



**PEMBANGUNAN SUMBER MANUSIA BERHAD (545143-D)
MINISTRY OF HUMAN RESOURCES**

INCENTIVES OFFERED BY PSMB



**HUMAN RESOURCES DEVELOPMENT ACT, 1992
(IMPLEMENTED ON JANUARY 1993)**

**PEMBANGUNAN SUMBER
MANUSIA BERHAD ACT, 2001**

(16 May 2001)

- ▶ **HUMAN RESOURCES DEVELOPMENT FUND**
- ▶ **HUMAN RESOURCES DEVELOPMENT CORPORATION (TRUSTEE)**



OBJECTIVE

TO ENCOURAGE EMPLOYERS COVERED UNDER THE PEMBANGUNAN SUMBER MANUSIA BERHAD ACT, 2001 TO RETRAIN AND UPGRADE THE SKILLS OF THEIR EMPLOYEES, APPRENTICES AND TRAINEES IN LINE WITH THEIR BUSINESS' NEEDS AND THE DEVELOPMENT STRATEGY OF THE COUNTRY



COVERANGE OF THE PSMB ACT, 2001

- **MANUFACTURING SECTOR**
- **SERVICES SECTOR**

COVERAGE OF EMPLOYERS UNDER THE PEMBANGUNAN SUMBER MANUSIA ACT, 2001

Category

Status

- Manufacturing Sector > 50 workers **Mandatory**
- Manufacturing Sector > 10 – 49 workers with a paid up capital > 2.5 million **Mandatory**
- Services Sector > 10 workers **Mandatory**
- Manufacturing Sector > 10 – 49 workers with a paid up capital < 2.5 million **Optional**



SERVICES SECTOR

- *Hotel Industries*
- *Telecommunications*
- *Tourism (In-Bound)*
- *Shipping*
- *Computer Services*
- *Postal And Courier*
- *Freight Forwarding*
- *Advertising*
- *Aviation*
- *Warehousing Services*
- *Hypermarket / Supermarket & Dept. Store*
- *Training Provider*
- *Private Higher Education Institution*
- *Energy*
- *Direct Selling*
- *Port Services*
- *Engineering Support And Maintenance Services*
- *Research & Development*
- *Land Transport*
- *Security Services*
- *Private Hospital Services*

PSMB TRAINING SCHEMES

- **SBL Scheme**
- **SBL-Khas Scheme**
- **PROLUS Scheme**
- **PERLA Scheme**
- **Industrial Training Scheme, and others**



PSMB TRAINING INCENTIVES

- **Apprenticeship Scheme**
- **Retrenched Workers Training Scheme**
- **SME TNA Consultancy Scheme**
- **Training Incentive For Small Employers**
- **Graduate Training Scheme**
- **1 Malaysia HRDF Skills Upgrading Fund**
- **1 Malaysia Financial Assistance Fund**



PSMB APPRENTICESHIP SCHEME

- This scheme focuses on skills training required by specific industries.
- This scheme is developed based on standards approved by the Department of Skills Development (DSD)
- Under this scheme, school leavers/selected employees who have been successfully selected by employers will undergo “off-the-job” training at approved training centres and “on-the-job” training at the premises of sponsoring employers.
- Upon completion of training, apprentices are required to work with the sponsoring for a duration of time specified in the apprenticeship contracts (if offered employment).

PSMB APPRENTICESHIP SCHEME

- The course fees of this scheme is borne by the Government and paid to training providers by PSMB.
- Monthly allowances for apprentices while undergoing training at the training centres are paid by PSMB while the allowances for apprentices while undergoing OJT will be paid by the sponsoring employers using the HRDF.
- From 1996 until 2009, a total of 10,755 apprentices had been trained with a financial assistance approved of RM64.7 million.

