The challenge and trends in the training and education of librarians and information professionals in Malaysia and the development of standard for information science

by

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Closing Remarks at the 7th World Congress of Muslim Librarians and Information Scientists 2014 WCOMLIS 25-26 February 2014, Concorde Hotel, Shah Alam, Malaysia
Bismillah HiRahmanni Rahim
Assalamalaikum Waramatullahi Warahbarakatuh

First and foremost I would like to humbly express my high gratitude to the organizers of this 7th World Congress of Muslim librarians and information Scientists 2014 (WCOMLIS), namely Faculty of Information management (UiTM) in collaboration with Islamic Science University of Malaysia (USIM), International Islamic University Malaysia (IIUM), the National Library and Perpustakaan Tun Abdul Razak for inviting me to deliver this address to this important event. It is indeed a great honor for UiTM to be given the opportunity to be the host to this prestigious WCOMLIS, with a very pertinent theme “Information Governance: Trends, Challenges and Future.”

I see this conference as both critical and timely given the importance of producing and developing information and knowledge society, amidst the k economy. Human capital development of librarians and IPs should address the effort in producing productive members of the workforce that can propel forward a Nation’s information and knowledge society.

That is why this gathering of world librarians and IPS at this juncture is so crucial. I believe that in examining the current and future trends as well as in sharing experiences and best practices, we may come to a consensus on how best to prepare our respective countries’ librarians and IPS with the necessary knowledge, skills and ethics to cope and succeed in the present and the uncertain future. After all, to quote what has been reiterated by Dato Professor Dr. Sidek Baba yesterday, knowledge is not only crucial to manage self, but also we need the knowledge to manage system. To be successful we need information on knowledge to be used to manage the system and the system that has been acquired through knowledge of science and technology. Taking this as a basis, library and IPS need to transform their information services accordingly.
LADIES AND GENTLEMEN,

I am pleased to note that the theme chosen for this year’s WCOMLIS is, “Information governance: trends, challenges and future.” Therefore, when I went through the list of topics, I notice many serious and exciting subjects and issues that have been presented by our fellow librarians and IPs. It combines a well balanced topics and areas, not only on the library and information services, ICT applications, records, archives management and knowledge management, but also on a wide spectrum of research findings related to these areas. This new body of knowledge contributes significantly to the library and information profession. Let me choose a less serious area but relevant to our profession. One area that I am interested to highlight is the challenge and trends in the training and education of librarians and information professionals in Malaysia and the development of standard for information science.

The focus on harmonizing the fields of library and information science relates to the training and education, based on the academic as well as theoretical and practical dimensions. I believe the right way forward in coping with the advances in information and communication technology and communication tools have given rise to new requirements in the training of the new breed of librarians and information professionals. The key to success in this new environment is therefore to provide the capacity for the education and training in producing RESPONSIVE, FLEXIBLE and INNOVATIVE workforce in the face of these changes.

7. To this effect UM, UKM, UIA, UNISEL, USIM and UiTM have played important roles in the education and training of librarians and IPs in Malaysia. They have been responsible in the training of library and information professionals and the programmes are developed in line with the changing needs and the evolution of information resources and its management.

Background

8. The Faculty of Information Management (FIM), Universiti Teknologi MARA (UiTM), has played a pivotal role, along other universities (UKM, UM, UIA,
UNISEL) in providing relevant competencies for continuously emerging need of new breed of information professionals (IPs). During the old phase of education and training programme in the then, Department of Library Science it conducted the Associateship of the Library Association, London (ALA) examination as early as 1968. Two categories of students were recruited, those with Higher School Certificate (HSC) and those with graduate degree from the universities (first batch was in 1971). It has been the pioneer in the education and training of library and IPs in Malaysia, and this propels it to provide maximum avenue and capacity to facilitate it to remain as the leader in the training responsibility in the country.

