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CKM

AGENSI PEKERJAAN CKM SDN BHD

Building Future-Ready Workforces

Through AI, Talent & Human Growth

Helping organizations build agile, future-ready workforces through workforce strategy, AI readiness and talent transformation.



18+

YEARS OF
EXPERIENCE



100+

CORPORATE
SERVED



5,000+

INDIVIDUALS
MANAGED



6

SOLUTION
PILLARS



1

TRUSTWORTHY
PARTNER



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Who We Are

Eighteen Years Building Malaysia's Workforce



For over 18 years, CKM has partnered with organisations across Malaysia to solve workforce challenges—from recruitment, foreign workforce management to HR transformation and leadership development.



As technology, AI and workforce expectations reshape industries, organisations need more than recruitment support. They need a trusted partner to prepare their people, processes and capabilities for the future.



CKM combines practical execution with strategic workforce advisory to help organisations build resilient, future-ready workforces.

OUR EVOLUTION



2008

Licensed
Workforce
Agency



2008 - 2024

Recruitment,
Immigration,
HR Advisory



TODAY

Integrated
Workforce Strategy
& AI Readiness

Our Purpose



VISION

To be Malaysia's most trusted partner for building future-ready workforces.



MISSION

We help organisations solve today's workforce challenges while preparing their people, systems and leaders for the future of work.



PURPOSE

We help organisations bridge today's workforce needs with tomorrow's workforce capabilities.

OUR PROMISE



Understand
your business
deeply.



Design practical
solutions with
measurable
outcomes.



Deliver with
discipline, accountability
and long-term
partnership.

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At a Glance



18+

**YEARS OF
EXPERIENCE**



**MANUFACTURING
EXPERTISE**

Deep understanding of
regulated industries.



**EXECUTIVE SEARCH &
TALENT ACQUISITION**

For critical leadership
and specialist roles.



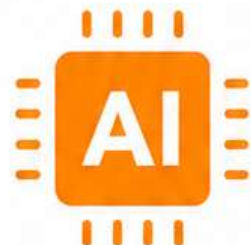
**FOREIGN WORKFORCE
SOLUTIONS**

End-to-end recruitment,
deployment and
compliance.



HR TRANSFORMATION

Modernising HR
processes and
organisational capability.



**AI WORKFORCE
READINESS**

Preparing leaders and
workforces for
AI adoption.

*To be updated with final numbers.

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The Workforce Transformation Journey

A structured path from today to future-ready.

Understand



Understand current state, risks, skills and opportunities.

Plan



Define strategy, roles, skills and capability roadmap.

Build



Acquire and develop future-ready talent.

Transform



Transform work through people, technology and AI.

Future Ready Workforce



Adaptable, future-ready and high performing.

POWERED BY SIX SOLUTION PILLARS



Workforce Strategy



Talent Acquisition



Foreign Workforce & Immigration



People & Org Development



HR Transformation



Workforce Readiness

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Our Six Solution Pillars

1



Workforce Strategy

FOCUS

Demand & supply mapping, role architecture, scenario planning.

OUTCOME

Workforce aligned to business objectives.

2



Talent Acquisition

FOCUS

Executive, technical & operational recruitment with assessment discipline.

OUTCOME

Faster, better hiring.
Lower turnover risk.

3



Foreign Workforce & Immigration

FOCUS

Quota strategy, sourcing, recruitment, permit & compliance management.

OUTCOME

Production continuity.
Audit-ready compliance.

4



People & Organisation Development

FOCUS

Capability building, leadership development, coaching & succession.

OUTCOME

Stronger leaders.
Stronger organisation.

5



HR Transformation

FOCUS

HR function review, process redesign, policy & digitalisation.

OUTCOME

HR becomes a strategic enabler of growth.

6



Workforce Readiness

FOCUS

Role & skills gap review, data & process maturity review, readiness roadmap.

OUTCOME

Prepared, not surprised, by the future of work.

AI Workforce Readiness Framework

A holistic assessment across six critical dimensions.

Leadership Readiness

Are leaders aligned and ready to lead the future?



Skills Readiness

Do we have the right skills for tomorrow's work?



Technology Readiness

Do our data, systems and tools enable future work?



Process Readiness

Are our processes designed for agility and end-to-end flow?



Data & Governance Readiness

Culture Readiness

**AI
WORKFORCE
READINESS**

OUTCOME: A prioritised roadmap to close gaps and accelerate readiness.

Our Approach

Six stages. One standard. Every engagement.



GUIDED BY OUR PRINCIPLES



**Business Impact
First**



**Practical &
Executable**



**Data-Informed
Decisions**



**People at the
Centre**

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Client Impact (What We Help You Achieve)



Reduce Recruitment
Risk & Time



Ensure Compliance
& Reduce Risk



Improve Workforce
Productivity



Accelerate AI &
Automation Readiness



Strengthen Leadership
& Succession



Build an Adaptive,
Future-Ready Culture



We focus on outcomes that influence your **bottom line**.

Success Stories (Illustrative)

Real challenges. Practical solutions. Measurable impact.

MANUFACTURING CLIENT

High CNC Machinist Vacancy

CHALLENGE:

High vacancy rate for CNC machinists affecting production and delivery.

CKM APPROACH:

- Talent sourcing & screening
- Targeted recruitment campaign
- Immigration & deployment management

OUTCOME:

- XX% reduction in vacancy rate
- XX% faster time-to-hire
- Improved production stability

ELECTRONICS MANUFACTURER

Scaling for New Plant

CHALLENGE:

Need to hire 500+ workforce within tight timeline while ensuring compliance.

CKM APPROACH:

- Workforce planning & role design
- Bulk recruitment & onboarding
- Permit & compliance management

OUTCOME:

- Workforce ramped up on time
- 100% compliance achieved
- Smooth production ramp-up

AUTOMOTIVE SUPPLIER

Preparing for Automation

CHALLENGE:

Unclear impact of automation on roles and skills, leaders not prepared for change.

CKM APPROACH:

- Workforce readiness assessment
- Skills gap & redeployment plan
- Leadership development

OUTCOME:

- Clear automation roadmap
- Leaders equipped for change
- Higher employee engagement

*Outcomes to be customised per client.

CHRISTINE CHUAH

Lead Workforce Strategist

Business Development Director

Senior HR Consultant



ABOUT CHRISTINE

With 18 years of HR experience across manufacturing, talent strategy, HR transformation and people development, Christine partners with leadership teams to build future-ready workforces and strong organisations.

CORE STRENGTHS

- ✓ 18 Years in HR & Talent Strategy
- ✓ Deep Manufacturing & Operational Expertise
- ✓ AI Workforce Readiness & Transformation
- ✓ Executive Coaching & Leadership Development
- ✓ Trusted Adviser to Business Leaders

“

*“My mission is simple:
help leaders build the right workforce,
with the right skills, for the future.”*

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Let's Build Your Future-Ready Workforce

The future belongs to organisations with
future-ready workforces.
Start now and move fast.

START WITH A COMPLIARY EXECUTIVE WORKFORCE READINESS ASSESSMENT

In a 60-minute executive discussion, we will help you identify:



**Workforce
Risks**



**Skills
Gaps**



**AI
Readiness**



**Leadership
Capability**



**Priority
Actions**

Each participating company receives an Executive Summary Report
and practical recommendations.



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