	292
<b>Module 14</b>	Futures and Options	50	149
<b>Module 16</b>	Rules & Regulations of Futures and Options	49	142
<b>Module 17</b>	Securities and Derivatives Trading (Rules and Regulations)	8	41
<b>Module 18</b>	Securities and Derivatives Trading (Products and Analysis)	10	41
<b>Module 19</b>	Advisory Services (Rules and Regulations)	84	220
<b>Module 19A</b>	Advisory Services (Rules and Regulations) - Part A	31	115
<b>Module 19B</b>	Advisory Services (Rules and Regulations) - Part B	2	2
<b>TOTAL</b>		<b>1,461*</b>	<b>4,629*</b>

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

In 2021, SIDC successfully administered 295 examination sessions for 13 SC Licensing Examination modules. The number of candidates who participated in these examinations saw a significant rise, with 4,629 candidates sitting for the exams compared to the previous year's 1,461 candidates. Among these, an impressive total of 2,777 candidates demonstrated their proficiency by passing various modules, resulting in an overall passing rate of 60%.

## 2.2 SCLE Revision Course

The SCLE Revision Courses are 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.



# PROFESSIONAL STANDARDS

## 2.2 SCLE Revision Course (continued)

In 2021, we conducted 14 revision courses spanning 7 examination modules, attracting a total of 247 participants. This marked an increase from 2020, when we conducted 12 revision courses with 172 participants. These revision courses cater to candidates preparing for modules offered in the SCLE, as well as newcomers to the capital market industry and professionals from stockbroking and investment firms.

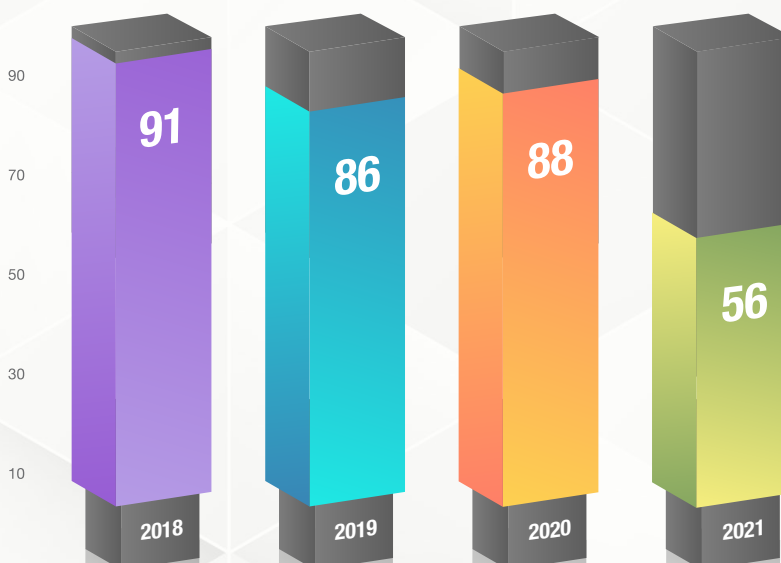
## 2.3 Continuing Professional Education (CPE)

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.

CPE-approved courses are generally categorised into Capital Market Development, Capital Market Regulations, and Behavioural. Training providers offering CPE-approved courses must ensure that their programmes are aligned with the Industry Competency Framework (ICF) for the Malaysian Capital Market.

- **Capital Market Development** courses generally focus on the characteristics of market products, players, trading tools, environment and business services for liquidity, competition and value creation.
- **Capital Market Regulations** courses cover laws, regulations, ethics and professional conduct for investor protection and value creation, including compliance, regulatory developments, principles of corporate governance, transparency and accountability, business ethics and market integrity.
- **Behavioural** courses emphasise personal attributes for effective interaction, drawing from management, leadership and soft skills and supported by relevant examples, illustrations, or models.