The increase in the number of programmes and students population is in line with its vision and objective to achieve excellence in fulfilling the increasing demand for new breeds of library and IPs. Since its first establishment in 1968 the faculty has evolved in its programmes, taking into account the societal, environmental and the technological changes. The development of professional library and information curriculum takes into consideration both the theoretical and the practical knowledge, analytical innovations and averts information overload. The curriculum is developed, with the view for the retraining and reskilling of librarians and IPs. At this critical juncture, new competencies are needed for the new breed of IPs, calling for active process of learning, relearning, and unlearning. The ongoing development of advanced technologies in libraries and information agencies has placed a high priority on ICT and knowledge competencies among library staff and IPs and the faculty will continue to move forward according to the needs of the market.

Ladies and gentlemen,

9. The advent of ICT, especially the rise of the internet and I Pads and smart phones has completely changed the way information can be accessed which, nevertheless gives an impact to the libraries’ status, not only as collectors of printed information resources but also online and seamless (uninterrupted) access to information and knowledge resources. Their role as providers of the right information for the right people and at the right time still prevails, and in fact their expertise is even much sought after as intermediaries.
10. While knowledge and information may be more easily accessible now, most people require further training to be able to transform that knowledge into something that is valuable and meaningful. In that sense, people need to be educated on how to use knowledge to their advantage, to create value in their personal lives and in their work. This is where librarians and IPs become more important.

11. Library and information professions depend on the collection and management, application, preservation and services of information resources to its specific clientele. They share a responsibility for disseminating and translating that information.

The importance of the shift towards a knowledge economy is highlighted in the programmes. The key challenges for librarians and IPS is how to manage the explosion of information in a variety of formats to ensure we will not lose the knowledge they contain. Epistemologically speaking, information is made up of a collection of data and knowledge from different formats of information. Librarians and IPs need to understand what information has value, and what does not. Another challenge to librarians is to link the most important resources in the knowledge economy system to the people they serve.

12. Let me provide a brief overview of the programmes offered by the faculty of information management and evolution of the curriculum of FIM, UiTM. Three level of programmes are offered, from the diploma level, to undergraduate, masters and doctoral levels.

1. Diploma in Information Management
2. Diploma in Library Science just started
3. Bachelor degree programmes
4. Masters programmes
5. Doctoral programmes
Diploma Programmes

There are TWO diploma programmes which are meant to train students at the para professional level but they are qualified to either enter workforce or enrolled into any one of the undergraduate degrees at the FIM direct to second year.

1. Diploma in Information Management began in 1997

The graduates of the Diploma in Information Management can choose to work or to be enrolled into one of the degree programmes at the Faculty of Information Management.

2. Diploma in Library Science just started in 2013

This diploma programme has just been started and the graduates can enrol directly into the Bsc in Library Science direct to the second year.

13. Currently, FOUR bachelor degree programmes in different areas of information management are offered by the Faculty of Information Management. This is in line with the vision of FIM that aims at “becoming an excellent and world-class education and research centre in the field of library and information management.” With effect from September 2011, these degrees have been renamed to Bachelors of Information Science (Hons) in what are thought to be a more concrete rebranding or specialization in specific field namely, library and information management, resource centre management, information management system, and records management.

ii. B.sc in Info Sc (Hons): Lib & Info Management

During the early years of its establishment, one main concern of the faculty is the employability of the library science graduates. As time goes by it was apparent that the employment opportunity for these graduates has been wide. This is indicated by the rising number of public, special, and academic, and school libraries. The establishment of more library schools in various universities is the
testimony of the present need. Growing number of public and private universities and colleges, all of which makes it mandatory to employ professional librarians is another key factor. For example, college and university libraries are an indispensable resource for students, staff and researchers. There are 20 public universities and 76 private university colleges. Additionally, there few hundreds private colleges and rural libraries.

The statistics taken from the National Library Malaysia in 2010 indicated that there are 12,382 libraries in Malaysia.

