

DEKAD KECEMERLANGAN *Decades of Excellence* 1985-2021





Diterbitkan oleh

Pusat Latihan Pengajar dan Kemahiran Lanjutan (CIAST)

Jalan Petani 19/1, Seksyen 19, 40300 Shah Alam,
Selangor Darul Ehsan, Malaysia.

Diedarkan oleh

Pusat Latihan Pengajar dan Kemahiran Lanjutan (CIAST)

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Selangor Darul Ehsan, Malaysia.

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Seulas Pinang

KETUA PENGARAH PEMBANGUNAN KEMAHIRAN



*Dato' Ts. Hj. Zaichan
Bin Shukri*

**Ketua Pengarah
Pembangunan Kemahiran**
Jabatan Pembangunan Kemahiran (JPK)

Director General
Department of Skills Development.

Bismillahirrahmanirrahim,

Alhamdulillah, saya melahirkan rasa syukur kehadiran Allah S.W.T dan selawat serta salam ke atas Rasulullah S.A.W kerana dengan limpah dan rahmat-Nya serta izin-Nya kita masih dipanjangkan usia dan dapat berbakti.

Saya merakamkan ucapan tahniah dan terima kasih kepada Pengarah CIIAST, pihak pengurusan, barisan jawatankuasa penerbitan buku dan warga CIIAST di atas usaha dan kesungguhan di dalam merealisasikan penerbitan buku Dekad Kecemerlangan (1985-2021) ini.

Dunia kini menghadapi beberapa cabaran besar seperti pandemik Covid-19, yang tidak sahaja mengganggu sistem kesihatan tetapi juga sosio-ekonomi masyarakat. Cabaran Revolusi Perindustrian 4.0 (I.R 4.0) pula menuntut kita sentiasa ke hadapan dalam menguasai teknologi. Inilah cabaran-cabaran yang perlu diambil perhatian oleh semua tenaga kerja CIIAST supaya program-program yang dilaksanakan dapat dimanfaatkan oleh mereka yang terkesan dengan situasi tersebut.

Melalui penerbitan buku ini, diharap ia bukan sahaja dapat menjadi sumber rujukan berkenaan perkembangan CIIAST sepanjang penubuhannya tetapi menjadi pemangkin kepada kejayaan yang lebih cemerlang pada masa akan datang. Saya doakan agar CIIAST terus maju jaya di masa akan datang.

Director General's
MESSAGE

Bismillahirrahmanirrahim,

All gratitude to God Almighty and salutations to Prophet Muhammad for His Blessings and Grace, we are still alive and able to contribute to the nation.

I want to take this opportunity to congratulate the Director of CIIAST, management, staffs and editorial for their efforts in completing and publishing this book.

The world is facing a lot of challenges now such as the Covid-19 pandemic, the instability of the current socio-economy caused by the pandemic and mastering Industrial Revolution 4.0 (I.R 4.0). CIIAST has to be at the forefront in conducting training programs that are beneficial to the people in this country for their survival.

It is hope that this book not only serves as a reference to CIIAST's glorious history but as a catalyst for CIIAST's future achievements. I pray for CIIAST greatness in the years ahead.

Tinta Afluan

PENGARAH CIAST

Alhamdulillah, syukur dipanjatkan kehadiran Ilahi dengan kurniaan-Nya buku ini dapat diterbitkan dengan jayanya. Dengan adanya buku ini, ia bukan sekadar merakam sejarah yang gemilang buat CIAST, tetapi sebagai satu bahan rujukan terpenting berkenaan perkembangan CIAST sejak dari mula idea penubuhannya sehinggalah memasuki era tahun 2021.

Banyak onak ranjau dan duri telah dilalui oleh CIAST dalam memartabatkan dirinya sebagai satu-satunya institusi terpenting dalam negara yang membangunkan tenaga pengajar kemahiran dan vokasional yang kini dikenali sebagai TVET (Technical and Vocational Education and Training).

Sebagai salah satu institusi yang masih wujud di bawah idea pembangunan sumber manusia ASEAN dengan kerjasama kerajaan Jepun dan Malaysia, sesungguhnya pencapaian CIAST sehingga kini adalah sesuatu yang amat membanggakan dan akan terus terpahat dalam sejarah TVET negara dan antarabangsa.

Dengan adanya buku ini, diharapkan ia menjadi satu bahan rujukan dan pemangkin kepada generasi akan datang berkenaan peranan CIAST dalam sejarah perkembangan dan pembangunan kemahiran di negara ini.

CIAST, dekad penuh kecemerlangan dan kenangan abadi.

Director's MESSAGE

All gratitude to God Almighty for all His Gracious and Blessings, this one of a kind book is completed. This book not only serves as a recording in the colorful history of CIAST, but it also act as an important reference about the achievements of CIAST since its inception until the year 2021.

CIAST has undergone a lot of adversity and improvement in establishing itself as the only institution in the country that act as developing the country's skills and vocational trainers that are now widely known as TVET (Technical and Vocational Education and Training).

As one of the few institutes that are still in existence under the ASEAN Human Resource Development program between Japan and Malaysia, CIAST achievements is a proud one and will be in the glorious history of TVET in Malaysia.

It is hope that with this book, it will not only serves as an important documentation in its history but also as a reference for the next generation in acknowledging CIAST as an important agency in this country's TVET development.

CIAST, decades of excellence and beautiful memories.



*Pn. Hj. Zuleah Binti
Darsong*

Pengarah CIAST, 2021

Director of CIAST, 2021

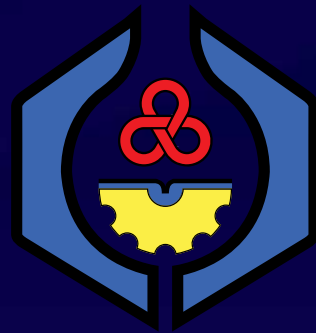
BAB
Chapter

01

MENGUKIR MASA *Carving History* (1985-2005)

CIAST

Rekabentuk CIAST dari persepsi pelukis
CIAST design from artist's perception



CIAS

Sejarah

PENUBUHAN DAN FUNGSI CIAS

A Brief History of CIAS and its functions

Pusat Latihan Pengajar dan Kemahiran Lanjutan atau lebih dikenali sebagai *Centre for Instructor and Advanced Skill Training* (CIAS) terletak di Shah Alam, Selangor. Ia merupakan institut latihan di bawah Jabatan Pembangunan Kemahiran (JPK), Kementerian Sumber Manusia. Idea awal penubuhan CIAS bermula pada 1979 di mana Kerajaan Malaysia bersama dengan Kerajaan Jepun menjalankan kajian untuk meningkatkan kemahiran tenaga pengajar mahir yang akan dapat melaksanakan latihan kemahiran yang lebih berkesan dalam melahirkan tenaga mahir negara. Dalam kajian tersebut, telah dipersetujui bahawa satu institut untuk melatih tenaga pengajar kemahiran dibina di Malaysia. Di bawah Projek Pembangunan Sumber Manusia ASEAN dan bantuan kewangan dari kerajaan Jepun, pembinaan CIAS di tanah seluas 16 ekar telah siap dilaksanakan pada 1983. CIAS telah dibuka secara rasminya pada 30 Ogos 1985 bersamaan 14 Zulhijjah 1405 oleh Y.B. Dato' Mak Hon Kam, Menteri Buruh Malaysia ketika itu.

Logo CIAS melambangkan kerjasama erat antara kerajaan Malaysia dan Jepun dalam usaha melahirkan tenaga pengajar yang berpengetahuan, berkemahiran dan mempunyai sikap yang terpuji.

CIAS logo represents the close cooperation between government of Malaysia and Japan in their effort to develop instructors whom are knowledgeable, competent and have the best attitude.

Centre for Instructor and Advanced Skill Training (CIAS) located in Shah Alam, Selangor. It is a training institute under the Department of Skills Development (DSD), Ministry of Human Resources (MoHR). In the beginning, the idea to establish CIAS started in 1979 where the government of Malaysia together with government of Japan conducted a research focusing on a more effective skills and vocational training with the objective to produce competent workforce. In the research, it is concluded to build an institute in Malaysia to train and produce skills training instructors. Under the ASEAN Human Resource Development project and financial aid from government of Japan, the construction of CIAS begun in Shah Alam at 16-acre land and was completed in 1983. CIAS was officially opened on 30th August 1985 by Y.B Dato' Mak Hon Kam, Ministry of Labor during the time.

Pada awal operasi CIIAST, ia dikawal selia oleh pakar-pakar teknikal dan pengurusan dari Jepun menerusi agensinya iaitu *Japan International Cooperation Agency* (JICA) sehingga tahun 1991. Tenaga pengajar pakar dari Jepun telah berkongsi pengetahuan dan kemahiran dengan pengajar tempatan dalam teknik pengajaran dan pembelajaran.

Pada 1991 sehingga Mei 2007, CIIAST diletakkan di bawah Jabatan Tenaga Manusia (JTM), Kementerian Sumber Manusia dengan fokus melaksanakan kursus-kursus teknikal kepada tenaga pengajar JTM dan melahirkan tenaga pengajar baharu. Sesuai dengan peredaran masa dan tanggungjawab yang lebih besar dalam melahirkan tenaga pengajar TVET, CIIAST telah dipindahkan di bawah Jabatan Pembangunan Kemahiran (JPK), Kementerian Sumber Manusia pada 1 Jun 2007.

Kini, CIIAST mengorak langkah sebagai agensi peneraju dalam pembangunan tenaga pengajar TVET berkemahiran tinggi sesuai dengan keperluan negara dalam memperkasakan pengajar kemahiran di Malaysia. Sejak awal penubuhannya, CIIAST telah melahirkan ramai tenaga pengajar dalam pelbagai bidang bagi menampung keperluan di pelbagai institusi latihan kemahiran.



Gambar lanskap CIAST
CIAST landscape



In the early years, CIAST was monitored with Japanese technical expertise and management through their agency, Japan International Cooperation Agency (JICA) until 1991. Japan expert instructors shared their knowledge and skills with the local instructors in teaching techniques and methodology.

From 1991 until May 2007, CIAST operated under the Manpower Department, Ministry of Human Resources with the focus on technical courses for instructors under the Manpower Department training institutes and developing new instructors.

With time, CIAST was then operating under the Department of Skills Development (DSD) under Ministry of Human Resources from 1st June 2007.

Now CIAST function is to be the main player in developing the nation's high skill TVET instructors in accordance with the country's needs in strengthening the national skills instructors. CIAST produces thousands of skills instructors for the skills institutes in the country.

Antara program utama yang dijalankan ialah kursus Sijil Pengajar Vokasional (VTO) yang menggunakan NOSS I-031-3:2014 (Operasi Latihan Vokasional / Vocational Training Operation). Ia merupakan kursus selama 9 bulan, di mana 3 bulan ialah latihan teknik mengajar di CIAST dan 6 bulan ialah latihan praktikal mengajar di Pusat-Pusat Bertauliah anjuran JPK. Kursus VTO ini terbahagi kepada dua kategori iaitu kepada mereka yang belum memasuki perkhidmatan (pre-service) dan yang berada dalam perkhidmatan (in-service).

Selain itu, CIAST juga menawarkan kursus-kursus pembangunan kurikulum dan bahan pembelajaran seperti Kursus Pembangunan Standard Kemahiran Pekerjaan Kebangsaan (NOSS) DESCUM, Kursus Asas CUDBAS (Curriculum Development Based on Vocational Ability Structure) dan Kursus Pembangunan Bahan Pengajaran Bertulis (WIM).

CIAST telah membangunkan sistem Profil Kompetensi Pengajar TVET Malaysia yang dipanggil Sistem eprofiling Pengajar TVET (TIPS). Ia adalah satu sistem di mana maklumat keterampilan pengajar TVET dikumpulkan dan disatukan untuk dibandingkan dengan *ability checklist* untuk mendapatkan jurang kompetensi pengajar. *Ability checklist* dihasilkan dengan menggunakan kaedah CUDBAS (Curriculum Development Based on Vocational Ability Structure).





*Latihan di bengkel
dan makmal
(tahun 2000-2005)*

*Training conducted
at workshops and
laboratories
(year 2000-2005)*



One of the main programs in CIIAST is the Vocational Training Instructor certification program (Vocational Training Operation). It is a nine months program where the first three months is the teaching methodology in theory and practical and the next six months, the trainee instructor will undergo an internship program to hone their delivery skills in the private or public skills institute.

CIIAST also provides courses on curriculum development and syllabus development such as the National Occupational Skills Standard (NOSS) development course and Written Instructional Material (WIM) course.

CIIAST has developed a unique online database system called TVET Instructor eProfiling System (TiPS) that capture the database of skills instructor in Malaysia and their competency level. The system will match their competency gap and the need to attend specified courses based on their ability checklist. It is done using the concept of Curriculum Development Based on Vocational Ability Structure (CUDBAS).



Seiring dengan perkembangan terkini Revolusi Industri 4.0 (IR 4.0), CIAST juga tidak ketinggalan dalam menawarkan kursus-kursus berkaitan peningkatan kemahiran dan pembelajaran sepanjang hayat dalam bidang-bidang seperti Automotif, Elektronik, Kimpalan, Komputer Sistem, Komputer Rangkaian, Mekatronik, Pengeluaran, Multimedia dan Teknologi Pengajaran.