RETRENCHED WORKERS AND UNEMPLOYED TRAINING SCHEME

The objectives of this scheme are:

- (a) Enhance and equip retrenched workers with higher skills to increase their opportunities in securing new employment;
- (b) Increase the supply of skilled workers and assist employers to engage workers with higher skills in the labour market especially when the economy improves; and
- (c) Assist unemployed Sijil Pelajaran Malaysia (SPM) school leavers to undergo skills training to enhance their employment opportunities.

SME TRAINING CONSULTANCY SCHEME

- This scheme is to assist SMEs to identify current and future training needs on a systematic basis, resulting in the preparation of their annual training plans.
- Provide free TNA training to assist and equip the management of SMEs with training needs analysis skills so that subsequent TNAs can be conducted by SME themselves



Training Incentive For Small Employers

- The objective of this incentive is to encourage small employers to systematically retrain and upgrade the skills of their employees.
- Registered employers from the manufacturing and services sectors with 10 – 49 workers and a paid-up capital of less than RM2.5 million are eligible for the training incentive at the rate of RM1.00 for every RM1.00 spent on retraining and skills upgrading of their employees.
- The availability of the incentive is based on “first come, first served” basis for training claims submitted and not based on approvals for training grants.
- As from 1996 to 31st December 2009, the government has allocated a total of RM45.5 million to fund the training incentives. PSMB has requested an allocation under the RMK10 (2011–2015)

GRADUATE TRAINING SCHEME

- This scheme is to assist and equip unemployed graduates with specialised skills in Information and Communication Technology (ICT), Executive Development, Marketing, Business Accounting, Financial Planning, and the English Language to enhance their employability.
- Financial Assistance provided by the Government for this training scheme are as follows:
 - In 2001 RM 70 million
 - In 2003 RM 70 million
 - In 2005 RM100 million
 - In 2009 RM187 million

1 MALAYSIA HRDF SKILLS UPGRADING FUND

The objectives of this fund are as follows:

- To provide financial assistance and opportunity to Malaysian employees from PSMB registered SME employers to upgrade their knowledge and skills in certification programmes in order for them to acquire higher income; and
- To support the national Human Capital Development agenda and also assisting the nation in attaining a high-income economy status by 2020.

1 MALAYSIA FINANCIAL ASSISTANCE FUND FOR SMALL EMPLOYERS

The objectives of this fund are as follows:

- To assist small employers who do not have sufficient levy balance to send their workers for training during the exemption period;
- To encourage continuous retraining (not to stop training activities) and to prepare workers for the right skills when the economy improves;
- To encourage employers to send workers for high value-added training that could assist in getting higher income; and
- To support the government's mission in attaining high income economy by 2020.

1 MALAYSIA FINANCIAL ASSISTANCE FUND FOR SMALL EMPLOYERS

MECHANISM

- (a) Incentive will be provided for fees and daily allowances spent on retraining and skills upgrading;
- (b) Incentive will be provided for high-value added programmes with orientation towards innovation and creativity; and
- (c) Incentive will be provided for these high-value added programmes must be registered under the SBL-Khas, PROLUS, PERLA and SMETAP Schemes.

(High-value added programme refers to non-generic areas that require specialised, certified or professional knowledge and skilled workers to perform a job that is generally associated with high-income employment.)

JOB COACH FOR PERSONS WITH DISABILITIES

MECHANISM

- (a) Course fee that can be claimed from the HRDF will be based on the rate of RM50 for each hour for the first 2 hours and RM30 for each subsequent hour but will not exceed RM300 per day. ;
- (b) Other allowable costs that are claimable will be subjected to the current guidelines and regulations ; and
- (c) Financial assistance will only be given to employers employing PWDs who have contract of service with the employers .



FINANCIAL ASSISTANCE AND TRAINING PLACES

As from 1993 till Jan 2010, a total of RM 3.18 billion had been approved for training while RM2.39 billion had been paid to employers and training providers for conducting training during the same period.

Total number of training places approved for training is 7.67 million





THANK YOU

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