<table>
<thead>
<tr>
<th>Library Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Library</td>
<td>1</td>
</tr>
<tr>
<td>Public libraries (regional, branch and mobile libraries)</td>
<td>319</td>
</tr>
<tr>
<td>District Libraries</td>
<td>1095</td>
</tr>
<tr>
<td>Academic Libraries</td>
<td>366</td>
</tr>
<tr>
<td>Special Libraries (Govt. Agencies)</td>
<td>505</td>
</tr>
<tr>
<td>Special Libraries (Private Sectors)</td>
<td>174</td>
</tr>
<tr>
<td>School libraries and Resource Centres (primary, secondary schools)</td>
<td>9922</td>
</tr>
</tbody>
</table>

TOTAL 12,382

Source: Perpustakaan Negara Malaysia(2010)(National Library of Malaysia), the breakdown of libraries and information centres

**ii. BSc in Info Science (Hons): Info System Management System**

This programme allows graduates to specialize in ICT and information management system. This specialization enables graduates to manage the
system, not only in the libraries and information agencies but also in other organizations.

iii. BSc in Info Science (Hons): Records Management

Our faculty is the only faculty that offers a degree programme in records and archives management. The needs for professional records managers are inevitable. The rising explosion of records, both conventional paper records and electronic has compounded the problems confronting the systematic records management beginning with its creation, maintenance and its final disposition/disposal at the archives. The history of the nation and the corporate memory need to be well and systematically preserved. Government circular makes it mandatory for organization to employ records officer to manage the agency’s records.

PEKELILING PERKHIDMATAN BILANGAN 5 TAHUN 2007
PANDUAN PENGURUSAN PEJABAT

8.2. Ketua Jabatan dan Ketua Agensi bertanggungjawab bagi pewujudan, penyelenggaraan, pemeliharaan dan pelupusan setiap rekod awam di bawah jagaan atau kawalannya.

“melantik seorang Pegawai Rekod Jabatan sekurang-kurangnya gred 27 atau setaraf dengannya dan memaklumkan pelantikannya kepada Jabatan Arkib Negara.”

PEMAKAIAN
Semua Perkhidmatan Awam Kerajaan Negeri, Pihak Berkuasa Berkanun (Persekutuan dan Negeri) dan Pihak Berkuasa Tempatan hendaklah menerima pakai Pekeliling Perkhidmatan ini supaya pejabat di pelbagai agensi dapat diuruskan dengan lebih cekap, teratur dan berkesan.

(TAN SRI ISMAIL ADAM)
Ketua Pengarah Perkhidmatan Awam
Malaysia
JABATAN PERKHIDMATAN AWAM
MALAYSIA
PUTRAJAYA.
30 April 2007
Like other nations, Malaysia has evolved from an agrarian, industrial and information era and now has joined the rest of the world in the knowledge economy. In a competitive global environment, a capable, intelligent and skilled workforce should be developed and nurtured. Inevitably, the process should begin at an early stage that is during the school years. It would not be appropriate and fair to expect them to be competent in knowledge acquisition and utilization if they are not acculturated with the reading habit and information and knowledge skills from the early educational stages rather than striving to become knowledge-based workers at the beginning of their working years.

The educational system should accommodate and expose students to reading, information, knowledge acquisition and nurture them with the necessary information skills since the primary years. This will increase their information literacy level and become more inquisitive for knowledge and have passion to learn, through research and developments. To this effect, the Faculty of Information Management offers the Bachelors degree in Resource Centre Management, in preparation for graduates to work in school libraries and Resource centres. This could also alleviate the long standing problems associated with the management, organization and provision of effective services in Malaysian school libraries with the goal of increasing students’ information literacy level. This is important in confronting the abundance opportunities for students to intentionally plagiarize in the wake of the easily available internet information resources. This act will naturally reduce student’s capacity to understand what they produce through the cut and paste syndrome. In order for this to be realized, school libraries and resource centres should be given the facilities of systematic management by professional school librarians. This is even more urgently needed with the rapid evolution of school libraries into flexible, dynamic, high-tech learning centres, in addition to the development of self-instructed resource-based learning. School library and resource centres are also responsible in preparing students to be responsible digital citizens to enable them...
to function effectively in a complex ICT landscape. The leadership of qualified professional school librarian is required to align the need with the strategic planning. At the moment all the international schools and junior colleges have taken the advantage of the expertise of the professional school librarians and it is hoped the other schools will follow.

14. This means that we must begin to reassess what we teach and how we teach our students, our employees and our citizens as a whole. Indeed, ACCORDING TO Tun Abdullah Badawi, as we enter a time where knowledge flows are increasingly complex, efforts must be made to ensure that our people are able to cope with the complex knowledge flows and, indeed, to manage and thrive as a result.