CIAST juga menawarkan kursus-kursus kepada peserta antarabangsa dengan kerjasama Kementerian Luar Negeri di bawah program *Malaysian Technical Cooperation Programme* (MTCP). Peserta antarabangsa yang hadir terdiri daripada pengajar-pengajar kemahiran dan pihak pengurusan.

Antara acara tahunan yang dijalankan di CIAST adalah seperti Pertandingan Johan Kemahiran Malaysia (PJKM) pada tahun 1990-an dan kini dikenali sebagai Pertandingan WorldSkills Malaysia. Selain itu CIAST menjalinkan kerjasama dengan syarikat seperti Panasonic (dahulunya Matsushita) sebagai tapak untuk pertandingan kemahiran kepada warga kerja syarikat tersebut. Begitu juga dengan pertandingan Abilympics untuk golongan OKU anjuran Majlis Pemulihan Malaysia (MCR).

CIAST juga telah menempah kejayaan dalam pelbagai bidang sepanjang tahun 1980an sehingga sekarang. Antaranya pertandingan kemahiran, kreativiti, inovasi dan sebagainya.

With the introduction of Industry Revolution 4.0 (I.R 4.0), CIAST also introduces new technical courses that are related to upskilling in the field of Automotive, Electronic, Welding, Computer System, Computer Network, Mechatronic, Production, Multimedia And Teaching Technology.

CIAST also conducted international courses with the cooperation from Ministry of Foreign Affairs. CIAST are actively involved as one of the venue for Worldskills Malaysia competitions as well as the Panasonic Skills Competition and Abilympics Malaysia organised by Malaysia Council for Recovery (MCR).

CIAST are actively participating in skills, creativity and innovations competitions throughout the years.

THE RECORD OF DISCUSSIONS BETWEEN
THE JAPANESE IMPLEMENTATION SURVEY TEAM
AND THE AUTHORITIES CONCERNED
OF THE GOVERNMENT OF MALAYSIA
ON THE JAPANESE TECHNICAL COOPERATION
FOR THE PROJECT ON THE CENTRE FOR INSTRUCTOR
AND ADVANCED SKILL TRAINING (CIAST)

The Japanese Implementation Survey Team (hereinafter referred to as "the Team") organized by the Japan International Cooperation Agency (hereinafter referred to as "JICA") and headed by Mr. Kunihiro Dosho, President of the Employment Promotion Projects Corporation visited Malaysia from August 8, 1982 to August 22, 1982 for the purpose of working out the details of the technical cooperation programme concerning the project on the Centre for Instructor and Advanced Skill Training (CIAST), the ASEAN Human Resources Development Project in Malaysia.

During its stay in Malaysia, the Team exchanged views and had a series of discussions with the Malaysian authorities concerned in respect of the desirable measures to be taken by both Governments for the successful implementation of the technical cooperation programme for the above-mentioned Project.

As a result of the discussions, the Team and the Malaysian authorities concerned agreed, with reference to the Minutes of the Second ASEAN-JAPAN Meeting on the ASEAN Human Resources Development Project, JAKARTA, 6-7 October 1981, to recommend to their respective Governments the matters referred to in the document attached hereto.

道正邦彦

Kunihiro Dosho
Leader,
Implementation Survey Team,
Japan International Cooperation
Agency, Japan.

Haji Abdul Latiff bin Sahar
Secretary General,
Ministry of Labour and
Manpower,
Malaysia.

August 20, 1982
Kuala Lumpur.



Sekitar PERJALANAN CIAST CIAST Journey

Januari
January 1981

Perdana Menteri Jepun,
Yang Berhormat Mr. Zenko
Suzuki telah mengadakan
lawatan ke semua negara
ASEAN dan mencetuskan
idea kerjasama antarabangsa
untuk mengadakan program
ASEAN Human Resources
Development.

Prime Minister of Japan,
Mr. Zenko Suzuki visits all
ASEAN countries and contrive
the idea of cooperation among
ASEAN countries in Human
Resources Development
program.

Ogos
August 1981

Perbincangan projek
pembangunan CIAST dengan
Japanese Survey Team.

Discussion on CIAST development
project with Japanese Survey
Team.

Ogos
August 1982

Kedua-dua pihak menandatangani The Record of Discussion (RD)
menandakan bermulanya Projek Kerjasama Teknikal.

Both parties (Japan and Malaysia) signs the Record of Discussion (RD) to
mark the start of Technical Cooperation Project.



Februari
February | 1984

Fasa pertama pembangunan CIAST yang terdiri daripada Bahagian Latihan Pengajar dan Penyelia serta Bahagian Automotif telah disiapkan. Kakitangan dan pakar-pakar Jepun telah berpindah ke kampus baharu di Shah Alam dari kampus sementara di Institut Latihan Perindustrian Kuala Lumpur.

The completion of first phase of CIAST development that includes Instructors and Supervisory Department and Automotive Department. Staffs and Japanese Experts moved in from their temporary campus in Industrial Training Institute (ITI) Kuala Lumpur.

Mei
May | 1984

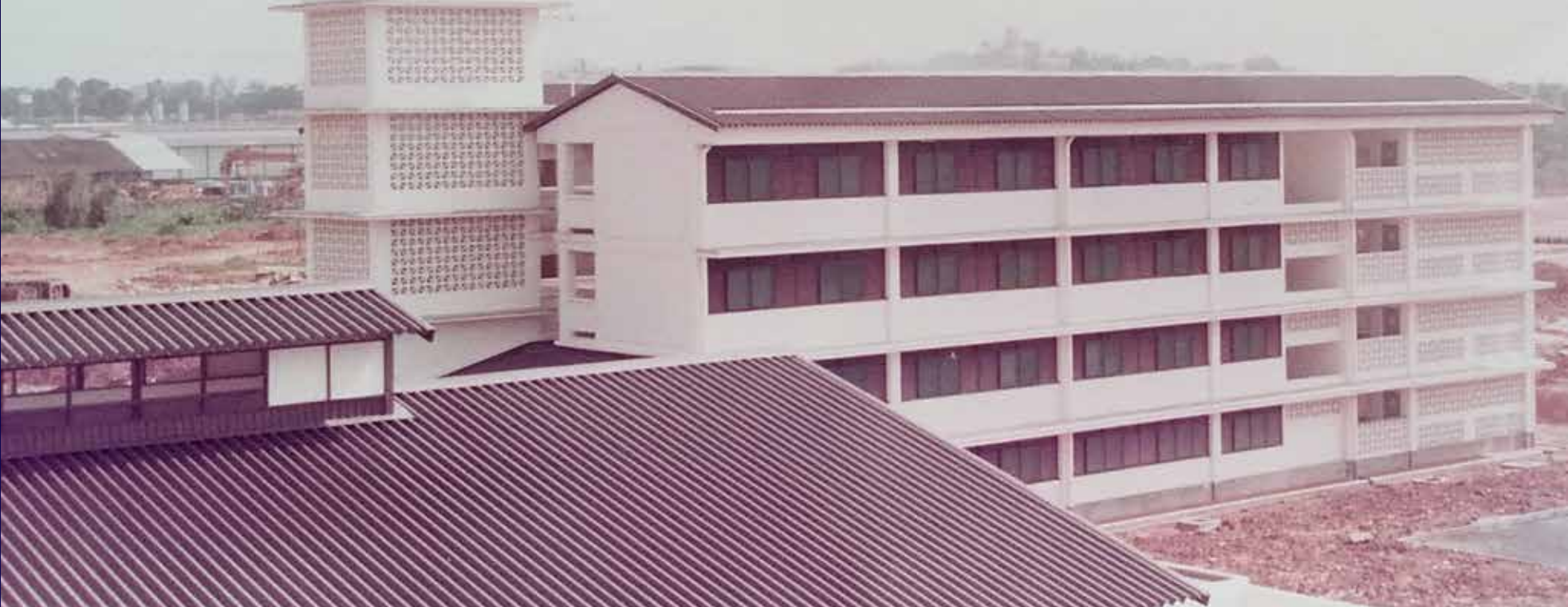
Program latihan di CIAST dimulakan. Kumpulan pertama dalam bidang latihan pengajar dan automotif.

Training Program takes off. The first admission of participants in instructor and automotive training course.

Mac
March | 1985

Pembinaan bangunan dan pemasangan peralatan siap sepenuhnya.

Whole building blocks and facilities completed.



1985
30th August

Pembukaan rasmi CIAST oleh YB Dato' Mak Hon Kam, Menteri Buruh Malaysia. Majlis ini juga dihadiri oleh Mr. Zenko Suzuki, Perdana Menteri Jepun.

CIAST officially launched by YB Dato' Mak Hon Kam, Minister of Labour. This ceremony was also attended by Prime Minister of Japan, Mr. Zenko Suzuki.

1987

Tempoh kerjasama teknikal pertama tamat dan kemudiannya diberi tempoh lanjutan.

The first technical cooperation period ended and was given extension.

Februari
February

Program latihan antarabangsa yang pertama, *ASEAN Regional Training (ART)* dijalankan di CIAST

The first ASEAN Regional Training (the first international program) was conducted by CIAST.

THE CENTRE FOR INSTRUCTION AND
ADVANCED NEST TRAINING, MALAYSIA

ESTABLISHED IN 1985 UNDER THE
COOPERATION BETWEEN THE GOVERNMENT
OF JAPAN AND THE GOVERNMENT OF MALAYSIA

AS A TOKEN OF FRIENDSHIP BETWEEN
TWO COUNTRIES

POST LATIHAN PENGAJAR DAN
KEKAWASAN LAUTAN
MALAYSIA

DENGAN SELAMATNYA PELAJAR BERUSAHA BERSAMA SAMA MELAKSANAKAN
Y.B. DATO' MAK HON KAM, MENTERI BURUH MALAYSIA
PADA 30 AGUSTUS 1985



POST LATIHAN PENGAJAR DAN KEKAWASAN LAUTAN
MALAYSIA

DENGAN SELAMATNYA PELAJAR BERUSAHA BERSAMA SAMA MELAKSANAKAN
Y.B. DATO' MAK HON KAM, MENTERI BURUH MALAYSIA
PADA 30 AGUSTUS 1985





1990

Tempoh lanjutan kerjasama teknikal tamat. Bermula kerjasama teknikal "follow up".

The extension on technical cooperation ended. It is then continue with "follow up" cooperation program.

1991

Kerjasama teknikal berakhir. CIAST dikendalikan sepenuhnya oleh Jabatan Tenaga Manusia.

The technical cooperation ended. CIAST operated under the Manpower Department, Ministry of Human Resources.

18th Januari
1993

Kursus "Third Country Training Program (TCTP)" yang pertama dijalankan oleh CIAST.

The first Third Country Training Program (TCTP) was conducted by CIAST.



26th June 1995

CIAST telah menganjurkan kursus khas bertujuan untuk melatih tenaga pengajar baharu daripada lepasan sekolah atau lepasan institusi latihan vokasional.

CIAST conducted a special course to train new instructors from school leavers or graduates from vocational training institute.

16th January 1997

Y.B. Dato' Abdul Kadir b. Sheikh Fadzir, Timbalan Menteri Sumber Manusia merasmikan surau CIAST.

Y.B. Dato' Abdul Kadir Bin Sheikh Fadzir, Deputy Minister of Human Resource officiated the CIAST surau.

January 1998

Program Latihan Pengajar Kebangsaan (National Instructor Training Program - NITP) dikendalikan oleh CIAST. Program ini dahulunya dikenali sebagai kursus khas. Jabatan baharu dikenali sebagai Jabatan Pembangunan dan Penyelidikan Latihan Vokasional (Vocational Training Research and Development -VTRD) mula beroperasi di CIAST.

National Instructor Training Program (NITP) was introduced and conducted by CIAST. Previously it was known as special program. A new department, Vocational Training Research and Development (VTRD) starts to operate.



02⁰⁸
02nd August 2004

"Malaysian Technical Cooperation Program (MTCP)" yang pertama dijalankan oleh CIIAST.

The first Malaysian Technical Cooperation Program (MTCP) was conducted by CIIAST.

16^{Jun}
16th June 2007

CIIAST mula beroperasi di bawah Jabatan Pembangunan Kemahiran (JPK), Kementerian Sumber Manusia (KSM).

CIIAST starts to operate under Department of Skills Development (DSD), Ministry of Human Resources.

03-08
03rd - 08th January 2008

Kumpulan pertama Guru Subjek Umum Institusi Latihan Jabatan Tenaga Manusia (ILJTM) menghadiri kursus di CIIAST anjuran KSM.

The first batch of Common Subjects Teachers for Manpower Department Training Institutes starts their induction course in CIIAST.

22^{Mei}
22nd May 2008

Penyerahan kunci rumah kepada 40 pegawai CIIAST untuk mendiami Kuarters CIIAST. Pegawai telah mula memasuki kuarters CIIAST pada 1 Jun 2008 yang beralamat di Apartmen Komuter Raya, Seksyen 19, Shah Alam.

Handover of 40 house keys to selected staffs to enter the newly acquired staffs' quarters at Komuter Raya Apartment, Shah Alam.





20-22
Ogos
20th -22nd August

2008



CIAST telah mengadakan Sambutan Jubli Perak sempena 25 tahun penubuhan CIAST.

