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# 2022

## ANNUAL HIGHLIGHTS



## Structured Expansion for Industry-Wide Benefit

2022 marked the first year of SIDC's Medium-Term Strategy (2022–2024), focused on strengthening our role as a national enabler of capital market talent and capacity. Building on the digital momentum and organisational agility gained over the past two years, we accelerated efforts to deliver meaningful outcomes for the industry through professionalisation, inclusivity, and institutional alignment. The launch of the Certified Capital Market Professional (CCMP) in Dealing in Derivatives in January 2022 addressed an urgent talent gap in the derivatives segment, and part of a multi-year effort to revitalise Malaysia's derivatives market. We also completed development of CCMP Compliance Level 1, designed to equip the next generation of compliance officers, a function critical to investor confidence and governance. The CCMP Compliance certification will be launched in 2023.

In parallel, we worked closely with industry partners to co-develop a certification in Sustainable and Responsible Investment (SRI), supported by a 3-year CMDF grant. This initiative ensures capital market participants can meet the growing demand for ESG/SRI-literate professionals and sustainable finance capabilities, key enablers of Malaysia's net-zero transition and international competitiveness.

A significant work in 2022 was on ensuring SIDC's full alignment with the amended Human Resources Development Corporation (HRD Corp) Act 2001, which mandated a 1% levy from the financial services sector starting in 2021. By redesigning our programme structures, pricing, and governance to meet HRDC requirements, we helped intermediaries optimise their levy usage. This allowed firms to access fully claimable training, manage talent development costs, and scale workforce upskilling with minimal financial friction.

Internally also, SIDC implemented an enterprise-wide Digital Transformation and Innovation Framework, embedding client-centric design, rapid product iteration and digital readiness into daily operations. Over 80% of staff completed upskilling in innovation and CX, ensuring service continuity and improved responsiveness to market needs.

These industry-focused outcomes signal SIDC's evolution to provide a high-impact training platform designed to elevate capabilities across the ecosystem, and to help Malaysia's capital market grow in tandem with CMP3 and broader economic recovery goals.

**Tengku Zarina Tengku Chik**  
Chief Executive Officer

# OVERVIEW

## BUILDING PROFESSIONAL EXCELLENCE: SIDC'S 2022 ENGAGEMENT SNAPSHOT



**6,544**

attended public & customised programmes

**4,492**

benefitted from CMDF related Programmes

**44**

joined ICMTD

**30**

took part in ICMTD (Alumni) webinar programme



participants sat for SCLE in 2022

As at December 2022, SIDC had engaged a total of 11,110 participants through its wide range of training initiatives. Of this number, 6,544 participants attended Public and Customised Programmes, 4,492 participants benefitted from programmes supported by the Capital Market Development Fund (CMDF), 44 participants joined the Islamic Capital Market Talent Development Programme (ICMTD), and 30 participants took part in the ICMTD (Alumni) webinar programme.

In addition to training programmes, SIDC also strengthened the professional licensing ecosystem by administering the Securities Commission Licensing Examinations (SCLE) which recorded 2,262 candidates sitting for the examinations in 2022.

## 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

# 2021



**295** sessions conducted



**4.629** candidates



**60%** Overall passing rate



**13** SC Licensing Examinations Modules conducted

# 2022



**215** sessions conducted



**2,262** candidates



**57%** Overall passing rate



**13** SC Licensing Examinations Modules conducted

# 2 | PROFESSIONAL STANDARDS

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

SC LICENSING EXAMINATIONS (SCLE)		NO. OF CANDIDATES	
		2021	2022
<b>Module 6</b>	Stock Market and Securities Law	1,573	617
<b>Module 7</b>	Financial Statement Analysis and Asset Valuation	1,595	536
<b>Module 9</b>	Funds Management Regulation	244	140
<b>Module 10</b>	Asset and Funds Management	146	117
<b>Module 11</b>	Fundamentals of Compliance	69	46
<b>Module 12</b>	Investment Management and Corporate Finance	292	293
<b>Module 14</b>	Futures and Options	149	76
<b>Module 16</b>	Rules & Regulations of Futures and Options	142	95
<b>Module 17</b>	Securities and Derivatives Trading (Rules and Regulations)	41	15
<b>Module 18</b>	Securities and Derivatives Trading (Products and Analysis)	41	18
<b>Module 19</b>	Advisory Services (Rules and Regulations)	220	221
<b>Module 19A</b>	Advisory Services (Rules and Regulations) – Part A	115	85
<b>Module 19B</b>	Advisory Services (Rules and Regulations) – Part B	2	3
<b>TOTAL</b>		<b>4,629*</b>	<b>2,262*</b>