### TOTAL ACTIVE CPE TRAINING PROVIDERS (TPs)




**56**  
Active CPE Training Providers recorded in year 2021

# PROFESSIONAL STANDARDS

## 2.3 Continuing Professional Education (CPE) (continued)

Capital Market  
Regulations

Behavioural



**BREAKDOWN OF 342 CPE-APPROVED COURSES IN YEAR 2021.**

Capital Market  
Development

TOTAL CPE-APPROVED COURSES	TOTAL COURSES	ONLINE COURSES
2018	1,428	NA
2019	1,250	NA
2020	862	585 (68%)
2021	342	300 (88%)



Out of

# 342

courses, 300 (88%) were  
CPE-approved online courses

By the end of 2021, the CPE Tracker System recorded 56 active CPE training providers (TPs), of which 45 (80%) offered CPE-approved online courses, accounted for 300 (88%) of all CPE-approved courses delivered that year. The drop in active TPs from last year was likely due to the ongoing adjustment period during the COVID-19 pandemic, where they faced operational and financial challenges that reduced both the number of TPs and available courses in the market.

Throughout the year, the CPE Secretariat administered 342 CPE-approved courses, delivered by these TPs in both public and in-house programmes. Among these courses, 222 (65%) fell within the ambit of Market Development, 90 (26%) pertained to Market Regulations, while the remaining 30 (9%) were categorised under Behavioural studies.

## 2.4 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 contribute to the pursuit of excellence in corporate governance. The programme is also designed to enable participants to explore and deliberate on pertinent issues affecting the industry from multi-stakeholder perspectives.

# PROFESSIONAL STANDARDS

## 2.4 Capital Market Director Programme (CMDP) (continued)

In line with the Capital Market Masterplan 2 (CMP2), the programme also aims to strengthen intermediation standards and capabilities. It equips board members of licensed intermediary institutions with the knowledge and skills to provide effective leadership and oversight, supports directors in navigating regulatory developments and governance challenges, and fosters a comprehensive understanding of the Securities Commission Malaysia's role in regulating a dynamic and competitive capital market.

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 consultations.

### CMDP MODULES COMPLETED

### NO. OF CANDIDATES

	2019	2020	2021
Participants who completed Modules 1, 2A, 2B, 3 and 4 - all 5 Modules	26	8	14
Participants who completed Modules 1, 2A, 3 and 4 ONLY	15	17	15
Participants who completed Modules 1, 2B, 3 and 4 ONLY	36	33	33
TOTAL	77	58	62

Programme title:

**CMDP Module 1:** Directors as Gatekeepers of Market Participants

**CMDP Module 2A:** Business Challenges and Regulatory Expectations - What Directors Need to Know (Equities & Futures Broking)

**CMDP Module 2B:** Business Challenges and Regulatory Expectations - What Directors Need to Know (Fund Management)

**CMDP Module 3:** Risk Oversight and Compliance - Action Plan for Board of Directors

**CMDP Module 4:** Emerging and Current Regulatory Issues in the Capital Market

In 2021, a total of 62 participants successfully completed various CMDP modules with 14 individuals accomplishing all 5 modules. This marked an increase from 2020 when 58 participants completed various CMDP modules, and 8 of them completed the entire set of 5 modules. The feedback received from participants indicates that the program has been well-received, earning an average rating of 'Good to Excellent' and that the information gained is useful to their work.

# PROFESSIONAL STANDARDS

## 2.5 Bumiputera Training Fund (BTF) & Bumiputera Dealer Representatives Education Fund (BDREF)

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 2021, there were 124 participants who underwent various courses including conferences that were funded by BTF with a total of 27 courses conducted.
- In 2020, there were 103 participants with a total of 38 courses conducted.

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 to increase their value to the Malaysian capital market.

BDREF is managed and administered through the Securities Industry Development Corporation under the 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.

- Between 2003 - 2021, 217 participants have successfully completed various professional courses.
- There were no non-examination-based programmes or short courses approved under BDREF conducted by PRIBUMI in 2021 while in 2020, 261 Bumiputera remisiers and dealer's representatives took part.



# PROFESSIONAL DEVELOPMENT

## 3.1 Training Programmes (Public and Customised)

SIDC produces high-calibre programmes for a wide range of target audiences. In 2021, there were 250 programmes conducted under categories or content pillars such as Laws & Regulations, Innovation, Behavioural, Capital Market Director Programme (CMDP)/Leadership, Products & Services, Corporate Governance.

