

**UNIVERSITI TEKNOLOGI MARA**

**TRAINING AND TRAINERS' CHALLENGES:  
THE CASE OF ABM  
SARAWAK**

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## AUTHOR'S DECLARATION

We declare that the works in this dissertation were carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of our own work, unless other indicated or acknowledged as referenced work. This dissertation has not been submitted to any other institution or non-academic institution for any degree or qualification.

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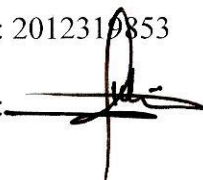
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## **ABSTRACT**

The purpose of this study is to identify what challenges do the training and trainer' of ABM Wilayah Sarawak facing in construction industry training. The emergence of new technology together with new mind set of new generation of construction workers making their day to day working routine become challenging. The challenges becoming new bench mark to evaluate their effectiveness and their relevancies to their own world of work. Are they still relevance and how they want to maintained their relevancies in new environment? What do they need to do to maintain relevant and what are their needs? How ABM coping up with the changes needed by their employees? This study is mainly to extract or analyse this issues and to recommend necessary action for consideration in future.

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# CHAPTER ONE

## INTRODUCTION

### 1.1 Scenario In Construction In Training

Malaysian construction industry is one of the most productive sectors in Malaysia and it is one of the biggest contributor and enabler for other significant industries. It contributed 5 % of gross domestic product (GDP) and it become an essential growth enabler because it provides extensive linkages with the rest of the economy within professional services, manufacturing, education, training and other industries.

Construction Industry Development Board (CIDB) Malaysia through six Akademi Binaan Malaysia (ABM) as their training arm throughout Malaysia, becomes the enabler and the sole provider for construction industries training. With the enforced parliamentary ACT 540 (The Construction Industry Act) in 1994 as their main pillar, CIDB is committed to ensure those who involved in construction industries in Malaysia to be certified for their skills through skill accreditation program and later registered as legal industries worker through Green Card Program.

With this commitment, ABM as their training centre is responsible to deliver a very unique training program to cater for construction industries needs using six regional platforms nationwide. ABM Wilayah Sarawak as one of the platforms is responsible to ensure workers at their region certified by CIDB through various training program organized by them. At ABM, training is designed to cater for industries needs without disturbing the progress of the construction work. The training modules are carefully designed and by involving industries player themselves during module development to ensure these needs are being addressed properly.

As the sole provider for the training, ABM Wilayah Sarawak need to ensure all those involved providing training on construction skill to have skill competency themselves before hand. The level of competency required by them need to be developed based on the existing construction needs and technology. Due to this, ABM need to establish training need analyses to update their trainer and the module