

H R D F

INDUSTRY TRAINING

PARTICIPATION REPORT

2018

FOREWORD

On behalf of the Human Resources Development Fund (HRDF), I would like to welcome all of you to our first 'HRDF Industry Training Participation Report'. We believe that this report will give you valuable insights on the industries' training participations and current training landscape among HRDF registered employers.

With the objective of Human Resources Development Fund (HRDF) – to encourage employers to reskill and upskill their local employees, apprentices and trainees in line with their business needs, HRDF has been working with the industries to boost their human capital potential for all local employees by training. With 26 years of experience in managing the training fund, HRDF has gathered valuable industry training information and we believe it is timely for us to share how training has transpired among HRDF and the industries in order to share some insights into training. Therefore, we are proud to present the very first HRDF Industry Training Participation Report for your reading pleasure. As this is our first attempt, we are more than happy to receive feedback from you for our future improvement.

The HRDF Industry Training Participation Report 2018 focuses on five (5) indicators – Effective Training Duration; Employees Trained Ratio; Training Opportunity Ratio; Training Places Approved; and Industry Investment on Training using the Human Resources Development Fund, to compare the training performance for Year 2017 and 2018 among 63 subsectors covered under HRDF. With this information, organisations can set their benchmark against the industry they are in to take more initiatives to train their employees to be more competitive. In addition, employees may also be able to gain some ideas on how to upskill themselves in order to help their organisations to achieve greater heights.

In the end, the ultimate goal of HRDF is to ensure the local employees to realise their maximum potential in contributing to a better organisational productivity via lifelong learning. With a grateful heart, I hope this report will encourage the employers and stakeholders of HRDF to be more active in training to elevate Malaysia to become a developed nation through increased organisational performance and astute human capital development.



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2019

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1. BACKGROUND AND INTRODUCTION

Training is closely related to organisational **productivity**. According to the study conducted by the World Bank (2017), HRDF registered firms have increased by **3%** in productivity when they trained their workforce. On the other hand, companies that are not registered with HRDF but also trained their workforce is only experiencing 1% increase in productivity. It appears that structured training managed by HRDF is vital to ensure the outcome of training translates into higher organisational productivity.

While the results of the training managed by HRDF is found to be commendable, further analysis is done on the HRDF internal data to identify other areas for improvement. The results are interestingly found that there is only a small percentage of trained workers have contributed to the mentioned increase in productivity. This proves that HRDF, registered employers and the training institutions have more responsibilities to unlock the human capital potentials of those who are yet to be trained. Therefore, HRDF has compiled the data and produced the HRDF Industry Training Participation Report 2018 to inform the industries on the training performance and landscape in Malaysia.

...HRDF registered firms have better productivity results from training.

(World Bank, 2017)

The HRDF Training Participation Report 2018 is an indicative report on training performance for 63 subsectors covered and registered under Pembangunan Sumber Manusia Berhad (PSMB) Act 2001. This report consists of training performance comparison for Year 2017 and 2018 in three (3) sectors: Manufacturing, Services and Mining & Quarrying.

For this purpose, HRDF has developed five (5) indicators below to measure training participation of the industries covered:

- a. Effective Training Duration;
- b. Employees Trained Ratio;
- c. Training Opportunity Ratio;
- d. Training Places Approved; and
- e. Industry Investment on Training using Human Resources Development Fund (HRDF).

For better understanding, below are the descriptions of the indicators mentioned:

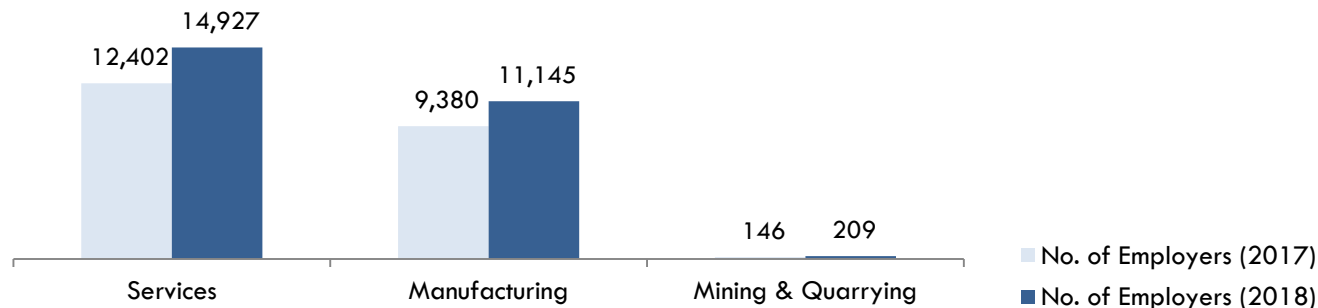
- (1) **Effective Training Duration** indicates how many days an employee is being trained (no. of days);
- (2) **Employees Trained Ratio** indicates the percentage of employees being trained (ratio of number of trained employees to the total number of employees);
- (3) **Training Opportunity Ratio** indicates the average number of training an employee gets to attend (total training places per trainee);
- (4) **Training Places Approved** indicates the frequency of training participations;
- (5) **Industry Investment on Training using Human Resources Development Fund (HRDF)** indicates industry's financial commitment in training.

...there is only a relatively small percentage of workers trained.

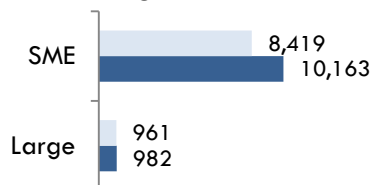
(World Bank, 2017)

2. OUTLOOK OF HRDF REGISTERED EMPLOYERS

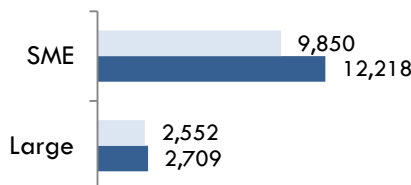
Statistics of HRDF Registered Employers in Year 2017 and 2018



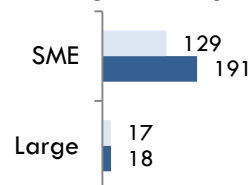
Manufacturing Sector



Services Sector



Mining & Quarrying Sector

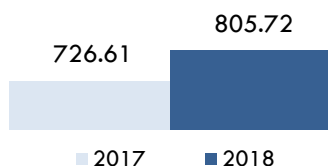


As an effort of HRDF to continuously register eligible and liable employers, we can see the increase of registered employers under HRDF surge from 21,928 in year 2017 to 26,281 employers in 2018. This means more employees are eligible to be trained using structured training fund. Nevertheless, the current Pembangunan Sumber Manusia Berhad (PSMB) Act 2001 only covers 63 subsectors under the 3 main sectors mentioned above, it indicates that there are significant number of employees are yet to have access to structured training fund. This in turn will limit the growth of training and overall number of skilled workers in Malaysia.

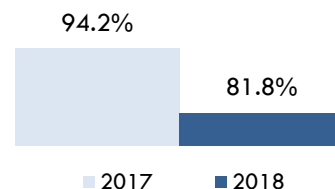
...there are significant number of employees are yet to have access to structured training fund. (HRDF, 2018)

3. LEVY COLLECTION AND UTILISATION

Total Levy Collected (RM, million) by HRDF



% of Levy Utilisation by Employers



Levy collection and utilisation show a healthy trend as the increment of total levy collection were reflected based on the number of registered employers increased. Although the overall percentage of levy utilisation has slightly decreased, nonetheless the employers remained relatively active in training their employees.

Source:

1. HRDF Annual Report 2018.

PARTICIPATION REPORT 2018

4. HRDF SECTORS TRAINING PARTICIPATION ANALYSIS

This section describes the training performance in the three (3) sectors and their respective subsectors using the indicators described below:

Indicators:

a. Effective Training Duration

- Overall Sectors Analysis (2017 vs 2018)
- Specific SUBSECTOR Analysis (2018)

How many days an employee is being trained.

b. Employees Trained Ratio

- Overall Sectors Analysis (2017 vs 2018)
- Specific SUBSECTOR Analysis (2018)

Percentage of employees' participation in training.

c. Training Opportunity Ratio

- Overall Sectors Analysis (2017 vs 2018)
- Specific SUBSECTOR Analysis (2018)

Average number of training an employee gets to attend.

d. Training Places Approved

- Overall Sectors Analysis (2017 vs 2018)
- Specific SUBSECTOR Analysis (2018)

Frequency of training participations approved by HRDF for employees to attend training programme.

e. Industry Investment on Training (HRD Fund)

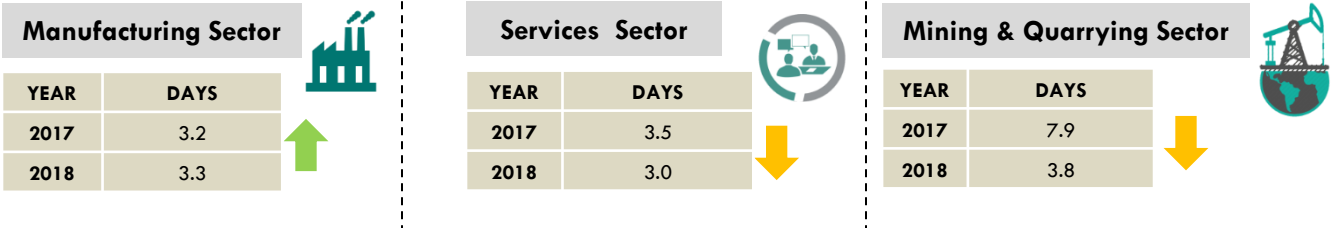
- Overall Sectors Analysis (2017 vs 2018)
- Specific SUBSECTOR Analysis (2018)

Investment based on financial assistance approved specifically the course fees and other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

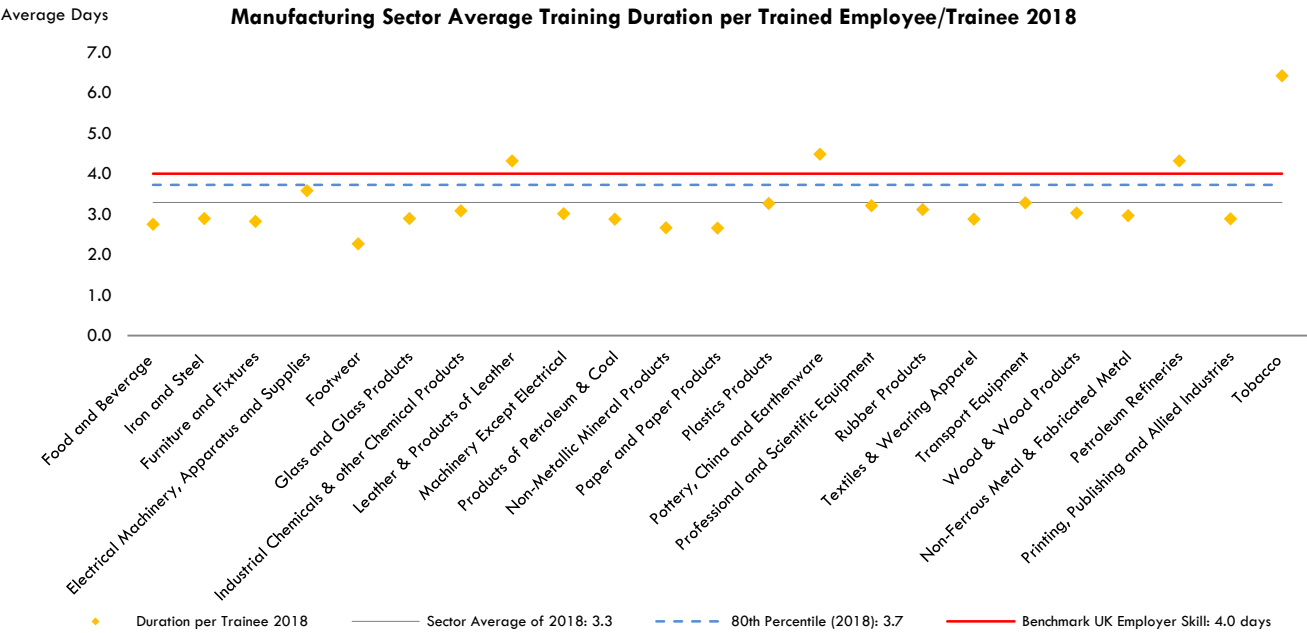
4.1 ANALYSIS OF EFFECTIVE TRAINING DURATION (DAYS) PER TRAINEE BY SECTORS

How many days an employee is being trained.



4.1.1 ANALYSIS OF EFFECTIVE TRAINING DURATION (DAYS) PER TRAINEE ACCORDING TO SUBSECTORS

MANUFACTURING



- Subsectors with high number of average training duration per trainee in 2018**
(above 80th percentile):
1. Tobacco
 2. Pottery, China and Earthenware
 3. Petroleum Refineries
 4. Leather & Products of Leather

- Bottom 5 subsectors with low average training duration per trainee in 2018:** (below average):
1. Footwear
 2. Paper and Paper Products
 3. Non-Metallic Mineral Products
 4. Food and Beverage
 5. Furniture and Fixtures

Tobacco Manufacturers subsector appears to have the highest average of training days compared to other subsectors with 6.4 training days per trainee. On the other hand, Manufacturer of Footwear has trained on average 2.3 days per trainee, which categorise the subsector as the lowest training duration for Manufacturing in 2018.

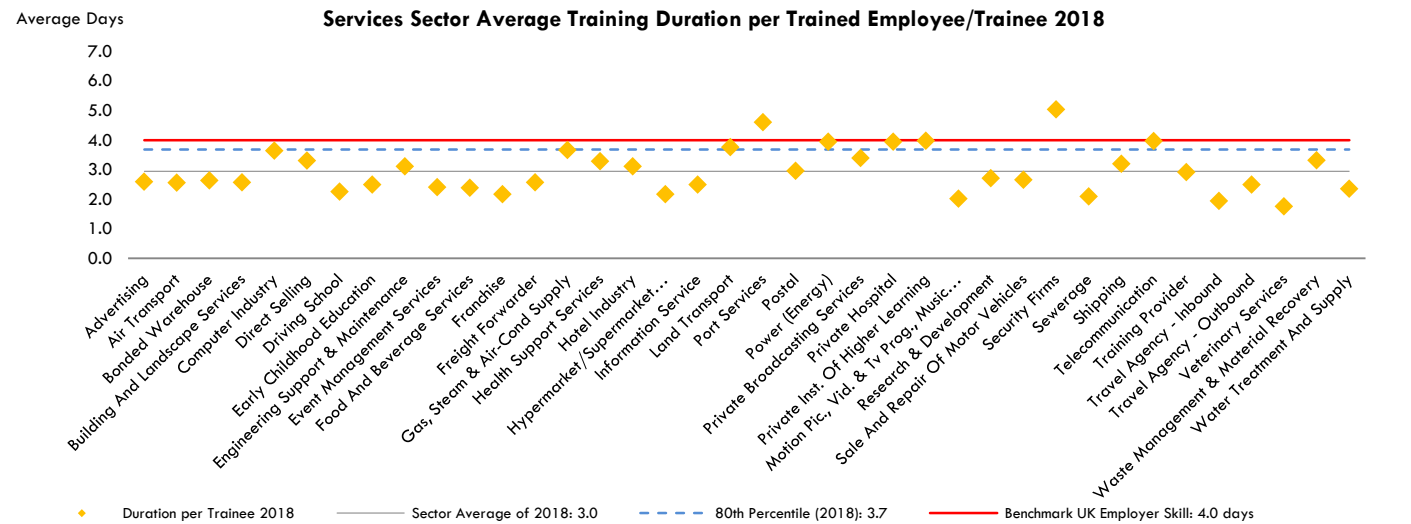
*Benchmark UK Employer Skill 2017 refer to the average number of training days provided by employers is 4.0 days per employee.

Source:
1. UK Employer Skills Survey (ESS) 2017 Research Report. IFF Research 2018. Department for Education (DfE).

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

4.1.1 ANALYSIS OF EFFECTIVE TRAINING DURATION (DAYS) PER TRAINEE ACCORDING TO SUBSECTORS

SERVICES



Subsectors with high number of average training duration per trainee in 2018 (above 80th percentile):

1. Security Firms	5. Private Hospital
2. Port Services	6. Power (Energy)
3. Private Inst. Of Higher Learning	7. Land Transport
4. Telecommunication	

Bottom 5 subsectors with low average training duration per trainee in 2018: (below average):

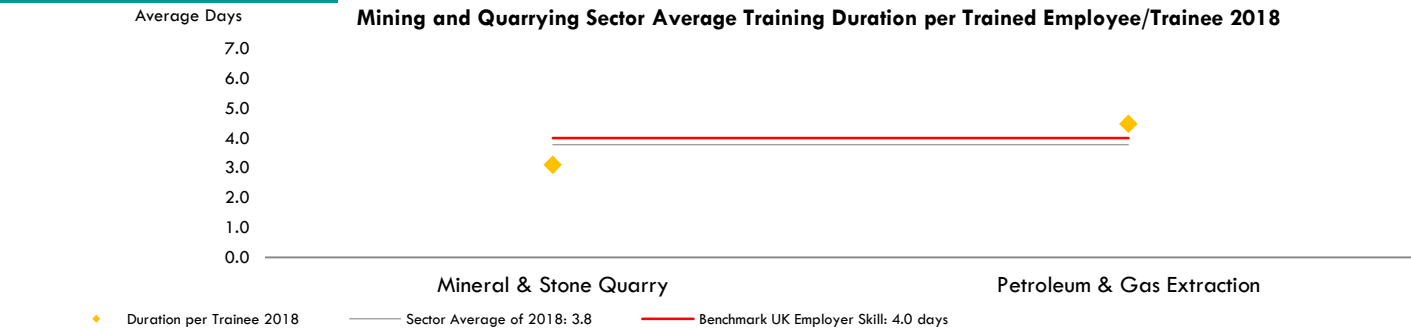
1. Veterinary Services
2. Travel Agency - Inbound
3. Motion Pic., Vid. & Tv Prog., Music...
4. Sewerage
5. Franchise

Among the Services sector, the subsectors that invested longer in terms of training appears to be major subsectors that usually comprise of large employers. Nevertheless, similar to the Manufacturing sector, the overall training duration per trainee is also about 3 days in which Security Firms are having the highest average number of training days (5.0 days) and the lowest is Veterinary Services (1.8 days).

*Benchmark UK Employer Skill 2017 refer to the average number of training days provided by employers is 4.0 days per employee.

Source:
1. UK Employer Skills Survey (ESS) 2017 Research Report. IFF Research 2018. Department for Education (DFE).

MINING & QUARRYING



Subsector with high number of average training duration per trainee in 2018:

Petroleum & Gas Extraction

Subsector with low average of training duration per trainee in 2018: (below average):

Mineral & Stone Quarry

Interestingly, Petroleum and Gas Extraction subsector has the highest training duration per trainee in 2018 at 4.5 days. Of course this is largely due to Malaysia being one of the active oil producing and exporting country and has one of the more well run state owned oil company as the major contractor in oil and gas industries. The quality work benchmark and training requirement set by the main contractor are likely to be followed and thus making other subcontractor to be active in training as well.

Source:
1. Moody's Investors service (2019), "Moody's downgrades PETRONAS to A2from A1; outlook stable"
2. FitchRatings (2018), "Malaysia's Budget gas limited Impact on PETRONAS, Genting, Sime Darby Plantations"

*Benchmark UK Employer Skill 2017 refer to the average number of training days provided by employers is 4.0 days per employee.