Majlis yang dilaksanakan ialah:

- 1 Perasmian Sambutan Jubli Perak CIAST oleh YB Datuk Dr. S. Subramaniam, Menteri Sumber Manusia pada 20 Ogos 2008.
- 2 Persidangan CEO Pusat Bertauliah pada 20 Ogos 2008.
- 3 Pelancaran Pelan Induk Latihan dan Pembangunan Kemahiran Pekerjaan Malaysia (2008-2020) pada 20 Ogos 2008.
- 4 Majlis Konvokesyen CIAST dirasmikan oleh YB Dato' Noraini Ahmad, Timbalan Menteri Sumber Manusia (Sidang 1) dan Y.Bhg Datuk Thomas George, Ketua Setiausaha KSM (Sidang 2) pada 21 Ogos 2008.
- 5 Pelancaran Alumni CIAST Shah Alam (ACSA) oleh Y.Bhg. Dato ' Ir. Haji Wan Seman Bin Wan Ahmad, Ketua Pengarah Jabatan Pembangunan Kemahiran (JPK) pada 22 Ogos 2008.
- 6 Hari Terbuka CIAST dan Karnival PUSPANITA.

25 years Celebration of CIAST existence.

Key Events:

- 1 Opening Ceremony of CIAST 25 years Celebration by Minister of Human Resource on 20th August 2008.
- 2 CEOs of Accredited Centre Conference on 20th August 2008.
- 3 Launching of Malaysia Skills Occupation Training and Development Master Plan on 20th August 2008.
- 4 CIAST Convocation Ceremony on 21st August 2008.
- 5 Launching of CIAST Alumni on 22nd August 2008.
- 6 CIAST Open Day and PUSPANITA Carnival.



BAB
Chapter

02

MENDEPANI CABARAN *Facing Challenges* (2006-2021)



Transformasi **PERANAN CIAST** *CIAS Transformation*

Apabila CIAST berpindah di bawah Jabatan Pembangunan Kemahiran (JPK), peranan dan fungsi CIAST telah melalui transformasi bagi memantapkan lagi operasi CIAST. Misi dan Visi CIAST diperkemas dan slogan telah diperkenalkan.

When CIAST started its operation under Department of Skills Development (DSD), CIAST underwent changes and transformation on its functions in order to strengthen its core business.



Slogan Slogan

"Memperkasa Pengajar Kemahiran Malaysia"

"Strengthening Malaysia Skills Instructor"

Visi Vission

Organisasi peneraju dalam membangun dan memperkasakan pengajar bertaraf dunia dalam bidang kemahiran.

Leading organisation in developing and empowering world-class instructors in skills training.

Misi Mission

Membangunkan pengajar bertaraf dunia yang berpengetahuan, kompeten, berdisiplin dan responsif terhadap perubahan persekitaran dan teknologi.

Developing world class instructors who are knowledgeable, competent, disciplined and responsive to changing environment and technology.

Objektif Objective

- | | |
|--|--|
| <ol style="list-style-type: none"> 1 Melahirkan tenaga pengajar bagi memenuhi keperluan institusi latihan kemahiran negara 2 Meningkatkan tenaga pengajar secara berterusan dalam bidang kemahiran dan metodologi latihan mengikut perkembangan teknologi 3 Mentauliah tenaga pengajar dan pakar industri selaras dengan Sistem Persijilan Kemahiran Malaysia 4 Memperkayakan kurikulum latihan kemahiran 5 Memperkukuhkan hubungan dan latihan antarabangsa 6 Memantapkan prasarana teknologi maklumat dan komunikasi serta sistem pembelajaran elektronik dan multimedia 7 Menyediakan persekitaran dan kemudahan latihan yang kondusif dan relevan 8 Memupuk nilai murni, sikap yang positif dan budaya kerja yang sihat kepada tenaga pengajar | <ol style="list-style-type: none"> 1 To produce instructors to meet the needs of national skill training institutions. 2 To improve instructors continuously in the field of skills and training methodology according to technological developments. 3 To certify instructors and industry experts in line with the Malaysian Skill Certification System. 4 To enrich the skill training curriculum. 5 To strengthen international relations and training. 6 To strengthen infrastructure of information and communication technology as well as electronic and multimedia learning system. 7 To provide conducive and relevant training facilities and environments. 8 To cultivate moral values, positive attitudes and healthy work culture among instructors. |
|--|--|

Naik Taraf CIAST CIAST Renovation

Bersempena dengan sambutan Jubli Perak CIAST pada 20 Ogos 2008, satu gerak kerja menaik taraf kemudahan CIAST telah dijalankan. Ini bersesuaian dengan peranan baharu CIAST yang diletakkan di bawah Jabatan Pembangunan Kemahiran (JPK) pada 2007.

Pada tahun 2009, CIAST telah diperuntukkan sebanyak RM28.7 Juta untuk melaksanakan kerja menaik taraf infrastruktur dan kemudahan CIAST. Pelaksanaan projek ini telah dimulakan pada 27 Februari 2009 dan siap sepenuhnya pada 20 Oktober 2010. Kontraktor yang telah melaksanakan kerja naiktarf ialah DTP Development Sdn. Bhd.

Projek ini melibatkan naiktarf bengkel mekatronik, elektronik, automotif, kafetaria, bangunan (blok E, blok C dan blok J), auditorium, pagar CIAST, pondok pengawal, bilik genset, blok-blok asrama dan jalan sekitar CIAST.

Majlis penyerahan projek naik taraf CIAST telah diadakan pada 20 Oktober 2010 oleh kontraktor DTP Development Sdn. Bhd. kepada CIAST disempurnakan oleh Y. Bhg. Dato' Hj. Mohd Sharif Bin Husin, Timbalan Ketua Setiausaha (TKSU) Kementerian Sumber Manusia bertempat di surau CIAST. Majlis turut dihadiri oleh Tn. Hj. Ghazlan Bin Ghazali, Pengarah CIAST, pegawai KSM, pegawai JPK dan kakitangan CIAST.





In the year 2008, CIIAST celebrate its 25 years of establishment. In accordance to this, a major renovation has taken place on its facilities and infrastructures. This is in line with CIIAST new function when placed under Department of Skills Development (DSD) in 2007.

CIIAST was given a budget of RM28.7 million for this project. It started on 27th February 2009 and finished on 20th October 2010. The main contractor is DTP Development Sdn. Bhd.

This facelift project includes the upgrades on the workshops (mechatronic, electronic, automotive), auditorium, cafeteria, building blocks, guard station and hostels.

The handing over ceremony was taken place on 20th October 2010. It was attended by Dato' Hj. Mohd Sharif Bin Husin, Deputy Secretary General, Ministry of Human Resource, Ghazlan Bin Ghazali, Director of CIIAST, Officers from DSD and CIIAST.

Struktur

ORGANISASI CIAST

CIAST Organization Structure

Sepanjang penubuhannya, CIAST telah melalui beberapa perubahan dari segi struktur organisasinya. Pada awalnya CIAST diketuai oleh seorang Pengarah dan dibantu oleh seorang Penolong Pengarah. Kini terdapat dua orang Timbalan Pengarah yang membantu operasi CIAST.

CIAST has undergone several changes in its organizational structure since its operation. In its early years, CIAST lead by a director and assistant director. Now it has two deputy directors.



Struktur Organisasi pada 1983 – 1995

Pada awal operasi CIAST, latihan yang ditawarkan ialah lebih kepada melatih tenaga pengajar kemahiran di institusi latihan kemahiran di seluruh negara. Tenaga pengajar yang baharu dilantik oleh institusi latihan tersebut akan dihantar ke CIAST untuk menjalani latihan berkenaan teknik mengajar dan juga kerja-kerja di bengkel.

- 1 Jabatan Latihan Pengajar & Penyeliaan (ISD)
 - Bahagian Latihan Pengajar
 - Bahagian Latihan Penyelia
 - Bahagian Pembangunan Software/ Multimedia
- 2 Jabatan Latihan Kemahiran Lanjutan (ASTD)
 - Bahagian Automotif
 - Bahagian Pemesinan
 - Bahagian Fabrikasi
 - Bahagian Kerja Berat
 - Bahagian Elektrikal dan Elektronik
 - Bahagian Automasi dan Instrumen
- 3 Bahagian Kawalan Teknikal
- 4 Bahagian Pembangunan Kemahiran
- 5 Bahagian Pentadbiran

Organization Structure on 1983 – 1995

In the early years of operation, CIAST conducted courses on new skills instructors for all the training institutes. Newly appointed instructors will undergo training in various fields in CIAST before being deployed to their respected institutes.

- 1 Instructor and Supervisory Training Department (ISD)
 - Instructor Training Division
 - Supervisory Training Division
 - Software Development Division
- 2 Advanced Skill Training Department (ASTD)
 - Automotive Division
 - Machine Operation and Die Making Division
 - Fabrication Division
 - Heavyshop Division
 - Electric and Electronic Division
 - Instrument and Automatic Control Division
- 3 Technical Control Division
- 4 Skills Development Division
- 5 Administration Division

Struktur Organisasi pada 1995 – 2007

Pada 1995, dua jabatan baru diperkenalkan iaitu NITP yang bertanggungjawab melatih dan melahirkan tenaga pengajar baharu daripada lepasan sekolah. Ia merupakan program pra-perkhidmatan, di mana keluaran dari program ini akan di tawarkan untuk bekerja sebagai tenaga pengajar baharu di institusi latihan kemahiran. Manakala VTRD pula bertanggungjawab untuk melaksanakan peranan penyelidikan dan pembangunan berkaitan latihan vokasional.

- 1** Jabatan Latihan Pengajar & Penyeliaan (ISD)
 - Bahagian Latihan Pengajar
 - Bahagian Latihan Penyelia
 - Bahagian Pembangunan Software/ Multimedia
 - Bahagian Latihan Khas/ Penyelia Pengajar Kebangsaan
- 2** Jabatan Pembangunan Kemahiran (DSD)
 - Bahagian Mekanikal
 - i. Unit MODM
 - ii. Unit Automotif
 - iii. Unit Kimpalan
 - iv. Unit Proses Pengacuan dan Teknologi Plastik
 - Bahagian Elektrik & Elektronik
 - i. Unit Elektrikal dan Elektronik
 - ii. Unit Komputer
- 3** Jabatan Program Latihan Pengajar Kebangsaan (NITP)
 - Bahagian Mekanikal dan Pengeluaran
 - i. Unit Teknologi Pengeluaran
 - ii. Unit Teknologi Pemesinan
 - iii. Unit Teknologi Kimpalan
 - iv. Unit Teknologi Automotif
 - v. Unit Teknologi Jaminan Mutu
 - Bahagian Elektrik dan Elektronik
 - i. Unit Teknologi Mekatronik
 - ii. Unit Teknologi Elektronik
 - iii. Unit Teknologi Komputer (Sistem)
 - iv. Unit Teknologi Komputer (Rangkaian)
 - v. Unit Teknologi Telekomunikasi
- 4** Jabatan Penyelidikan & Pembangunan Latihan Vokasional (VTRD)
 - Bahagian Pembangunan Latihan Perindustrian
 - Bahagian Pembangunan Latihan Pengajar dan Penyelia
 - Bahagian Pembangunan Teknologi Tinggi
 - Bahagian Pembangunan Industri Kecil dan Sederhana
 - Unit Penyelenggaraan
- 5** Bahagian Pentadbiran dan Kewangan
- 6** Bahagian Pengurusan Latihan

Organization Structure on 1995 – 2007

In 1995, two new departments were introduced, NITP which is responsible to develop new instructors. it is a pre-service program, where the graduates will then offered to be instructors in the training institutes. Another department, VTRD serves to conduct research and developments regarding vocational training.

- 1** Instructor and Supervisory Training Department (ISD)
 - Instructor Training Division
 - Supervisory Training Division
 - Software Development Division
 - National Instructor Special Training Division
- 2** Skills Development Department (DSD)
 - Mechanical Division
 - i. MODM Unit
 - ii. Automotive Unit
 - iii. Welding Unit
 - iv. Molding Process and Plastic Technology Unit
 - Electric and Electronic Division
 - i. Electrical and Electronic Unit
 - ii. Computer Unit
- 3** National Instructor Training Programme (NITP)
 - Mechanical dan Manufacturing Division
 - i. Production Technology Unit
 - ii. Machining Technology Unit
 - iii. Welding Technology Unit
 - iv. Automotive Technology Unit
 - v. Quality Assurance Technology Unit
 - Electric and Electronic Division
 - i. Mechatronic Technology Unit
 - ii. Electronic Technology Unit
 - iii. Computer System Technology Unit
 - iv. Computer Network Technology Unit
 - v. Telecommunication Technology Unit
- 4** Vocational Training Research & Development (VTRD)
 - Industry Training Development Division
 - Instructor and Supervisory Training Development Division
 - Advance Technology Development Division
 - Small Medium Industry Development Division
 - Maintenance Unit
- 5** Administration and Finance Division
- 6** Training Management Division



Struktur Organisasi sejak Jun 2007 – Kini (2021)

Pada permulaan pemindahan operasi CIAST di bawah Jabatan Pembangunan Kemahiran (JPK) pada 2007, struktur operasi CIAST telah disusun semula dengan menekankan latihan dan program untuk meningkatkan kemahiran tenaga pengajar kemahiran di seluruh negara. Beberapa unit telah diperkenalkan, ada yang kemudiannya telah dimansuhkan selepas beberapa ketika, ada yang ditambah, dan ada yang dipindahkan ke bahagian lain bersesuaian dengan fungsi baharu CIAST.

