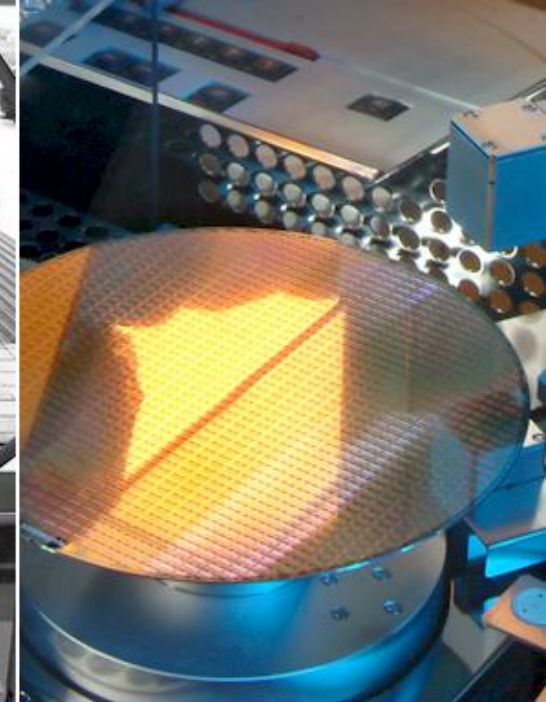




SLDN *Journey*

By:

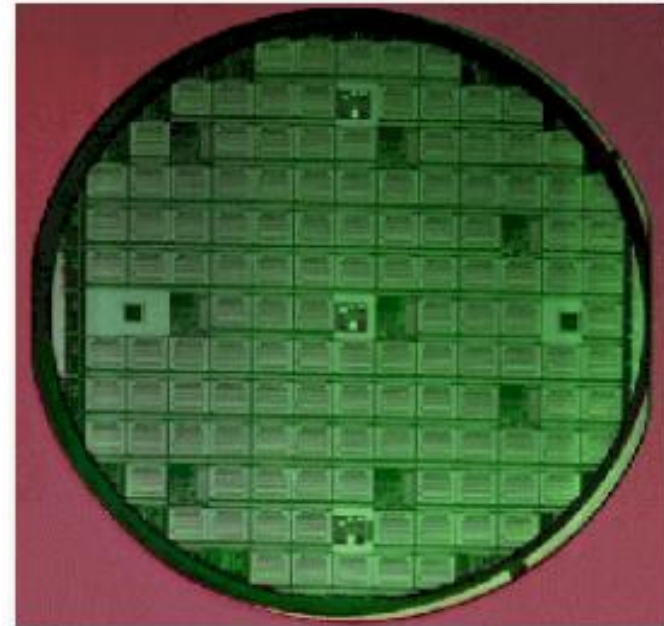
Nor Asmahan Othman,

Sr Manager Talent Development & Employee Relations, SilTerra Malaysia Sdn Bhd

11 September 2014

- About SilTerra
- Development of NOSS for Front End Wafer Fabrication
- SLDN implementation
- Incorporation of DKM4 into SilTerra career structure
- Benefit to the Employee, Organization and Nation

- **Corporate headquarters in Kulim Hi-Tech Industrial Park, Malaysia**
 - Worldwide reachable Sales office in the U.S. and Taiwan
 - Business Partners in China, Japan, Korea & Europe
- **Groundbreaking May 1999**
- **Production started in Q1 2001**
 - ISO 9001:2008 and ISO 14001 certified
 - IECQ QC80000
 - Member of Malaysia Productivity & Innovation Class (MPC)



- **Advanced CMOS process technologies**
 - Leading foundry-matched logic technologies
 - Mixed-signal and high-speed RF modules
 - Leading-edge high voltage processes

NOSS for Front End Wafer Fabrication

- In 2011 – Invitation from JPK for a smart partnership to develop NOSS for Wafer Fabrication
- This NOSS will be the first in the Nation for the wafer fab industries in Malaysia
- The Standards are to be aligned and leveled to certification programs sanctioned under MOHR:
 - Sijil Kemahiran Malaysia(SKM)level 3,
 - Diploma Kemahiran Malaysia (DKM) level 4 & 5
- Objectives of NOSS:
 - Creating a structured training/curriculum program standardized to the wafer fab industries
 - To use the competencies in the NOSS as guideline to further develop and upskilling the technicians career progression through SLDN