# 6,990

**TOTAL NO. OF PARTICIPANTS WHO  
ATTENDED SIDC PROGRAMMES IN 2021**  
(2020: 4,379)

# 250

**TOTAL NO. OF PROGRAMMES  
CONDUCTED IN 2021**  
(2020: 127)

CONTENT PILLARS	NO. OF PROGRAMMES	NO. OF PARTICIPANTS
Laws & Regulations*	175	3,454
Corporate Governance (including Sustainability topics)	17	1,147
Innovation	24	977
Product & Services	8	831
Behavioural	8	330
CMDP/Leadership	18	251
<b>Total</b>	<b>250</b>	<b>6,990**</b>

\* Including registered pax for e-Familiarisation Programme and eLearning series programmes

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

SIDC Training Programmes in 2021 in delivery mode

DELIVERY MODE	PROGRAMMES	PARTICIPANTS
Face-to-face (Physical/F2F)	6	92
Webinars	122	3,991
SRI & BFF Conferences (Virtual)	2	1,026
eLearning		
1. eFP for Marketing Representatives (eFPMR)		
2. eFP for Trading Representatives 1 (eFPTR1)		
3. eFP for Trading Representatives 2 (eFPTR2)		
4. Anti-Money Laundering Series - Part 1	120	1,881
5. Malaysian Capital Market Insights Series (MCMCI Series) (AML Series) - Part 1		
6. Case Studies: Lessons on AML from A Capital Market Perspective - Part 2		
<b>Total</b>	<b>250</b>	<b>6,990**</b>

### Distribution of participants across SIDC programmes

As of 31 December 2021, 122 webinars, 2 conferences, 117 e-Familiarisation Programmes, 3 e-learning series programmes and 6 F2F in-house programmes, had served a total of 6,990 participants. On February 19, 2021, SIDC launched its e-Familiarisation Programmes (eFPs) with online remote proctoring, making learning more convenient and secure. This digital upgrade showcases SIDC's commitment to enhancing customer experience.

# PROFESSIONAL DEVELOPMENT

## 3.1.1 Customised Programmes

SIDC's customised programmes are tailored to meet the specific learning needs of corporate clients and helping their capital market professionals build the right skills to perform better in a fast-changing environment. Over time, SIDC has gained positive feedback through strong industry relationships and a deep understanding of the sector.

In 2021, SIDC delivered a total of 88 customised programmes for various organisations with the top 5 clients based on the number of programmes being:

ORGANISATION	PROGRAMMES	PARTICIPANTS
Permodalan Nasional Berhad (PNB)	26	1,040
Securities Commission Malaysia	17	488
AmanahRaya Investment Management Sdn Bhd	8	167
Public Investment Bank Berhad	7	251
RHB Investment Bank Berhad	4	128

The top 5 customised programmes in 2021:

ORGANISATION	PROGRAMMES	PARTICIPANTS
Understanding Sustainable and Responsible Investment (SRI)	7	285
Enablers to Achieve Results with Minimal Stress for Self and Organisational Development	7	237
Cyber Security: Staying Connected and Protected for Business Resilience	7	221
Internet of Things (IoT) and Machine Learning (ML): Roles and Applications	6	363
Pengenalan Kepada Produk-Produk dan Perkhidmatan Pasaran Modal - (Introduction To Core Capital Markets and Services)	5	143

CUSTOMISED PROGRAMMES TOTAL PARTICIPANTS	
2019	5,252
2020	1,441
2021	2,772

# 2,772

**TOTAL NO. OF PARTICIPANTS FROM CUSTOMISED PROGRAMMES**  
(2020: 1441)

# 88

**TOTAL CUSTOMISED PROGRAMMES**  
(2020: 43)

## 3.1.2 Knowledge Transfer: Pre & Post Assessment - Effectiveness Of 2021 SIDC Training Programmes (Public and Customised)

The implementation of pre- and post-assessments for knowledge transfer was introduced as part of ongoing efforts to continuously improve service quality and enhance the customer experience. The knowledge transfer rate serves as a key indicator for measuring the knowledge acquired by participants (learners) and, as such, acts as a proxy for the effectiveness of the learning programme.