Source:
1. UK Employer Skills Survey (ESS) 2017 Research Report. IFF Research 2018. Department for Education (DFE).

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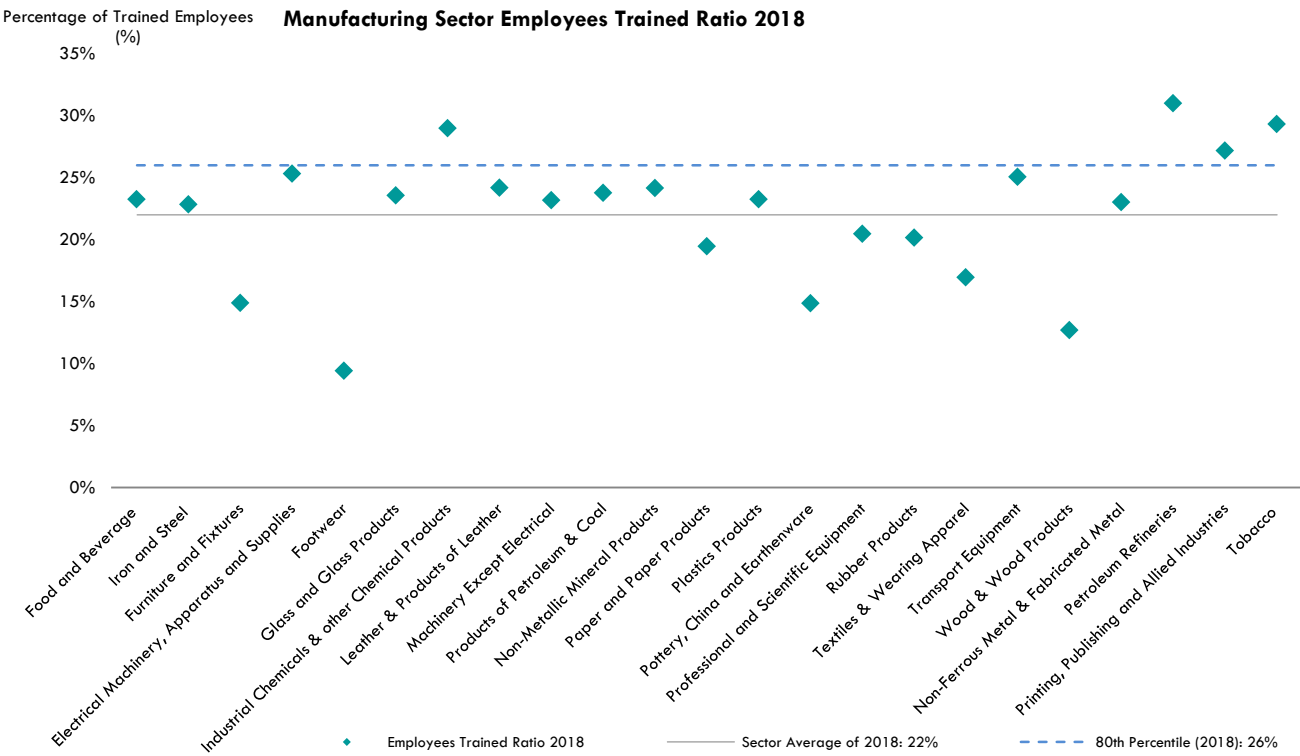
4.2 ANALYSIS OF EMPLOYEES TRAINED RATIO BY SECTORS

Percentage of employees' participation in training.

Manufacturing Sector		Services Sector		Mining & Quarrying Sector	
YEAR	EMPLOYEES TRAINED	YEAR	EMPLOYEES TRAINED	YEAR	EMPLOYEES TRAINED
2017	25%	2017	25%	2017	24%
2018	24%	2018	22%	2018	23%

4.2.1 ANALYSIS OF EMPLOYEES TRAINED RATIO ACCORDING TO SUBSECTORS

MANUFACTURING



Subsectors with high percentage (%) of employees trained (above 80th percentile):

1. Petroleum Refineries
2. Tobacco
3. Industrial Chemicals & other Chemical Products
4. Printing, Publishing and Allied Industries

Bottom 5 subsectors with low percentage (%) of employees trained (below average):

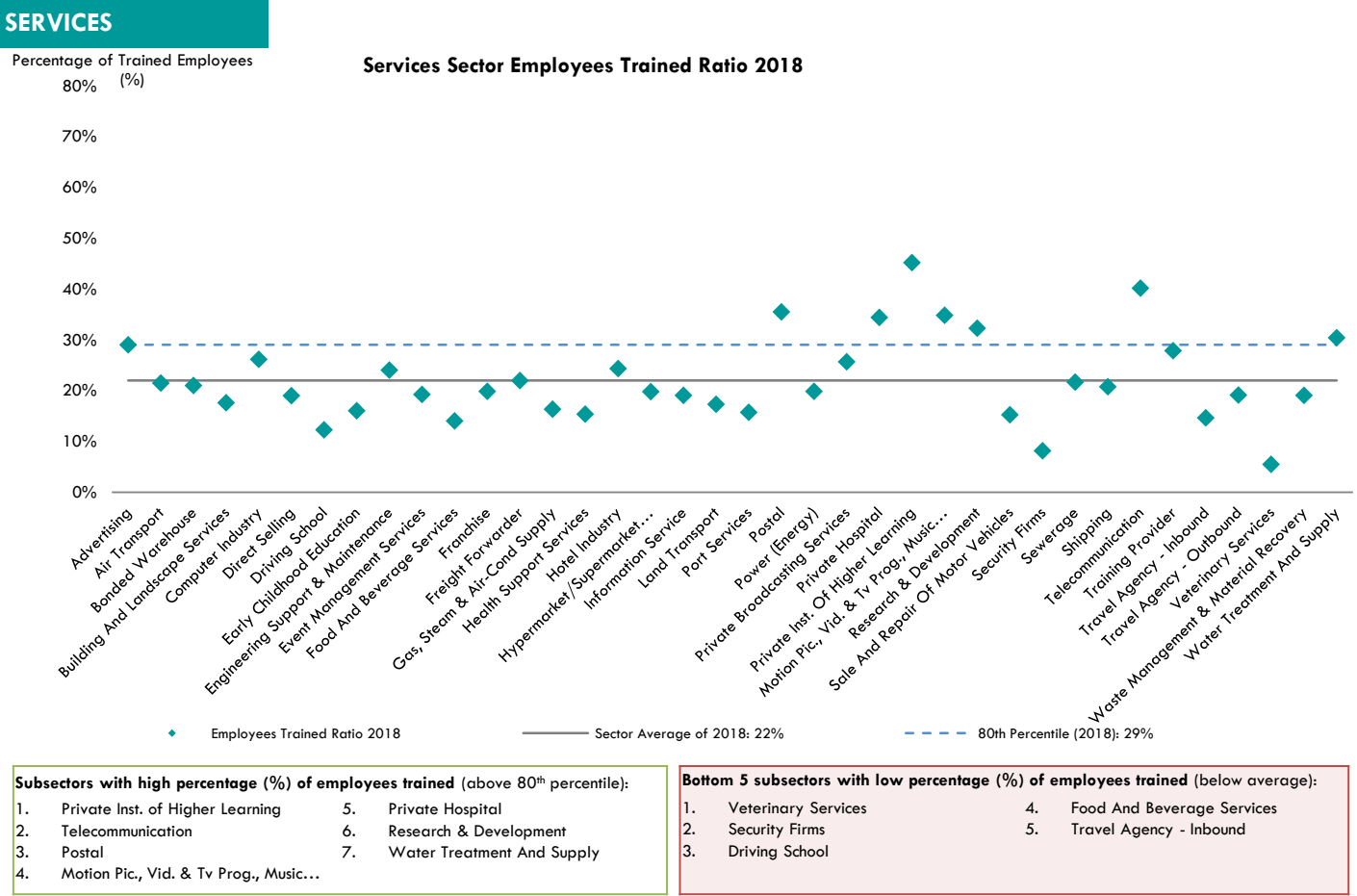
1. Footwear
2. Wood & Wood Products
3. Pottery, China and Earthenware
4. Furniture and Fixtures
5. Textiles & Wearing Apparel

Petroleum Refineries appear to be the subsector with the highest ratio of trainees trained based on their number of employees compared to its manufacturing peers , followed by Tobacco and Industrial Chemicals & other Chemical Products. It shows that these industries were actively participating in training activities and sending their employees for upskilling and reskilling programmes.



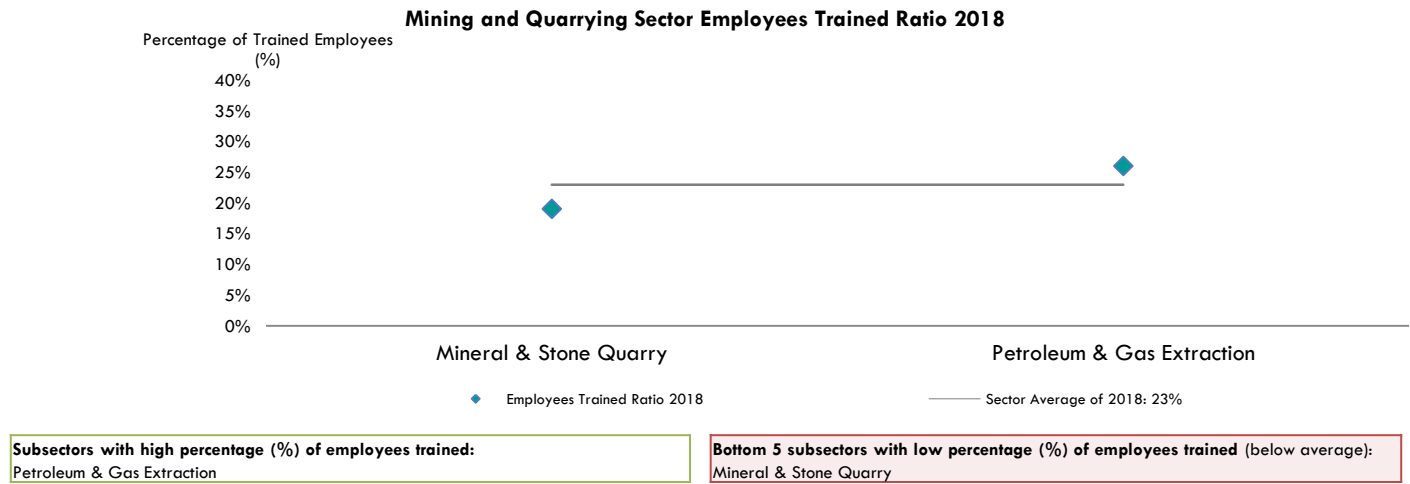
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4.2.1 ANALYSIS OF EMPLOYEES TRAINED RATIO ACCORDING TO SUBSECTORS



Private Inst. of Higher Learning involved in training activities is higher than other Services sector with 45% followed by Telecommunication (40%) and Postal (35%). On the other hand, Veterinary Services remain as the lowest in providing training to their employees with only 5% of employees have been trained.

MINING & QUARRYING



Comparisonly both subsectors under Mining and Quarrying, Petroleum & Gas Extraction have trained more employees on average with 26% and Mineral & Stone Quarry is considered inactive and below the average with only 19% employees being trained.

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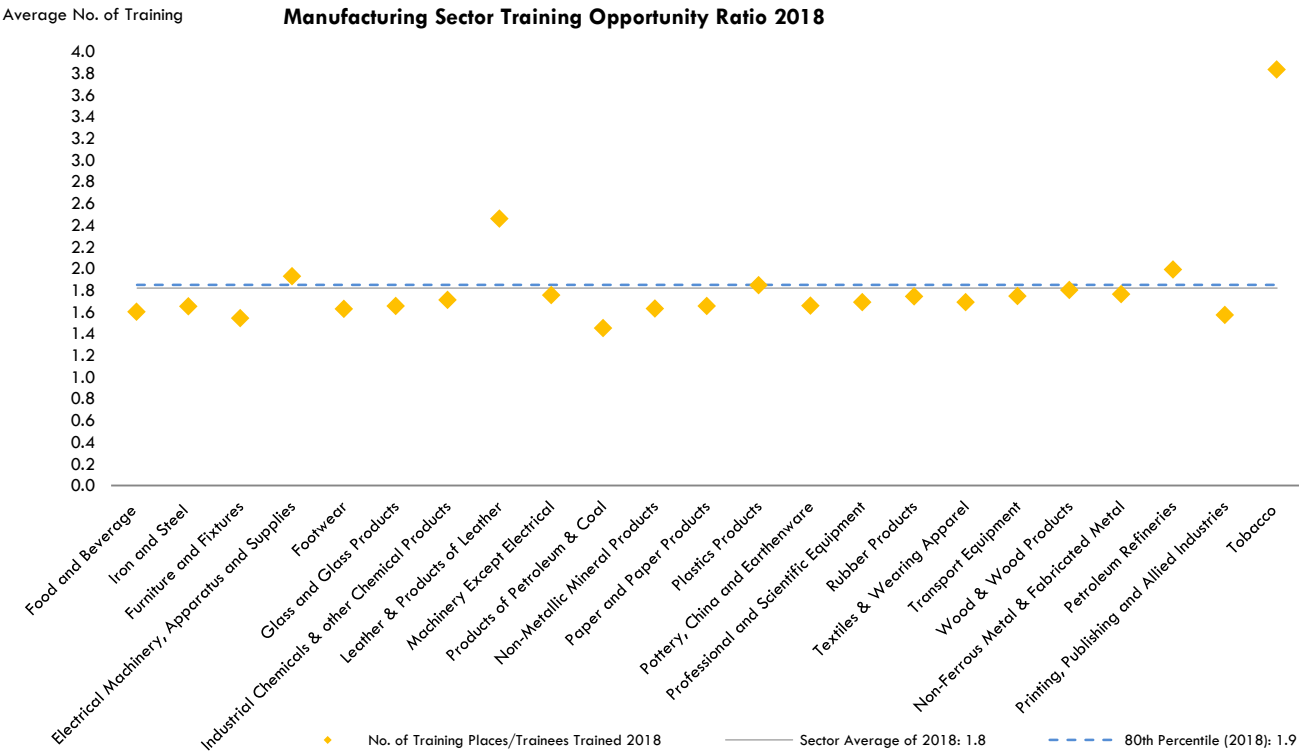
4.3 ANALYSIS OF TRAINING OPPORTUNITY RATIO BY SECTORS

Average number of training an employee gets to attend.

Manufacturing Sector		Services Sector		Mining & Quarrying Sector	
YEAR	TRAINING OPPORTUNITY RATIO	YEAR	TRAINING OPPORTUNITY RATIO	YEAR	TRAINING OPPORTUNITY RATIO
2017	1.8	2017	1.6	2017	1.5
2018	1.8	2018	1.5	2018	1.5

4.3.1 ANALYSIS OF TRAINING OPPORTUNITY RATIO ACCORDING TO SUBSECTORS

MANUFACTURING



Subsectors with high number of training places approved (above 80th percentile):

1. Tobacco
2. Leather & Products of Leather
3. Petroleum Refineries
4. Electrical Machinery, Apparatus and Supplies

Bottom 5 subsectors with low number of training places approved: (below average):

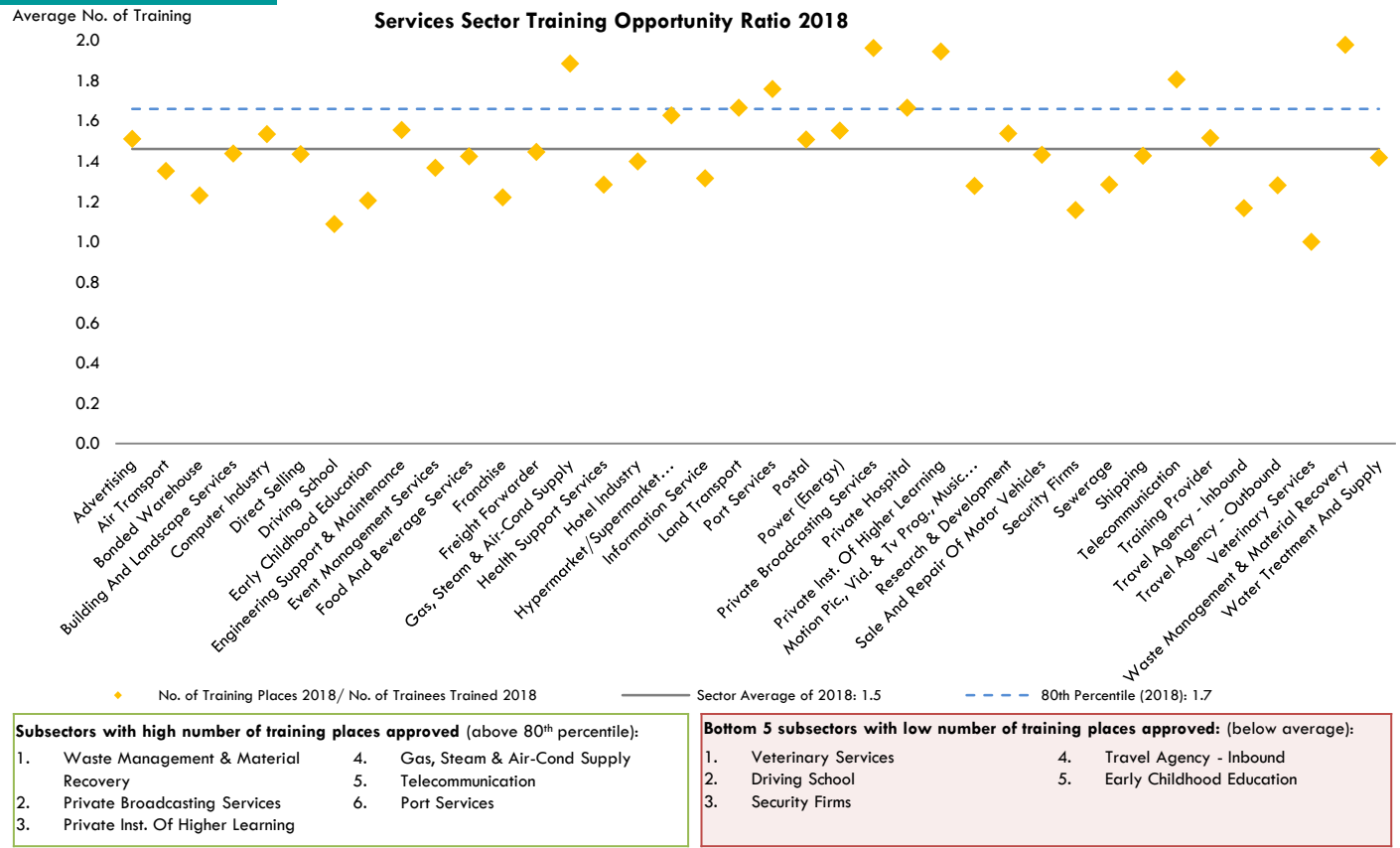
1. Products of Petroleum & Coal
2. Furniture and Fixtures
3. Printing, Publishing and Allied Industries
4. Food and Beverage
5. Footwear

Tobacco Manufacturer still appears to be the outlier of its manufacturing peers in comparison, followed by Manufacturer of Leather & Products of Leather. It is likely that these two (2) industries have less major players in the market and most of them are SMEs, but more active in training.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

4.3.1 ANALYSIS OF TRAINING OPPORTUNITY RATIO ACCORDING TO SUBSECTORS

SERVICES



As for training places per trainee for Services sector is even comparably lesser than in manufacturing sector. Overall, this indicates that overall, the trainees in this sector are not being trained more than once in a period of one (1) year. Employers have to move beyond providing training only to the necessary employee for compliance purposes if they want to remain competitive and increase talent retention in the market. Veterinary services remain as the lowest average of employees trained and Waste Management & Material Recovery has the highest number with almost two times employees attended training courses per year.