NOSS for Front End Wafer Fabrication

- Formed a group of NOSS panels from our technical expertise and started to develop the NOSS
- Collaborate with DreamCatcher (DC) as the Technical Training Centre
- Challenging due to new processes but guided by JPK
- Almost 1 year to complete
- Many series of workshops facilitated by JPK
- Finally in 2012, the NOSS for Wafer Fab was developed:
 - i. DKM Level 4 : Front End Wafer Fabrication Process & Manufacturing Operation
 - ii. DLKM Level 5 : Front End Wafer Fabrication Process Operation

NOSS for Front End Wafer Fabrication



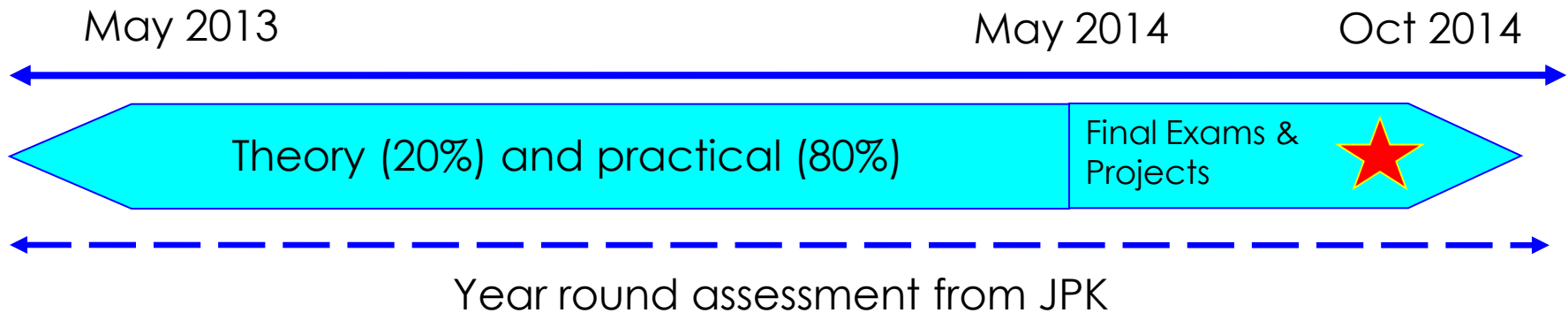
MoU Signing Ceremony was held on 21 September 2012 and officiated by the former Deputy of MOHR YB Dato' Senator Maznah Mazlan

IMPLEMENTATION OF SLDN DKM 4

(Diploma Kemahiran Malaysia)

Level 4

Program Structure



- 12 months
- Developed the training modules base on the CU ,Competency Units (9 CUs)
- Modules cover an in depth competency in Equipment and Process
- Exposure and additional knowledge other than their current competencies /job descriptions
- Total trainings days : 210 days
 - Classroom training : 45 days (15days DC and 30 days SilTerra)
 - OJT - Practical hands-on and specific knowledge : 165 days
 - Coach/SMEs
 - Certified by CIAST prior to the implementation of the trainings

SLDN Level 4 Modules / Competency Units (CU)

- SLDN Trainees
- 50 Manufacturing Technicians from various modules were selected for DKM 4
- Selection criteria are based on their performance : High Performance & Exceptional
- Having more than 1 year of work experience in SilTerra
- Minimum Diploma
- Demographic