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

In 2022, SIDC organised 215 examination sessions for 13 SC Licensing Examination modules. A total of 2,262 candidates participated, down from 4,629 in 2021. Among them, 1,289 passed, reflecting a 57% passing rate. The sharp drop was probably due to the post-COVID normalisation, as 2021 saw a surge in interest, while 2022 marked a slower, steadier pace.

## 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. These revision sessions are tailored for candidates preparing for modules in the SCLE, as well as individuals new to the capital market industry and professionals working in stockbroking and investment firms.

NO. OF PROGRAMMES



**14** **26**  
2021 2022

NO. OF PARTICIPANTS



**247** **453**  
2021 2022

## 2 | PROFESSIONAL STANDARDS

### 2.2 SCLE Revision Course (continued)

In 2022, a total of 26 revision courses were held across 7 examination modules, attracting 453 participants. This marked a significant increase from the previous year, when 14 courses were conducted, drawing in 247 participants.

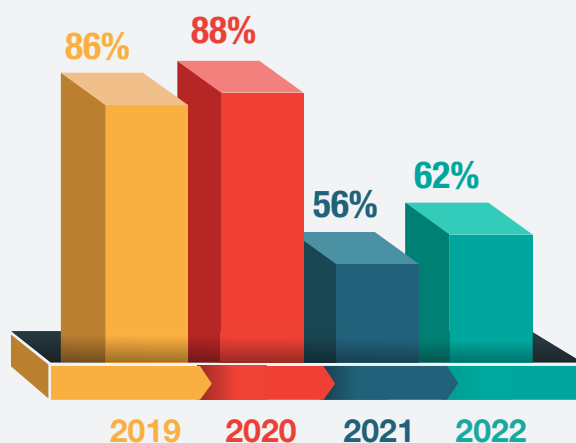
### 2.3 Continuing Professional Education (CPE)

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.

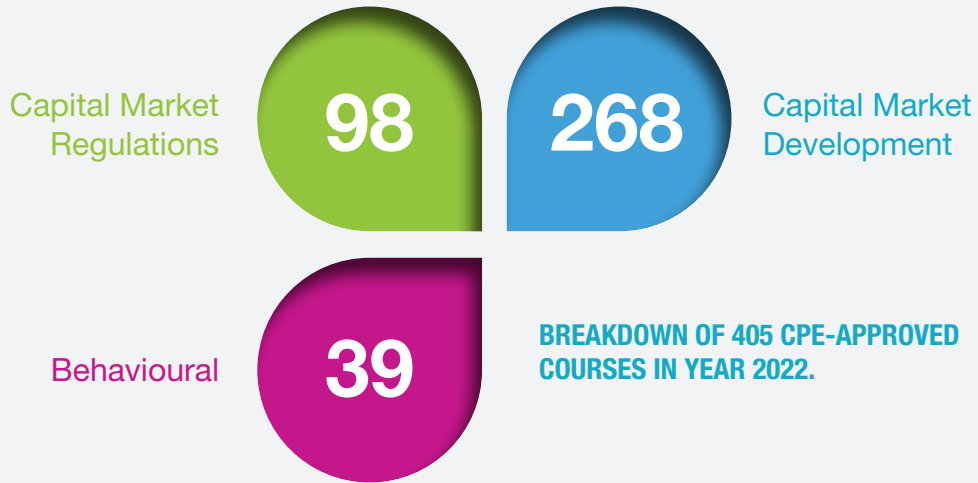
#### TOTAL ACTIVE CPE TRAINING PROVIDERS (TPs)