MINING & QUARRYING



As for training places per trainee, both subsectors appear to be similar where one training has approximately 1.5 training places in a year. While Petroleum & Gas Extraction may have similar number of training places, its training duration is comparably longer, thus, has higher chances of employees get more intensive training rather than short-term training.

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4.4 ANALYSIS OF TRAINING PLACES APPROVED BY SECTORS

Frequency of training participations approved by HRDF for employees to attend training programme.

Manufacturing Sector

YEAR	NO. OF TRAINING PLACES
2017	467,956
2018	448,747

Services Sector

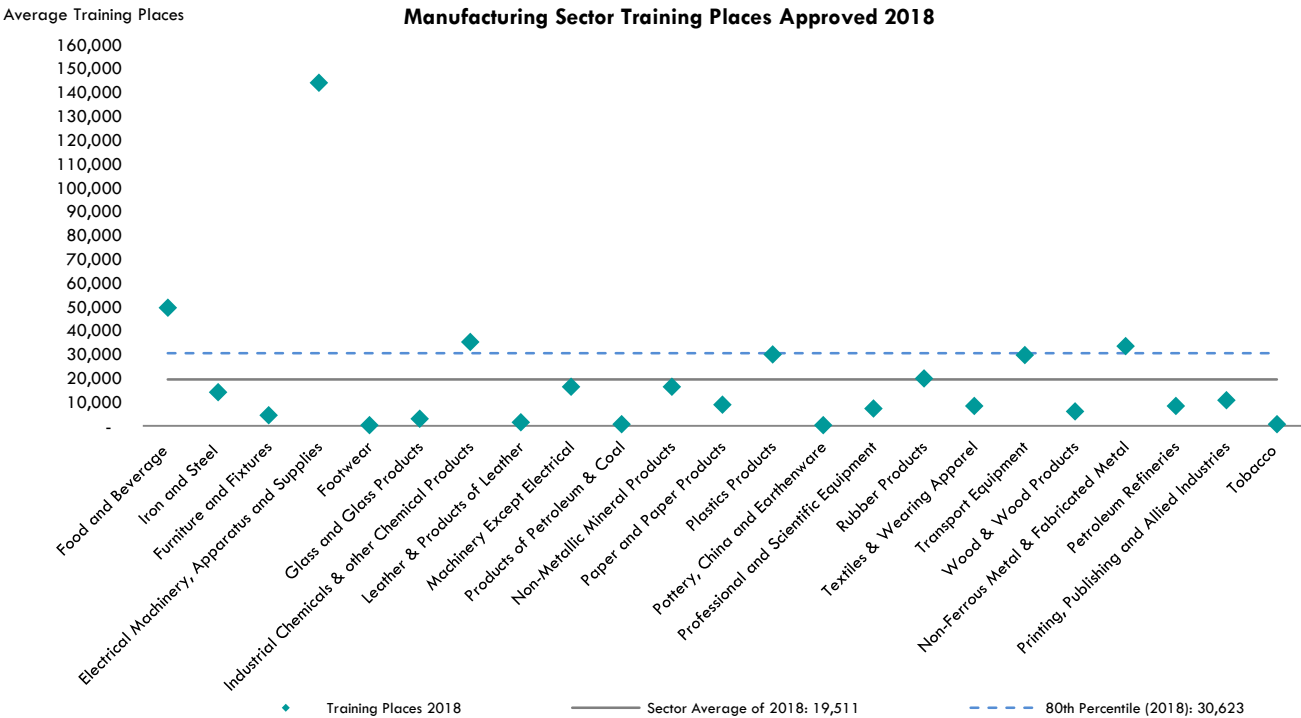
YEAR	NO. OF TRAINING PLACES
2017	449,524
2018	417,245

Mining & Quarrying Sector

YEAR	NO. OF TRAINING PLACES
2017	7,079
2018	7,363

4.4.1 ANALYSIS OF TRAINING PLACES APPROVED ACCORDING TO SUBSECTORS

MANUFACTURING



Subsectors with high number of training places approved (above 80th percentile):

1. Electrical Machinery, Apparatus and Supplies
2. Food and Beverage
3. Industrial Chemicals & other Chemical Products
4. Non-Ferrous Metal & Fabricated Metal

Bottom 5 subsectors with low number of training places approved: (significantly below average):

1. Footwear
2. Pottery, China and Earthenware
3. Products of Petroleum & Coal
4. Tobacco
5. Leather & Products of Leather

By comparing only the training places, those that are active in training are highly correlated with the number of trainees and employees in the subsectors have.

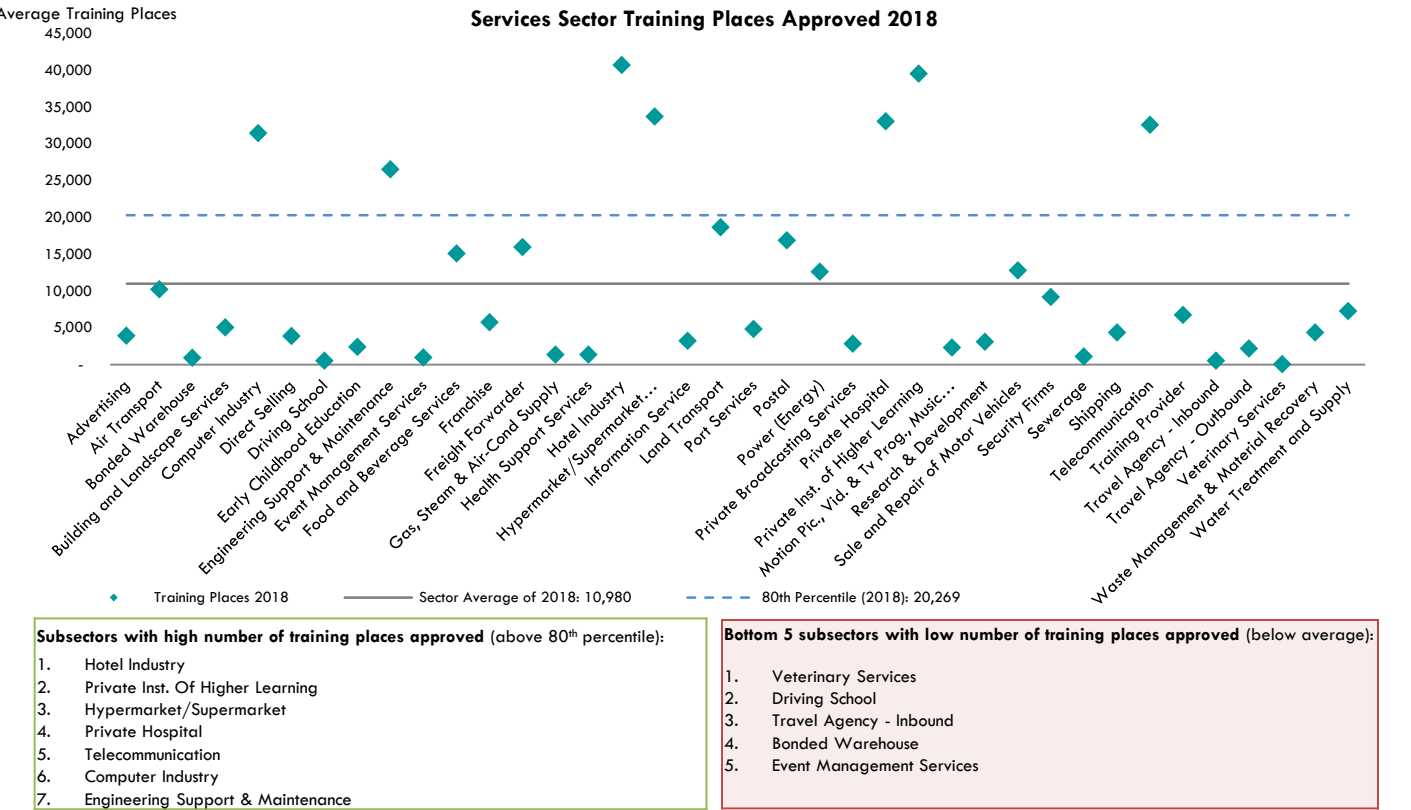
For instances, Electrical Machinery, Apparatus and Supplies subsector have the highest number of training places for 2018, which also reflected based on the number of registered employers which is 1,140 employers registered for that year. Diversely, Manufacturer of Footwear has the most least training places with only 215 training places in 2018.

In the meantime, those been identified below average should take note that their training places are relatively low but number of employees are high. They may lose their edge to their competitors if their employees are not as productive as their counterparts.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

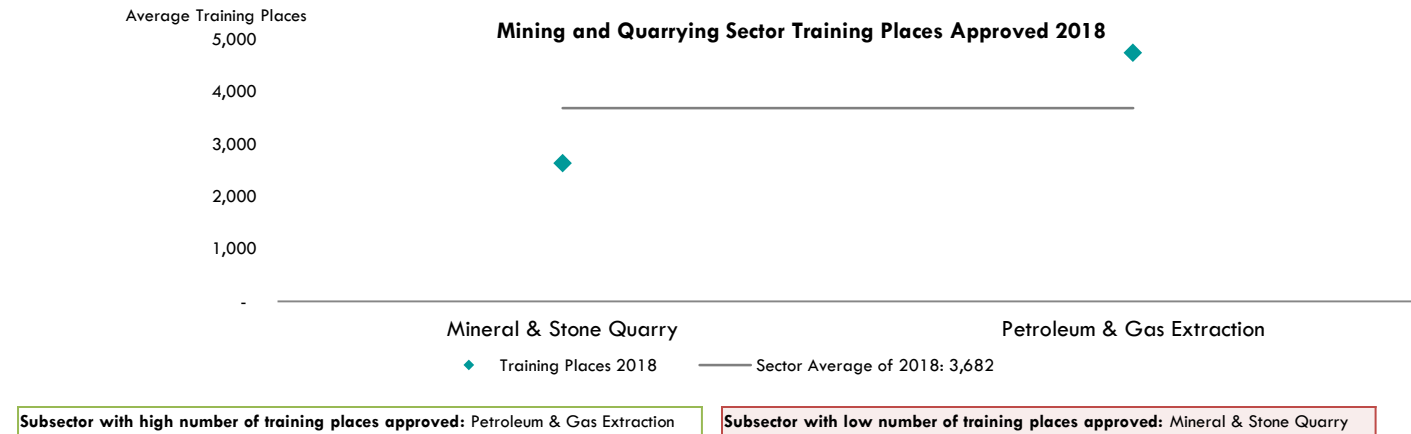
4.4.1 ANALYSIS OF TRAINING PLACES APPROVED ACCORDING TO SUBSECTORS

SERVICES



The average training places approved for the Services sector is only about half of the manufacturing and surprisingly Services sector is considered contributing 56% of Malaysia's GDP (Department of Statistics Malaysia, 2018). Hotel industry is the most active subsector with 40,655 training places while Veterinary Services remain as the most inactive subsector with only 12 training places in 2018.

MINING & QUARRYING

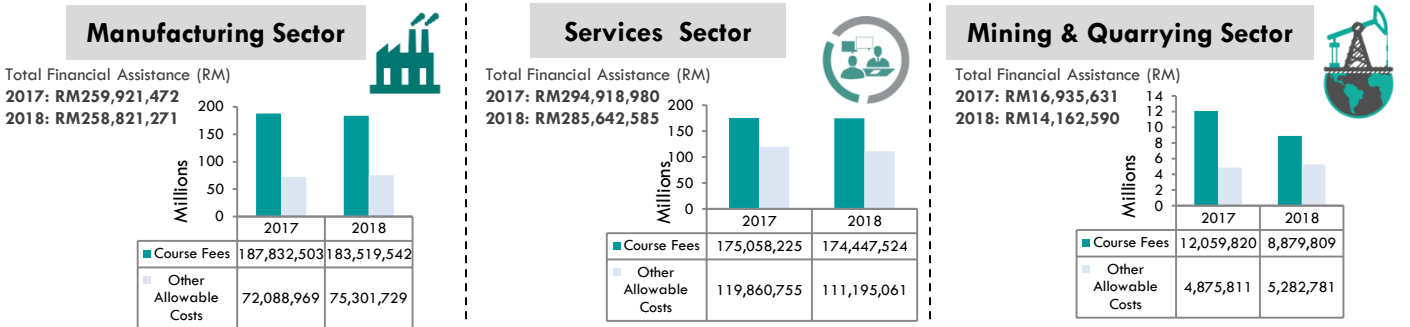


In comparison, Petroleum & Gas Extraction trained more employees compared to Mineral and Stone Quarry.

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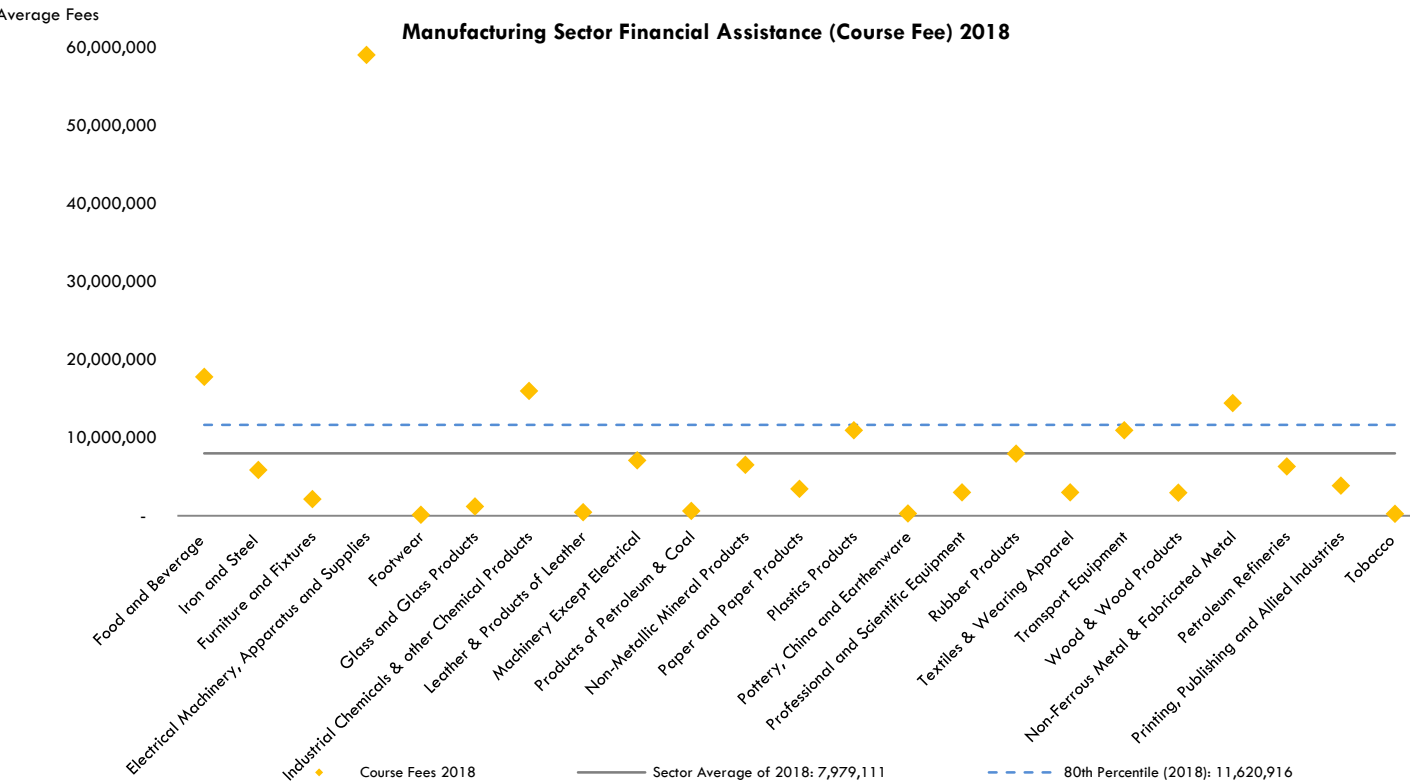
4.5 ANALYSIS OF INDUSTRY INVESTMENT ON TRAINING USING HRD FUND BY SECTORS

Investment based on financial assistance approved specifically the course fees and other allowable costs.