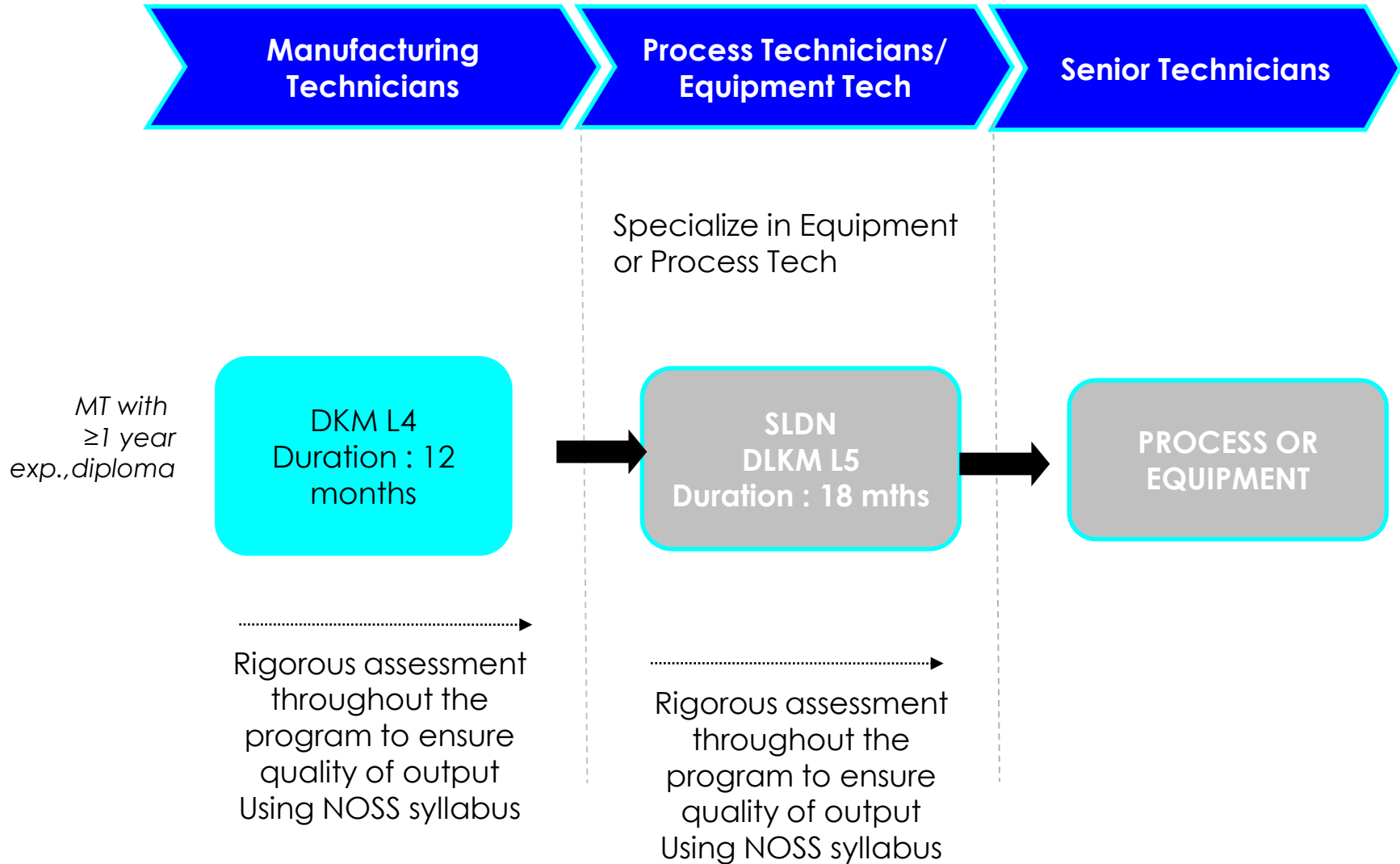
BATCH	GENDER		TOTAL
	Male	Female	
Batch 1	10	15	25
Batch 2	11	14	25

SLDN Level 4 Modules / Competency Units (CU)