Active CPE Training Providers recorded in year 2022

## 2 | PROFESSIONAL STANDARDS

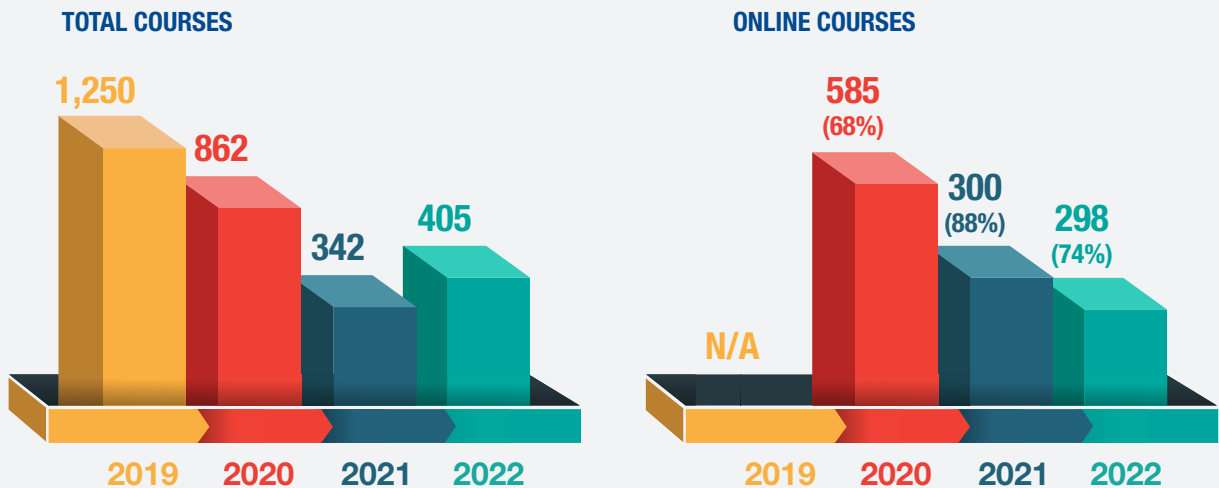
### 2.3 Continuing Professional Education (CPE) (continued)



By the end of 2022, a total of 62 CPE training providers were actively registered in the Tracker System, with 43 (69%) offering CPE-approved online courses that accounted for 298 (74%) of all CPE-approved courses delivered that year.

Overall, the CPE Secretariat approved 405 courses, an 18% increase compared to the previous year, delivered through both public and in-house programmes. These courses covered a broad range of topics with 268 (66%) focused on Market Development, 98 (24%) on Market Regulations, and 39 (10%) on Behavioural Competencies.

#### TOTAL CPE-APPROVED COURSES



Out of

# 405

courses, 298 (74%) were CPE-approved online courses.

## 2 | PROFESSIONAL STANDARDS

### 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 eventually contribute to the pursuit of excellence in corporate governance.

The programme is also designed to allow them to explore and deliberate on pertinent issues affecting the industry from multi-stakeholders' perspectives.

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		
	2020	2021	2022
Participants who completed Modules 1, 2A, 2B, 3 and 4 - all 5 Modules	8	14	31
Participants who completed Modules 1, 2A, 3 and 4 ONLY	17	15	27
Participants who completed Modules 1, 2B, 3 and 4 ONLY	33	33	44
<b>TOTAL</b>	<b>58</b>	<b>62</b>	<b>102</b>

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 2022, a substantial growth was observed as a total of 102 participants (a 64% increase in overall participation compared to 2021) successfully completed a range of CMDP modules, with 31 (a 121% increase in participants compared to 2021) individuals completing all 5 modules. This signifies a remarkable increase from the previous year, 2021, where 62 participants took part in various CMDP modules, and 14 of them successfully completed all 5 modules.

The feedback gathered from participants highlights the programme's positive reception, with an average rating ranging from 'Good to Excellent.' and that the knowledge they acquire proves beneficial in their professional roles.

## 2 | PROFESSIONAL STANDARDS

### 2.5 Certified Capital Market Professional (CCMP) - Dealing in Derivatives

The Certified Capital Market Professional: Dealing in Derivatives for Dealer's Representatives programme (CCMP-Dealing in Derivatives), the 1st CCMP series, was launched in January 2022 as part of a broader effort to strengthen competency in derivatives trading. Since its introduction, the initiative has attracted 234 registered participants, with 50% successfully completing the assessment component.