- 1** Program Pembangunan Pengajar Kemahiran (PPK)
 - Unit Pengurusan Pembangunan Pengajar Baharu
 - Unit Pengurusan Peningkatan Kemahiran & Kawalan Teknikal
 - Unit Peperiksaan dan Persijilan
 - Unit Elektrikal & Elektronik, Mekatronik, Komputer, Kimpalan, Automotif, dan Pengeluaran
 - Unit Metodologi Vokasional
 - Unit Kampus Satelit CIAST
- 2** Program Pembangunan Profesional Kemahiran (SPD)
 - Unit Peningkatan Kompetensi Dan Kawalan Kualiti
 - Unit Pengurusan Latihan
 - Unit Peningkatan Pengajaran dan Penyeliaan
 - Unit Latihan dan Konsultasi SLDN
 - Unit Program Khas
 - Unit Latihan Sangkutan Industri
- 3** Program Pembelajaran Elektronik & Multimedia (PEM)
 - Unit Infrastruktur 1 (Rangkaian)
 - Unit Infrastruktur 2 (Sistem)
 - Unit E-Training
 - Unit Penyelenggaraan Komputer & Audio Visual
- 4** Program Perancangan & Pembangunan Latihan (PPL)
 - Unit Pembangunan Fasilitator
 - Unit Pembangunan Pengajar Kemahiran dan Modal Insan
 - Unit Perancangan, Pembangunan dan Penyelenggaraan
 - Unit Pembangunan Profail Pengajar Kemahiran
- 5** Program Kelayakan Kekompetenan (KK)
 - Unit Pentauliahan Pengajar & Pakar
 - Unit Perancangan & Penyelarasan Latihan Antarabangsa
 - Unit SkillsMalaysia
 - Unit Kursus Induksi Pentauliahan
- 6** Bahagian Khidmat Pengurusan
 - Unit Pentadbiran
 - Unit Sumber Manusia
 - Unit Kewangan
 - Unit Aset
 - Unit Kemudahan
- 7** Bahagian Korporat
 - Unit Komunikasi dan Promosi
 - Unit Penerbitan
 - Unit Khidmat Pelanggan



Organization Structure since Jun 2007 – Recent (2021)

When CIAST was relocated under the Department of Skills Development (DSD) in 2007, CIAST's operational structure has been restructured with an emphasis on training programs to enhance the competency of skills instructors nationwide. Several units have been introduced, some were later abolished after a while, some were added and some were moved to other divisions in accordance with the new functionality of CIAST.

- 1** Skills Instructor Development Program
 - New Instructor Development Management Unit
 - Skills Development & Technical Control Management Unit
 - Examination & Certification Unit
 - Electrical & Electronics, Mechatronics, Computer, Welding, Automotive and Production Units
 - Vocational Methodology Unit
 - CIAST Satellite Campus Unit
 -
- 2** Skills Professional Development Program
 - Competency Enhancement and Quality Control Unit
 - Training Management Unit
 - Teaching and Supervision Enhancement Unit
 - National Dual Training System (NDTS) Training and Consulting Unit
- 3**
 - Special Program Unit
 - Industrial Attachment Training Unit
- 4** Electronic Learning & Multimedia Program
 - Infrastructure Unit 1 (Network)
 - Infrastructure Unit 2 (System)
 - E-Training Unit
 - Computer Maintenance & Audio Visual Unit
- 5** Qualification and Competency Program
 - Instructor & Specialist Accreditation Unit
 - International Training Planning & Coordination Unit
 - SkillsMalaysian Unit
 - Accreditation Induction Course Unit
- 6** Management Services Division
 - Administration Unit
 - Human Resources Unit
 - Finance Unit
 - Asset unit
 - Facilities Unit
- 7** Corporate Division
 - Communication and Promotion Unit
 - Publishing Unit
 - Customer Service Unit
- Planning and Training Development Program
 - Facilitator Development Unit
 - Skills Instructor and Human Capital Development Unit
 - Planning, Development and Maintenance Unit
 - Skills Instructor Profile Development Unit



KEMENTERIAN SUMBER MANUSIA
MALAYSIA



JPK

BAB
Chapter

03

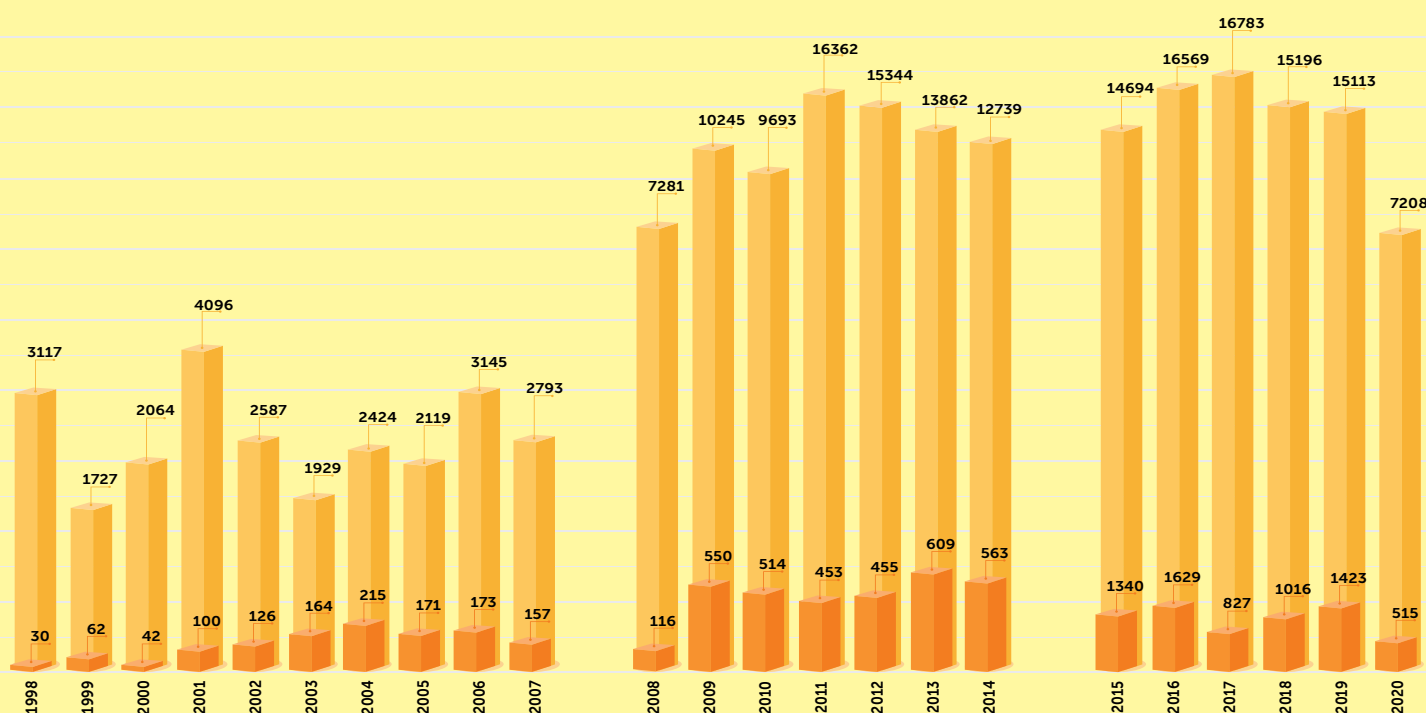
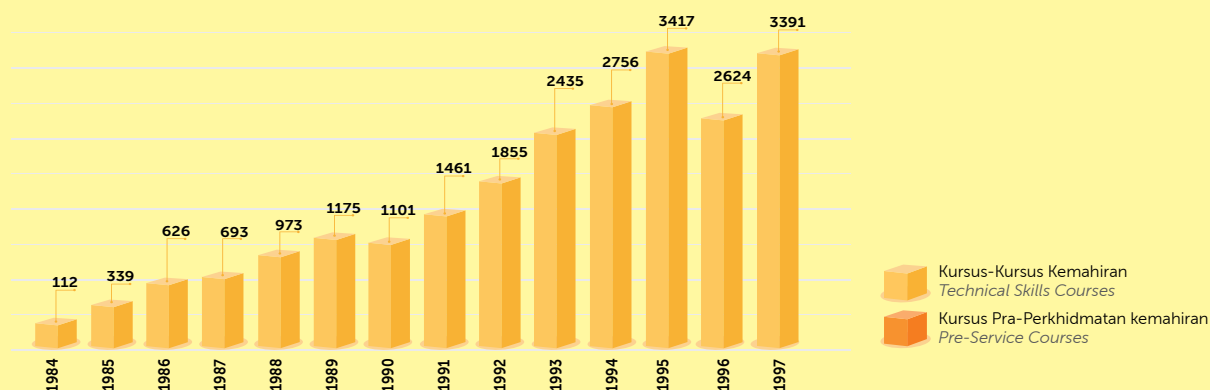
MENYELUSURI ZAMAN *Advancing Through Time*



Keluaran CIAST CIAST Output

Sebagai fungsinya melahirkan tenaga pengajar TVET, CIAST telah melaksanakan pelbagai kursus dan program sepanjang tempoh lebih 30 tahun penubuhannya. Kursus-kursus dan program-program khas dilaksanakan untuk membangunkan tenaga pengajar baharu dan juga meningkatkan kemahiran dan ilmu pengajar sedia ada.

CIAST has conducted variations of courses and programs in its 30 years establishment. The courses focuses on developing new instructors and upgrading current instructors' skills.



Suasana Latihan

MESRA PELANGGAN

Conducive Training Environment

Dengan kedudukannya yang sangat strategik di Shah Alam, CIAST menawarkan suasana latihan yang sangat kondusif kepada peserta-peserta kursusnya sama ada terdiri dari pelatih program pra-perkhidmatan atau yang sedang dalam perkhidmatan. Ia mempunyai bengkel-bengkel latihan yang kemas dan bersih, dilengkapi dengan peralatan latihan yang menepati keperluan semasa dan kemudahan asas untuk urusan harian mereka.

With its strategic location in Shah Alam, CIAST offers a conducive environment for training. It has clean and organized workshops, equipped with latest training facilities and also accommodations that suit their basic and daily needs.



Kemudahan Latihan di CIAST:

- Bengkel CIAST
(Automotif, Komputer, Kimpalan, Mekatronik, Elektronik, Pengeluaran)
- Smart Classroom
- Bilik Kuliah
- Makmal Komputer

Kemudahan Asas di CIAST:

- Asrama
- Kafeteria
- Perpustakaan
- Auditorium
- Dewan Besar
- Gelanggang Sukan (Futsal, Takraw, Tennis, Badminton, Bola Tampar)
- Alat Senaman

Training Facilities at CIAST:

- CIAST Workshop
(Automotive, Computer, Welding, Mechatronics, Electronics, Production)
- Smart Classroom
- Lecture Room
- Computer Labs

Basic Facilities at CIAST:

- Dormitory
- Cafeteria
- Library
- Auditorium
- Main Hall
- Sports Facilities (Futsal, Takraw, Tennis, Badminton, Volley Ball)
- Outdoor Exercise Equipment



Kejayaan CIAST CIAST achievements



Sepanjang Penubuhannya, CIAST telah menyertai pelbagai pertandingan berkaitan kemahiran dan inovasi. Antara penyertaan dan kejayaan yang dicapai oleh CIAST ialah seperti di senaraikan.

CIAST has participates in a lot of competitions related to skills ideas and innovations throughout the years.