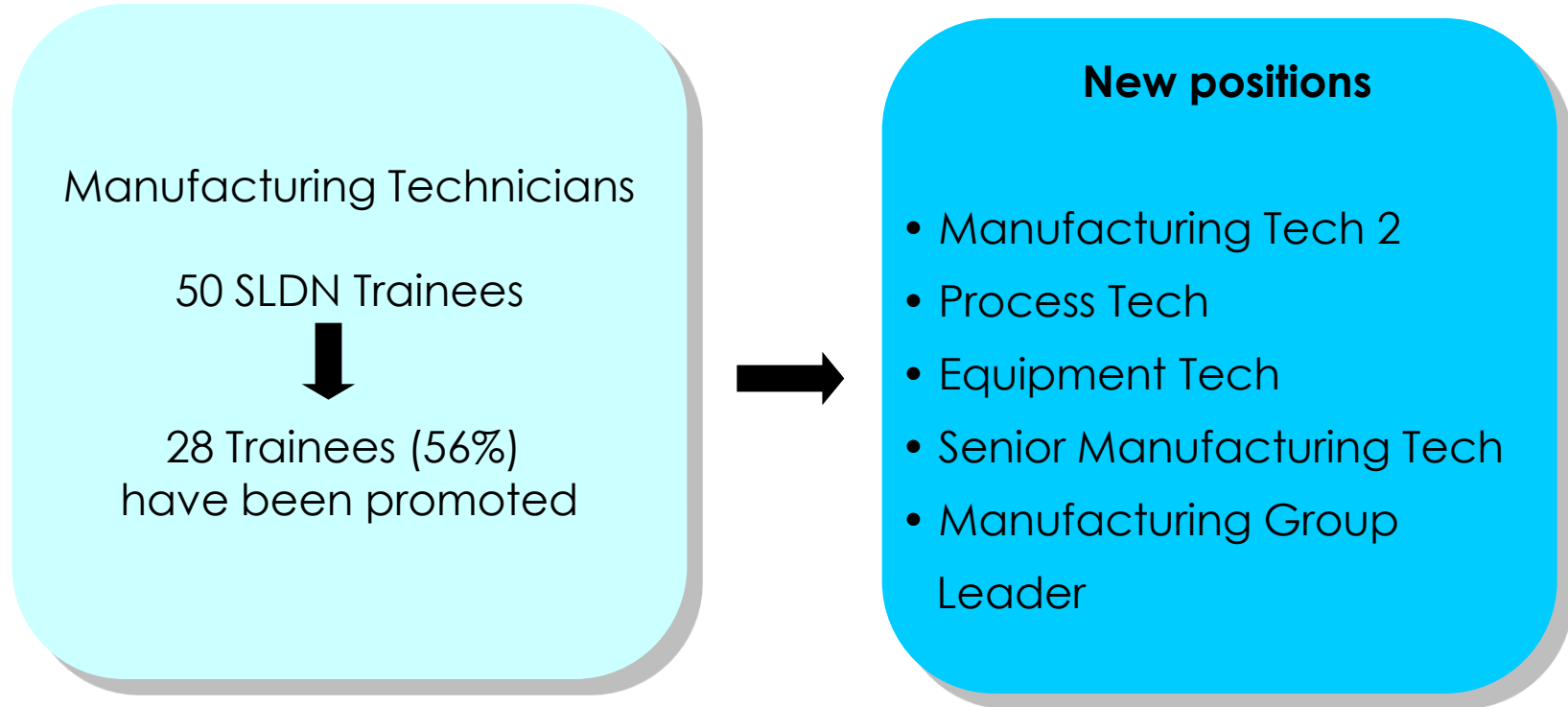
- Minor challenges :
 - Operations ramped up, shift schedules etc
 - Extended for another 3 months
 - Completed the last modules in Aug 14
 - Participant has to submit a simple project and undergo final exam in Oct
 - Expected Graduation in November 2014 !

INCORPORATION OF DKM 4 IN SILTERRA CAREER STRUCTURE

Manufacturing Technician (MT) Career Progression through SLDN



Manufacturing Technician (MT) Career Progression through SLDN



The program provides a clear career progression path, motivating technicians to excel and remain in their profession.