Beyond participation, the programme played a key role in encouraging more Capital Markets Services Representative's Licence (CMSRL) holders to pursue the Dual Licensing Fast Track (DLFT) pathway, supporting their upskilling and expanding their licensing capabilities within the capital market industry. The CCMP certification programmes play a key role in building skills and raising professional standards in the Malaysia's capital market. By addressing critical competency gaps, they help future-proof the industry, ensuring it stays resilient, and ready to keep up with global changes.

#### Certification Roadmap - Certified Capital Market Professional: Dealing in Derivatives for Dealer's Representative programme (CCMP - Dealing in Derivatives)



### 2.6) 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 2022, there were no courses or conferences funded by BTF as the fund was exhausted in 2021.

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 so as 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 - 2022, 219 participants have successfully completed various professional courses.
- Approximately 245 Bumiputera remisiers and dealer's representatives took part in non-examination-based programmes or short courses approved under BDREF in 2022 while in 2021, there were no short courses conducted under BDREF by PRIBUMI for Bumiputera remisiers and dealer's representatives to take part.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.1 Training Programmes (Public and Customised)

SIDC produces high-calibre programmes for a wide range of target audiences. In 2022, there were 217 programmes conducted under categories or content pillars such as Laws & Regulations, Innovation, Behavioural, Capital Market Director Programme (CMDP)/Leadership, Products & Services, Corporate Governance.

**217** 

**TOTAL NO. OF PROGRAMMES CONDUCTED IN 2022**  
(2021: 250)

**6,544** 

**TOTAL NO. OF PARTICIPANTS ATTENDED SIDC PROGRAMMES IN 2022**  
(2021: 6,990)

The total number of programmes conducted in 2022 stood at 217, lower than the 250 programmes delivered in 2021. This reduction reflects a strategic shift towards fewer but higher-impact programmes, allowing for better resource allocation and more focused engagement with target audiences, rather than increasing the quantity of programmes.

CONTENT PILLARS	NO. OF PROGRAMMES	NO. OF PARTICIPANTS
Laws & Regulations*	130	2,342
Corporate Governance (including Sustainability topics)	26	1,641
Innovation	18	802
Product & Services	5	741
CMDP/Leadership	29	516
Behavioural	9	502
<b>Total</b>	<b>217</b>	<b>6,544**</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 2022 in delivery mode

DELIVERY MODE	PROGRAMMES	PARTICIPANTS
Face-to-face (Physical/F2F)	9	792
Webinars	136	4,435
SRI Conference (Virtual)	1	643
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		
5.Malaysian Capital Market Insights Series (MCMII Series) (AML Series) - Part 1		
6.Case Studies: Lessons on AML from A Capital Market Perspective - Part 2		
	71	674
<b>Total</b>	<b>217</b>	<b>6,544**</b>

Distribution of participants across SIDC programmes

As of 31 December 2022, the range of programmes included 136 webinars, 3 conferences (2 F2F & 1 Virtual), 68 e-Familiarisation Programmes, 3 e-learning series programmes and 7 F2F in-house programmes, had served a total of 6,544 participants.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.1.1 Customised Programmes

SIDC’s customised programmes are suited to specific talent development needs of corporate clients to provide capital market professionals with fit-for-purpose learning from beginner to advanced levels to ensure they have the knowledge and capability to compete better in a dynamic environment. SIDC has achieved positive responses towards targeted training through relationship building and a deepened understanding of the industry.

In 2022, SIDC conducted a total of 91 customised programmes for various organisations with the top 5 clients based on the number of programmes being:

ORGANISATION	PROGRAMMES	PARTICIPANTS
Permodalan Nasional Berhad (PNB)	27	1,580
Securities Commission Malaysia	18	632
Universiti Sains Islam Malaysia (USIM)	10	268
Public Investment Bank Berhad	9	338
Malayan Banking Berhad	5	131

The top 5 customised programmes in 2022:

PROGRAMME	PROGRAMMES	PARTICIPANTS
Strengthening the Capital Market through Reg Tech and Sup Tech	11	403
Understanding Sustainable and Responsible Investment (SRI)	10	404
Climate Change and Risk Management Awareness	7	313
Guide to Financial Institutions Response to Fraud	5	185
Building Resilience in the New Normal	5	299

## CUSTOMISED PROGRAMMES TOTAL PARTICIPANTS

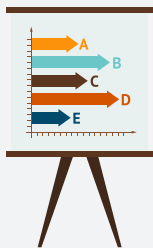


# 3 | PROFESSIONAL DEVELOPMENT

## 3.1.1 Customised Programmes (continued)

3,365

TOTAL NO. OF PARTICIPANTS FROM CUSTOMISED PROGRAMMES  
(2021: 2,772)