**Post Graduate Programmes**

Further development revealed the need for much higher educational programmes, now that more graduates are produced and entered the market. There is an increasing need to develop indigenous post-graduate programmes, not only to fulfill the need for current knowledge in ICT and interdisciplinary knowledge, but also as requirement for job promotion exercises. At the present the faculty provides 3 programmes.

i. Msc in Information Management (course work)
ii. Msc. in Knowledge Management
iii. Master in Library Science
iv. Msc in Information Management (Research)
v. Doctoral Degree in Information Management

The Msc in Information Management was introduced in 1997, and was the first masters’ programme to be conducted in UiTM.

This was followed by two other masters’ programmes, Msc in Knowledge Management, 2003 and Master in Library Science, 2006.

In 1999, the faculty saw the first intake of doctoral programme. It is encouraging to see the growing trends in local librarians and IPS to be enrolled in the doctoral
programmes, opening more avenues for research in the information fields. At present:

A. Total number of Masters Students: Coursework and Research

- Full time: 75
- Part time: 56
- FLP: 80

**Total:** 211

By Research: 14 (Full Time: 7 & Part Time: 7)

B. Total PhD students: 71 students

C. Total PhD who have graduated: 12 since 2008

*There is a growing interest among librarians to pursue their studies at the doctoral level.*

D. Total no of lecturers with PhD: 22

(Puncak Perdana: 18, Branches: 4)

E. Number of Professors: 4

15. Such development is necessary in conformity with the rapid development of the profession both within and outside the country. The criteria for the inclusion of new disciplines has not excluded the ICT elements needed for the successful implementation of the information programmes. Other concentration has remained if not improved, such as:

- Elements of digital document creation, standards, records, information and knowledge management, and electronic records
- Internet resources, web and networking applications, telecommunications, programming, database management system, information system analysis
and design, digital media creation, imaging technology, display, storage and access and human-computer interaction and related technologies.

- The modular system - extending to other disciplines: the general pattern seen in the development of other studies has shown a great interest to include in their learning programs some aspects of knowledge and knowledge management. The modular system allows inter-faculty involvement in terms of the academic teaching.

The education for LIS is no longer only dedicated to technical, but also considers new cognitive, social and situational processes. Ultimately, it is actually information (the content of the artifact/document) that users want in order to satisfy their information needs. (Myburgh, 2003, 214).

16. Students Intake

The students’ population was less than 200 in 1995 but by March 2014, the total population rose to almost 5,030 spread over the main campus in Shah Alam, and the four branch campuses, in Kedah, Kelantan, Johor and Kelantan. The number of lecturers were 15 in 1995 but by 2014 the faculty is backed by a 207 faculty members, including 22 with doctoral degrees and four professors.

<table>
<thead>
<tr>
<th>CAMPUS</th>
<th>NUMBER OF LECTURERS</th>
<th>NUMBER OF STUDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Main Campus, Puncak Perdana</td>
<td>103</td>
<td>2297</td>
</tr>
<tr>
<td>Kedah Branch</td>
<td>31</td>
<td>892</td>
</tr>
<tr>
<td>Kelantan Branch</td>
<td>31</td>
<td>1120</td>
</tr>
<tr>
<td>Johore Branch</td>
<td>25</td>
<td>721</td>
</tr>
<tr>
<td>Sarawak Branch</td>
<td>17</td>
<td>493</td>
</tr>
<tr>
<td>TOTAL</td>
<td>207</td>
<td>5030</td>
</tr>
</tbody>
</table>

*Source: Faculty of Information Management, 2014*
17. FUTURE

The future of the programmes in FIM and other universities will be reflected by the development of new information programmes and may be influenced by numerous factors, such as emerging market needs, development of interdisciplinary course and programmes, new areas of research interests, society’s demand for a more sophisticated information and library personnel, and the advance of newer information, communication technologies. As for the near future, a few new programmes are in the pipelines, such as:

i. Msc. In Records and Document Management, approved by the ministry of Education
ii. Msc. in Information and Health Records, approved by the ministry of Education
iii. Msc. In Information Entrepreneurship, (MEDEC)

In the current k-economy, there is more data that is available but less time to reach decisions, leading to executive burn-out and resulting in poor decision-makings. Indeed, a fundamental change in the decision making landscape in organizations has been created. In formulating new programs and designing the new curriculum related aspects recommended from these challenges were embedded, not only in meeting the new needs of the industries but also in fulfilling the competencies that reflect the fundamental repositioning of the role of information professionals in organizations and IN support of the development towards a knowledge-based economy.