# PROFESSIONAL DEVELOPMENT

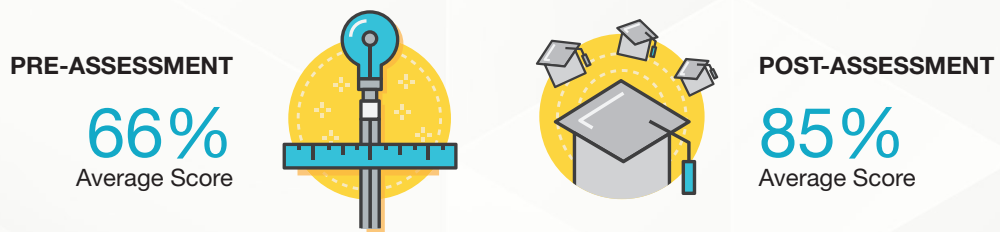
## 3.1.2 Knowledge Transfer: Pre & Post Assessment - Effectiveness Of 2021 SIDC Training Programmes (Public and Customised) (continued)

### APPROACH



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



In 2021, the average pre-assessment score was 66% and the average post-assessment score was 85%, indicating a 19% improvement in knowledge transfer.

## 3.2 Thought Leadership

### 3.2.1 Conferences

As part of SIDC's thought leadership, we have held two virtual conferences. Sustainable and Responsible Investment (SRI 2021) was organised in June 2021 with 519 participants, followed by the annual Business Foresight Forum (BFF 2021) in September 2021 with 507 participants. Both conferences registered higher participants, sponsorship and media coverage than previous years' conferences.



#### Sustainable and Responsible (SRI) 2021 Conference

In June 2021, we held the second edition of the SRI2021 Conference virtually centred around the theme "Paving the Way for Profitability through Sustainability." The event attracted 519 participants and focused on the growing importance of the Malaysian capital market taking a more proactive stance in aligning profitability with sustainable practice.

The conference featured several well-received sessions including What the 'S' in SRI Really Means – The IKEA Journey, Rethinking Business Strategies in Driving the Sustainability Agenda, and ESG Investment Growth and Performance before and after the Pandemic - Sustainability with Profitability. This conference saw the participation of sustainability experts such as Ami Moris, Chief Executive Officer, Maybank Kim Eng Group, Datuk Muhamad Umar Swift, Chief Executive Officer, Bursa Malaysia Berhad, and Corinna Schuler, Corporate Communication & Acting Sustainability Director, IKEA Southeast Asia.

# PROFESSIONAL DEVELOPMENT

## 3.2.1 Conferences (continued)

### Sustainable and Responsible (SRI) 2021 Conference (continued)

YEAR	CONFERENCE THEME	KEY FOCUS AREAS	ATTENDANCE
2020	The Strategic Value of Sustainability-Insights into SRI Initiatives in the Malaysian Capital Market	Focused on helping business leaders and policymakers address global market shifts while driving long-term positive impacts on society and the environment, aligned with SC Malaysia's five-year roadmap.	424 participants
2021	Paving the Way for Profitability through Sustainability	Focused on driving profitability through sustainability by fostering green, social, and sustainable investments aligned with the Sustainable Development Goals (SDGs).	519 participants

SIDC extended its sincere appreciation to SRI 2021 sponsors **Maybank Investment Bank, Danajamin Nasional Berhad, Public Mutual, and Bursa Malaysia** for their invaluable support of this Conference.



### Business Foresight Forum (BFF) 2021 Conference

In September 2021, we hosted the BFF 2021 with the theme “Transformative Innovation: Reshaping Business Realities in Extraordinary Times.” The event brought together 36 local and international speakers and attracted 507 participants, offering valuable insights into emerging and future business trends. Topics included innovation in healthcare and wellness, fintech and building trust in artificial intelligence. Distinguished speakers featured prominent leaders such as Tan Sri Dr. Munir Majid, Tan Sri Dr. Jemilah Mahmood, and Dato’ Azmir Merican, who enriched the forum with thought-provoking discussions and industry perspectives.