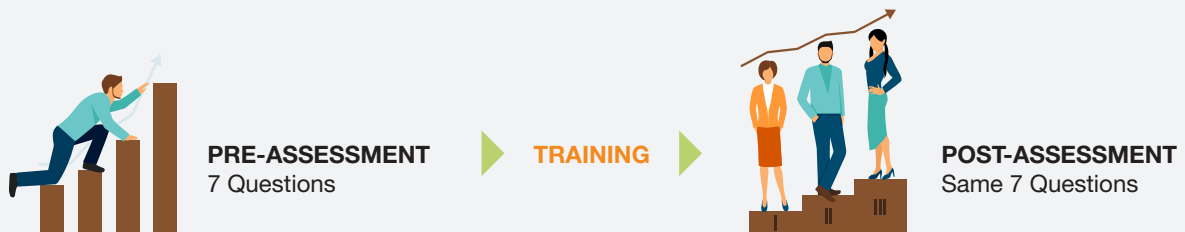
91

TOTAL CUSTOMISED PROGRAMMES  
(2021: 88)

## 3.1.2 Knowledge Transfer: Pre & Post Assessment - Effectiveness Of 2022 SIDC Training Programmes (Public and Customised)

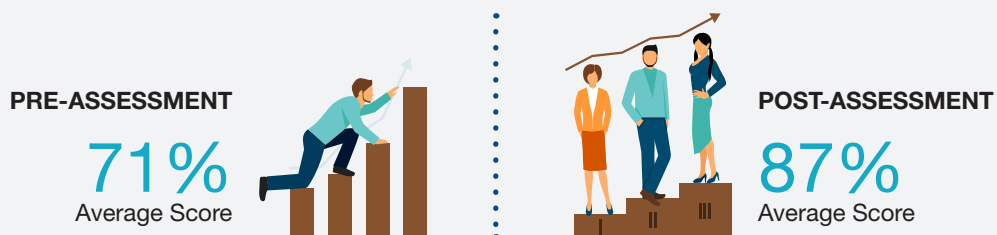
The knowledge transfer through pre- & post-assessments was introduced as part of ongoing efforts to improve service quality and enhance customer experience. The knowledge transfer rate is an important barometer in gauging the level of knowledge gained by participants (learners) and hence is a proxy of the effectiveness of the learning programme.

### 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 2022, the average pre-assessment score was 71% and the average post-assessment score was 87%, indicating a 16% improvement in knowledge transfer.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.2 Thought Leadership

### 3.2.1 Conferences

As part of SIDC's thought leadership, we have held three conferences. There were the Sustainable and Responsible Investment (SRI 2022), Corporate Governance Conference 2022 and Business Foresight Forum 2022 (BFF 2022).



#### Sustainable and Responsible Investment (SRI) 2022 Conference

SRI 2022, themed "Preserving the Climate Through Sustainable Business and Living, was organised in June 2022 with over 643 in attendance and received 48 media coverage from 23 media organisations. The conference delved into discussions around key catalysts advancing sustainability agenda focusing on crucial climate impact considerations, transparency and disclosures as well as the technology and ESG talent supporting the initiatives towards sustainable business and living.

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
2022	Preserving the Climate Through Sustainable Business and Living	Explored how to align COP26 goals with the SRI Roadmap and expand sustainability culture throughout the organisation.	643 participants

SIDC extended its heartfelt gratitude to SRI 2022 Diamond sponsor **Maybank Investment Bank**; our Platinum sponsors **Areca Capital Sdn Bhd**, **Kenanga Investment Bank Berhad**, and **Principal Asset Management Berhad**, our Gold sponsor **Public Mutual Berhad** and our Bronze sponsor **Bursa Malaysia Berhad** for their generous and unwavering support of this conference.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.2 Thought Leadership (continued)

### 3.2.1 Conferences (continued)



#### Business Foresight Forum (BFF) 2022 Conference

We held our first hybrid conference, BFF2022, themed “Scaling Up Innovations Towards Future Sustainable Business Now” on Wednesday, 19 October 2022 at the Conference Hall in the SC building and via live streaming. The conference delved into conversations related to key business trends and challenges, converted impact driven concepts into actions to advance human capital and inspire pursuit of new opportunities and discoveries to create positive impact amid unpredictable global events. 340 participants attended the event, in which the SC Executive Chairman, Dato’ Seri Dr. Awang Adek Hussin, delivered the opening address. We also received 91 media coverage for the event from 40 media organisations.