18. Library and information associations

Next, I would like to mention brief on the role of professional associations.

Professional associations provide organizational framework and as a platform to discuss present and future plans, organize committee activities, promote library studies and surveys, encourage the development of new cataloging and indexing tools, issue the resulting publications, lobby for legislative support, and provide
the conferences, workshops, and institutes necessary for substantial accomplishment.’

**A. Librarians Association of Malaysia** has played pivotal Role in the field of Library and information Science and its history goes back to 1955 and had its beginnings in Singapore and subsequently led to the formation of the Malayan Library Group in March 23 1955.

**Among the objectives of the PPM shall be:**

i. To provide independent professional views and advice on all matters related to development of libraries, information centres and the profession.

ii. To unite all persons engaged in libraries and information work and/or studies.

iii. To develop and promote standards in all aspects of the library and information profession and services.

iv. To provide and support education and training to enhance the knowledge, qualifications and status of members of the profession.

v. To promote and monitor the legislation affecting the profession and provision of libraries and information services.

vi. To formulate legislation and work towards its adoption in the development of the library and information profession and services.

vii. To conduct, support and encourage research for the advancement of library and information profession and services.

viii. To ensure the effective dissemination of relevant information through publications in various media.

ix. To forge strategic alliances with national, regional and international organizations leading towards globalization of library and information profession and services.

x. To foster cooperation and establish close liaison with government authorities, members of the public and other professions.
xi. To strive towards regulating the practice of librarianship by effecting a Code of Ethics and the registration of members.

xii. To undertake fund-raising activities, including soliciting donations in cash and kind, to finance activities consistent with the objectives of the PPM.

xiii. To purchase, acquire and own property for the benefit of PPM with the proviso that the Association shall not develop or turn to account any interest in such property for commercial purposes.

xiv. To invest, operate bank accounts and negotiate loans from banks and other financial institutions, appoint trustees, and undertake any other activities related to fund-raising and ownership of property.

xv. To promote and support educational, cultural and social activities for the benefit of society.

With the rapid development in the field of IM in Malaysia, The Librarians Association may not be able to cope or handle all the emerging information professions at the equal level. Just like what has happened in developed nation of US, Australia, Canada and UK., new IM associations need to be established to act as the umbrella to the special needs of each area of IM. This calls for the establishment of a more specialized associations, dedicated to the specific groups of the IPs. Indeed, Malaysia is going towards that move. As it is now:

B. KM Association

The Knowledge Management Association of Malaysia or Persatuan Pengurusan Ilmu Malaysia (PPIM) is a non-profit organization under the purview of Multimedia Development Corporation Sdn Bhd and registered under the Registrar of Society. KM Malaysia marks the beginning of a balanced view of Knowledge Management in context of learning organizations and development of knowledge society in Malaysia.

C. Malaysia Records Management Society or MARMS

Today, I would like to highlight the birth of yet another professional association, upon the great work of a few individuals, especially our two young lecturers, Mr.
Alwi Yunus and Dr. Irwan Kammaruddin who relentlessly initiated the formation of the *Malaysia Records Management Society* or in short, *MARMS*.

*The Malaysia Records Management Society* was registered and officially approved and established on the 26th November 2013, with the goal of uniting members with the background in records and archives management. Initially it was set up for the purpose of strengthening the records and archives management discipline in Malaysia while establishing professional networking among members and the industry. We believe it is appropriate for such initiative to be taken in order to strengthen the status of records and archives management profession in Malaysia. All organizations create and use records in the course of their business transactions. What becomes a great challenge today is the absence of professional approaches and strategic initiatives to ensure systematic management of records and archives. This is even compounded by the transformation towards e-transactions which makes it inevitable for the profession in records and archives management to establish a higher standard of records and archives management based on, ISO, legislations and best practices. To do so, the professionals in records and archives management need to come together, build up networks, strengthen the profession and share the experience, not only for the betterment of the profession but also to ensure the preservation of our national heritage. After all, no agency or administrations can function without records and as such these records must be systematically created and preserved.

