

Aec too. generally,
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aiming for



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AEC is established to promote regional economic integration.

Its establishment is expected to cover a huge market with \$2.6 trillion benefitting 622 million people. Indeed, ASEAN was recorded as the third largest economy in Asia while ranked at the seventh in the world.

Meanwhile at the non-state actor level, international cooperation between non-governmental organizations is significantly important too. Generally, the cooperation is aiming for enlarging and expanding the business to other countries. International cooperation enables an organization to examine, to explore and involve in the area as well as foreign market which they are not familiar with. For example, codeshare agreement in the aviation industry.

A codeshare agreement is the aviation arrangement when two or more airlines are using the same flight. Codeshare may exist under the following circumstances, (i) both airlines are flying to the same route; (ii) when the flying destination is not covered by one of the involving airline company and (iii) connecting flight. For airlines, codeshare is beneficial as they can reduce the operational cost as only one flight is needed instead of two since they are flying to the same destinations.

Therefore, codeshare is considered an example of international cooperation when the involved airlines are from different countries. In short, state and non-state actors are significantly important in establishing international cooperation to achieve a common goal. The cooperation is not limited in pursuing political power. Indeed, formation of international cooperation is believed to bring prosper and contribute to sustainable economic growth.

3. 4 Case Study: Inter-Excel Advisory Sdn Bhd Since the establishment of Inter Excel as a language and training center in 1993, the company have been working hard on nurturing young generations to prepare them into work life. With the realization of increasing job opportunities in airline industry, the director decided to introduce Airline Preparatory Course which managed to attract those who were interested to join the airline industry. Since then, Inter Excel became the trusted brand in providing training to flight attendants and airport groundstaff. As the pioneer in flight attendant training in Southeast Asia, developing human capital became one of the important tasks for the organization.

Thus, Inter Excel introduced another diploma course from Europe which is endorsed by Irish Aviation Authority (IAA). The diploma course is a higher qualification certificate as compared to FAPC. Due to the increasing competition in the job market, the Irish Diploma is an advantage to the teenagers who would like to join as flight attendant and airport ground staff. As the trusted training provider for flight attendants and airport ground staff, Inter Excel managed to get the recognition from various local and international airlines as they are satisfied with the professionalism of the students. Thus, the international cooperation encourages Inter Excel to produce more skilled students to prepare them to work in the airlines and airports. As an experienced flight attendant training provider, Inter Excel was appointed as the agent for flight attendant recruitment for Middle East-based airline.

Inter Excel was responsible for pre-recruitment procedures such as receiving resumes from local and international applicants and conducting pre-screening

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to determine the qualification of the candidates before sending them to the final stage of recruitment by the airline company officials. The recruitment was running smoothly that Inter Excel received merit from the airline company for providing wonderful assistance in the recruitment. Apart from the Middle East-based airline, the airlines based in the neighboring Singapore appointed Inter Excel as one of its agent for recruiting flight attendants. It has been years since the Singapore-based airlines conducted their recruitment at Inter Excel. With its strong international cooperation with various international airlines and airports, some skilled and professional students are being exported to join airline industry abroad. As Inter Excel is growing as one of the most successful cabin crew training providers, the organization is facing a few threats and challenges when expanding the cooperation with various local and international airlines. Firstly, with the high turnover rate in the airline industry, Inter Excel is hardly producing sufficient qualified and skilled personnel as the number of students enrolled in the courses are limited. For Inter Excel, quality of the students is the main concern of the training.

Therefore, less than 30 students are placing in a class to ease the training process as the trainers can easily identify the strength and weakness of each students. Furthermore, students have to complete their studies at Inter Excel before serving under airlines although they have received job offers from airlines. There are times where the students of Inter Excel are insufficient to join the airline interview sessions. Besides, limited capacity of the learning center are affecting the organization in producing more trained and skilled personnel. Currently, Inter Excel is operating at three major cities

which are Kuala Lumpur, Penang and Johor Bahru. The classes at Kuala Lumpur is conducted in three rooms connecting to the Inter Excel office. Furthermore, as mock interview is one of the assessment criteria for airline training courses, the office at Kuala Lumpur is not spacious to support the group of students for mock interview. Therefore, they have to move to another place to conduct the assessment.

With the two challenges, solutions are needed in order to cope with the existing problems. In the case of Inter Excel, the continuous international cooperation is significantly important. Currently, Malaysia is facing serious unemployment.

According to the XXX, the unemployment in Malaysia is recorded at the rate of XXX. Annually, Malaysia's job market is flooded with fresh graduates from various governmental and private universities and colleges. At present, the available job opportunities are insufficient to support these degree or diploma holders. With the demand is lower than supply in job market, a lot of professions is facing a condition of over-supply. Furthermore, the fresh graduates nowadays are very picky with the positions offered by the organizations due to their academic qualification with further increase the unemployment rate in Malaysia.