YEAR	CONFERENCE THEME	KEY FOCUS AREAS	ATTENDANCE
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 change 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
2022	Scaling Up Innovations Towards Future Sustainable Business Now	Explored ground-breaking ideas and transformative strategies focusing on people, process and solutions that are highly adaptable for disruptive realities.	327 participants

SIDC extended its heartfelt appreciation to BFF 2022 Platinum sponsor **Kenanga Investment Bank Berhad**, and our Gold sponsor **Permodalan Nasional Berhad (PNB)** for their generous and invaluable support of this conference.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.3.2 Collaborations

By prioritising talent and investor development, SIDC fosters industry growth through strong collaboration and purposeful engagement with stakeholders.

### a. IIC Corporate Governance Conference 2022

In a collaboration with Institutional Investors Council (IIC), we held the Corporate Governance Conference 2022 themed "Investment Stewardship in Times of Heightened Sustainability Demands" on 23 September 2022. 260 participants attended the event, in which the SC Executive Chairman, Dato' Seri Dr. Awang Adek Hussin, delivered the opening address, while the Finance Minister II, YB Senator Datuk Seri Amir Hamzah Azizan, delivered the keynote address and launched the Malaysian Code for Institutional Investors 2022. We also received 60 media coverage for the event, including TV coverage by RTM, TV3, and Astro Awani.

### b. Collaborations with Institutions of Higher Educations

Our drive to build sustainable talent pipeline for the capital market was evident from our efforts to create partnerships with selected universities in Malaysia via memorandum of understanding (MOU), collaborations in organising virtual career talks, and promotion of SCLE, preparatory courses and SCLE curriculum mapping. In 2022, we have signed new MOU with Universiti Sains Malaysia (USM), Universiti Putra Malaysia (UPM), International Islamic University Malaysia (IIUM), and UNITAR International University (UNITAR). In total, we have signed MOUs with 10 universities.

## 3.3 Consultancy and Capacity Building

In partnership with the Securities Commission, industry stakeholders and/or the Capital Market Development Fund (CMDf), SIDC remains committed to advancing professional education and nurturing young talent across several key areas.

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

This project continues to its primary objective of building capabilities by creating new job opportunities, enhancing employability of graduates, improving job prospects of displaced workers and strengthening talent pipeline for the capital market.

Corporate Finance Training Scheme (CFTS): (July 2020 - June 2022) (Completed)	Supports the professional development of youths and grows a pipeline of younger talents in the corporate finance sector.	20 participants
Marketing Representatives Training Scheme (MRTS): (July 2020 - December 2021) (Completed)	Provides workers displaced from their jobs with an opportunity to reskill and enhance their employability as they seek to pursue Marketing Representative roles within the capital market.	100 participants
Capital Market Graduate Apprenticeship (CMGA): (July 2020 - June 2022)	A partnership programme between the industry and SC together with SIDC to coinvest in the talent development of fresh graduates and to strengthen their employability as they enter the workforce.	480 participants

# 3 | PROFESSIONAL DEVELOPMENT

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

SIDC, together with Bursa Malaysia Derivatives (BMD) and the Malaysian Futures Brokers Association (MFBA) and supported by the Capital Market Development Fund (CMDf), continued this initiative from July 2020 to December 2022. The programme aims to build capacity by engaging university students, retail investors and professionals while also supporting the Financial Education Network's (FEN) goal of promoting positive financial behaviour among key groups.

Participants gained valuable insights into the derivatives market.

- **Students and academicians** gained exposure to market products and career opportunities.
- **Investors** acquired knowledge and skills to trade smartly.
- **Capital market professionals/CMSRL** developed advanced expertise in trading strategies, risk management and current market trends locally and globally.