4.5.1 ANALYSIS OF INDUSTRY INVESTMENT ON TRAINING USING HRD FUND ACCORDING TO SUBSECTORS

MANUFACTURING



Subsectors with high investment in training (above 80th percentile):

1. Electrical Machinery, Apparatus and Supplies
2. Food and Beverage
3. Industrial Chemicals & other Chemical Products
4. Non-Ferrous Metal & Fabricated Metal

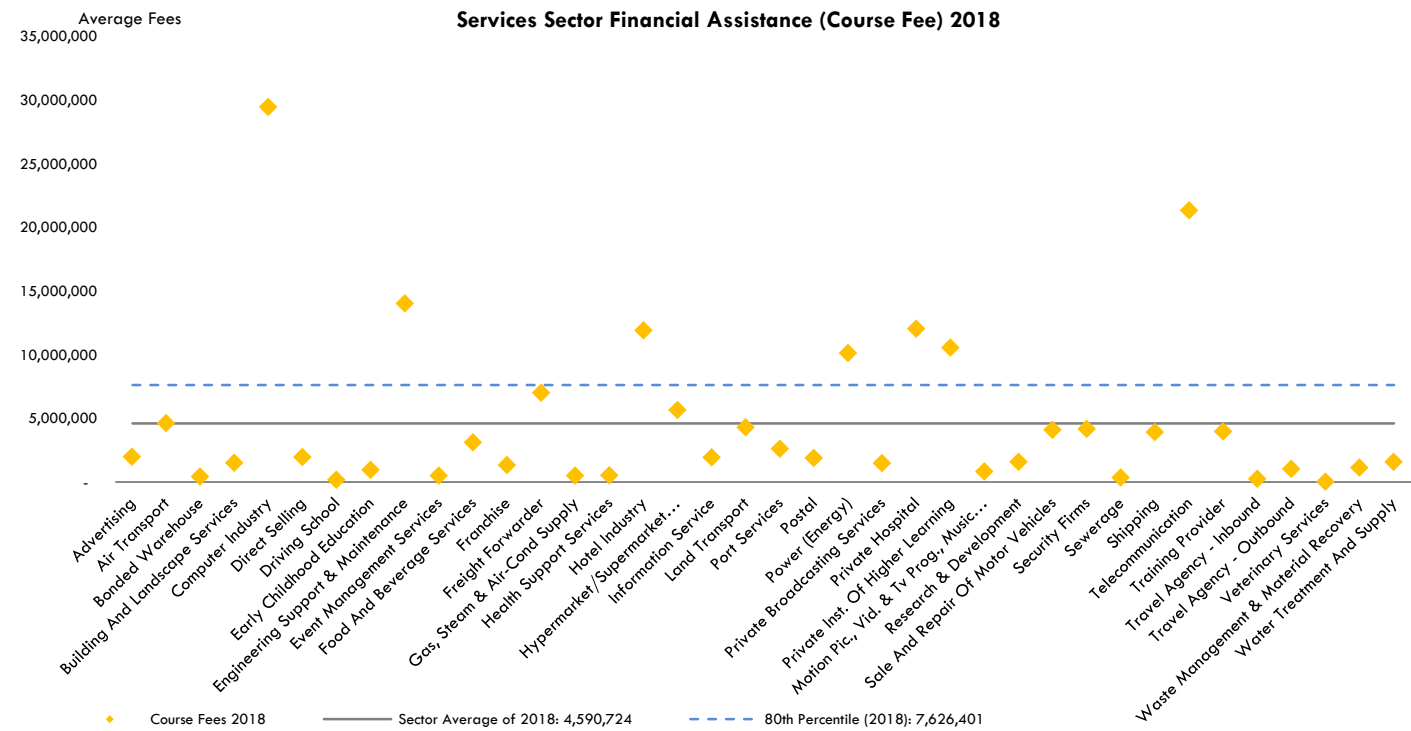
Bottom 5 subsectors with low investment in training: (significantly below average):

1. Footwear
2. Tobacco
3. Pottery, China and Earthenware
4. Leather & Products of Leather
5. Products of Petroleum & Coal

Similarly, those subsectors with high training places are also equally investing heavily/more training. For Manufacturing sector, Electrical Machinery, Apparatus and Supplies leading as the subsector with the highest investment in training compared to the rest of 23 subsectors. In line with the lower number of training places, Manufacturer of Footwear industry has the lowest investment in training using HRD Fund.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

4.5.1 ANALYSIS OF INDUSTRY INVESTMENT ON TRAINING USING HRD FUND ACCORDING TO SUBSECTOR SERVICES



Subsectors with high investment in training (above 80th percentile):

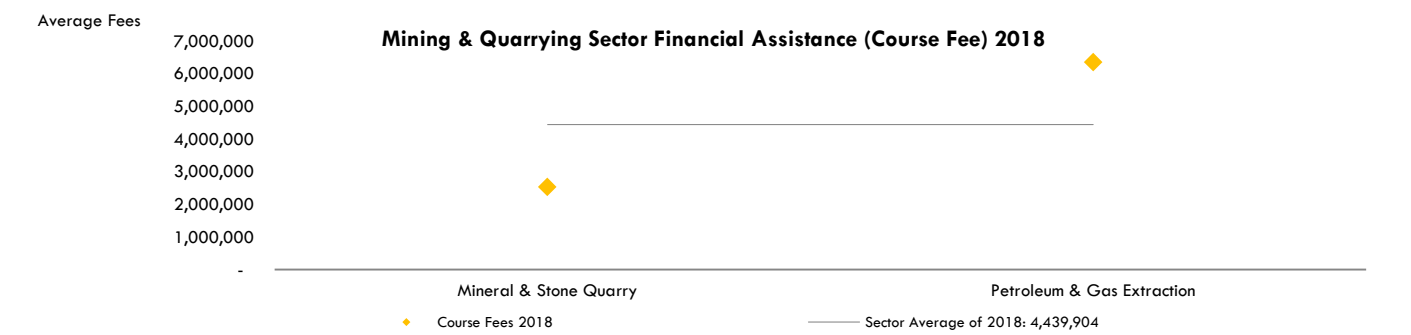
1. Computer Industry	5. Hotel Industry
2. Telecommunication	6. Private Inst. Of Higher Learning
3. Engineering Support & Maintenance	7. Power (Energy)
4. Private Hospital	

Bottom 5 subsectors with low investment in training: (significantly below average):

1. Veterinary Services
2. Driving School
3. Travel Agency - Inbound
4. Sewerage
5. Bonded Warehouse

For training investment, the Computer Industry is leading as the highest investor in training which might be related to the high cost/expensive fees for intensive and technical courses related to the industry.

MINING & QUARRYING



Above Average: Petroleum & Gas Extraction

Below Average: Mineral & Stone Quarry

Petroleum & Gas Extraction remains as the highest investor in training compared to Mineral & Stone Quarry according to the approved training places.

5. FINDINGS

5.1 Effective Training Duration

- In comparison of Manufacturing, Services and Mining & Quarrying sectors, the average training duration per trainee in 2018 are 3.3, 3.0 and 3.8 days respectively.
- This shows that employers in Mining & Quarrying are more active in training their employees compared to other sectors covered under HRDF.
- The average training days shows HRDF registered employers in general would send their employees for short-term courses.
- According to the UK Employer Skills Survey 2017, the average number of training days provided by employers is 4.0 days per employee.
- If we consider the training days per trainee represents the commitment of training (either by trainee or employer), then the training in Malaysia remains below UK's benchmark in comparison.
- In 2017, Mining & Quarrying recorded the highest training days with 7.9 days per trainee which was contributed mainly by Petroleum & Gas Extraction subsector, however the number decreased in 2018.

Source:

1. UK Employer Skills Survey (ESS) 2017 Research Report. IFF Research 2018. Department for Education (DFE).

5.2 Employees Trained Ratio

- The range of 22-25% employees trained among HRDF registered employers is only about half compared to Singapore and Australia, more workers in Malaysia must be given sufficient opportunities to be trained.
- Another crucial findings from this report is the implication of not every employee is being trained, given the indicator trainees trained/employees ratio were 22-25% out of total employees.
- The figures signal not every employee is given equal opportunity to be trained. This phenomenon could be caused by many factors such as lack of training fund or resources by employers, time constraint and level of employers and employees willingness to join training.

Source:

1. Singapore Ministry of Manpower (2015). Employer Supported Training 2014.
2. Shah, C. Employer-supported training in Australia: participation, demand and supply. Technical Report. National Centre for Vocational Education Research.

5. FINDINGS

5.3 Training Opportunity Ratio

- On average, it is noted that majority of the employers invested about 1 to 2 training per employee in a year.
- With the average of 3 training days per trainee as stated in the Analysis of Effective Training Duration, it means that 1 training is only about 1.5 days long.
- With such statistics, it reconfirms the assumption that not many workers would be able to involve in long-term training.
- In comparison, Manufacturing, Services and Mining & Quarrying sectors, the average of training places per employee trained in 2018 are 1.8, 1.5 and 1.5 respectively. This appears that employers in manufacturing are more active in training their employees compared to other sectors covered under HRDF.

5.4 Training Places Approved

- With the exception of Mining & Quarrying sector, both Manufacturing and Services sector have reduced their training places by 4% and 7% respectively in 2018.
- This becomes a concern which needs attention by the industries as the number of training has reduced even though the overall number of HRDF registered employers and employees has increased, indicating less portion of workers being trained in the workplace.
- The reduced number of training is even more alarming at times of Industrial Revolution. Organisations should be more proactive in upskilling their employees to adapt to technological changes in order for organisations to be more productive.

5. FINDINGS

5.5 Industry Investment in Training using HRDF

- Majority of the subsectors within Manufacturing, Services and Mining & Quarrying have reduced their investment on training from Year 2017 to 2018.
- This could be due to the moderate growth of the overall GDP from 5.9% in 2017 to 4.7% in 2018, indicating the correlation between economic activity and training investment.
- In addition, The Nikkei Malaysia Manufacturing Purchasing Managers Index (PMI) has also indicated that the index has fallen to the lowest in 6.5 years (46.8) at one point in 2018, implying unfavourable business conditions and thus affecting training initiatives.
- As a Government agency, HRDF is taking measures to stimulate training activities in order to increase the number of workers being trained. For instances, HRDF is working with Institut Latihan Jabatan Tenaga Manusia (ILJTM) to increase course efficiency to ensure more workers being upskilled and reskilled in an economically challenging times.
- In addition, this measure will also send signal to the private training market to develop high cost efficient training programmes to compete with public training institutions.
- All training institutions registered under HRDF are required to adopt the “Value and Volume” approach in designing, developing and implementing their courses.

6. CONCLUSION

Based on the findings, it's evident that training duration reflects employers and employees commitment in training. With average training duration of 3 days (1 day = 8 hours of training), it was found that employers preferred to send their employees for short term training courses. Therefore, training institutions may need to consider structuring their training into modular basis to fill this need.

The percentage of employees trained using HRD Fund remained humble. In Singapore, it was found that 8 out of 10 employers provide structured training to their employees with 56% of employees from these establishments were sent for training (Singapore Ministry of Manpower, 2015). On another note, the average probability of participation in employer-supported training among full time workers in Australia is between 42-77% depending on skill level and sector (Shah, 2017). The range of 22-25% employees trained among HRDF registered employers is only about half compared to Singapore and Australia. The finding indicates that more workers in Malaysia should be given sufficient opportunities to be trained.

On average, majority of the employers are investing about 1 to 2 trainings per employee in a year. It is inconclusive to mention that this number of training is sufficient for the workers, but HRDF receives feedback from employers that they have limitation in sending their employees for training during working hours due to their business operations. If this is the main barrier for training opportunity, employers and employees may consider embarking on trainings that are conducted during non-office hours or e-learning. As for training providers, they must be flexible in offering training on modular basis for a continuous period of time.

As the number of employers and employees covered under HRDF increased from 2017 to 2018, it is expected that the training places would have increased accordingly. On the contrary, both Manufacturing and Services sectors have reduced their training places by 4% and 7% respectively in 2018, this observation is concerning as it indicates reduced interests in training employees. With the Industrial Revolution happening now, more processes will be automated and some workers' skills will be considered inadequate, especially among the low skilled workers. Employers should take precautionary steps in restructuring their organisation to ensure they are remain competitive in reskilling workers to perform tasks that contribute higher productivity to the business, laying off workers should not be the priority in this challenging environment. In the meantime, employees within the subsectors covered under HRDF must be vigilant in leveraging their HRDF levy. Employees must be proactive in determining the validity of their skills and need to have proper discussions with their employers on upskilling and reskilling to build a better organisation.

Sources:

1. Singapore Ministry of Manpower (2015). Employer Supported Training 2014.
2. Shah, C. Employer-supported training in Australia: participation, demand and supply. Technical Report. National Centre for Vocational Education Research.

6. CONCLUSION

In terms of benchmarking training investment, the standard “Training Expenditure % of GDP” is used for comparison purposes. The training expenditure of Korea is 0.07% of its GDP, while New Zealand is 0.10%, Germany, 0.25% and Finland, 0.50% (OECD, 2013). On the contrary, Malaysia’s overall Financial Assistance per GDP only stood at **0.05%**. According to sectors, Manufacturing stood at 0.09%, Services at 0.04% while Mining and Quarrying at 0.03%.

Sector	Financial Assistance Approved (RM)	GDP	%
Manufacturing	253.2 million	280 billion	0.09%
Services	292.8 million	688 billion	0.04%
Mining and Quarrying	25.4 million	97 billion	0.03%
Total	571.4 million	1.065 trillion	0.05%

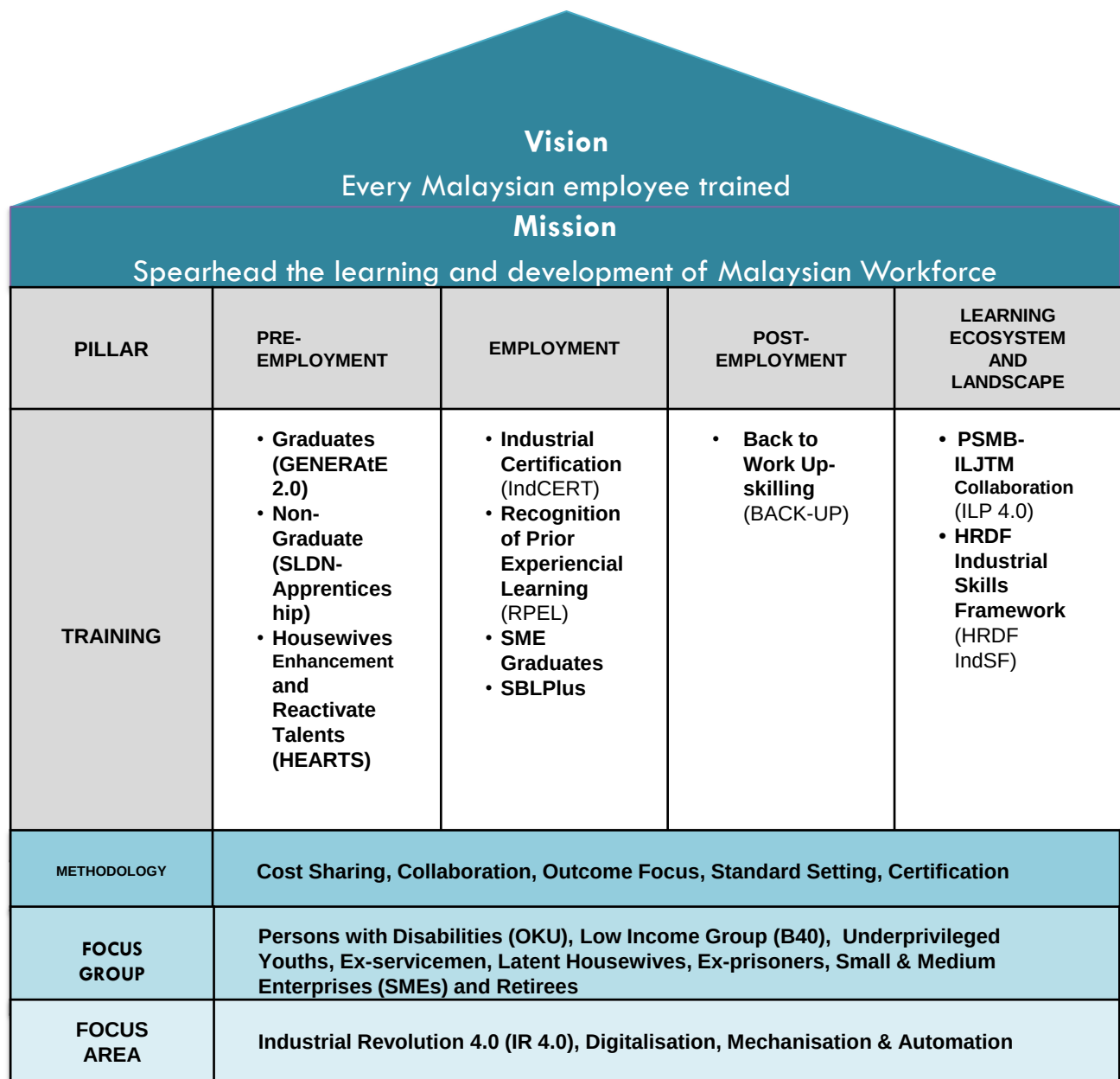
**Note: Financial Assistance includes all HRDF schemes (SBL, SBL-Khas, SLB, FWT, ALAT, IT, CBT, ITS, RPEL and OJT) but does not include fund used for Strategic Initiatives.*

Sources:

1. PSMB Internal Database (2018)
2. Department of Statistics Malaysia (2018)
3. OECD (2013) through https://www.hamiltonproject.org/charts/labor_market_training_expenditures_as_a_percent_of_gdp_in_oecd_countries_20

From the chart above, we can see that the three sectors covered by HRDF only spent about 0.05% of the GDP to training. Given that service sector is the main driver of economy, it is surprising that the overall expenditure for training of this sector is RM292.8 million only in 2018. Comparing this expenditure to the overall service sector GDP (about RM688 billion in 2018), it is only about 0.04%. Should this sector increase its training expenditure, the potential of GDP growth from the increased productivity would be significant. Comparing this expenditure to the overall Mining & Quarrying sector GDP (about RM97 billion in 2018), it is only about 0.03%. This is the lowest training expenditure/GDP contribution ratio. More must be done in order to upskill and reskill the workers in this sector.

7. VALUE PROPOSITION: HRDF INITIATIVES STRATEGIC MAP



HRDF has come about with the Initiatives Strategic Map where all levels of employers and employees whom are registered under PSMB Act 2001 will have the opportunities to be trained. Starting from the Pre-Employment category (focuses on future workers), to the Employment and Post-Employment categories (both in-service workers and retirees respectively), all strategic initiatives intend to provide opportunities for all Malaysian workforce to be reskilled and upskilled as per the vision and mission of HRDF.

PARTICIPATION REPORT 2018

8. TRAINING PARTICIPATION ANALYSIS ACCORDING TO STATES (2018)

This section describes the training performance of the states using the indicators described below:

Indicators:

a. Levy Utilisation

- Overall States Analysis (2018)



Employers' level of activeness in using levy paid based on the levy disbursement.

b. Training Investment per Employee

- Overall States Analysis (2018)



Investment based on financial assistance approved for training attended per employee.

c. Employees Trained Ratio

- Overall States Analysis (2018)



Percentage (%) of employees trained based on number of trainees trained.

d. Training Opportunity Ratio

- Overall States Analysis (2018)

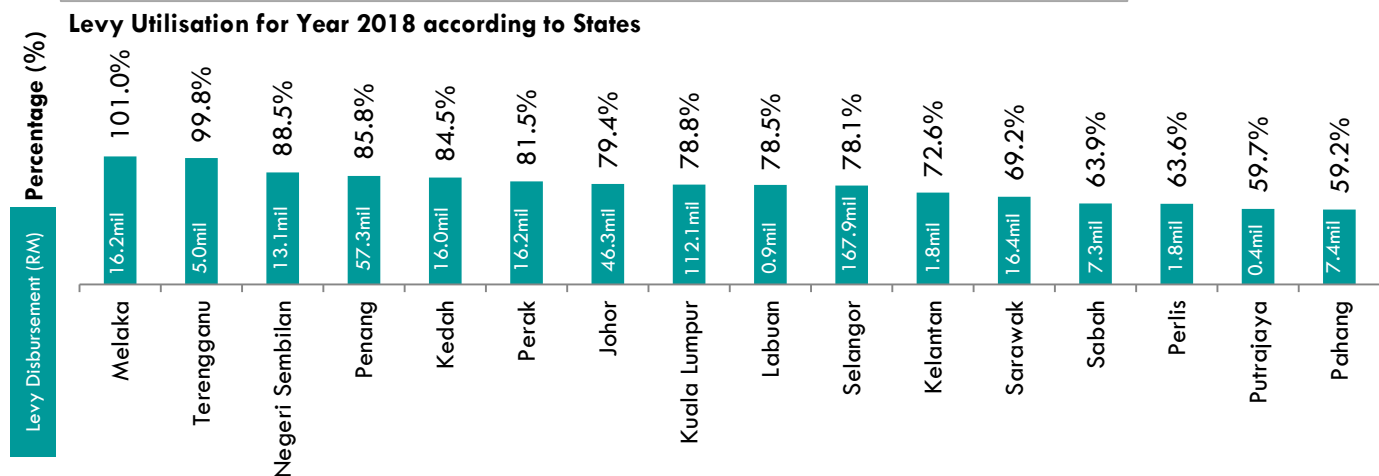


Number of training a trainee gets to attend on average.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

8.1 ANALYSIS OF LEVY UTILISATION FOR YEAR 2018 ACCORDING TO STATES

Employers' level of activeness in using levy paid based on the levy disbursement for Year 2018 only.