MARMS is opened to all with different categories of membership, namely corporate membership, students in records and archives management background and alumni of the faculty of information management as well as the public as a whole. MARMS aspires to become the certification body for records and archives certification, accreditation of the professional qualifications, short courses and trainings, research and development in records and archive while establishing linkages, networking, collaboration with professional bodies at international level, working together with corporate and govt. agencies. It also aims at establishing affiliations with established international associations, such:
ARMA International (formerly the Association of Records Managers and Administrators);

i. ICRM - The Institute of Certified Records Managers (ICRM) is an international certifying organization of and for professional records and information managers. Want to know more about the ICRM

ii. ARMA - American Records Management Association

iii. ARMA Canada is the Canadian Region of ARMA International

iv. ARA - Archives and Records Association UK and Ireland: is the principal professional body for archivists, archive conservators and records managers in Ireland. It was established in Ireland thirty years ago. The Archives and Records Association (ARA, UK & Ireland) came into existence on 1 June 2010 and is the result of a merger of the National Council on Archives and the Association of Chief Archivists in Local Government with the Society of Archivists

v. SAA - The Society of American Archivists (established 1936) is the oldest and largest archivist association in North America, serving the educational and informational needs of more than 5,000 individual and institutional members.

vi. RIM - The Records and Information Management Professionals Australasia (known as the RIM Professionals Australasia) offers a wide range of activities supporting the profession of records and information management.

vii. ACARM - The Association of Commonwealth Archivists and Records Managers (ACARM) was founded in 1984 to promote professional development in the field of records and archives management throughout the Commonwealth, London
19. Standards for information science

My last point is on the role of standards in safeguarding the quality of the training programmes. The **Malaysian Qualifications Agency** (Agensi Kelayakan Malaysia) or **MQA** is a statutory body in Malaysia set up under the Malaysian Qualifications Act 2007 to accredit academic programs provided by educational institutions providing post secondary or higher education and facilitate the accreditation and articulation of qualifications. Under the auspices and direct supervision from Malaysian Qualification Accreditation, (MQA) the standard for library science was successfully established. With the proliferation of information science, it was deemed necessary to establish our own standard, from which any information science programme will comply.

The proposed standards in this document have been set to guide the provision of a basic foundation for the education of students for professional positions in the management of information, knowledge, libraries, museums, records and archives and related fields. The broad aim of these standards is to ensure that students are equipped with a range of knowledge, skills and competencies at a level that will enable them to take advantage of career opportunities in a variety of jobs related to the field of Information Science. Students should also acquire an understanding of the historical and theoretical context of the subjects covered.

Students following programmes in this discipline should develop competencies related to creation, identification, acquisition, organization, preservation, retrieval and dissemination of information. There are substantial differences in both the content and the title of programmes, reflecting their particular disciplinary focus, but they are all intended to provide students with a sound foundation for professional practice in their chosen domain. This spectrum of provisions is reflected in a variety of degrees, some of which are cross-departmental.
Information science

It can be deduced that Information Science is an interdisciplinary field concerned with the theories and practices, as well as technologies, laws and industry dealing with knowledge transfer and the sources, generation, organization, representation, processing, distribution, communication and uses of information, as well as communications among users and their behavior as they seek to satisfy their information needs.

Under the rubric of Information Science, its inter-disciplinary nature is taken into account, especially in the areas of computer science and information and communications technology (ICT). In view of the fact that ICT applications are the state of art in almost all subject areas and practices, the curriculum development would be structured in consonance with these new technological changes (as well as the societal and environmental changes). It is thus inevitable that the curriculum of the specific module(s)/subject(s) or specific programmes would include these elements. Recognizing the fact that Information Science disciplines are very wide, the development of a faculty’s (or information school’s or department’s) programmes that encompass the areas of computer science and ICT would only cater for those that require the application of the softer side of computer sciences and ICT, as opposed to those related to the pure/technical aspects, such as the software and hardware aspects.