Completed Year 2 Targeted Capacity-Building Initiatives through various programmes (July 2020 to July 2022):

Derivatives for University Students	<ul style="list-style-type: none"> <li>• 970 pax from 15 universities (Target: 500 pax, 10 universities)</li> <li>• 2,337,380 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>• 817 pax from 10 webinars (Target: 500 pax, 10 webinars)</li> <li>• 1,646,442 digital media reach out (Target: 100,000)</li> <li>• 1,602 pax completed Derivatives eLearning series (DEL) (Target: 3,000 pax by 2023)</li> </ul>
Derivatives for Professionals / CMSRLs	<ul style="list-style-type: none"> <li>• 224 pax from 2 e-workshops (Target: 30 pax, 2 e-workshops)</li> <li>• 233 pax completed Dual Licensing Fast Track (DLFT) (Target: 300 pax by 2023)</li> <li>• 20 pax completed 1 e-workshop (Target: 20 pax, 1 e-workshop)</li> <li>• Promotion of CCMP-Derivatives</li> <li>• 104 pax completed Derivatives eLearning advanced series (DELA)</li> </ul>

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

In line with our commitment to reposition the Compliance function from a primarily operational role to one that is advisory and advocacy-driven, we completed the development of the CCMP-Compliance certification programme in 2022 and expected to launch on 17 January 2023. This certification is structured to strengthen and elevate the competencies of Compliance Officers in the Malaysian capital market, enabling them not only to fulfil regulatory responsibilities but also to serve as strategic advisors and champions of a strong compliance culture. The programme also supports our goal of building a sustainable pipeline of qualified talent for the compliance profession.

Returning for its second roundtable engagement, SIDC hosted the 2nd 'Roundtable on Compliance 2022-Compliance Transformation: Embracing Change, Technology and Innovation,' reaffirming its commitment to driving progress in compliance transformation through innovation and adaptability.

## 3.3.4 Developing Talent for Sustainable and Responsible Investment (SRI) Ecosystem (December 2022 - December 2026)

On 3 October 2022, we obtained approval from Capital Market Development Fund (CMDf) to implement the 'Developing Talent for Sustainable and Responsible Investment (SRI) Ecosystem' initiative, aimed at enhancing professional capabilities and building talent for the SRI ecosystem.

The content development phase began with the design of capacity-building initiatives to enhance capabilities and grow talent in the SRI ecosystem. Central to this effort is the creation of a certification programme tailored to the Malaysian capital market aimed at increasing the pool of SRI experts, addressing competency gaps among capital market professionals, and expanding the overall talent pipeline.

# 3 | PROFESSIONAL DEVELOPMENT

## 3.3.5 Capital Market Graduate Programme (CMGP) (January 2023 - December 2025)

The CMDF, on 3 October 2022, approved the joint proposal submitted by SC and SIDC on the Capital Market Graduate Programme (CMGP) initiative. SC and SIDC aim to:

- (i) create greater awareness of the multi-discipline career opportunities in the capital market,
- (ii) build baseline capacity in the areas relevant to the capital market, and
- (iii) provide job placement/attachment opportunities for graduates.

These goals will be pursued through university career talks, participation in career fairs, offerings of SIDC's structured programmes as well as incentives for capital market companies to hire interns and fresh graduates.

## 3.3.6 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.

Closely mirroring the previous year, Batch 24 follows the same framework and structure where its programme aims to equip 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 2022, there were a total of 228 eligible applicants, out of which the top 40 were offered a spot in the programme.

### BATCH

**24**

**40**

Total graduates  
in 2022

**52%**

Employed in various  
industries in 2022\*

### OVERALL

#### BATCH

**1-24**

**980**

Total number  
of graduates

**86%**

Employed in  
various industries\*

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

As at December 2022, over 980 graduates have participated in the ICMTD since 2009, of which 847 (86%) have been employed in various industries such as capital market, commercial banking and consulting. A total of 24 organisations participated in the internship programme in 2022.

## 4.1 Capital Market Competency Management System (CMS)

Launched in February 2019, the Competency Management System (CMS) has been a dynamic, all-in-one platform that brings together the Industry Competency Framework (ICF), assessments, and development activities in a seamless way. For organisations, the CMS does more than just identify training needs. It helps assess skills and create personalised development plans for individuals, teams, or large groups. When more capital market companies use the CMS, they can compare their employees' skills to industry standards and their own internal benchmarks. In 2022, 63 individuals registered for the CMS, and 57 (90%) (2021:79%) completed the self-assessment.