TAHUN (YEAR)	PERTANDINGAN DAN KEJAYAAN (COMPETITION AND ACHIEVEMENTS)
2001	National Robocon (MOSTI) (Runner-Up), 4th ASEAN Skill Competition (ASC) Welding (Runner-Up)
2002	National Robot Design (Third Place)
2003	World Skill Competition, Geneva (WSG) Welding. Best of Nation
2004	Second Mitutoyo Asia Pacific Pte. Ltd. Advance Category (Champion)
2006	Kreativiti & Inovasi ILJTM 'Myguard Security System' (Champion), 'i-Agro' (Runner Up), 'Portable Trolley' (Runner Up). Pertandingan Kumpulan Meningkatkan Mutu Kerja (KMK) ILJTM (Third Place)
2007	Pertandingan Kemahiran Malaysia (PKM), Mechatronic (Champion)
2008	KMK Negeri Selangor (Third Place), National Robocon (Best Idea)
2009	JTM Robot Challenge (Thirid Place), 'Positioning Solar Panel' Kemahiran Industri Inovasi Dan Kreativiti (Third Place), KMK Kementerian Sumber Manusia (KSM) (Champion)
2010	Robocon (Consolation), Pertandingan Kumpulan Inovasi dan Kreativiti (KIK) Selangor (Consolation)
2011	'Platinum Smart Alert System' KIK Selangor (Champion)
2012	International Invention, Innovation & Technology Exhibition (ITEX) 'Back UP & Saving Energy Using Solar System' (Silver Award)
2013	KIK KSM 'RaFIT Smart Bin' (Runner Up), ITEX 'Theft Deterrent Device for Dome Cameras' (Silver), 'Portable Security Monitoring System with Communication Module' (Gold Award)
2014	KIK KSM 'Centralize Information Digital Signage (CIDS)' (Champion), ITEX 'Advanced Microcontroller Communication System (AMCS)' (Silver Award), 'Detector Of Carbon Monoxide And Temperature Reduction In Vehicle' (Silver Award), Inovasi Terbaik KSM 'Water Manegerment System (WMS)' (Third)



TAHUN (YEAR)	PERTANDINGAN DAN KEJAYAAN (COMPETITION AND ACHIEVEMENTS)
2015	ITEX 'Improved Trainees Learning Through PC Based Control Training Kit' (Gold Award)
2016	ITEX Hybrid Special Tools for Transaxle (HYSETT) (Gold Award), Virtual Programmable Logic Controller (VPLC) Training Kit Using Web Based Learning Model (Gold Award)
2018	ITEX 'Smart Welding Jig' (Bronze Award), 'Image Recognition Training Kit Using Open Source Software and Hardware' (Bronze Award), Universiti Robot & Drone Competition (Champion)
2019	ITEX 'Electric Automatic Recovery Triping System By Using Ardvino Micro Controller' (Silver), 'TVET Instructor eProfiling System-TiPS' (Silver dan C.S LEE Award), National Innovation And Invention Competition Through Exhibition (Icompex) Drone Parcel (Silver), 'TVET Instructor eProfiling System-TiPS' (Gold), International Summit of Innovation & Design Exposition (InSIDE) Parcel Drone (Platinum), Welding Jig (Gold), HYSETT (Silver), TiPS (Bronze) International Invention, Innovation & Competition in Canada (iCAN) TiPS (Gold), World Invention Technology Expo, TiPS (Gold), Pertandingan Penyelidikan dan Pembangunan Selangor, TiPS (Fifth)
2020	National Innovation And Invention Competition Through Exhibition (Icompex) 'Smart Welding Jig' (Gold Medal) International Summit of Innovation & Design Exposition (InSIDE) 'Smart High Voltage Training Kit (SHIBAT)' (Platinum)
2021	International Innovation ARSVOT Malaysia (IAM) 'TVET Instructor Online Training Needs Analysis Using TiPS' (Gold), 'Online Open Learning Management System' (Gold), 'PEM Application' (Bronze), ICompex 'Integration of Malaysian Skills Training Data Through MySpike' (Gold), 'Compact Hydraulic Plate and Bar Bender' (Gold)

Peranan

CIAST DI MATA DUNIA

CIAST at the world stage

Selaras dengan penubuhannya sebagai salah satu institusi di bawah projek ASEAN Human Resource Development, CIAST telah menganjurkan program latihan kepada peserta-peserta luar negara terutamanya dari negara-negara ASEAN, negara membangun dan negara maju. Semenjak tahun 1988, CIAST telah menganjurkan pelbagai kursus antarabangsa dengan kerjasama Kementerian Luar Negeri dan Unit Perancang Ekonomi

Sehingga 2021, 113 Program telah dilaksanakan melibatkan 1,175 peserta dari lebih 50 buah negara.

Program yang dilaksanakan antaranya ASEAN Regional Training (ART), Third Country Training Program (TCTP), Trilateral Technical Cooperation Program (TTCP), Malaysia Technical Cooperation Program (MTCP), MTCP-TCTP (Malaysia Technical Cooperation Program-Third Country Training Program), Malaysian Technical Cooperation Programme (MTCP) – Colombo Plan Staff College (CPSC), Guide for ASEAN Instructors (GAIN) under Japan Vocational Ability Development Association (JAVADA), ASEAN-JAPAN HRD Collaboration Programme for Cambodia, Lao PDR, Myanmar, Vietnam Countries (CLMV), Indonesia-Malaysia-Thailand Growth Triangle (IMT-GT) dan banyak lagi.

As an institute under the ASEAN Human Resource Development project, CIAST has offered courses for international participants from countries in the ASEAN region, developing countries and developed countries. Since 1988, CIAST has cooperates with Ministry of Foreign Affairs and Economic Planning Unit.

Until 2021, CIAST has conducted 113 programs with 1,175 participants from more than 50 countries.

Some of the programs are ASEAN Regional Training (ART), Third Country Training Program (TCTP), Trilateral Technical Cooperation Program (TTCP), Malaysia Technical Cooperation Program (MTCP), MTCP-TCTP (Malaysia Technical Cooperation Program-Third Country Training Program), Malaysian Technical Cooperation Programme (MTCP) – Colombo Plan Staff College (CPSC), Guide for ASEAN Instructors (GAIN) under Japan Vocational Ability Development Association (JAVADA), ASEAN-JAPAN HRD Collaboration Programme for Cambodia, Lao PDR, Myanmar, Vietnam Countries (CLMV), Indonesia-Malaysia-Thailand Growth Triangle (IMT-GT) and others.





Kursus-kursus yang dilaksanakan antaranya dalam bidang automotif, elektrik, elektronik, komputer, multimedia, mekatronik dan juga yang berkaitan dengan teknik dan teknologi latihan TVET.

Program Perkongsian Kepakaran juga dilaksanakan, antaranya Despatch Program to Cambodia, Despatch Program to Brunei dan ILO-TVET di Bangladesh.

Pada 2016, CIIAST telah menerima dua orang pegawai dari negara India untuk mengadakan program *internship* selama 2 minggu yang ingin mempelajari pengurusan acara WorldSkill ASEAN yang berlangsung ketika itu.

Pada tahun 2017, CIIAST telah menerima 3 orang pelajar dari Thailand untuk program *International Internship Program* selama 3 bulan.

CIIAST juga sering menerima pelawat dari institusi luar negara untuk berkongsi pengalaman dan penanda arasan. Antaranya lawatan dari pensyarah dan pegawai dari Kanchanaphisek Technical College Mahanakorn (KTCM), Thailand pada 2018.

The courses conducted includes technical courses like automotive, electric, electronic, computer, multimedia, mechatronic and those regarding techniques and technology on TVET.

CIIAST also conduct despatch training program where CIIAST instructors are invited to share their skills and experience in other countries. some of the programs are Despatch Program to Cambodia, Despatch Program to Brunei and ILO-TVET in Bangladesh.

CIIAST also received a number of visitors from other countries.





Kampus

SATELIT CIAST

CIAST Satellite Campus



Kampus Satelit CIAST (CSC) telah ditubuhkan di seluruh negara semenjak 2012 dan mula beroperasi pada tahun 2014. Model pelaksanaan CSC ini melibatkan kerjasama dengan pihak kerajaan dan swasta melalui perkongsian kemudahan, ruang dan infrastruktur kampus latihan.

Kini terdapat 14 buah CSC beroperasi di seluruh Malaysia termasuk Sabah dan Sarawak dengan berkeupayaan melatih seramai 1,050 pengajar pelatih setahun.

CSC tersebut adalah CSC ADTEC Taiping, CSC ILP Selandar, CSC ILP Marang, CSC ADTEC Bintulu, CSC ILP Sandakan, CSC ILP Kepala Batas, CSC ILP Kota Bharu, CSC ADTEC Melaka, CSC ADTEC Batu Pahat, CSC ADTEC Jerantut, CSC IKBN Kemasik, CSC IKBN Kuala Langat, CSC-Kolej Pertanian Malaysia Bukit Tangga dan CSC-Institut Pendidikan Guru, Bandar Enstek.

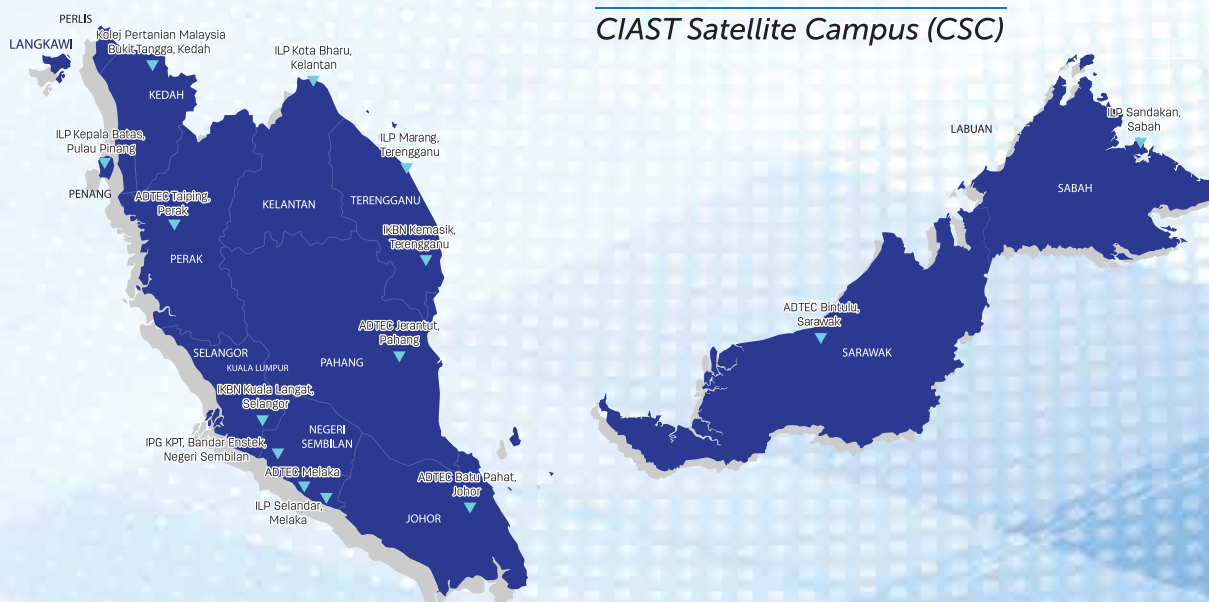
CIAST satellite campus (CSC) started its operation in 2014. The model of CSC is to cooperate with other training institutes to run CIAST program at their premises.

Currently there are 14 CSC throughout the country. It has the capacity to train 1,050 students annually.

The CSCs are CSC ADTEC Taiping, CSC ILP Selandar, CSC ILP Marang, CSC ADTEC Bintulu, CSC ILP Sandakan, CSC ILP Kepala Batas, CSC ILP Kota Bharu, CSC ADTEC Melaka, CSC ADTEC Batu Pahat, CSC ADTEC Jerantut, CSC IKBN Kemasik, CSC IKBN Kuala Langat, CSC KPM Bukit Tangga and CSC IPG KPT.

Kampus Satelit CIAST

CIAST Satellite Campus (CSC)





Pengiktirafan

CIAST SEBAGAI CENTRE OF EXCELLENCE (COE) TVET INSTRUCTOR

oleh Jabatan Pembangunan Kemahiran (JPK)

CIAST recognition as Centre of Excellence for TVET Instructor (CoE TVET Instructors)

by Department of Skills Development (DSD)

Pada 3 Disember 2018, secara rasminya CIAST telah diiktiraf sebagai Centre of Excellence TVET Instructor oleh Jabatan Pembangunan Kemahiran (JPK). Dengan ini CIAST sebagai satu institusi latihan kemahiran di negara ini telah diiktiraf dalam melahirkan tenaga pengajar kemahiran TVET. Pencapaian ini membuktikan bahawa CIAST mampu mengekalkan fungsinya sebagai penyedia latihan terunggul Training of Trainers melalui program-program yang telah disusun berupaya memperkasakan tenaga pengajar di Malaysia dan antarabangsa. Justeru pengiktirafan CIAST sebagai CoE For TVET Instructor memang tepat pada masanya.

On 3rd December 2018 CIAST was officially recognized as Centre of Excellence for TVET Instructor (CoE TVET Instructor) by Department of Skills Development (DSD). It is a fitting acknowledgment as CIAST has produced TVET instructors since its operation. It is a proof that CIAST as the pioneer in training for trainers programs.

Sistem

PROFIL PENGAJAR TVET

TVET Instructor eProfiling System (TiPS) atau dikenali sebagai Sistem TiPS adalah satu pangkalan data berpusat pengajar TVET Malaysia yang merangkumi 17 agensi dari 9 kementerian. Setakat ini, sistem ini mengumpulkan data lebih dua puluh ribu pengajar TVET.

Sistem TiPS dibangunkan keseluruhannya melalui kepakaran dalaman tenaga kerja CIAST dan mula digunakan pada Ogos 2016. Ia merangkumi pangkalan data berpusat yang boleh diakses secara dalam talian (online) pada masa sebenar (real time) pada bila-bila masa.

Sistem ini berfungsi mengumpulkan maklumat kompetensi pengajar kemahiran, menganalisa tahap dan potensi kompetensi pengajar kemahiran serta menganalisa keperluan kursus yang sesuai bagi menutup jurang kompetensi pengajar kemahiran. Terdapat tiga kategori kompetensi yang perlu dinilai oleh pengajar iaitu Pedagogi, Vokasional/Profesional dan Pengurusan.

Hasil analisa kompetensi pengajar yang diperolehi daripada sistem ini membolehkan agensi untuk mengenalpasti tahap kompetensi pengajar dan seterusnya menyediakan pelan hala tuju latihan yang berkesan.

Sistem TiPS telah didaftarkan hakcipta terpelihara dibawah Perbadanan harta Intelek Malaysia (MyIPO) pada 22 Oktober 2018 dan mendapat kelulusan tanda dagangan (trademark) untuk perkataan 'TiPS'.