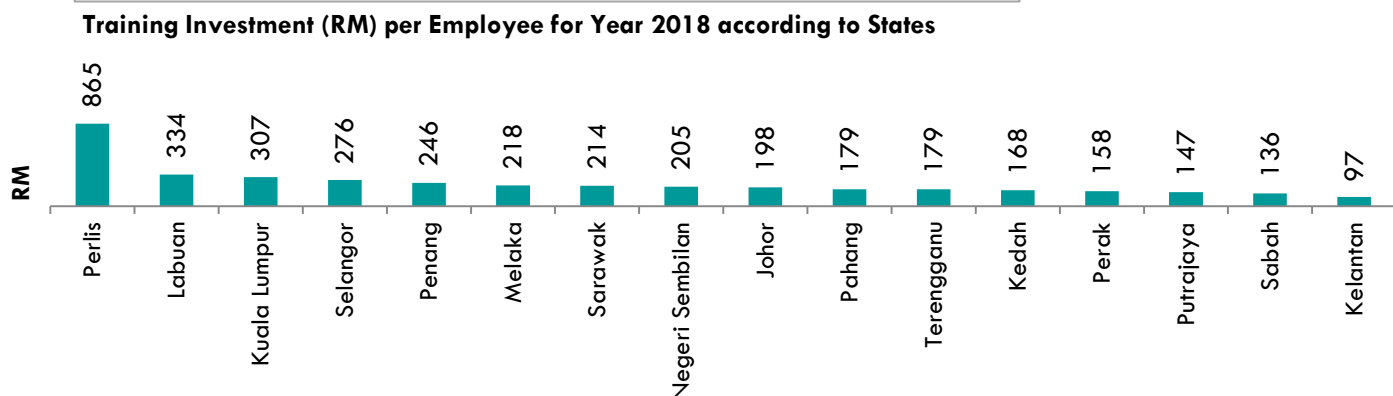


OVERALL PERCENTAGE OF LEVY UTILISATION OF ALL STATES IS 86.0% OF THE TOTAL LEVY DISBURSED

Based on comparison of total levy paid and total levy disbursed for training completed and claimed by all employers, the overall rate of levy utilisation is at 86.0%. The levy utilisation rate for year 2018 indicated that the employers were active in conducting training and utilising the HRD fund. The rate is also considered as Excellent based on the classification of 75% and above: Excellent, 74.9% - 50%: Intermediate, 49.5% and below: Low. The utilisation of HRD levy for Melaka is more than 100% as the disbursement for training in 2018 is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for training completed in 2017 which is before or by 30th June 2018.

8.2 ANALYSIS OF TRAINING INVESTMENT PER EMPLOYEE FOR YEAR 2018 ACCORDING TO STATES

Investment based on financial assistance approved for training attended per employee.



AVERAGE TRAINING INVESTMENT PER EMPLOYEE IS RM245

Based on the overall training investment for 2018, RM558.8 million that are used for training is implying there is approximately **RM245** invested in HRDF registered employee for training on average in 2018.

Source:

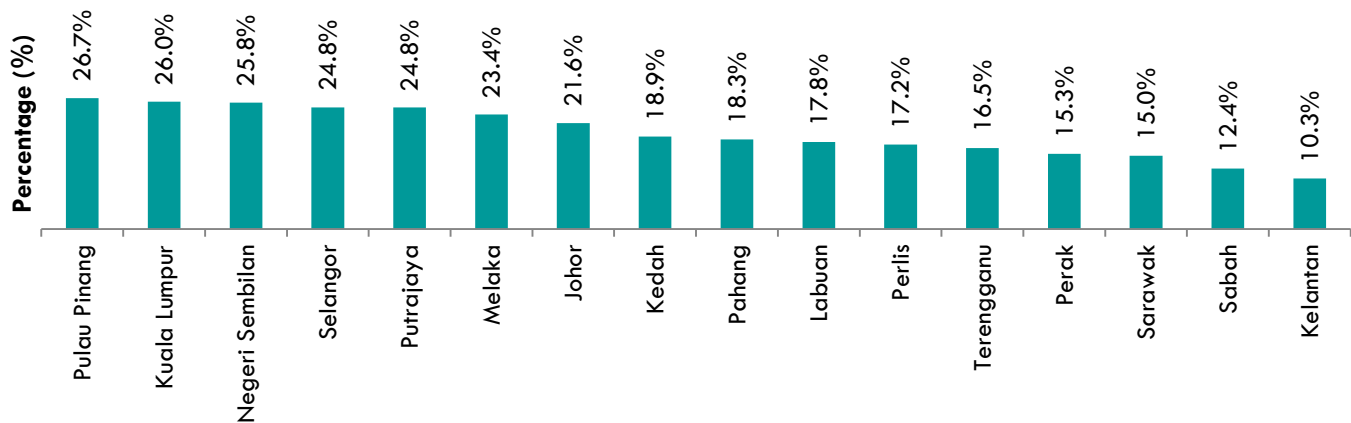
1. Statistics of Human Resources Development Fund in the Period of 2014 - 2018

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

8.3 ANALYSIS OF EMPLOYEES TRAINED RATIO FOR YEAR 2018 ACCORDING TO STATES

Percentage (%) of employees trained based on number of trainees trained.

Percentage (%) of Employee Trained for Year 2018 according to States



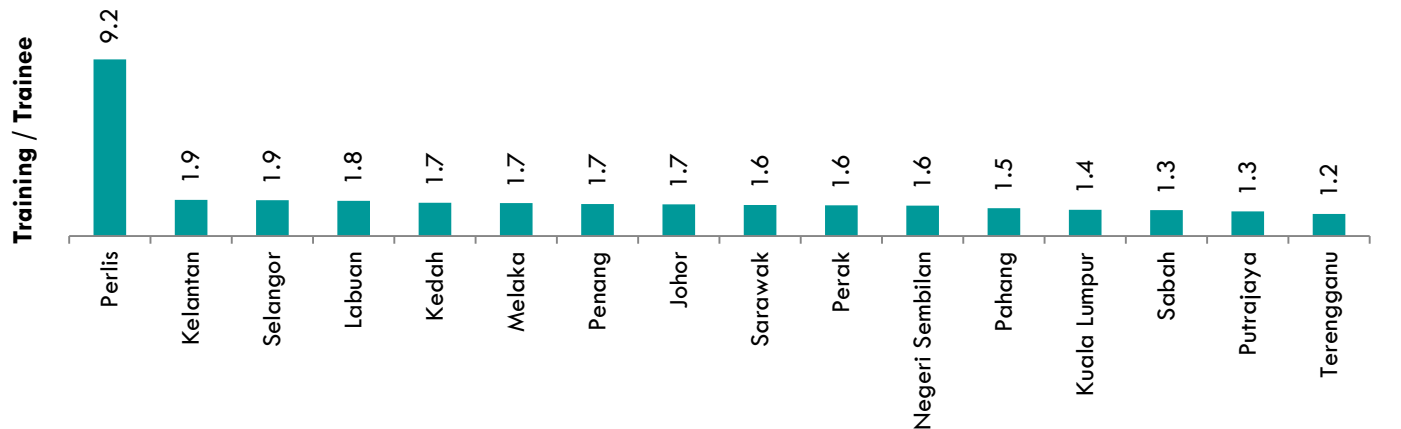
ONLY ABOUT 22.9% EMPLOYEES TRAINED UNDER HRDF IN 2018

Considering HRDF covered 2,290,647 employees in 2018, there were only 526,891 employees been trained with 873,355 training places which consist of **22.9%**.

8.4 ANALYSIS OF TRAINING OPPORTUNITY RATIO FOR YEAR 2018 ACCORDING TO STATES

Number of training a trainee gets to attend on average.

Training Opportunity Ratio for Year 2018 according to States



AN EMPLOYEE GETS TO ATTEND ABOUT 2 TRAINING IN 2018 GENERALLY

Of those 873,355 training places approved for registered employers in 2018, the number of trainees trained are 526,891. This means that an employee gets to attend about **2** training on average in 2018. Perlis is the state with highest opportunity to train their workforce in 2018 with 9.2 per trainee based on its training places approved but low number of trainees trained.

PARTICIPATION REPORT 2018

9.1 HRDF SUBSECTOR TRAINING PARTICIPATION ANALYSIS (2018)

This section describes the training performance in the subsectors using the indicators described below:

- Levy utilisation 2017 vs 2018
- No. of trainees trained 2017 vs 2018
- No. of training places 2017 vs 2018
- Training Courses Enrolled according to Skill Areas in 2017 vs 2018
- Industry Investment on Training (HRD Fund) (RM) 2017 vs 2018
- Effective Training Duration per Trainee 2017 vs 2018



MANUFACTURING SECTOR

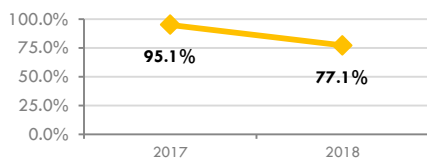
- | | |
|--|--|
| 1. Food Manufacturing & Beverage Industries | 11. Manufacturer of Non-metallic Mineral Products |
| 2. Iron and Steel Basic Industries | 12. Manufacturer of Paper And Paper Products |
| 3. Manufacture of Furniture And Fixtures Except Primarily of Metal | 13. Manufacturer of Plastics Products |
| 4. Manufacturer of Electrical Machinery, Apparatus Appliances and Supplies | 14. Manufacturer of Pottery, China And Earthenware |
| 5. Manufacturer of Footwear, except Vulcanised or Moulded Rubber or Plastics Footwear | 15. Manufacturer of Professional And Scientific & Measuring and Controlling Equipment N.E.C. and Of Photographic and Optical Goods & others Manufacturing Ind. |
| 6. Manufacturer of Glass and Glass Products | 16. Manufacturer of Rubber Products |
| 7. Manufacturer of Industrial Chemicals & other Chemical Products | 17. Manufacturer of Textiles & Wearing Apparel, except Footwear |
| 8. Manufacturer of Leather & Products of Leather, Leather Substitutes & Fur, except Footwear & Wearing Apparel | 18. Manufacturer of Transport Equipment |
| 9. Manufacturer of Machinery Except Electrical | 19. Manufacturer of Wood & Wood Products and Cork, Except Furniture |
| 10. Manufacturer of Miscellaneous Products Of Petroleum & Coal | 20. Non-ferrous Metal Basis Industries & Fabricated Metal |
| | 21. Petroleum Refineries |
| | 22. Printing, Publishing and Allied Industries |
| | 23. Tobacco Manufacturers |

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

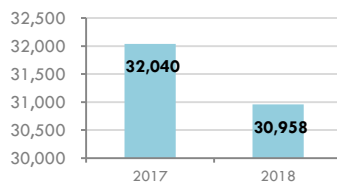
SUBSECTOR: FOOD MANUFACTURING & BEVERAGE INDUSTRIES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

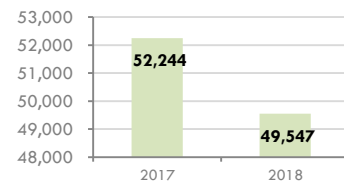
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places

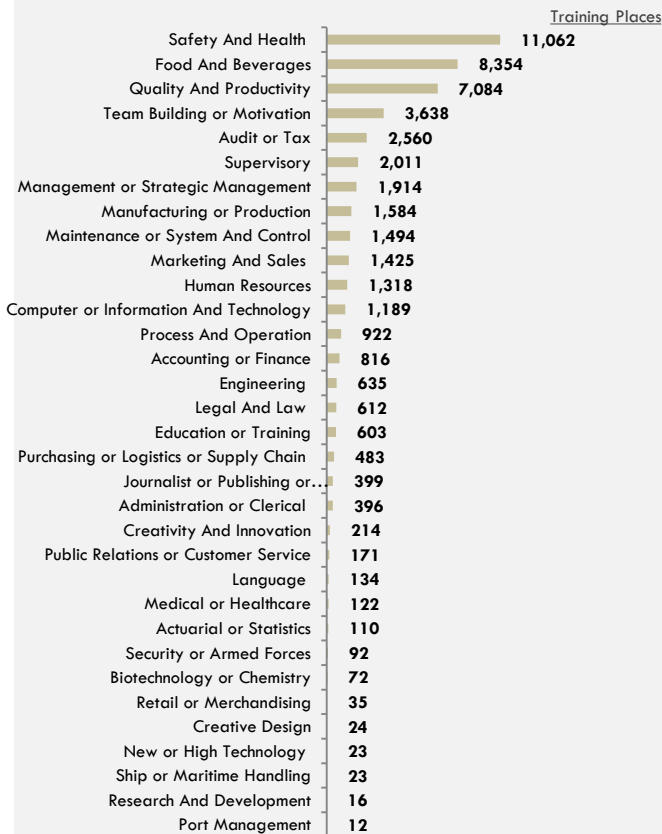


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



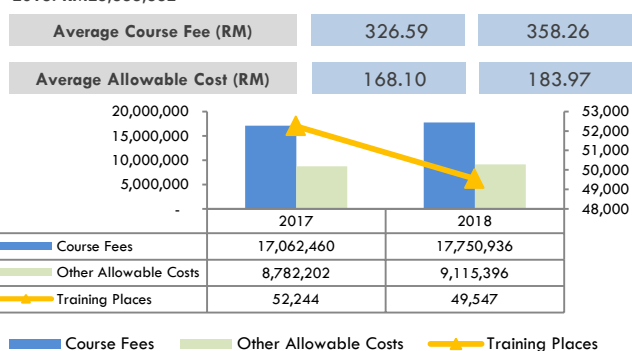
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM25,844,662

2018: RM26,866,332

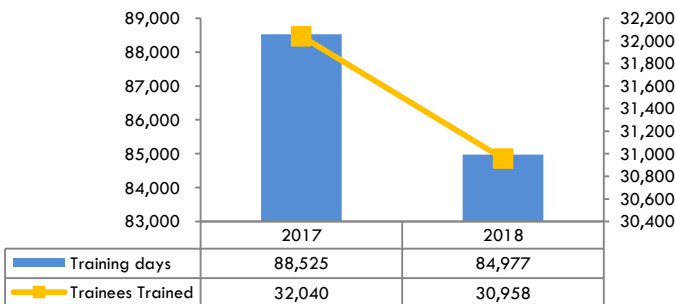


66.0% of financial assistance were for course fees and 34.0% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.8 days

2018 2.7 days

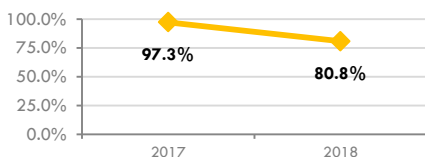


NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

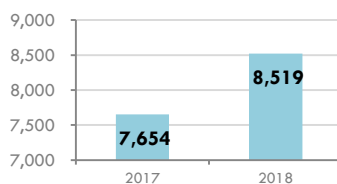
SUBSECTOR: IRON AND STEEL BASIC INDUSTRIES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

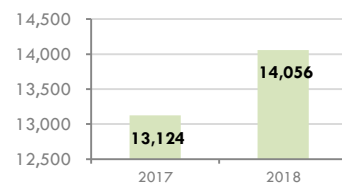
Levy Utilisation (%) for 2017 and 2018



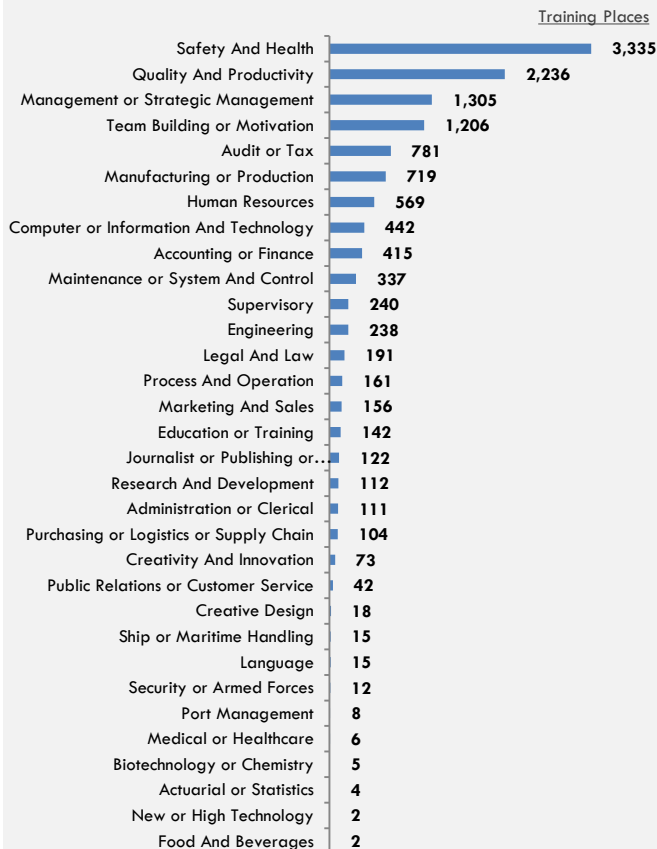
Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

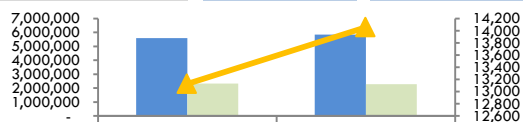
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM7,906,138

2018: RM8,116,431

	2017	2018
Average Course Fee (RM)	425.48	415.58
Average Allowable Cost (RM)	176.94	161.85



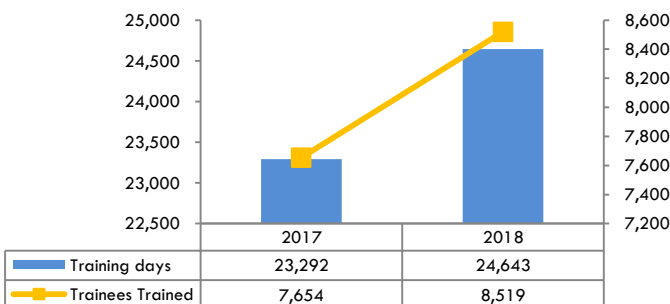
Course Fees	5,584,006
Other Allowable Costs	2,322,132
Training Places	13,124

71.3% of financial assistance were for course fees and 28.7% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.0 days

2018 2.9 days

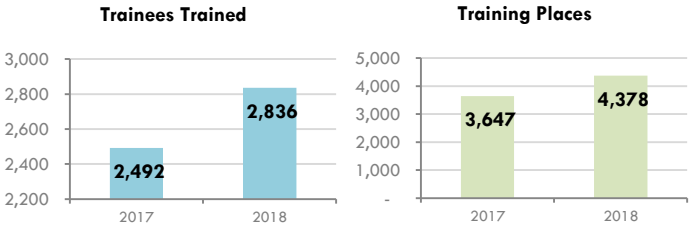
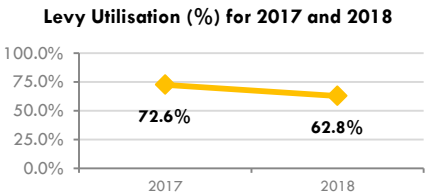


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURE OF FURNITURE AND
FIXTURES EXCEPT PRIMARILY OF METAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