## 4.2 Learning and Assessment Management System (LAMS)

Building on the successful Phase 1 implementation in 2021, which introduced the **Assessment Management Module**, SIDC continued its digital transformation journey in 2022 with the deployment of Phase 2 of the Learning and Assessment Management System (LAMS) in April 2022.

### 4.2.1 Learning Management Module

Phase 2 focused on the rollout of the **Learning Management Module**, expanding the platform's capabilities to manage e-learning and webinars through a fully digital environment. The implementation streamlined the administration of training programmes - including course enrolment, scheduling, tracking and evaluation - within a unified and user-friendly system.

With this enhancement, SIDC strengthened its ability to deliver online learning programmes and webinars, offering participants a seamless and engaging learning experience. The new module also provided improved analytics and reporting features, giving administrators better visibility into learning progress and outcomes, and supporting more data-driven decisions in training and talent development.

This achievement represents a significant step forward in SIDC's digital readiness journey, reinforcing its commitment to operational efficiency, innovation, and enhanced user experience.

### 4.2.2 SC Licensing Examination (SCLE) e-Guide Launch

On 15 June 2022, SIDC introduced the **SCLE eGuides**, a new digital learning resource delivered through the LAMS platform as part of its e-learning product offerings. This initiative supports SIDC's commitment to sustainability and digital enablement by reducing reliance on printed materials while providing candidates with convenient, interactive, and up-to-date study resources.

The eGuides launched in 2022 were for **Modules 6, 7, 9, 10, 11, 12, 14, 16 and 19**, allowing candidates to easily access and engage with SCLE content anytime and anywhere. The introduction of eGuides marks another important milestone in SIDC's journey to modernise capital market learning through digital platforms and eco-friendly practices.

## 4.3 SCLE Curriculum Mapping

As part of our ongoing efforts to bridge academia and industry, we are actively collaborating with universities to align their syllabi with the SCLE syllabus as well as promotion of SCLE & its preparatory courses. This initiative ensures that academic programmes remain relevant to the evolving demands of the capital market, equipping students with the practical knowledge needed to thrive in the industry and strengthening the talent pipeline for the future. We have signed so far MOUs with 10 universities, including USM, UPM, IIUM, and UNITAR, which were signed in 2022.

# 5 | ORGANISATIONAL INITIATIVES

## 5.1 Our People - Talent and Growth

At SIDC, we believe that investing in our people is essential for both individual and organisational growth. In 2022, we focused on building future-ready talent through initiatives like “Share What You Know” speaking sessions, customer experience training, and digital innovation certifications to enhance communication, service delivery, and digital skills.

In 2022, we are proud that ten (10) staff members successfully obtained their Certified Innovation Practitioner (Associates) - Level 1 from the Global Innovation Management Institute. We maintained our flexible working arrangements to foster an agile workforce and support the future of work, enhancing work-life balance and reducing stress without compromising productivity.



## 5.2 Internal: Laying the Foundation for Digital Enterprise

As part of our digital journey, we developed the Digital Transformation Action Plan to structure initiatives across five pillars: technology/system, processes, people and culture, innovation, and customers. We also introduced the Organisational Innovation Framework, enabling SIDCIans to drive and implement workplace innovations throughout 2022.

## 5.3 Customer

In 2022, SIDC remained committed to prioritise customer-centricity, building on the strong foundation from 2021 by enhancing its programme content offerings, and integrating feedback-driven improvements to deliver more relevant, accessible, and impactful learning experiences. Full deployment of LAMS in 2022 marked a significant milestone in our journey toward streamlined learning operations. This pivotal step enabled SIDC to improve internal efficiency and enabled a more seamless and personalised experience for participants. Digital engagement also saw strong growth across Facebook, Instagram, and LinkedIn, with increases ranging from 11% to 34% compared to the previous year, aligning closely with the goals of our innovation framework.

## 6 | A PEEK INTO 2023

- Continue development of CCMP - Sustainable and Responsible Investment (SRI).
- Build a strong alumni network to foster deeper industry connections.
- Launch of CCMP Compliance.
- Update ICF with new competencies in Shariah Advisory and Sustainability.
- Launch Capital Market Graduate Programme (CMGP).
- Introduce LMS via the SIDC Mobile Application.





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