TVET Instructors eProfiling System (TiPS)

TVET Instructor eProfiling System (TiPS) is an integrated database system of Malaysia TVET instructors that comprise of 17 public agencies from 9 ministries in Malaysia. To date, it has more than twenty thousand TVET instructors' data.

It is developed entirely using in house expertise by CIAST instructors and started to be used on August 2016. The main components of this system is its database, online and real time analysis and reporting.

It has three categories of competency to be evaluated by the instructors, namely Pedagogy, Vocational and Management.

It is patented under Malaysian Intellect Property on 22nd October 2018 for the trademark use of the word 'TiPS'.

Persijilan MS ISO 9001:2015 MS ISO 9001: 2015 Certification

CIAST memastikan program-program latihan yang dilaksanakan adalah mengikut standard pengurusan kualiti yang diiktiraf oleh badan antarabangsa. Sejak awal penubuhannya, CIAST telah mencapai kualiti mengikut "International Organization for Standard (ISO)" yang diperlukan. MS ISO 9001 ini merupakan Sistem Pengurusan Kualiti (SPK) yang dilaksanakan bagi skop "Melaksanakan Latihan Kemahiran Lanjutan Kursus-kursus Jangka Pendek Modular dan Customised". Persijilan MS ISO 9001 telah dianugerahkan kepada CIAST semenjak tahun 1999 oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU), Jabatan Perdana Menteri dengan nombor pendaftarannya PA 0039. Persijilan ini adalah bagi pelaksanaan MS ISO 9001:1994. Pada tahun 2007, CIAST sekali lagi telah dipersijilkan dengan MS ISO 9001:2000 oleh SIRIM QS Berhad, Shah Alam. Pada tahun 2009 pula, CIAST telah dianugerahkan oleh Lloyd's Register Quality Assurance (LRQA) pada 15 Februari 2009 bagi MS ISO 9001:2000. Seterusnya Lloyd's Register Quality Assurance (LRQA) telah menganugerahkan ISO9001:2008 dengan tarikh luputnya adalah pada 14 Februari 2012. Selaras dengan keperluan semasa, CIAST telah dipersijilkan dengan Sistem Pengurusan Kualiti MS ISO 9001:2015 pada 28 Ogos 2018.

Since its early operation, CIAST has been complying with quality that are recognized in accordance to International Organization for Standard (ISO). The ISO complied by CIAST is MS ISO 9001 which is the Quality Management System for Modular and Customized courses and programs. MS ISO 9001 was awarded since 1999 by Malaysian Administrative Modernization and Management Planning Unit (MAMPU), Prime Minister Department. This is for the MS ISO 9001: 2004 implementation. In 2007, CIAST was awarded with MS ISO 9001: 2000 by SIRIM QS Berhad. In 2009, CIAST once again awarded with the same ISO by Lloyd's Register Quality Assurance (LRQA). Then in 2012, CIAST was awarded by LRQA again with MS ISO 9001:2008. The latest award was in 28th August 2018 with MS ISO 9001:2015 by the same agency.

BAB
Chapter

04

Potret CIIAST *CIIAST Portrait*



Penempatan sementara Pengajar CIIAST di Institut Latihan Perindustrian (ILP)
Kuala Lumpur semasa CIIAST masih dalam pembinaan pada 1983

*Temporary office for CIIAST instructors in Industrial Training Institute (ITI)
Kuala Lumpur when CIIAST was under construction in 1983*



Teraju CIAST

CIAST Directors Gallery

Dalam sejarah gilang - gemilangnya, CIAST telah diterajui oleh Pengarah-pengarah yang berwibawa dalam mengemudi CIAST ke arah kecemerlangan.

CIAST has been lead by a number of respective directors towards its excellence.

1 Jun 1983 - 1 Mei 1994
(1st June 1983 - 1st May 1994)

Y Bhg. Dato' Ir Haji Wan Seman Bin Wan Ahmad

2 Mei 1994 - 15 November 1997
(2nd May 1994 - 15th November 1997)

Tn. Hj. Ghazlan Bin Ghazali

16 November 1997 - 15 Disember 1998
(16th November 1997 - 15th December 1998)

Tn. Hj. Norman Bin Kusin

16 Disember 1998-30 November 2002
(16th December 1998 - 30th November 2002)

Tn. Hj. Abdullah Bin Ali

1 Disember 2002- 15 Jun 2007
(1st December 2002- 15th June 2007)

Ts. Nidzam Bin Kamarulzaman

16 Jun 2007- 1 September 2013
(16th June 2007- 1st September 2013)

Tn. Hj. Ghazlan Bin Ghazali

2 September 2013 - 14 Januari 2018
(2nd September 2013 - 14th January 2018)

Tn. Hj. Suimi Bin Abd Majid

15 Januari 2018 - 12 April 2021
(15th January 2018 - 12th April 2021)

Ts. Dr. Mohamad Bin Sulaiman

12 April 2021- Sekarang
(12th April 2021- Recent)

Pn. Hjh. Zuleah Binti Darsong



**DATO HJ. IR.
WAN SEMAN BIN WAN
AHMAD J.S.M**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

17 November 1952 (17th November 1952)

TEMPAT LAHIR (PLACE OF BIRTH)

Kelantan



SEJARAH PENDIDIKAN (EDUCATION HISTORY)

SEKOLAH RENDAH (PRIMARY SCHOOL)

Sekolah Kebangsaan Pulau Chondong, Kelantan

SEKOLAH MENENGAH (SECONDARY SCHOOL)

Hamzah English School, Machang, Kelantan

PENGAJIAN TINGGI (HIGHER EDUCATION)

- 1973 - Diploma Kejuruteraan Mekanikal, UTM Kuala Lumpur
- 1975 - Bsc. (Hons) Engineering (Mechanical), Universiti Of Strathclyde Glasgow, United Kingdom



SEJARAH PERKHIDMATAN (SERVICE HISTORY)

1975-1979

Jurutera Mekanikal, Jabatan Kerja Raya (JKR) Kuala Lumpur, Kementerian Kerja Raya (KKR) (*Mechanical Engineer, Public Works Department*)

1979-1981

Ketua Jabatan Jaminan Mutu, Workshop Perkilangan Angkatan Tentera Malaysia (ATM), Kementerian Pertahanan Malaysia (MINDEF) (*Head of Department, Quality Assurance, Ministry of Defence*)

1981-1985

Pengarah Institut Latihan Perindustrian (ILP) Kuala Lumpur Jabatan Tenaga Rakyat (JTR), Kementerian Sumber Manusia (KSM) (*Director, Industrial Training Institute Kuala Lumpur*)

1985-1994

Pengarah Pusat Latihan Pengajar & Kemahiran Lanjutan (CIAST), Kementerian Sumber Manusia (KSM) (*Director of CIAST*)

1994-2003

Timbalan Ketua Pengarah (Pengarah Pembangunan) Jabatan Tenaga Manusia (JTM) Kementerian Sumber Manusia (KSM) (*Deputy Director General (Development), Department of Skills Development*)

2003-2009

Ketua Pengarah Jabatan Pembangunan Kemahiran (JPK) Kementerian Sumber Manusia (KSM) (*Director General, Department of Skills Development*)



ANUGERAH (HONOURS)

1989, 1997

Anugerah Khidmat Cemerlang (*Excellent Service Award*)

2006

Johan Setia Mahkota, JSM

2008

Darjah Sultan Ahmad Shah Pahang, DSAP Duli Yang Maha Mulia Sultan Ahmad Shah

SEJARAH PENDIDIKAN (EDUCATION HISTORY)



SEKOLAH RENDAH (PRIMARY SCHOOL) 1969-1974

Sekolah Rendah Sultan Ismail 1 dan 3, Kota Bharu, Kelantan

SEKOLAH MENENGAH (SECONDARY SCHOOL)

- Sekolah Menengah Sultan Ismail Kota Bharu - 1975-1977 •
- Maktab Sultan Ismail Kota Bharu - 1978-1979 •
- Macks International Academy of Arts and Sciences - 1980 •
(High School) Toronto Canada

PENGAJIAN TINGGI (HIGHER EDUCATION)

- Bachelor's Degree of Engineering (Mechanical) Control and Automation, Concordia University, Canada - 1985 •
- Master's Degree of Information Technology (Management of Information Technology) UiTM - 2004 •
- Malaysian Skilled Advanced Diploma (Level 5) Management of Vocational Training - 2013 •

SEJARAH PERKHIDMATAN (SERVICE HISTORY)



OGOS 1985 - APRIL 1991 (AUGUST 1985 - APRIL 1991)

Penolong Pengarah CIAST (Assistant Director of CIAST)

MEI 1991- APRIL 1994 (MAY 1991- APRIL 1994)

Timbalan Pengarah CIAST (Deputy Director of CIAST)

MEI 1994 - NOVEMBER 1997 (MAY 1994 - NOVEMBER 1997)

Pengarah CIAST (Director of CIAST)

NOVEMBER 1997- OKTOBER 2000 (NOVEMBER 1997- OCTOBER 2000)

Penolong Pengarah Kawalan Teknikal, Jabatan Tenaga Manusia, Kementerian Sumber Manusia (Assistant Director of Technical Control, Department of Manpower, Ministry of Human Resources)

OKTOBER 2000 - JUN 2007 (OCTOBER 2000 - JUNE 2007)

Pengarah Pusat Latihan Teknologi Tinggi (ADTEC) Kulim, Kedah (Director, Advanced Technology Institute, Kulim)

JUN 2007- OGOS 2013 (JUNE 2007- AUGUST 2013)

Pengarah CIAST (Director of CIAST)

ANUGERAH (HONOURS)



1996, 2001

Anugerah Perkhidmatan Cemerlang (Excellent Service Award)

2011

Contribution to the Organization Award, The Asia HRD Congress Awards



**TN. HJ. GHAZLAN
BIN GHAZALI**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

5 Januari 1962 (5th January 1962)

TEMPAT LAHIR (PLACE OF BIRTH)

Kelantan



**TN. HJ. NORMAN BIN
KUSIN K.M.N**

**MAKLUMAT PERIBADI
(PERSONAL INFORMATION)**

TARIKH LAHIR (DATE OF BIRTH)

24 November 1959 (24th November 1959)

TEMPAT LAHIR (PLACE OF BIRTH)

Klang, Selangor



SEJARAH PENDIDIKAN (EDUCATION HISTORY)

SEKOLAH RENDAH (PRIMARY SCHOOL)

Sekolah Kebangsaan Rantau Panjang, Klang

SEKOLAH MENENGAH (SECONDARY SCHOOL)

Sekolah Menengah Salor dan Sekolah Menengah Ismail Petra

PENGAJIAN TINGGI (HIGHER EDUCATION)

- Diploma Lanjutan Kejuruteraan Mekanikal Institut Teknologi MARA (UiTM)
- Master of Mechanical Engineering (Specialised in Engine Control) Universiti Malaya
- Diploma Lanjutan Kemahiran Malaysia (Pengurusan Latihan Vokasional)
- Diploma Lanjutan Kemahiran Malaysia (Selepas Jualan-Pengurusan Servis)



SEJARAH PERKHIDMATAN (SERVICE HISTORY)

18 JANUARI 1984 (18th JANUARY 1984)

Pengetua Institut Latihan Perindustrian Pasir Gudang, Jabatan Tenaga Rakyat
(Principal of Pasir Gudang Industrial Training Institute, Department of Manpower)

6 JANUARI 1986 (6th JANUARY 1986)

Penolong Pengarah CIAST (Assistant Director of CIAST)

1 MAC 1986 (1st MARCH 1986)

Pengetua Institut Perindustrian Prai (Principal of Prai Industrial Institute)

2 MEI 1991 (2nd MAY 1991)

Pengarah CIAST (Director of CIAST)

3 JANUARI 2005 (3rd JANUARY 2005)

Pengarah Pusat Latihan Teknologi Tinggi (ADTEC) Batu Pahat
(Director, Advanced Technology Institute, Batu Pahat)

19 SEPTEMBER 2013 (19th SEPTEMBER 2013)

Pengarah Bahagian Pembangunan Kemahiran di Jabatan Tenaga Manusia
(Director of the Skills Development Division in the Department of Manpower)

2017

Timbalan Ketua Pengarah Jabatan Tenaga Manusia
(Deputy Director General of the Department of Manpower)



ANUGERAH (HONOURS)

2014

Kesatria Mangku Negara (KMN)

SEJARAH PENDIDIKAN (EDUCATION HISTORY)



PENGAJIAN TINGGI (HIGHER EDUCATION)

- Diploma in Mechanical Engineering. UTM Kuala Lumpur (1978)
- B. Eng. Mechanical Engineering, Paisley College, Glasgow, U.K.