YEAR	CONFERENCE THEME	KEY FOCUS AREAS	ATTENDANCE
2018	Disruptions and Collaborations The Rise of Capital Market Business 4.0	Looked at businesses from three perspectives - Leadership agility, business adaptability and future relevance customers due to unprecedented impact of the pandemic.	334 participants
2019	New Business Directions 2025 Catalyst for Change	Focused on demonstrating innovative entrepreneurship, seismic shifts in ideas, and new business directions, the capital market also reflects the highest standards of governance, integrity, and accountability for global investors as it moves towards 2025.	276 participants
2020	Evolutionary Change to Revolutionary Impact - Reimagining a new world post COVID-19	Recognised the need for businesses to evolve and continually changing the way they interact and influence customers due to unprecedented impact of the pandemic.	484 participants
2021	Transformative Innovation: Reshaping Business Realities in Extraordinary Times	Focused on opportunities to boost creativity and resilience, strengthen employees’ engagement and pursue new areas of growth.	507 participants

# PROFESSIONAL DEVELOPMENT

## 3.2.1 Conferences (continued)

Business Foresight Forum (BFF) 2021 Conference (continued)

SIDC sincerely thanked BFF 2021 sponsors **Kenanga Investment Bank Berhad, BNP Paribas Asset Management, Principal Asset Management Berhad, Affin Hwang Investment Bank, and Tenaga Nasional Berhad** for their generous and invaluable support of this Conference.

## 3.2.2 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.

### a. WIEF-SIDC PowerTalk Webinar in April 2021

SIDC collaborated with the World Islamic Economic Forum Foundation (WIEF) to conduct the WIEF-SIDC PowerTalk Webinar in April 2021, with the theme “Post Pandemic Economic Landscape: Building Resilient Industries” This programme was conducted in the form of panel webinar participated by 3 subject matter experts and a moderator.

It provided participants with insights into the critical sectors such as manufacturing, agriculture and oil and gas industries which were heavily impacted by the Covid-19 pandemic. It also focused on how businesses in Malaysia and other countries were taking actions to revive their businesses and remain competitive in post pandemic economic landscape.

### b. Malaysian Technical Cooperation Programme (MTCP) 2021

In collaboration with Malaysian Technical Cooperation Programme (MTCP), we organised the Malaysian Technical Cooperation Programme 2021 in August 2021, themed “Islamic Capital Market – A Catalyst for Economic Growth: The Malaysian Perspective”. The programme provided participants with insights into the operationalising of Islamic banking, Takaful and capital market covering the legal and regulatory framework, product innovations, digital technology and sustainability areas from the Malaysian perspectives. It is a 5-day programme featuring 7 SMES, with international participation comprising officers from various countries’ government ministries.

### c. Institute for Capital Market Research Malaysia (ICMR) Talent Report

We completed the research collaboration project on talent study between ICMR and SIDC. Titled: Malaysia’s Capital Market: Talent as the Driving Force for the Post-Pandemic Future and published by ICMR, this research report examines the talent development challenges within our domestic capital markets, aiming to lay the groundwork for continued dialogue and collaboration among industry players, policymakers, and key training and learning institutions. It highlights the need to reassess current strategies and programmes, particularly considering the evolving world of work in the post-Covid-19 era.



# PROFESSIONAL DEVELOPMENT

## 3.3 Consultancy and Capacity Building

Through close engagements with the Capital Market Development Fund (CMDf), Securities Commission Malaysia, Bursa Malaysia and the industry, SIDC's consultancy focus was on the following capacity building initiatives in 2021.

### 3.3.1 The National Economic Recovery Plan (PENJANA) Initiative (July 2020 - July 2023)

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 considering the challenges arising from the pandemic.

Our focus with the PENJANA initiatives were facilitated through the following programmes/schemes. These initiatives include structured training programmes and familiarisation programmes targeted at fresh graduates, youths and workers displaced from previous roles.

Corporate Finance Training Scheme (CFTS) (July 2020 - June 2022)	This programme supported the professional development of youth within the corporate finance workforce, and companies investing in their development. As of December 2021, 20 candidates have successfully undertaken modules 12 and 19 for corporate finance.
Completion of Marketing Representative Training Scheme (MRTS) (July 2020 - December 2021) (Completed)	This programme provided displaced workers with an opportunity to pursue a career in the capital market as Marketing Representatives. As of June 2021, 100 candidates have undergone familiarisation programme.
Capital Market Graduate Apprenticeship (CMGA) (July 2020 - June 2022)	This programme provides a pragmatic and structured training programme for fresh graduates employed by Capital Market Employers over 6 months. A total of 386 graduates have completed the training under CMGA.