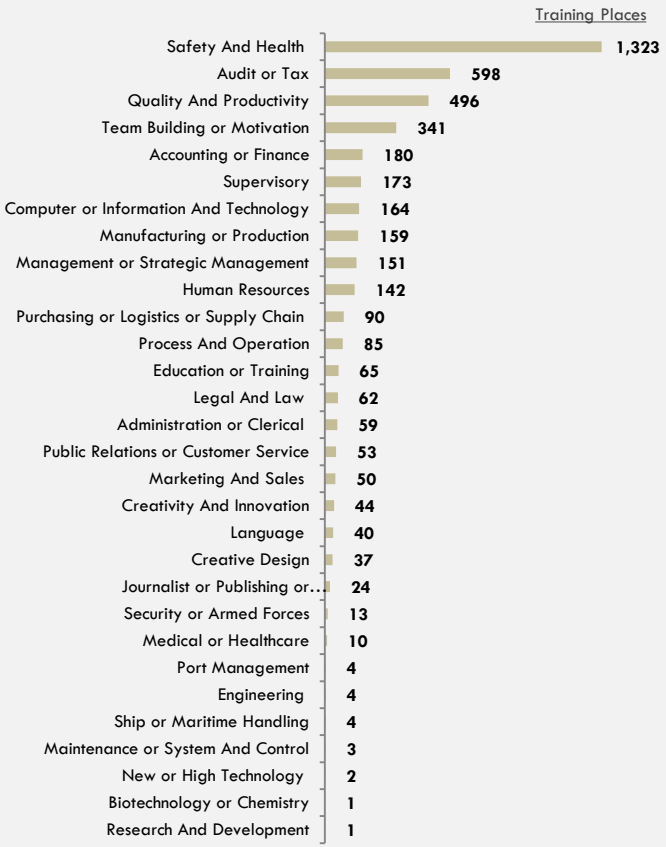


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



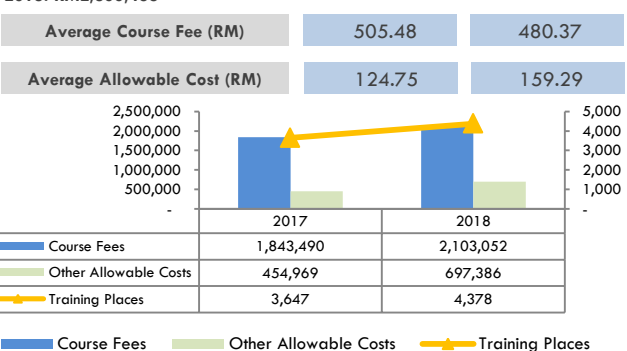
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM2,298,459

2018: RM2,800,438

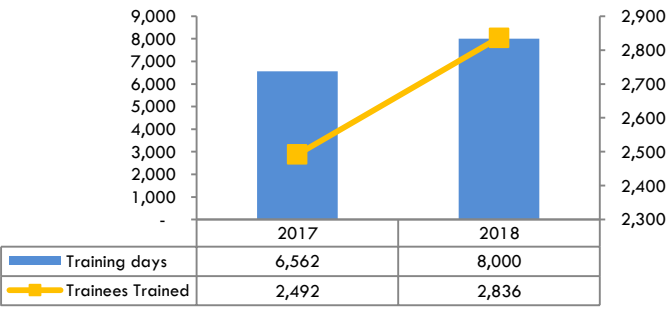


77.7% of financial assistance were for course fees and
22.3% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.6 days

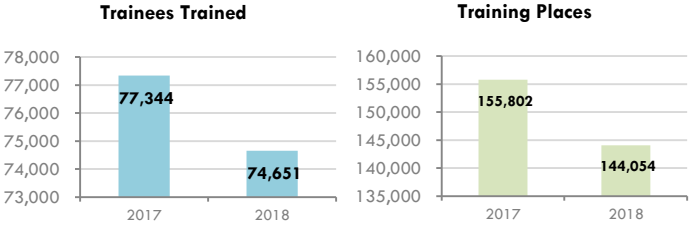
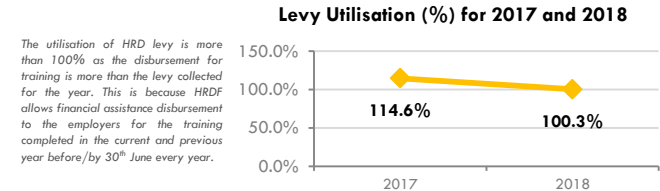
2018 2.8 days



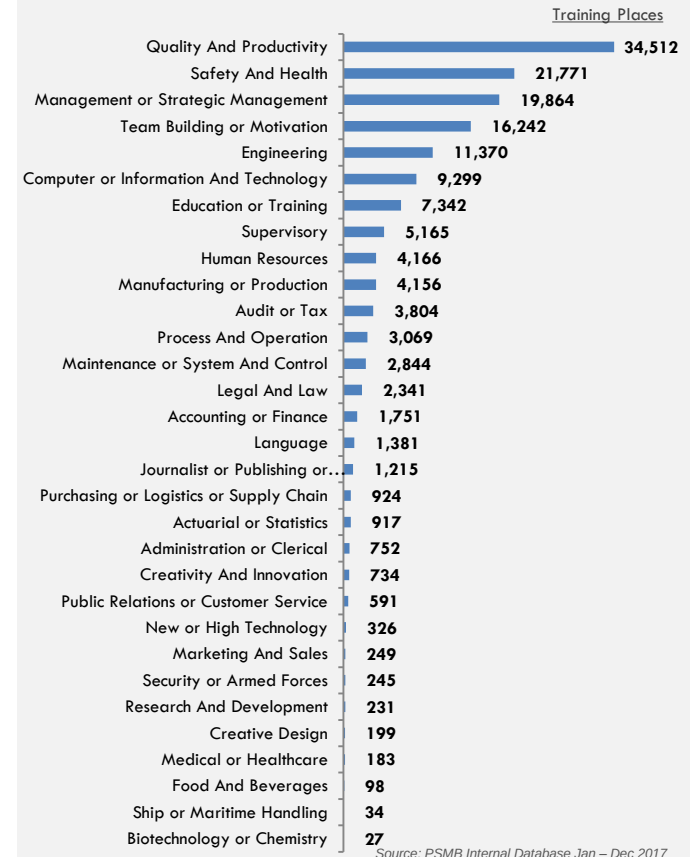
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF ELECTRICAL MACHINERY, APPARATUS APPLIANCES AND SUPPLIES

No. of Training Places and Trainees Trained Approved for 2017 and 2018



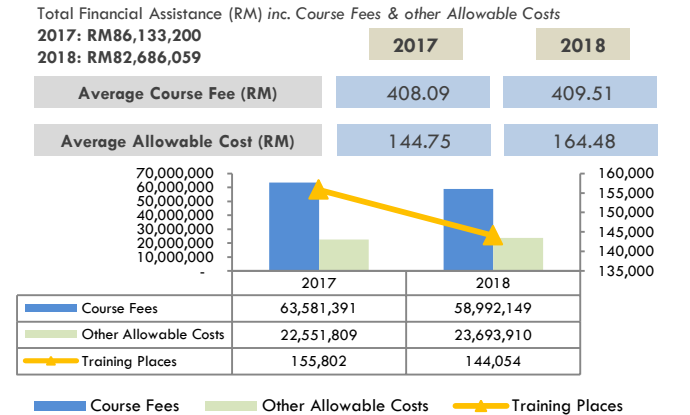
Training Courses Enrolled in 2017 according to Skill Areas



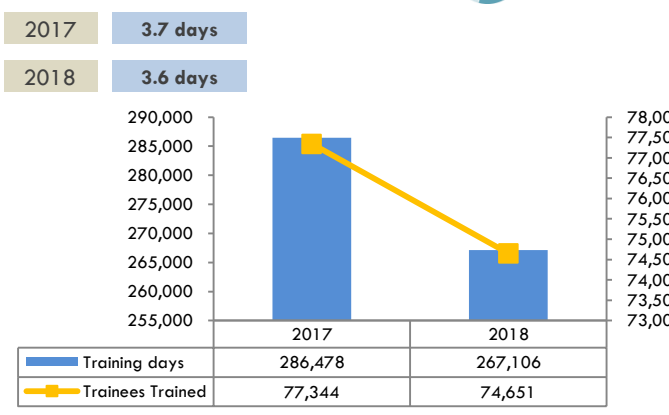
Training Courses Enrolled in 2018 according to Skill Areas



Industry Investment on Training (HRD Fund) (RM)



Effective Training Duration per Trainee

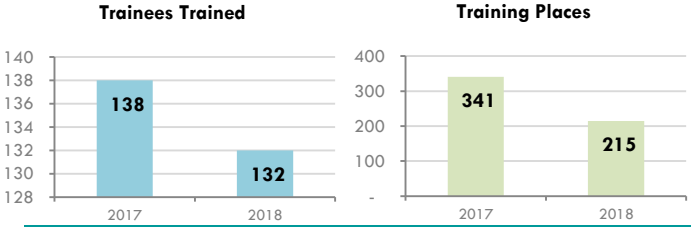
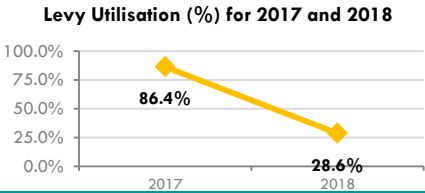


72.6% of financial assistance were for course fees and 27.4% were for other allowable costs.

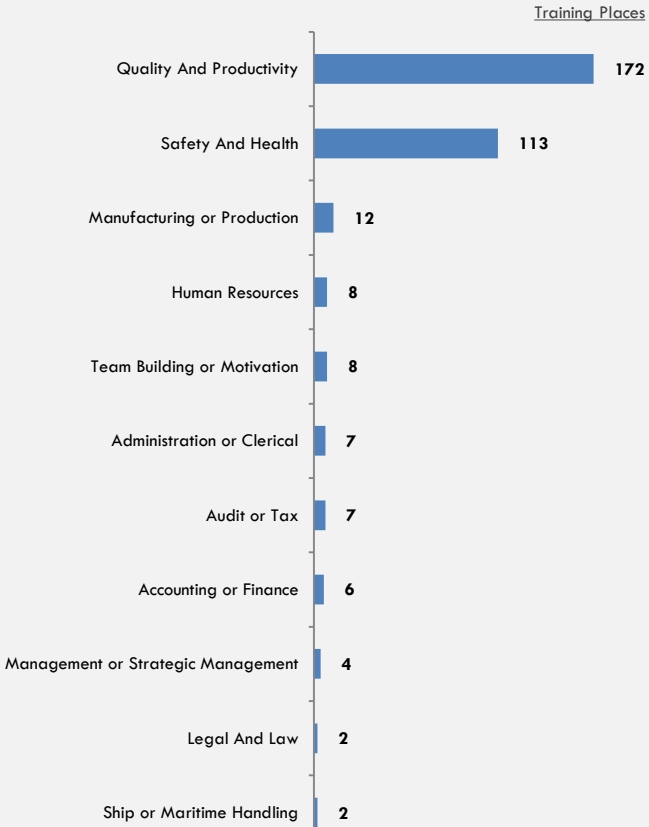
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF FOOTWEAR, EXCEPT VULCANISED OR MOULDED RUBBER OR PLASTICS FOOTWEAR

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

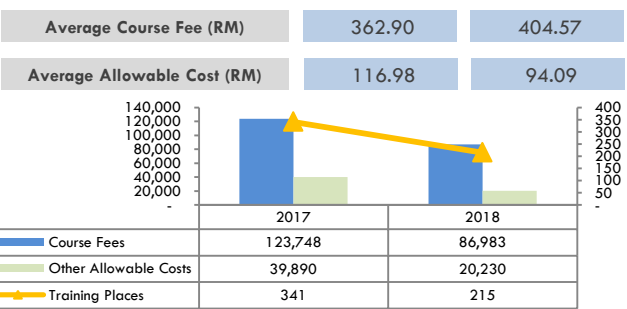
Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs
2017: RM163,638
2018: RM107,213

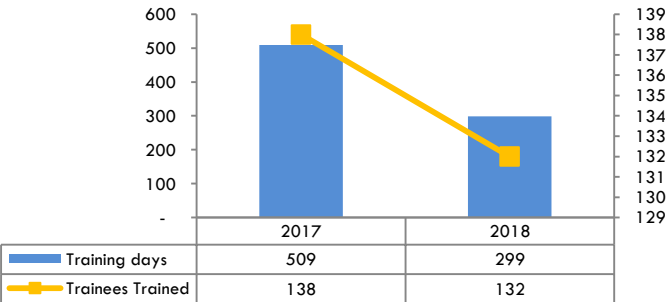


Course Fees Other Allowable Costs Training Places

78.4% of financial assistance were for course fees and 21.6% were for other allowable costs.

Effective Training Duration per Trainee

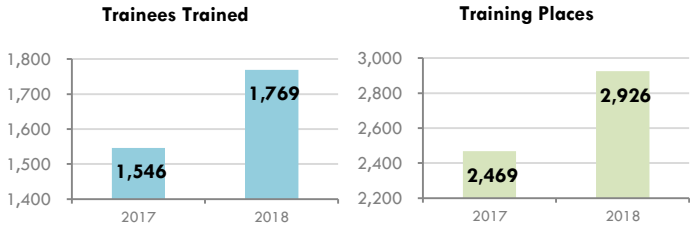
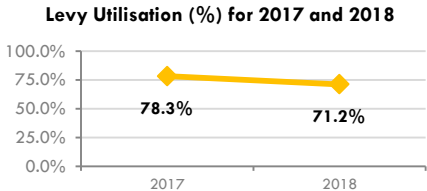
2017 3.7 days
2018 2.3 days



Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF GLASS AND GLASS PRODUCTS No. of Training Places and Trainees Trained Approved for 2017 and 2018

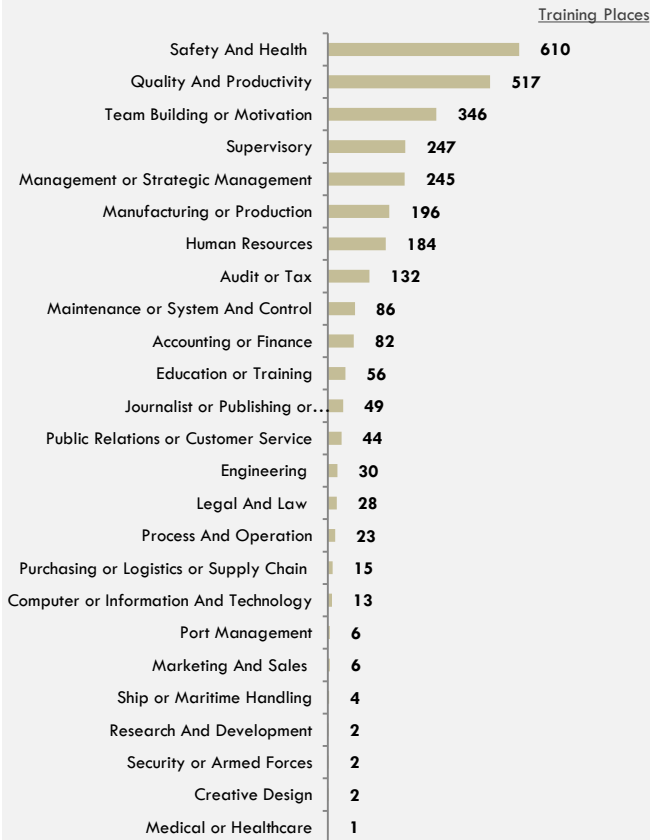


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



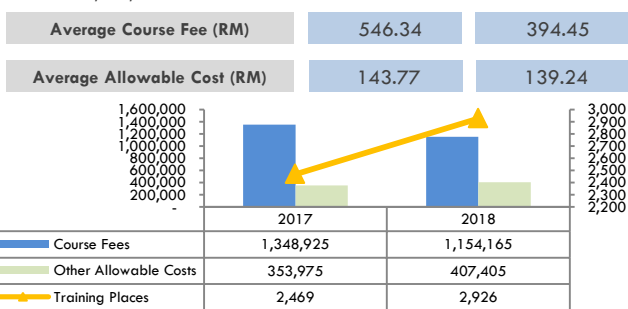
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM1,702,900

2018: RM1,561,570

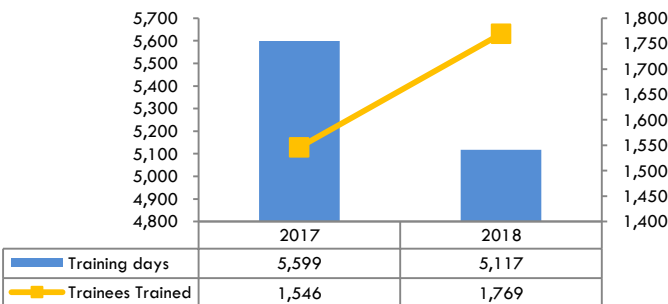


Course Fees Other Allowable Costs Training Places

76.6% of financial assistance were for course fees and 23.4% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.6 days
2018 2.9 days



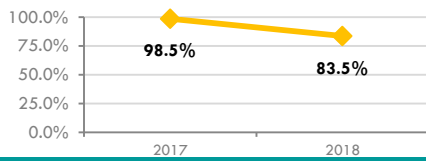
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

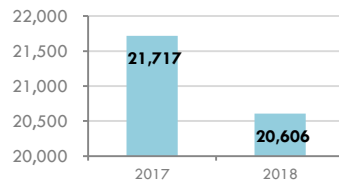
SUBSECTOR: MANUFACTURER OF INDUSTRIAL CHEMICALS & OTHER CHEMICAL PRODUCTS

No. of Training Places and Trainees Trained Approved for 2017 and 2018

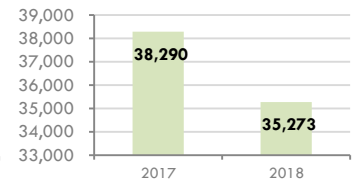
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



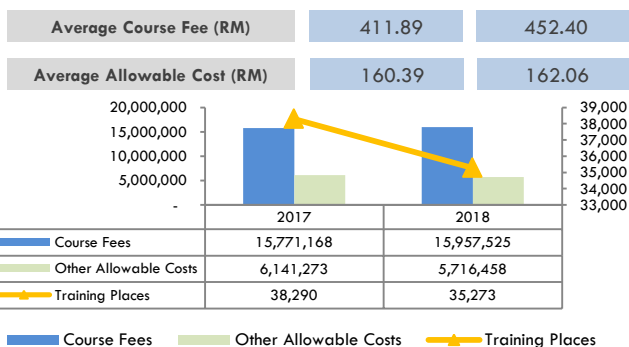
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM21,912,441

2018: RM21,673,983



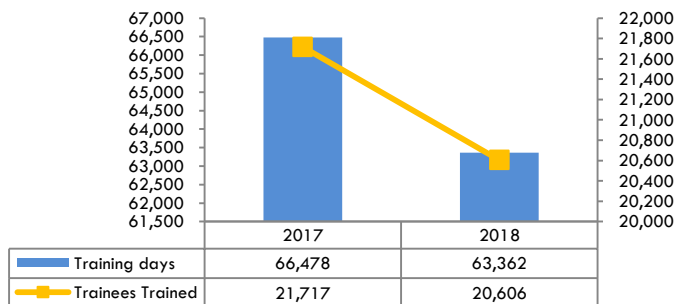
Course Fees Other Allowable Costs Training Places

72.8% of financial assistance were for course fees and 27.2% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.1 days

