



HUMAN RESOURCES DEVELOPMENT FUND

FIND OUT WHAT'S IN STORE AT HRDF: WIDENING THE SCOPE OF INITIATIVES

PENJANA HRDF is one of the government's initiatives in line with the continuous development of the nation's human capital and part of the nation's short to medium term economic recovery plan. The programmes under PENJANA HRDF are specifically introduced to tackle the concerns regarding employability and business sustainability in hopes to set Malaysia back on its feet.

For the well-being of the nation, HRDF has taken the initiative to step forward in assisting Malaysians in sharpening their skills whilst simultaneously increasing their chances of being employed. HRDF has launched 5

initiatives under PENJANA, specifically related to job placements, entrepreneurship self-employment and market-driven Industrial Revolution 4.0 training.

penjana
HRDF
INITIATIVE



PLACE AND TRAIN



B40 DEVELOPMENT



SME DEVELOPMENT

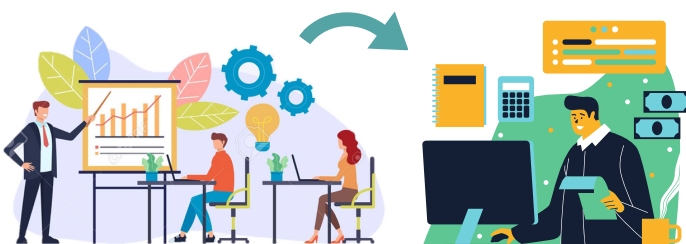


UPSKILLING & RESKILLING



GERAK INSAN GEMILANG (GIG)

PLACE & TRAIN



The first initiative introduced is **Place and Train**. The idea is to train **unemployed graduates, school leavers and retrenched workers** with specific skills based on the jobs offered and relevant requirements determined by hiring employers.

This initiative is open to all organisations to participate. Organisations will need to approach their respective training providers, and submit their proposal of courses along with Commitment Letters by employers indicating a maximum of 1-year employment and the salary range offered.



Employers are also allowed to conduct further Placement Job Training (PJT) for a period of 6 months. HRDF Employers are allowed to claim the "PJT Allowances" using HRD Levy.



RM600
Graduates



RM500
School Leavers &
Retrenched Workers

Upon approval by HRDF, employers can issue offer letters to the trainees, and only then, can training providers begin to execute their training session.



B40 DEVELOPMENT



As part of the nation's economic recovery plan, PENJANA HRDF will prove to be very crucial to the B40 income group. Among the people that are affected the most during the recent Movement Control Order (MCO) would be the **B40 income group**.

The **B40 Development** programme aims to enable individuals to venture into their own business start-ups and become successful entrepreneurs. The programme intends to equip these individuals with the required entrepreneurial skills and knowledge via end-to-end training sessions whilst generating revenue in various industries such as;



Agriculture, Food Production, Home Businesses and E-commerce.



They will also receive a starter kit which will assist them in starting up their own businesses upon completion of their training. As for training providers, they can submit their proposals along with a list of courses and confirmed trainees on the PENJANA HRDF website for HRDF's consideration.

SME DEVELOPMENT



The third initiative introduced is called the **SME Development**.

This initiative intends to assist **SMEs** to gain a competitive edge within the current unstable market by enhancing their employees' career development. By sharpening and retaining their skill levels at their current jobs,



employees can adapt quicker to the changed job market. This initiative will also assist in increasing their level of competency and efficiency at the workplace, hence ensuring continuous relevance.

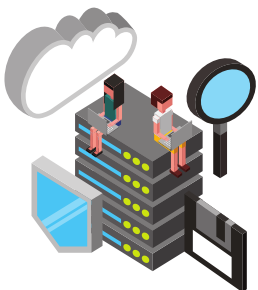
For training providers who wish to participate in this scheme, they can submit their detailed proposals with a list of trainees via the website.

Upon approval of the proposal, the courses will be listed up on the website for SMEs to select from.

Approved training courses must be based on these 6 focus areas:

- ★ CUSTOMER MANAGEMENT
- ★ GROWTH AND SCALING
- ★ FINANCIAL MANAGEMENT
- ★ TALENT MANAGEMENT
- ★ NETWORKING & LEADERSHIP
- ★ BUSINESS STRATEGY, DEVELOPMENT & MARKETING

UPSKILLING & RESKILLING



As Malaysia is in the midst of embracing the Digitalisation era, the economic recovery plan could push companies to start revamping their business approach where necessary. This is where the **Upskilling & Reskilling** initiative comes into play.

The aim of this initiative is to provide opportunities for **in-service employees of local HRDF registered and non-registered companies** to improve on their skills and knowledge via certification and non-certification training programmes. It is also aimed to assist businesses to explore opportunities in higher-value chain industries via up-skilling and re-skilling programmes focused on high-technology and knowledge-based markets. Under this initiative, there are two programmes: INDCERT and IReV 4.0.

INDCERT

This programme intends to increase local employees' skills by participating in a high-value added industry based on training/certification courses that enhance their career development whilst exploring business opportunities in multiple industries.

IReV4.0

This programme provides opportunities for the local workforce to upgrade their skills by participating in beneficial industry training while facilitating the employers through consultations in the provision of high-tech human resources and digital-business approaches.

To participate in this initiative, training providers can submit their proposals along with supporting letters from companies which indicate their interest in sending their employees for the proposed training.

Once approved, the courses will be posted and listed up on the website, where employers can choose the intended courses that they want their employees to attend.

GERAK INSAN GEMILANG (GIG)



The implementation of the PENJANA HRDF initiative has also shed light on the gig and freelancing landscape. As a result, HRDF has proposed an initiative in response to the rise of the freelance economy. The final initiative introduced is the **Gerak Insan Gemilang (GIG)**.

The GIG initiative is aimed at facilitating Malaysians especially **youths**, with specific skills and knowledge via end-to-end training, enabling them to become freelancers and generate income either independently or by venturing into different gig platforms. This will then indirectly reduce the nation's current unemployment rate.

For training providers who intend to



participate, they can submit their proposed courses and list of trainees with the aim of helping the candidates to become better freelancers.

To participate in these programmes, jobseekers, employers and training providers can register and submit their proposals via the **PENJANA HRDF website**, [penjanahrdf.com.my/](https://www.penjanahrdf.com.my/).

To learn more on PENJANA HRDF, visit: <https://www.penjanahrdf.com.my/>



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