It can be synthesized that the subject coverage of Information Science centres on three major areas: information retrieval, information management, and implementation of information technologies in libraries, archives, museums and other information agencies. For the purpose of the Malaysian Higher Education sector, the areas covered in this Information Science Program Standards include the following:

i. Information Management
ii. Library Science
iii. Archival Science
iv. Records Management
v. Knowledge Management
LADIES AND GENTLEMEN,

20. IN ORDER TO SUCCESSFULLY ADDRESS NEW CHALLENGES – – WE MUST BEGIN TO READJUST THE DIRECTION OF OUR HUMAN CAPITAL DEVELOPMENT, ENHANCE THE EFFECTIVENESS OF THEIR EDUCATION AND TRAINING SYSTEMS, AND STRENGTHEN THEIR HUMAN CAPITAL.

22. TO BE EFFECTIVE, AN EDUCATION AND TRAINING SYSTEM MUST FOCUS ON EQUIPPING PEOPLE WITH THE SKILLS AND KNOWLEDGE THAT MAKE THEM PRODUCTIVE IN THE WORKFORCE. FOR THIS PURPOSE, “FUNCTIONAL TRAINING” MUST BE PROVIDED TO ENSURE THAT THE WORKFORCE HAS THE SPECIFIC SKILLS
REQUIRED BY INDUSTRIES AND OTHER EMPLOYERS. A CULTURE OF LIFE-LONG-LEARNING MUST BE DEVELOPED. IN TODAY’S DYNAMIC WORKING ENVIRONMENT, ONE NEEDS TO BE HIGHLY FLEXIBLE AND ADAPTABLE TO SUCCEED IN THE LONG-TERM.

ALIGN EDUCATION AND TRAINING TO THE CURRENT AND FUTURE NEEDS OF EMPLOYERS BY GETTING INDUSTRY GROUPS — THE FUTURE EMPLOYERS— TO PLAY AN ACTIVE ROLE IN SHAPING THE CONTENT, DELIVERY AND ASSESSMENT OF EDUCATION AND TRAINING.

UNIVERSITY STUDENTS AND RESEARCHERS, MUST BE GIVEN THE CHANCE TO WORK ON COMMERCIALLY DRIVEN RESEARCH PROJECTS, PROVIDES INVALUABLE EXPOSURE TO REAL WORLD, INTELLECTUALLY CHALLENGING RESEARCH PROBLEMS.

LADIES AND GENTLEMEN,

23. With the change towards the increasing use of modern technology, a more dynamic and thinking society who could suit themselves with the changing environment is expected. The Holy Qur'an relates judgment to reason and Allah in His Book also addresses the mind and the heart (reason and emotion) and motivates man to ponder on His creation of countless creatures of perfect structure. The Quranic verse says that, "Certainly the creation of the heavens and the earth is greater than the creation of men but most people do not know." (Mu'minun: 57). This is a reminders that the Muslims must not be left behind but compete in the current sophistication of ICT development and research in more areas, including in the electronic records management. Muslim scholars of the classical age were the inventors and developers of sciences, mathematics, astronomy, astrology, medicine, geometry, algebra, geography and history.
24. I WOULD LIKE TO END BY EXPRESSING APPRECIATION TO THE WCOMLIS FOR GIVING MALAYSIA, MORE SPECIFICALLY, U.I.T.M., AND THE HONOUR TO HOST THE WORLD CONFERENCE AND EXHIBITION. TO ALL DELEGATES, I WISH YOU THE BEST IN YOUR DISCUSSIONS FOR THE PAST TWO DAYS AND BEYOND. THE SHARED EXPERIENCES AND DISCUSSIONS TAKEN HERE WILL GO A LONG WAY TOWARDS IMPROVING THE governance, trends of the library and information professions and GLOBAL EDUCATION AND TRAINING LANDSCAPE, THUS BUILDING A STRONGER, MORE DYNAMIC AND RESILIENT professional BASE FOR THE FUTURE, UiTM is perfectly positioned to partner with WCOMLIS to reintegrate education with training, to pave the way for the future learners to come together and to learn from both the experience and the potential of academic thought. I would like to wish all the participants to have a safe journey home and always be blessed by Allah. Until we meet again,

Wabillah hi tawfik Wassamaalaikum Warrahmatullah Hi wabarakatuh

End