### 3.3.2 Revitalising the Derivatives Market (July 2020 - December 2022)

This capacity building initiative (July 2020 - December 2022) by SIDC, in collaboration with Bursa Malaysia Derivatives Berhad and Malaysian Futures Brokers Association (MFBA), and supported by CMDf, aims to revitalise and sustain the Malaysian derivatives market by engaging young talent, retail investors, and professionals, while supporting FEN's Strategic Priority 3 to promote positive behaviour among key groups.

This initiative featured two key proposals:

1. Revitalising the Derivatives Market through Targeted Capacity-Building Initiatives
2. Reviving the Dual Licensing Fast Track Programme (DLFT)

# PROFESSIONAL DEVELOPMENT

## 3.3.2 Revitalising the Derivatives Market (July 2020 - December 2022) (continued)

Upon joining the programmes, university students and academicians gained greater exposure to the derivatives market, its products, and career opportunities. For investors group, they acquired essential knowledge and skills to become informed derivatives traders, while capital market professionals deepened their expertise in advanced trading strategies, risk management techniques, and current trends in both local and global derivatives markets.

Completed Year 1 Targeted Capacity-Building Initiatives through various programmes (July 2020 to June 2021):

Derivatives for University Students	<ul style="list-style-type: none"> <li>• 1,447 pax from 20 universities (Target: 500 pax, 10 universities)</li> <li>• 1,192,089 digital media reach out (Target: 100,000)</li> </ul>
Derivatives for Lecturer / Academician	<ul style="list-style-type: none"> <li>• 122 pax from 2 e-workshops (Target: 40 pax, 2 e-workshops)</li> </ul>
Derivatives for Retail Investors	<ul style="list-style-type: none"> <li>• 962 pax from 10 webinars (Target: 500 pax, 10 webinars)</li> <li>• 1,559,462 digital media reach out (Target: 100,000)</li> <li>• Content repository on derivatives (basic and intermediate) ready for public access from Q1, 2021 (Target: Q1, 2021)</li> <li>• 408 pax completed Derivatives eLearning series (DEL) (Target: 3,000 pax by 2023)</li> </ul>
Derivatives for CMSRL / Professionals	<ul style="list-style-type: none"> <li>• 84 pax from 2 e-workshops (Target: 30 pax, 2 e-workshops)</li> <li>• 23 pax from 1 e-workshop (Target: 20 pax, 1 e-workshop)</li> <li>• Content repository on derivatives (advanced) ready for public access from Q1, 2021 (Target: Q1, 2021)</li> </ul>

Also in 2021, SIDC revived the Dual Licensing Fast Track (DLFT) programme for licensed dealer's representatives to revitalise the Malaysian derivatives market and support its long-term sustainability. The updated programme, titled CCMP-Dealing in Derivatives, consists of three components: the eDLFT Fast Track Learning Programme, the eDLFT Trading Simulation, and the eDLFT Fast Track Assessment. It is a three-year initiative targeting 300 participants by 2023. The announcement, along with the official website and registration links, was scheduled for release in January 2022.

## 3.3.3 Transforming the Compliance Role from Functional to Advisory and Advocacy (August 2021 to June 2024)

On 26 March 2021, the CMDF Board of Trustees approved an initiative where SIDC to "*Transform the Compliance Role from Functional to Advisory and Advocacy.*" The initiative aims to elevate the competencies of Compliance Officers in the Malaysian capital market, shifting their roles from meeting basic functional requirements to becoming strategic advisors and champions of a strong compliance culture that aligns with both regulatory expectations and business objectives. Additionally, the project seeks to ensure a sustainable pipeline of competent talent for the compliance function.

As part of this initiative, SIDC conducted the first Roundtable on Compliance which was held in November 2021, bringing together 24 senior compliance leaders from 15 organisations, including the Securities Commission Malaysia, Bursa Malaysia Bhd, Thomson Reuters and several capital market intermediaries such as Affin Hwang Investment Bank Bhd and Kenanga Investment Bank Bhd. The roundtable served as a platform for capital market compliance professionals to gain insights into the evolving regulatory landscape shaped by the pandemic, the measures implemented to maintain market continuity and resilience, and the responses of market participants to these challenges.