SEJARAH PERKHIDMATAN (SERVICE HISTORY)



1981-1985

Pengetua ILP Prai (*Principal of ILP Prai*)

1985-1987

Penolong Pengarah Latihan Ibu Pejabat Jabatan Tenaga Rakyat
(*Assistant Director of Training, Department of Manpower Headquarters*)

1987-1994

Pengetua ILP Kuala Lumpur (*Principal of ILP Kuala Lumpur*)

1994-1998

Ketua Penolong Pengarah, Ibu Pejabat Jabatan Tenaga Rakyat
(*Chief Assistant Director, Department of Manpower Headquarters*)

DISEMBER 1998 (DECEMBER 1998)

Pengarah CIAST (*Director of CIAST*)

ANUGERAH (HONOURS)



Bintang Perkhidmatan Cemerlang (BPC)



TN. HJ. ABDULLAH BIN ALI

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

26 Mei 1955 (*26th May 1955*)

TEMPAT LAHIR (PLACE OF BIRTH)

Perak



**TS. NIDZAM BIN
KAMARULZAMAN J.S.M**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

11 Mac 1959 (11th March 1959)

TEMPAT LAHIR (PLACE OF BIRTH)

Negeri Sembilan



SEJARAH PENDIDIKAN (EDUCATION HISTORY)

SEKOLAH RENDAH (PRIMARY SCHOOL)

Sekolah Jalan Gurney, Kuala Lumpur

SEKOLAH MENENGAH (SECONDARY SCHOOL)

Victoria Institution, Kuala Lumpur

PENGAJIAN TINGGI (HIGHER EDUCATION)

- **1980** - Diploma, Electrical Power Engineering, Universiti Teknologi Malaysia
- **1983** - BSc, Electrical and Electronics Engineering, California State University, Chico, USA
- **2002** - MSc, Mgmt. Information Technology, Salford University, UK
- **2014** - Executive Education Program, Professional Judgement and Problem Solving, RSOG, Columbia University, New York City



SEJARAH PERKHIDMATAN (SERVICE HISTORY)

1981

Technical Assistant,
Accommodations and Works
Section, Logistics Division,
Ministry of Defence

1983

Junior Engineer, Minolta
Cameras, Sg. Way Free Trade
Zone

1984-1985

Head, Pedagogy and
Supervisory Department, CIAST

1985-1987

Head, Electrical and Electronics
Department, CIAST

1987

Senior Assistant Director,
Development Unit, Manpower
Department

1990

Principal Assistant Director,
Technical Unit, Manpower
Department

1992

Director, Technical Unit,
Manpower Department

1994

Director, Skills Development
Unit, Manpower Department

2002

Director, The Center for
Instructor and Advanced
Skills Training, Manpower
Department

2007

Director, Development Unit,
Manpower Department

2010-2016

Deputy Director General,
Department of Skills
Development, Ministry of
Human Resources

2017-2019

Director General, Department
of Skills Development,
Ministry of Human Resources



ANUGERAH (HONOURS)

2015

Johan Setia Mahkota (J.S.M.) Wilayah Persekutuan

SEJARAH PENDIDIKAN (EDUCATION HISTORY)



SEKOLAH RENDAH (PRIMARY SCHOOL)

Sekolah Kebangsaan Kuala Slim, Slim River, Perak

SEKOLAH MENENGAH (SECONDARY SCHOOL)

Sekolah Alam Shah, Cheras, Kuala Lumpur

PENGAJIAN TINGGI (HIGHER EDUCATION)

- Ijazah Sarjana Muda Kejuruteraan Mekanikal (B.E), Universiti Malaya (UM)
- Ijazah Sarjana Sains Pengeluaran Termaju (Master of Science in Advanced Manufacturing, University of Salford, Manchester, U.K)

SEJARAH PERKHIDMATAN (SERVICE HISTORY)



1985 -1989

Ketua Jabatan Pengajar dan Penyelia, CIAST
(*Head of Department, Instructor and Supervisory*)

1989 -1996

Ketua Jabatan Foundri, CIAST
(*Head of Department, Foundry*)

1996 -1999

Ketua Penolong Pengarah, Unit Pembangunan Jabatan Tenaga Manusia (JTM)
(*Chief Assistant Director, Development Unit, Manpower Department*)

FEBRUARI 1999 - OGOS 2010

Pengarah ADTEC Shah Alam
(*Director, Advanced Technology Institute, Shah Alam*)

SEPTEMBER 2010 - OGOS 2013

Pengarah, Unit Pembangunan Kemahiran, Jabatan Tenaga Manusia, JTM
(*Director, Skills Development Unit, Manpower Department*)

SEPTEMBER 2013 - JANUARI 2018

Pengarah CIAST (*Director of CIAST*)

5 JANUARI 2018 - 31 JANUARI 2021

Timbalan Ketua Pengarah (Pembangunan) Jabatan Pembangunan Kemahiran (JPK)
(*Deputy Director General (Development), Department of Skills Development*)

ANUGERAH (HONOURS)



2019

Johan Setia Mahkota (JSM)



**TN. HJ. SUIMI ABD
MAJID J.S.M**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

1 Februari 1961 (*1st February 1961*)

TEMPAT LAHIR (PLACE OF BIRTH)

Perak



**TS. DR. MOHAMAD
BIN SULAIMAN K.M.N**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

13 Julai 1963 (13th July 1963)

TEMPAT LAHIR (PLACE OF BIRTH)

Kota Bharu, Kelantan



SEJARAH PENDIDIKAN (EDUCATION HISTORY)

SEKOLAH RENDAH (PRIMARY SCHOOL)

Sekolah Rendah Pengkalan Kubor

SEKOLAH MENENGAH (SECONDARY SCHOOL)

Sekolah Menengah Salor dan Sekolah Menengah Ismail Petra

PENGAJIAN TINGGI (HIGHER EDUCATION)

- 1986 - B.Eng (Civil) Hons. UTM
- 2002 - M.S (EXT. EDU) UPM
- 2010 - Phd (TVET) Hons. UTHM/University Of Bremen, Germany
- 2016 - Malaysia Skills Advanced Diploma (MSAD)



SEJARAH PERKHIDMATAN (SERVICE HISTORY)

2 DISEMBER 1991

Dilantik Jurutera Awam (Pen. Pengarah) Gred J3 di MLVK, KSM Kuala Lumpur
(Assistant Director, National Vocational Training Council)

16 DISEMBER 1999

Naik Pangkat ke PLV Gred J2 (J48) (Promoted to Grade J48)

1 SEPTEMBER 2005

Naik Pangkat ke PLV J2 (J52) (Promoted to Grade J52)

23 APRIL 2007

Naik pangkat PLV Gred J54 di JPK, KSM (Promoted to Grade J54)

5 JANUARI 2018

Pengarah CIAST (Jusa C) (Director of CIAST)

12 APRIL 2021

Timbalan Pengarah (Pembangunan), JPK (Deputy Director General
(Development), Department of Skills Development)



ANUGERAH (HONOURS)

1996, 2004, 2016

Anugerah Perkhidmatan Cemerlang (Excellent Service Award)

9 DISEMBER 2014

Anugerah Pingat Bintang Kesatria Mangku Negara" (K.M.N.) sempena ulang
tahun keputeraan Yang Dipertuan Agong

SEJARAH PENDIDIKAN (EDUCATION HISTORY)

PENGAJIAN TINGGI (HIGHER EDUCATION)

- Ijazah Sarjana Pendidikan Teknik dan Vokasional (Elektronik Industri), Universiti Tun Hussein Onn, Malaysia •
- Ijazah Sarjana Muda (Kejuruteraan Elektronik) , Universiti Sains Malaysia. •

SEJARAH PERKHIDMATAN (SERVICE HISTORY)

1989 - 1990

Jurutera Elektronik IES Industries Sdn Bhd, Johor Bahru (*Electronic Engineer IES Industries Sdn. Bhd.*)

1990 - 1994

Pengurus Latihan, GIATMARA Sdn Bhd, Kuala Lumpur (*Training Manager, GIATMARA Sdn. Bhd.*)

1994 - 1998

Jurutera Elektronik, Jabatan Telekomunikasi Malaysia, Kementerian Tenaga, Telekomunikasi dan Pos, Kuala Lumpur (*Electronic Engineer, Telecommunications Department Ministry of Power, Telecommunications and Post*)

1998 - 1999

Pembantu Pengarah, Jabatan Telekomunikasi Malaysia Kawasan Tengah, Kementerian Tenaga, Telekomunikasi dan Pos, Petaling Jaya, Selangor (*Assitant Director, Central Region, Telecommunications Department Ministry of Power, Telecommunications and Post*)

1999 - 2002

Penolong Pengarah Bahagian Persijilan Majlis Latihan Vokasional Kebangsaan, Kuala Lumpur (*Assistant Director, Certification Division, National Vocational Training Council*)

2002 - 2004

Pengarah Bahagian Pengiktirafan, Perancangan dan Pembangunan Latihan Vokasional Jabatan Pembangunan Kemahiran (*Division Director, Vocational Training Recognition, Planning and Development Certification Division, Department of Skills Development*)

2004 - 2005

Pengarah Bahagian Perancangan, Penyelidikan dan Pembangunan, Jabatan Pembangunan Kemahiran (*Division Director, Planning, Research and Development, Department of Skills Development*)

2006 - 2008

Pengarah Bahagian Persijilan Jabatan Pembangunan Kemahiran (*Division Director, Certification Division, Department of Skills Development*)

2009 - 2010

Pengarah Bahagian Penyelarasan Jabatan Pembangunan Kemahiran (*Division Director, Coordination Division, Department of Skills Development*)

2010 - OKTOBER 2018

Pengarah Bahagian Kelayakan Kemahiran Pekerjaan Malaysia (MOSQ) Jabatan Pembangunan Kemahiran (*Division Director, Malaysia Occupational Skills Qualification Division, Department of Skills Development*)

NOVEMBER 2019 - 2021

Pengarah Bahagian Pejabat Pemantauan Projek (PMO) Jabatan Pembangunan Kemahiran (*Division Director, Project Monitoring Office, Department of Skills Development*)

12 APRIL 2021

Pengarah CIIAST (*Director of CIIAST*)



**PN. HJH. ZULEAH
BINTI DARSONG**

MAKLUMAT PERIBADI (PERSONAL INFORMATION)

TARIKH LAHIR (DATE OF BIRTH)

25 November 1965 (*25th November 1965*)

TEMPAT LAHIR (PLACE OF BIRTH)

Johor Bahru, Johor

Pakar

CIAST

CIAST Experts

CIAST bukan sahaja melahirkan bakal-bakal pengajar/pekerja berkemahiran sahaja. Ia juga menjadi tempat untuk melahirkan pakar-pakar negara. Pakar-pakar ini telah melatih peserta-peserta bagi mewakili negara ke pertandingan-pertandingan besar kemahiran di peringkat ASEAN, Asia dan dunia.

CIAST not only develop skills instructors. CIAST also responsible in developing the nations experts. These experts have train numerous participants to compete in skills competitions at the highest level.

WAN AHMAD JAILANI BIN WAN NGAH



KEJAYAAN (ACHIEVEMENTS)

Bidang Web Technologies

» Pakar dan Jurulatih (Expert and Coach)

- 9th International Abilympics Bordeaux 2016 (Bronze)
- WorldSkills ASEAN (Kuala Lumpur 2016, Bronze), (Bangkok 2018, Medallion Of Excellence)
- Worldskills Abu Dhabi 2017 (Medallion Of Excellence)
- WorldSkills Junior Russia National Competition 2021 (Bronze)

MOHD ROPI BIN ABDULLAH



KEJAYAAN (ACHIEVEMENTS)

Bidang IT Network System Administration

» Pakar dan Jurulatih (Expert and Coach)

- WorldSkills ASEAN (Jakarta 2012), (Hanoi 2014, Gold and Silver), (Kuala Lumpur 2016, Gold), (Bangkok 2018, Medallion Of Excellence), (Singapore 2020)
- WorldSkills Asia Online 2021
- WorldSkills (London 2011, Medallion Of Excellence), (Liepzig 2013, Medallion Of Excellence), (Sao Paolo 2015), (Abu Dhabi 2017)

Panel Penggubal Soalan, Ketua Juri dan Hakim **Question Panel, Chief Jury and Judge**

- WorldSkills Malaysia Belia dan Pengajar (*Worldskills Malaysia Youth and Instructor*)
- Poly Skills (2015-2020)
- KV Skills (2015-2020)

Bidang PC Assembly

» Jurulatih (Coach)

- Abilympics (France 2016), (Moscow 2021, Silver)

Perintis AWAL CIAST Pioneers

Warga kerja CIAST bersilih ganti. Ada yang mula bertugas sebagai penjawat awam di CIAST, ada yang berpindah tugas ke CIAST dari institut atau agensi lain. Ada yang kekal bersama CIAST dan ada juga yang masuk semula menabur bakti di CIAST hingga ke akhir tempoh perkhidmatan. Malah ada juga yang dijemput Ilahi ketika berkhidmat di CIAST.

CIAST workforce comes and go. There are those started in CIAST, still with CIAST while some are reassigned to other institutes and other agency.