SLDN Apprentices

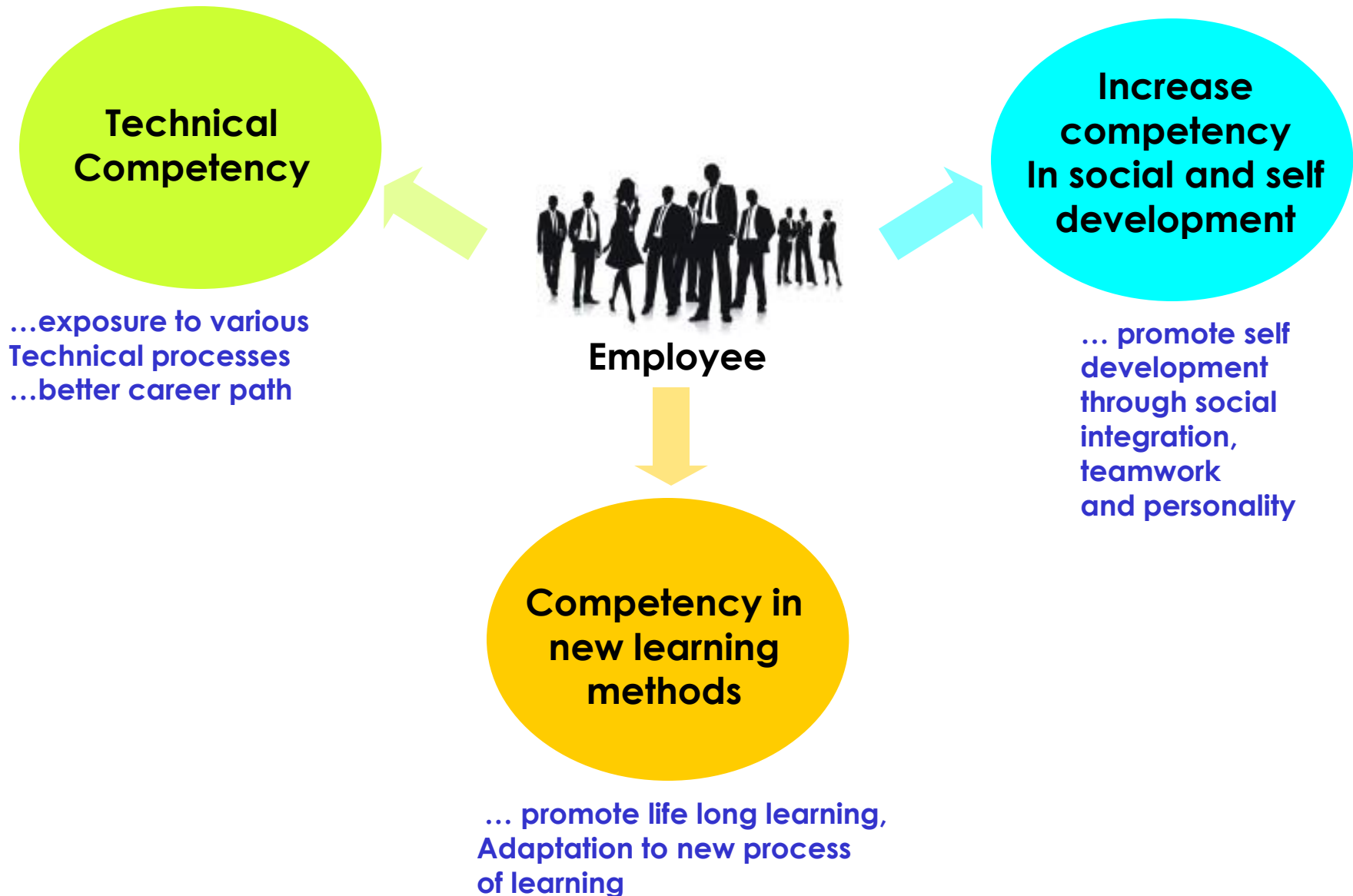


Activities

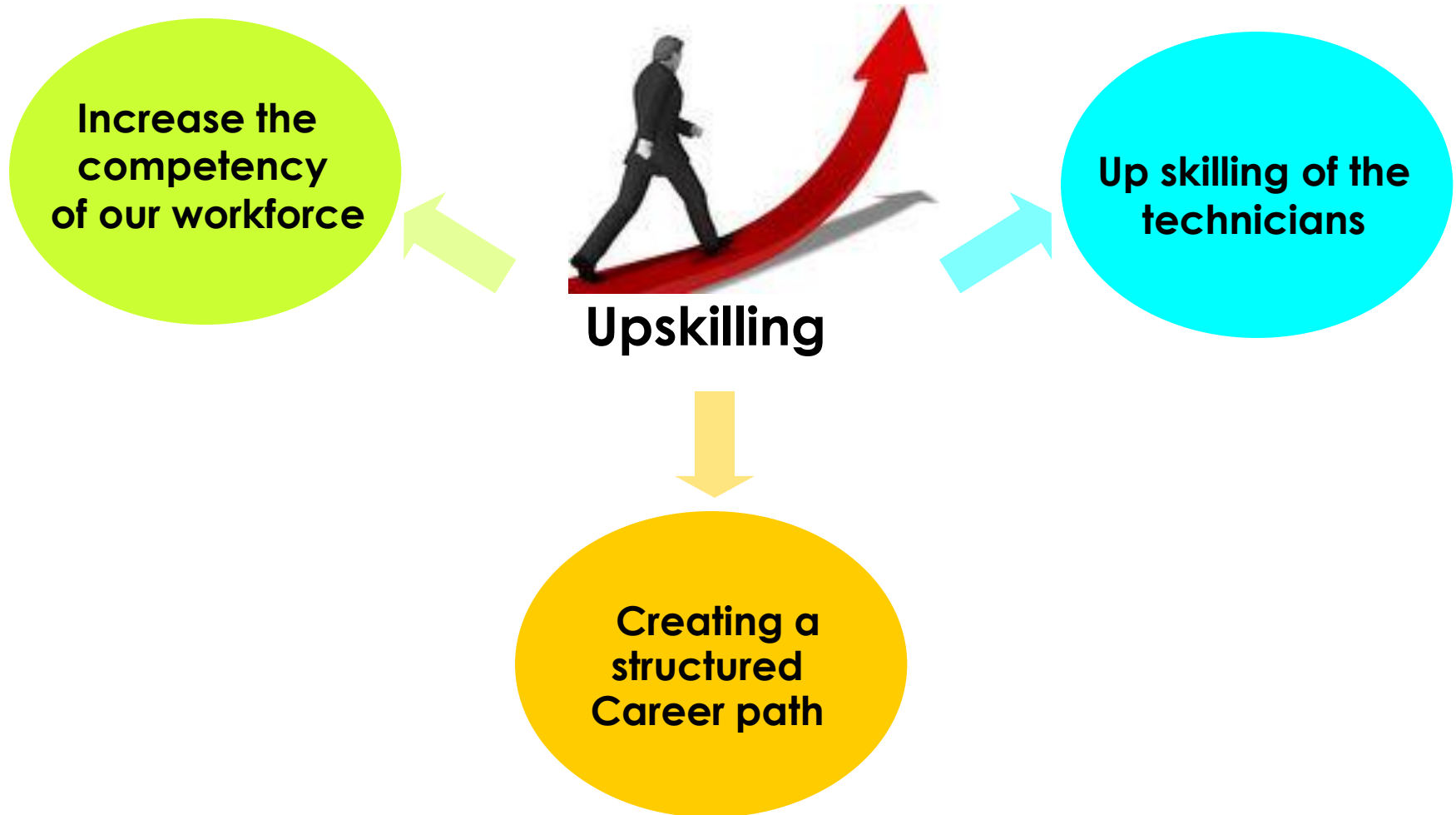


**What are the benefits of SLDN to
the Employee, Organization
and Nation**

Benefit to the Employee



Benefit to the Organization



Benefit to the Nation

**Moving
Towards Fully
Developed
Nation**

...to increase skilled
Workforce to 33%
by 2015



Nation

**Supporting the
Government's
ETP**

**Increase
numbers of high
income group**

THANK YOU