2018 3.1 days



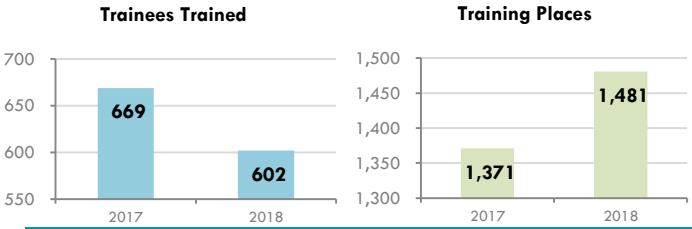
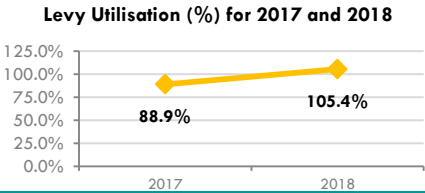
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

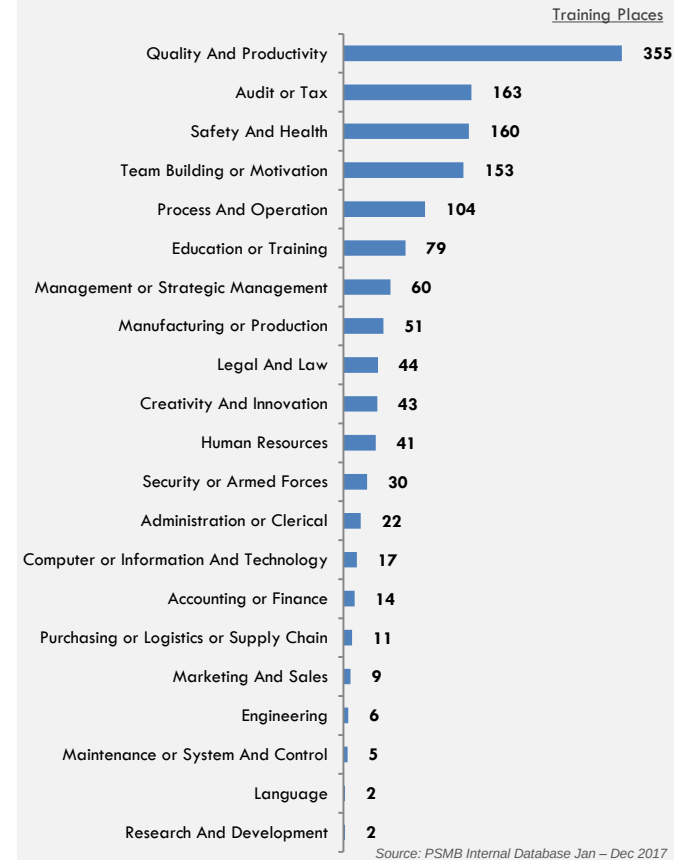
SUBSECTOR: MANUFACTURER OF LEATHER & PRODUCTS OF LEATHER, LEATHER SUBSTITUTES & FUR, EXCEPT FOOTWEAR & WEARING APPAREL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

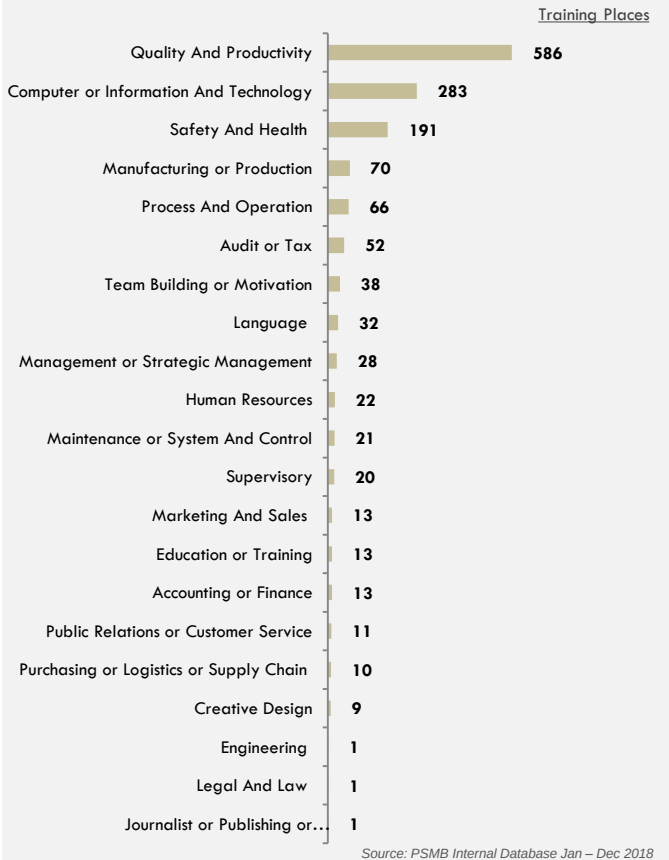
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



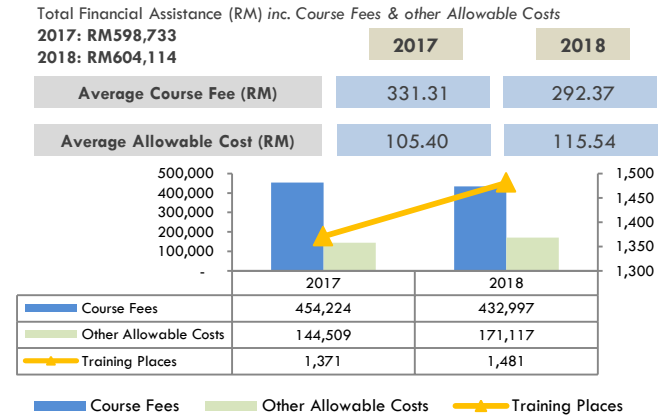
Training Courses Enrolled in 2017 according to Skill Areas



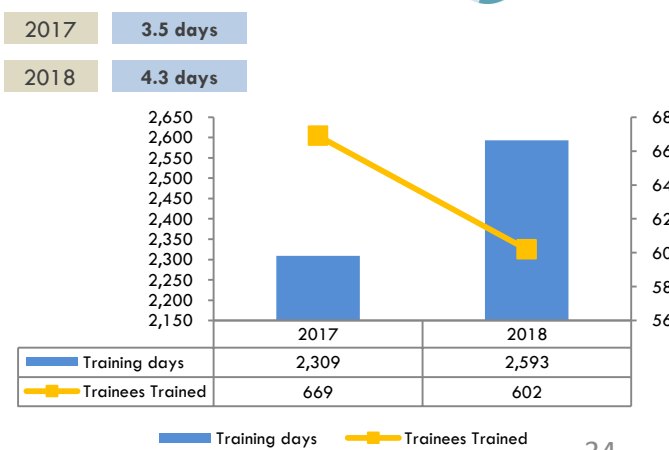
Training Courses Enrolled in 2018 according to Skill Areas



Industry Investment on Training (HRD Fund) (RM)



Effective Training Duration per Trainee

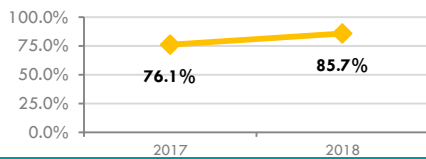


NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

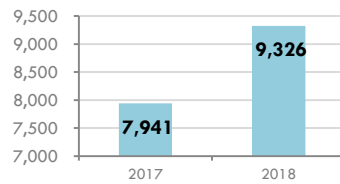
SUBSECTOR: MANUFACTURER OF MACHINERY EXCEPT ELECTRICAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

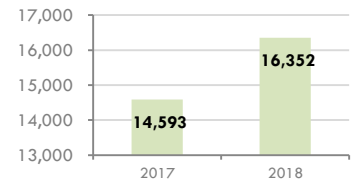
Levy Utilisation (%) for 2017 and 2018



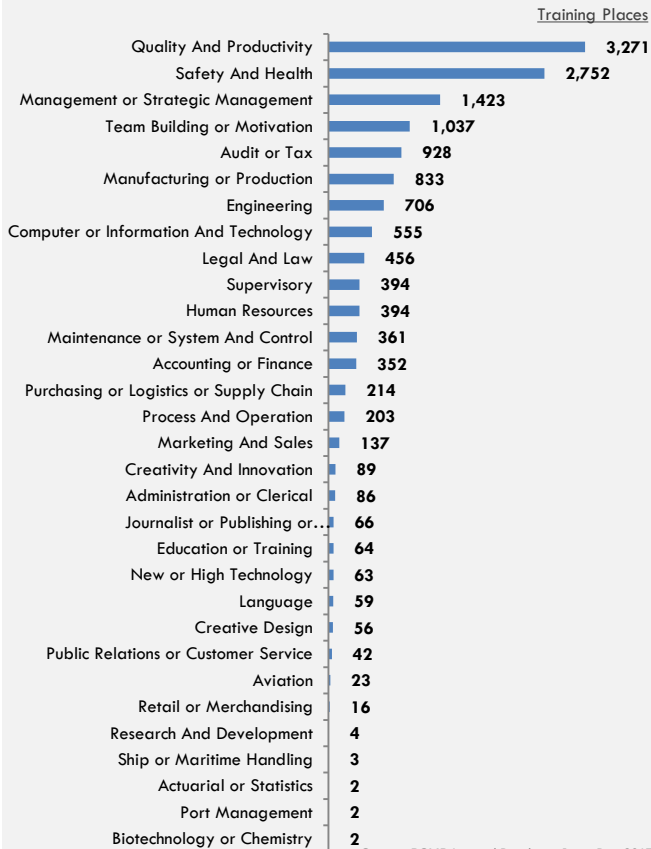
Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

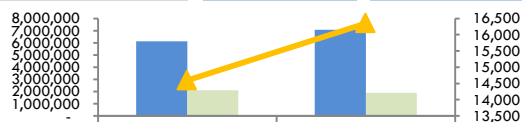
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM8,239,652

2018: RM8,965,171

	2017	2018
Average Course Fee (RM)	420.56	432.23
Average Allowable Cost (RM)	144.07	116.03



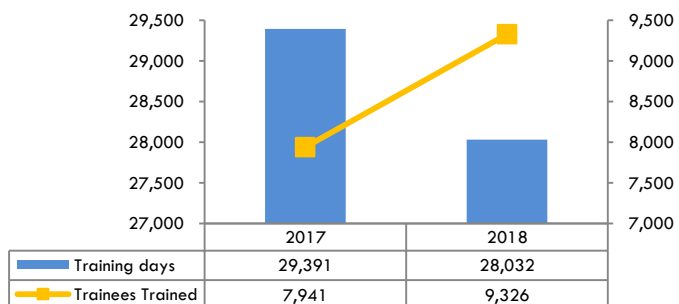
Course Fees	6,137,217	7,067,889
Other Allowable Costs	2,102,435	1,897,282
Training Places	14,593	16,352

76.7% of financial assistance were for **course fees** and 23.3% were for **other allowable costs**.

Effective Training Duration per Trainee

2017 3.7 days

2018 3.0 days



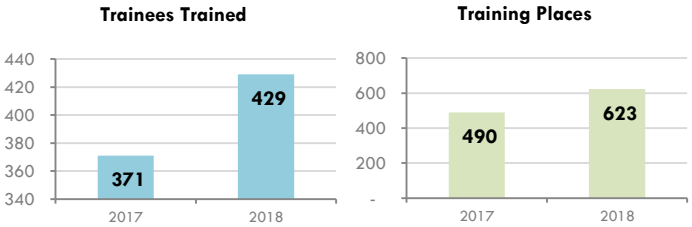
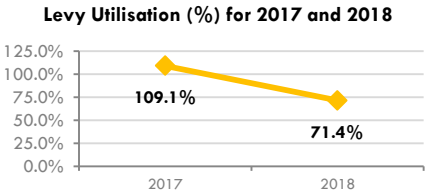
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF MISCELLANEOUS PRODUCTS OF PETROLEUM & COAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



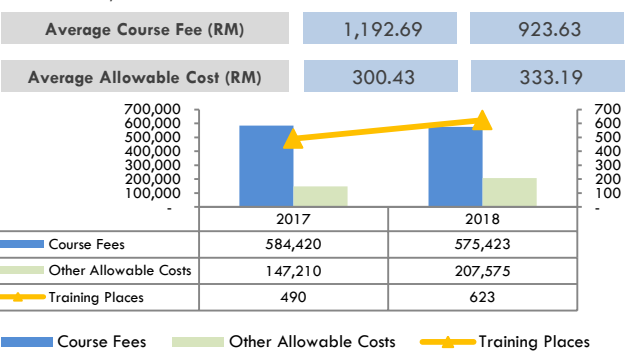
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM731,630

2018: RM782,998



76.7% of financial assistance were for course fees and 23.3% were for other allowable costs.

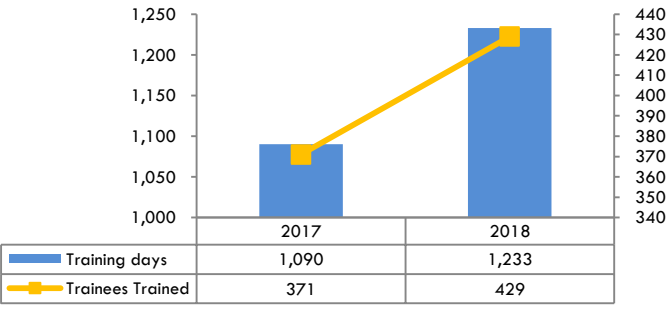
Effective Training Duration per Trainee

2017

2.9 days

2018

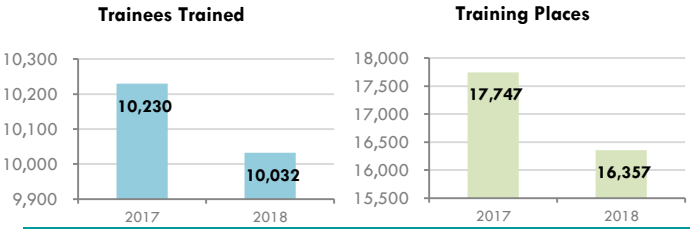
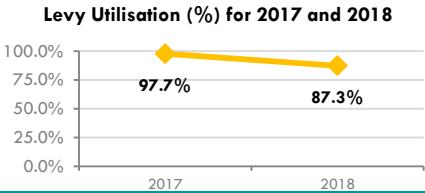
2.9 days



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF NON-METALLIC MINERAL PRODUCTS

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



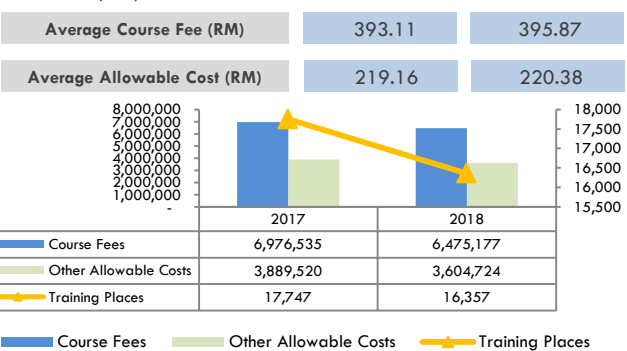
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM10,866,055

2018: RM10,079,901



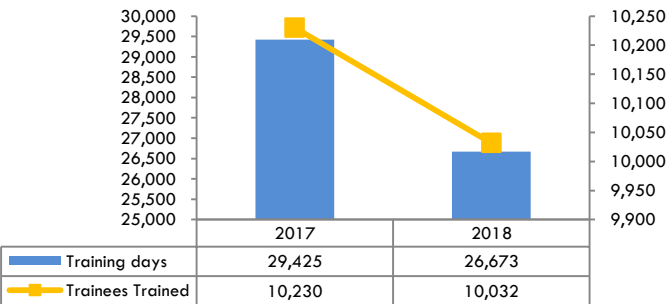
Course Fees Other Allowable Costs Training Places

64.2% of financial assistance were for course fees and 35.8% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 2.7 days

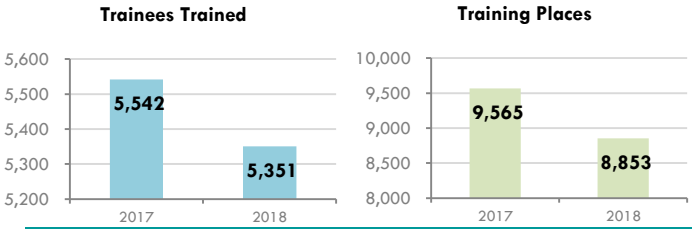
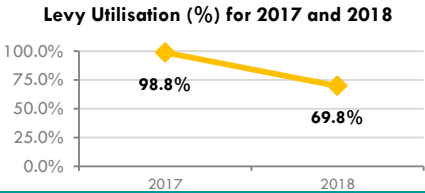


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF PAPER AND PAPER PRODUCTS

No. of Training Places and Trainees Trained Approved for 2017 and 2018

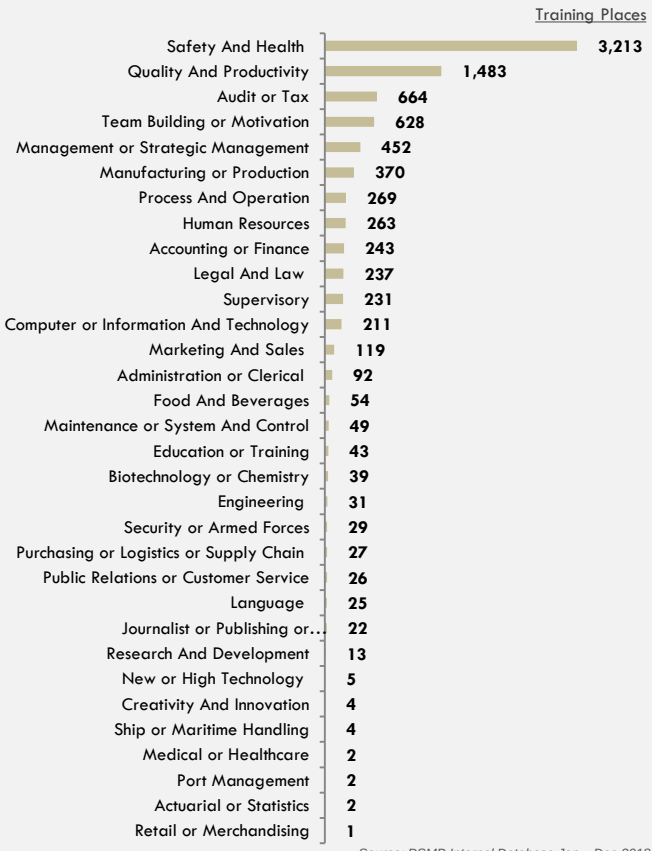


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



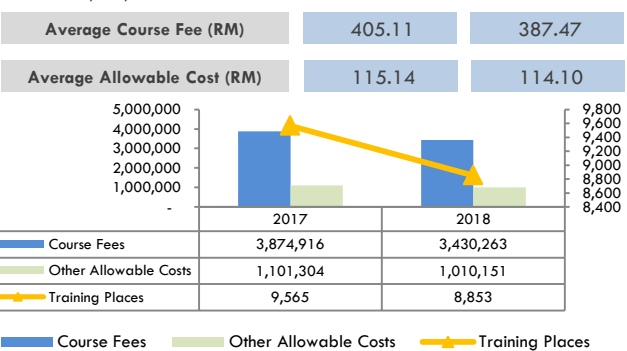
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM4,976,220

2018: RM4,440,414

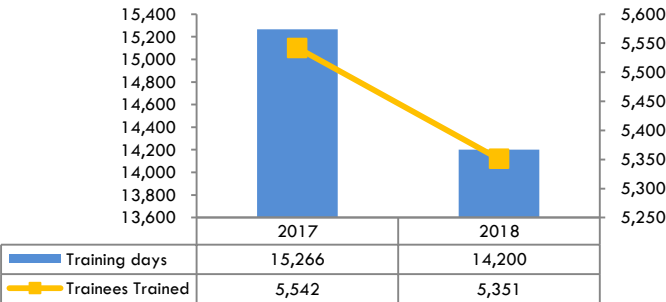


77.6% of financial assistance were for course fees and 22.4% were for other allowable costs.