MEREKA YANG AWAL (THOSE IN THE EARLY YEARS)

Senarai Pengajar perintis tahun 1985 dan 1986 (Tribute to 1985 and 1986 CIAST instructors)

Pengarah (Director)

Wan Seman bin Wan Ahmad

Jabatan Pengajar dan Penyelia

(Instructor And Supervisory Department)

Nidzam bin Kamaruzaman (Head)

Bahagian Pengajar

(Instructor Division)

1. VP Nathan
2. Anthony samy
3. Hj. Idris bin Mohamad
4. Nordin bin Kamaluddin
5. Azizah bte Abd Hamid
6. Baharuddin bin Abu Bakar
7. Syed Salim bin Syed Mohd Nor *

Bahagian Penyelia (Supervisor Division)

1. Ibrahim bin Ali (A)
2. Abd Latif bin Md Isa
3. Hasman bin Ahmad

Bahagian AVA (Audio Visual Aids)

AVA (Audio Visual Aids) Division

1. Zulkifli bin Hj. Mohd Sidi *
2. Mohd Noorhasni bin Mohd Asaad *
3. Shariha Zaitun binti Mohd Radzi *
4. Siti Fatimah binti Zakaria (Juruteknik)

Pemesinan dan Pembuat Acuan

(Machine Operation and Die Making)

Mohamad bin Yakob (Head)

1. Iskandar bin Mingin
2. Ahmad bin Jantan
3. Anwar bin Ibrahim
4. Mat Setia bin Mat Raji
5. Ahmad Kamsan bin Musa *
6. Saifuddin bin Busra
7. Mohd Yusoff bin Abu Bakar *
8. Shukri bin Che Hassan *
9. Abd Karim bin Mohd Hassan
10. Banius Kawit (Juruteknik) *

Rawatan Haba (Heat Treatment)

Karim bin Hassan

Shukri bin Che Hassan

Kerja Berat (Heavyshop)

Zaihan bin Shukri (Head)

Suimi bin Abd Majid (Head)

• Bahagian Getah (Rubber Division)

1. Rahmat bin Ayob
2. Hamzah bin Mat Isa *

• Bahagian Plastik (Plastic Division)

1. Azahar bin Hasan
2. Che Saupi bin Ismail

• Bahagian Foundry (Foundry Division)

1. Mohd Zakaria bin Mohd Yusof
2. Sumali bin Hassan
3. Hadi Che Wail *
4. Hashim bin Salleh

Jabatan Elektrik & Elektronik

(Department of Electrical & Electronics)

Zabidin bin Abd Samad (head)

• Bahagian Elektrikal (Electrical Division)

1. Mohd Noor bin Mohd Rashid
2. Azmi bin Ali
3. Isman bin Maslan *
4. Roslinda binti Daud *

• Bahagian Elektronik (Electronic Division)

1. Ibrahim bin Ali (B)
2. Shamsida binti Zainal Abidin *
3. Azhar bin Mat Nor
4. Ramli bin Salleh
5. Abd Ghani bin Ahmad
6. Mohamad bin Osman *

Shuib bin Ismail Juruteknik (Technician)

Nasir bin Abd Rashid* Juruteknik (Technician)

Automotif (Automotive)

Syed Mohamad Noor bin Syed Md Ali (Head)

1. Mokhtar
2. Hj Razi bin Johari
3. Abd Karim bin Dato Kamaruddin (Body Painting)
4. Hussin bin Ahmad
5. Azhari bin Ibrahim *
6. Suaibunaha bin Jusoh *
7. Kamaruzaman bin Chu Rani
8. Abd Halim bin Abd Rahman (Juruteknik)*

Fabrikasi Logam (Metal Fabrication)

Ghazlan bin Ghazali (Head)

1. Bahari
2. Murni bin Moner
3. Bukhori bin Ahmad
4. Mohd Noor bin Menhad
5. Abd Rahman bin Yusoff *
6. Zulkipli bin Abd Hamid *

Nota:

* mula menjawat jawatan di CIAST tahun 1986

Note:

* started serving at CIAST in 1986



*Dr. Zulkifli Bin
Mohd Sidi A.M.N*

Berapakah umur dan tahun ketika mula bertugas di CIAST?

Umur 23 tahun (pada tahun 1986)

Apakah tanggungjawab ketika mula bertugas di CIAST (bahagian/unit/tugas)?

Bahagian: ISD (Instructor & Supervisory Dept/Unit: Audio Visual Aids (AVA)/ Pengajar Ketukangan Gred 1)

Tanggungjawab: mengajar bidang khusus teknik membangunkan alat bantuan mengajar yang utama (seperti Slide/poster & Video Production) untuk Pengajar para pengajar pelatih sahaja. Dan alat bantuan berbentuk *Written Instructional Material @ WIM*. Lebih spesifik adalah Modul TM4 & TM5. Di mana modul-modul ini adalah sebahagian daripada 10 modul dalam Latihan Pedagogi (TM001)

Membangunkan dan mengajar modul-modul baharu berkait rapat dengan modul sedia ada (TM4 & 5) bagi latihan jangka pendek lain kepada peserta kursus swasta & awam.

Adakah tuan bersara di CIAST?

Ya.

Wawancara 1

KENANGANKU

Interview 1: My Memories

Berapakah umur tuan ketika bersara?

Tahun pencen ialah 2019 (Umur berpencen: 56 tahun). Sekarang membantu mana-mana agensi dalam berkongsi ilmu serta kemahiran dalam bidang Pedagogi Latihan Kemahiran/*Train the Trainer & Coaching*.

Apakah tanggungjawab akhir sebelum bersara?

BAHAGIAN:

Skill Professional Development (SPD)/ Unit Pembangunan Pengajar & Penyelia (UPPP)/Latihan Pedagogi/Bertugas sebagai Pegawai Latihan Vokasional (PLV)/Ketua Unit UPPP

TANGGUNGJAWAB:

Mengurus dan memantau pelaksanaan program baharu VTO/ VTE/VTM dan modul-modul baharu berikutan perubahan Teknologi semasa dalam bidang Pengajaran & Pembelajaran latihan kemahiran di bawah urus tadbir JPK sehingga hari terakhir berkhidmat.

Apakah kenangan manis sepanjang bertugas di CIAST?

Berjaya menambahbaik program TM001 Latihan Pedagogy semenjak 1986 sehingga merealisasikan ianya menjadi teras utama keperluan menjadi seorang tenaga pengajar latihan kemahiran dengan berhasilnya program yang diiktiraf peringkat nasional iaitu NOSS Vocational Training Officer (VTO)/ Vocational Training Operation (VTO Versi 2014) menerusi Akta 652 di bawah urus tadbir JPK.

Apakah pandangan tuan berkenaan CIAST?

Proses pembangunan modal insan (human capital) berteraskan pengajaran & pembelajaran di CIAST adalah unik tidak seperti di institusi latihan pendidikan & akademik lain di Malaysia. Dan pembangunan modal insan telah membantu pembangunan negara secara langsung. Justeru semenjak jubli perak yang lalu sewajarnya CIAST telah diiktiraf sebagai satu institusi Lathan & pendidikan berteraskan TVET yang julung-julungnya dalam Negara.

*What was your age and the year when you started in CIAST?
23 years old in 1986*

What was your first responsibility in CIAST?

I was assigned to Audio Visual Unit under the Instructor and Supervisory Department.

Conduct training in developing audio visual aids for instructors.

Did you retire in CIAST?

Yes.

How old were you when you retired?

I was 56 years old when I retired in 2019. Now doing sharing sessions with related agencies in Pedagogy Training, Train the Trainer and Coaching programs.

What was your last responsibility before retirement?

Manage and monitor the implementation of new programs and new modules on teaching and learning.

What is your fond memories in CIAST?

Successful in improving the TM001 Pedagogy training program since 1986 as it has been the main requirements in developing an instructor.

What is your opinion on CIAST?

CIAST is unique in the sense that it is the only institution in the country solely focusing on developing the human capital on skills instructors, where it is based on competency and not merely on academic point of view.

Wawancara 2

KENANGANKU

Interview 2: My Memories

What was your age and the year when you started in CIAST?
21 years old, started on 22nd March 1985

What was your first responsibility in CIAST?
I was assigned to Audio Visual Unit under the Instructor and Supervisory Department.

I was a technician. Assisting the instructors to set up the overhead projector, slide projector and other equipment for classes.

Did you retire in CIAST?
Yes.

How old were you when you retired?
I was 55 years old when I retired in 2019

What was your last responsibility before retirement?
Assisting in managing and monitoring the implementation of reskilling courses.

What is your fond memories in CIAST?
I was awarded Excellent Services three times. I had the opportunity to further my studies. I also met my other half while in CIAST.

What is your opinion on CIAST?
CIAST is special because it is as an incubator for developing new trainers and instructors before they are dispatched to other training institutes. I am so proud with CIAST achievements throughout the years especially in bringing new changes and transformation to provide a more conducive training facilities.

Thank you CIAST. CIAST is always in my heart.

Berapakah umur puan ketika bersara? Bersara pada 2019 ketika berumur 55 tahun.

Apakah tanggungjawab akhir sebelum bersara?

TUGAS:

Penolong Pegawai Latihan Vokasional. Unit Pembangunan Pengajar Kemahiran dan Modal Insan (UPPKMI), Program Perancangan dan Pembangunan Latihan (PPL).

- Membantu dalam menyelaras dan memantau pelaksanaan kursus-kursus di bawah Program Pembangunan Kepakaran dan Latihan Semula (Reskilling) Pengajar TVET Malaysia.
- Membantu menyelaras dan menjadi Urus Setia Mesyuarat;
 1. Jawatankuasa Program Pembangunan Kepakaran dan Latihan Semula (Reskilling) Pengajar TVET Malaysia.
 2. Jawatankuasa Pembangunan CIAST
 3. Jawatankuasa Latihan CIAST

Apakah kenangan manis sepanjang bertugas di CIAST?

- 3 kali menerima Anugerah Khidmat Cemerlang
- Menyambung pelajaran dan berkhidmat semula di CIAST setelah tamat pengajian walaupun pernah ditukarkan ke Bahagian Pembangunan Kemahiran, Kementerian Belia dan Sukan ketika menerima jawatan Penolong Pegawai Latihan Vokasional untuk tempoh lebih kurang 9 bulan.
- Bertemu jodoh di CIAST.

Apakah pandangan puan berkenaan CIAST?

Saya memulakan perkhidmatan ketika CIAST baru memulakan operasinya (lebih kurang 2 tahun ketika itu) dimana waktu itu CIAST lebih fokus kepada latihan kemahiran untuk pengajar mengikut bidang kemahiran masing-masing manakala pengajar-pengajar baharu diberi latihan TM001 Pedagogi sebelum ditempatkan di institut latihan yang berkaitan (ILJTM/ILKBS). Inilah keistimewaan CIAST ketika itu.

Selari dengan perkembangan teknologi terkini, CIAST terus menggalas tanggungjawabnya dalam usaha memperkasakan pengajar TVET di Malaysia dan juga keperingkat antarabangsa.

Sepanjang tempoh perkhidmatan, saya amat berbangga dengan pencapaian CIAST, terutamanya kejayaan yang telah dicapai dalam membawa perubahan dan transformasi yang ketara bagi menyediakan kemudahan latihan yang lebih kondusif dan selesa.

Semoga CIAST terus kekal menjadi pusat kecemerlangan pengajar TVET di Malaysia dan di peringkat antarabangsa.

Terima kasih CIAST... CIAST selalu dihatiku.



Sidi Fatimah Binti Zakaria

Berapakah umur dan tahun ketika mula bertugas di CIAST?

21 tahun / 22 Mac 1985

Apakah tanggungjawab ketika mula bertugas di CIAST (bahagian/unit/tugas)?

BAHAGIAN: Unit AVA / Jabatan Pembangunan Pengajar dan Penyelia (ISD)

TUGAS: Juruteknik. Membantu Pengajar dalam menyediakan keperluan alat bantu mengajar seperti Overhead Projector, Slide Projector dan lain-lain lagi.

Adakah puan bersara di CIAST?

Ya.



Ghadar Bin Senin

Berapakah umur dan tahun ketika mula bertugas di CIAST?

20 tahun / 1 Mac 1985

Apakah tanggungjawab ketika mula bertugas di CIAST (bahagian/unit/tugas)?

Pekerja am di bahagian asrama

Wawancara 3

KENANGANKU

Interview 3: My Memories

Berapakah umur sekarang?

Umur sekarang 56 tahun (2021)

Bila tuan akan bersara?

Akan bersara pada 2023 ketika berumur 58 tahun.

Apakah tanggungjawab sekarang?

Pembantu awam

Apakah kenangan manis sepanjang bertugas di CIAST?

Seronok dan gembira, staf semuanya baik-baik.

Apakah pandangan tuan berkenaan CIAST?

CIAST melahirkan tenaga kerja yang berkemahiran tinggi.

What was your age and the year when you started in CIAST?

20 years old. I started on 1st March 1985

What was your first responsibility in CIAST?

I was a general worker in the hostel department

How old are you now?

56 years old (2021)

When is your retirement?

Will retire in 2023 at the age of 58 years old.

What is your current responsibility?

General Helper

What is your fond memories in CIAST?

I am very happy and fun working here. All the staff are nice.

What is your opinion on CIAST?

CIAST develop high skills workers



Warna-Warna CIAST **COLORS OF CIAST**







Sidang **REDAKSI** *Editorial*

Mohd Noor Bin Menhad
Mohd Azrul Bin Jaafar
Muhammad Nooradzam Bin Adam
Maznizam Bin Mansor
Azah Mahani Binti Mohd
Gafaar Bin Musar
Noorasyikin Binti Othman
Nur' Shamier Hidzad Bin Kamaruzzaman



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10. Record Of Discussion Between The Japanese Implementation Survey Team And The Authorities Concerned Of The Government Of Malaysia on The Japanese Technical Cooperation For The Project On CIIAST





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