# PROFESSIONAL DEVELOPMENT

## 3.3.4 Islamic Capital Market Talent Development (ICMTD)

Offered since 2009, the Islamic Capital Market Talent Development (ICMTD) programme [formerly known as the Islamic Capital Market Graduate Training Scheme (ICMGTS)] is a capacity building initiative by the Securities Commission Malaysia (SC) and conducted by the SIDC to facilitate the development of talents for the Islamic Capital Market (ICM). Its main objective is to produce entry-level professionals with strong fundamental knowledge and skills for the industry.

Since its launch in 2009, the programme has trained 22 batches to date. Batch 23 has undergone programme revisions to empower graduates with specialised knowledge and skills that are suited for client advisory roles in offering capital market products and services. The curriculum is industry-oriented and offers diverse learning experiences, including webinars, workshops, simulations, case studies, presentations and e-learning modules.

The ICMTD programme consists of a 2-month intensive virtual classroom training, followed by a 3-month internship at participating organisations. The intensive virtual training includes technical modules, soft skills modules and e-learning modules, anchored on five (5) building pillars, i.e. Islamic Capital Market, Core Capital Market, Technology, Self-Development and Sustainability.

In 2021, there were a total of 344 eligible applicants, out of which the top 50 were offered a spot in the programme. However, one participant was unable to complete the ICMTD programme due to unforeseen circumstances.

BATCH

23

Total graduates  
in 2021

49



Employed in various  
industries in 2021\*

61%

BATCH

1-23

Total number of  
graduates

940



Employed in various  
industries\*

87%

\* Employment outcome data reflects placements captured 4 to 6 months after the completion of the ICMTD programme, excluding the internship period.

As of December 2021, a total of 940 graduates participated in ICMTD. Of these, 820 individuals (87%) secured employment across various industries, including the capital market, commercial banking, and consulting. In 2021, 23 organisations took part in the internship programme.

# PROFESSIONAL DEVELOPMENT

## 3.3.5 Completion of Creating Informed Investors in Digital Assets (August 2020 to July 2021)

The one-year initiative, which ran from August 2020 to July 2021, successfully reached its goal of empowering both potential and existing investors as well as the wider public with essential knowledge to make informed decisions in the digital asset space. This initiative also supports the National Financial Education Network's (FEN) Strategic Priority 5 on building and safeguarding wealth.

The initiative achieved its KPI across three (3) key areas as outlined below:

Awareness Programmes	<ul style="list-style-type: none"> <li>• 1,531pax from 10 webinars (Target: 1,000 pax).</li> <li>• Advertised in Mix &amp; Sinar FM with a listenership of 4.3 million (Target reach: 500,000 pax).</li> </ul>
Skill Building Programmes	<ul style="list-style-type: none"> <li>• 1,172pax from 10 e-workshops (Target: 1,000 pax).</li> </ul>
Resources	<ul style="list-style-type: none"> <li>• A centralised content repository on investing in digital assets had been developed and was made available for public access by Q1 2021 (Target completion: Q1,2021).</li> </ul>



# INDUSTRY UTILITY

## 4.1 Capital Market Competency Management System (CMS)

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 2021, 294 individuals registered for the CMS, and 231 (79%) completed the self-assessment.



## 4.2 Learning and Assessment Management System (LAMS)

The pandemic underscored the importance of digital readiness and equitable access to learning. Anticipating these needs, SIDC accelerated its digital transformation through key initiatives under the Learning and Assessment Management System (LAMS). These efforts not only ensured business continuity during challenging times but also delivered a more inclusive, efficient, and accessible experience for capital market professionals nationwide.

In 2021, we successfully launched Phase 1 of LAMS, focusing on the **Assessment Management Module**. This initial phase marked a major milestone in digitising the end-to-end assessment process, providing candidates with a seamless and secure online experience - from registration and payment to examination and result issuance. Key initiatives implemented under LAMS Phase 1 include: SCLE online remote proctoring and self-printing e-result slip and eFamiliarisation programmes online assessment as further detailed below.

### 4.2.1 SCLE Online Remote Proctoring & Self-Printing e-Result Slip

In January 2021, SIDC introduced the fully online SC Licensing Examination (SCLE) with remote proctoring, followed by the launch of a self-printing e-Result Slip in June. These initiatives form part of SIDC's digital transformation, delivering an end-to-end seamless examination process - from registration and payment to remote exam delivery - on our Learning and Assessment Management System (LAMS). More importantly, these innovations removed geographical and logistical barriers, especially for candidates outside the Klang Valley or in underserved areas, by eliminating the need to travel to centralised exam centres. This shift not only improved access and convenience, but also advanced equity and inclusion in the licensing process for the capital market.

### 4.2.2 eFamiliarisation Programmes (FPs) online assessment

Effective 19 February 2021, individuals can conveniently access online assessments for the eFPs for Marketing and Trading Representatives (eFPMR and eFPTR, Parts I & II) through LAMS. This digital initiative enhances operational efficiency while reinforcing our commitment to providing accessible, streamlined services for capital market professionals.

### 4.2.3 Development of the SCLE e-Guide

This year we began developing the SCLE e-Guide to strengthen capital market education and support digital learning. It will be a simple, practical resource to help professionals explore SCLE's programmes and learning paths with ease. Our goal is to make knowledge more accessible, engaging, and supportive of ongoing professional growth across the capital market.

# 4

## INDUSTRY UTILITY

### 4.3 e-Shop

In May 2021, we launched the e-Shop, completing our transition to a fully digital e-commerce platform designed to enhance accessibility and improve the shopping experience for our customers. The e-Shop replaces the physical bookstore previously located at the Securities Commission Malaysia (SC) building. Through this platform, customers can conveniently purchase study guides, reference materials, and register for SC Licensing Examinations (SCLE), assessments, and training programmes. It also offers publications by the SC and SIDC, along with a curated selection of exclusive souvenirs. This initiative is part of SIDC's broader digital transformation, streamlining previously manual processes into a seamless online experience.



# ORGANISATIONAL INITIATIVES

## 5.1 Future-Ready Workforce: Upskilling for Strategic Relevance

We treated our staff as our first learners. By design, our upskilling strategy ensured internal fluency in the same competencies we build for the market, reinforcing SIDC's credibility as a national capital market learning enabler. In 2021, every team member completed training across seven subject pillars - Digital & Innovation, Leadership, Data Analytics, Wellness, Capital Market Knowledge, Compliance Awareness, and Coaching & Mentoring - most of these are mirroring the key focus areas of our external programmes.

## 5.2 Digital Inside-Out: Embedding Innovation in Our Operations

Going beyond platform migration, SIDC's digital transformation in 2021 was a shift in mindset. With 99% of programmes moved online and assessments fully transitioned to our Learning and Assessment Management System (LAMS), we concurrently invested in staff fluency with digital tools. From remote proctoring and data analytics to CX research, SIDC staff were encouraged to adapt and lead digital-first delivery through creative engagement, including gamified learning (Padlet, Quizizz, Scavenger Hunts), and interactive team discussions, underpinning the organisation's seamless pivot during the pandemic. This is reinforcing our corporate values in being "**Innovative**" and "**Performance Driven**".

## 5.3 Culture of Integrity: Strengthening the Human Core

To uphold our commitment to governance and trust, all staff participated in compliance-focused training, including MACC-led integrity programmes ("**Ethics & Integrity**" and "**Pelan Integriti Diri**"), online conduct awareness and ethics campaigns.

## 5.4 Staff Wellbeing as Strategic Infrastructure

Recognising wellbeing as a productivity lever, we launched the **SIDC Care Programme**, offering one-off financial support to ease work-from-home burdens. We also expanded staff wellness activities to address pandemic fatigue, improve mental health, and encourage connection across virtual teams - with **82% staff participation** in voluntary programmes, reflecting strong internal engagement.

## 5.5 Customer First Approach

Customer focus remains at the heart of everything we do as a capacity-building enabler. As such, we are deeply committed to a customer-first approach by continuously evolving our services to better meet learners' needs and introducing digital initiatives that deliver a more seamless, engaging, and personalised experience. These efforts include launching user-friendly platforms, simplifying access to learning materials based on learner preferences, and ensuring that every touchpoint reflects our dedication to putting the customer first. This transformation is part of our broader strategy to not only meet but exceed participant expectations in an increasingly digital world.



## A PEEK INTO 2022

- Elevating the Compliance function: We are developing a three-tiered certification programme to transform Compliance professionals into strategic advisors.
- Going digital: Our SC Licensing Examinations (SCLE) Guides are moving online for easier access and a better user experience.
- Leading in sustainability: We are developing a certification in Sustainable and Responsible Investment (SRI).





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