Effective Training Duration per Trainee

2017: 2.8 days

2018: 2.7 days



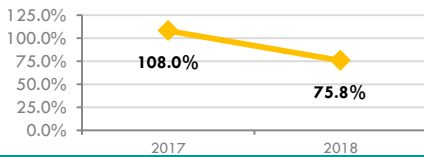
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF PLASTICS PRODUCTS

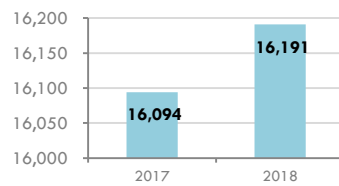
No. of Training Places and Trainees Trained Approved for 2017 and 2018

Levy Utilisation (%) for 2017 and 2018

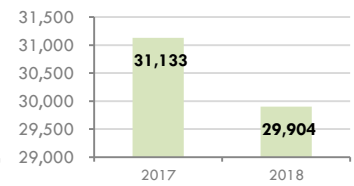
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



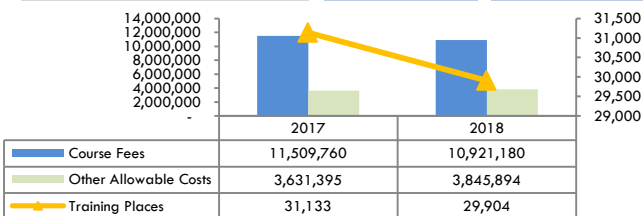
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM15,141,155

2018: RM14,767,074



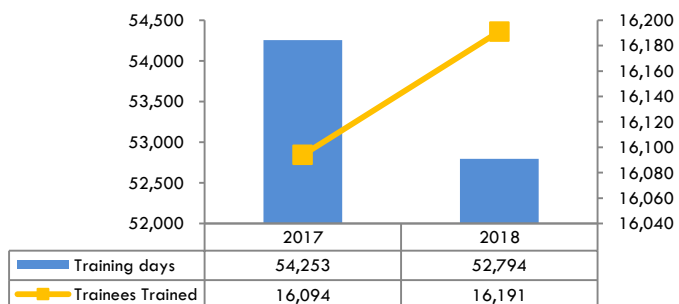
Course Fees Other Allowable Costs Training Places

75.0% of financial assistance were for course fees and 25.0% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.4 days

2018 3.3 days

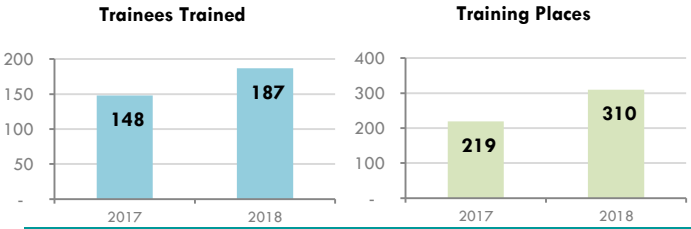
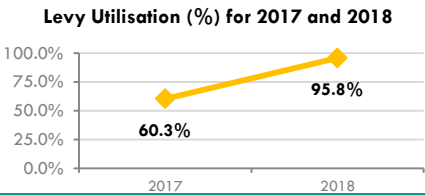


Training days Trainees Trained

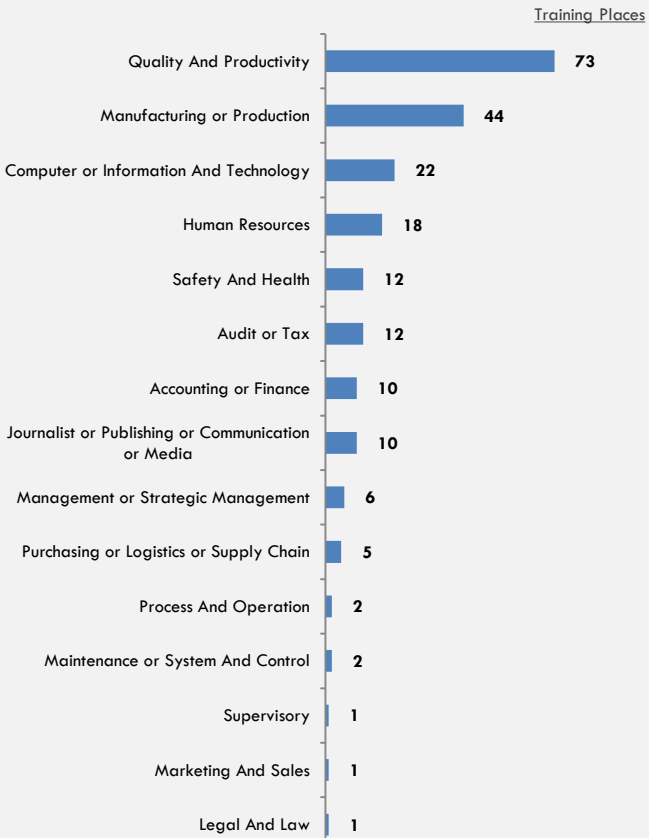
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF POTTERY, CHINA AND EARTHENWARE

No. of Training Places and Trainees Trained Approved for 2017 and 2018

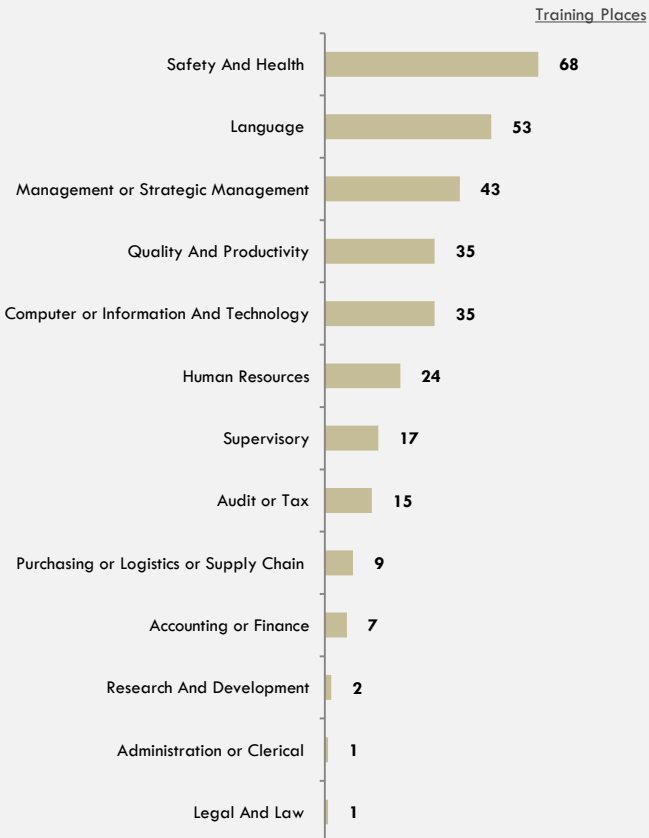


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

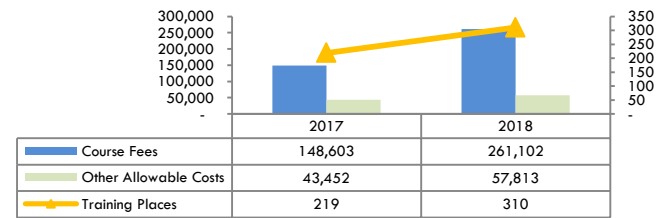
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM192,055

2018: RM318,915

	2017	2018
Average Course Fee (RM)	678.55	842.26
Average Allowable Cost (RM)	198.41	186.49



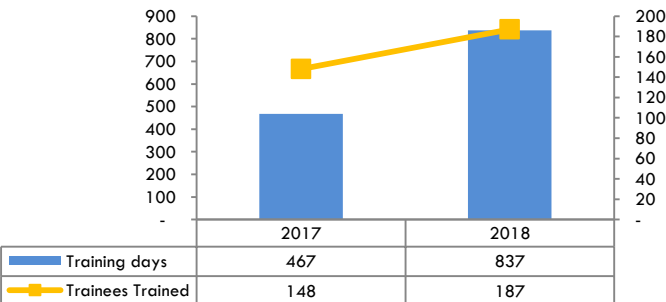
Course Fees Other Allowable Costs Training Places

79.6% of financial assistance were for course fees and 20.4% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.2 days

2018 4.5 days



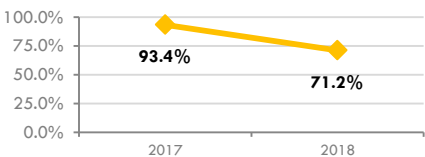
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

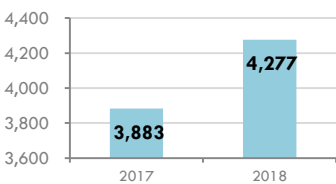
SUBSECTOR: MANUFACTURER OF PROFESSIONAL AND SCIENTIFIC & MEASURING AND CONTROLLING EQUIPMENT N.E.C. AND OF PHOTOGRAPHIC AND OPTICAL GOODS & OTHERS MANUFACTURING IND.

No. of Training Places and Trainees Trained Approved for 2017 and 2018

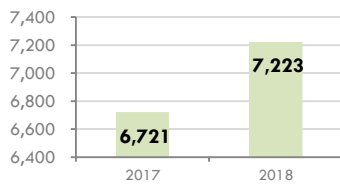
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



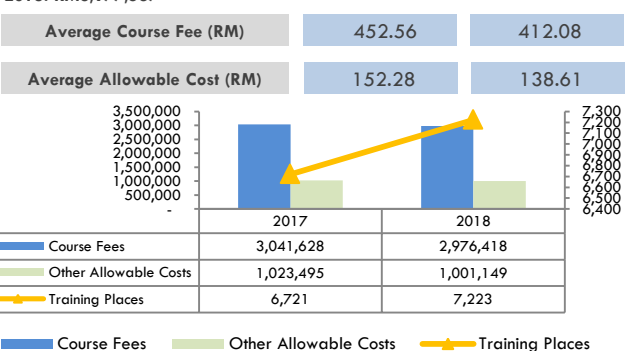
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

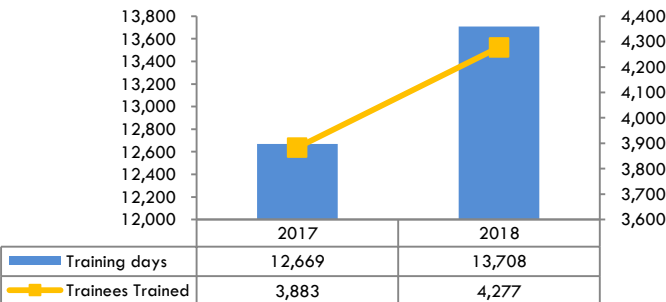
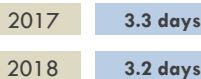
2017: RM4,065,123

2018: RM3,977,567



74.8% of financial assistance were for course fees and 25.2% were for other allowable costs.

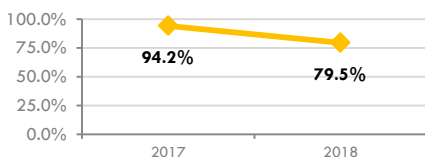
Effective Training Duration per Trainee



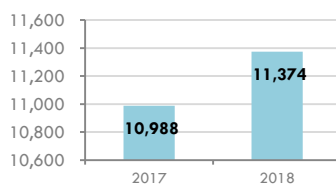
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF RUBBER PRODUCTS No. of Training Places and Trainees Trained Approved for 2017 and 2018

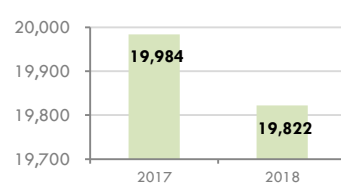
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



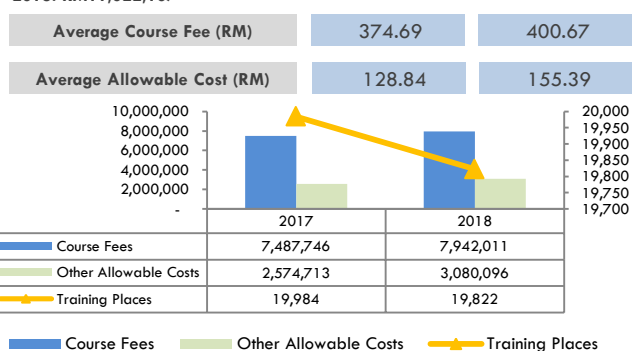
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM10,062,459

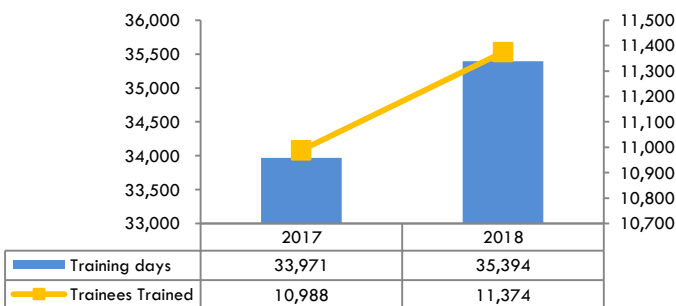
2018: RM11,022,107



73.2% of financial assistance were for course fees and 26.8% were for other allowable costs.

Effective Training Duration per Trainee

2017: 3.1 days
2018: 3.1 days



Training days Trainees Trained

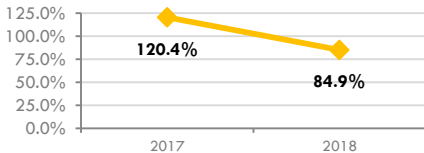
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF TEXTILES & WEARING APPAREL, EXCEPT FOOTWARE

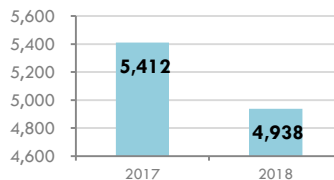
No. of Training Places and Trainees Trained Approved for 2017 and 2018

Levy Utilisation (%) for 2017 and 2018

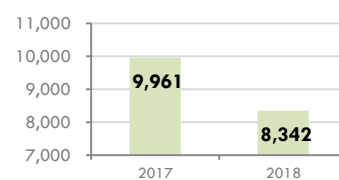
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

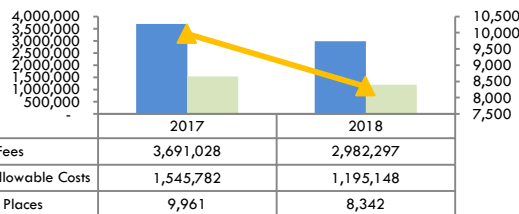
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM 5,236,810

2018: RM4,177,445

	2017	2018
Average Course Fee (RM)	370.55	357.50
Average Allowable Cost (RM)	155.18	143.27



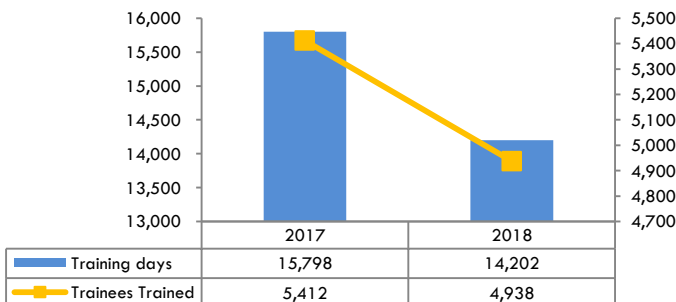
Course Fees Other Allowable Costs Training Places

70.9% of financial assistance were for course fees and 29.1% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 2.9 days



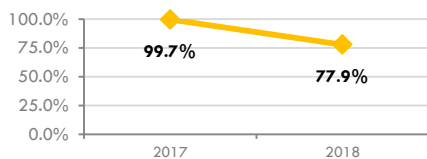
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

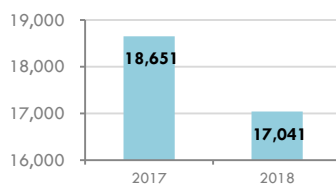
SUBSECTOR: MANUFACTURER OF TRANSPORT EQUIPMENT

No. of Training Places and Trainees Trained Approved for 2017 and 2018

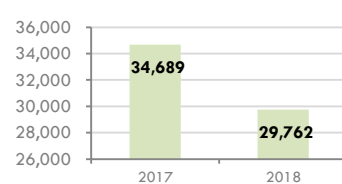
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

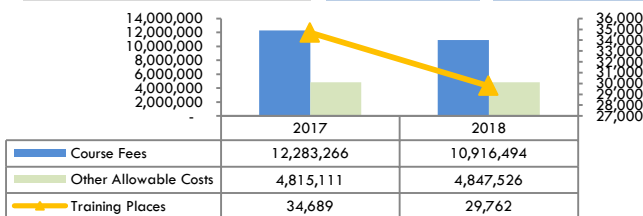
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM17,098,377

2018: RM15,764,020

	2017	2018
Average Course Fee (RM)	354.10	366.79
Average Allowable Cost (RM)	138.81	162.88



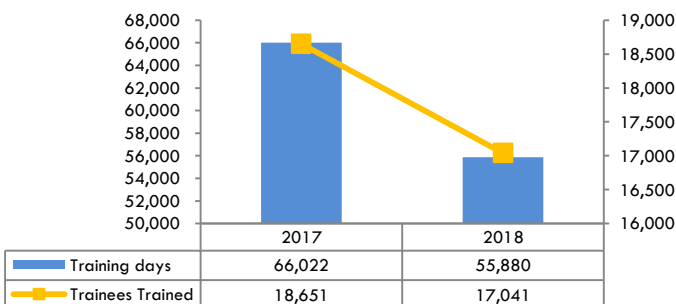
Course Fees Other Allowable Costs Training Places

70.5% of financial assistance were for course fees and 29.5% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.5 days

2018 3.3 days



Training days Trainees Trained

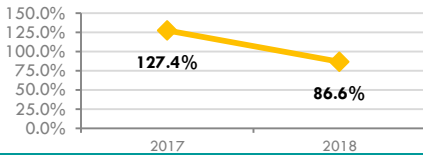
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MANUFACTURER OF WOOD & WOOD PRODUCTS AND CORK, EXCEPT FURNITURE

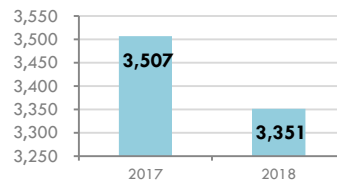
No. of Training Places and Trainees Trained Approved for 2017 and 2018

Levy Utilisation (%) for 2017 and 2018

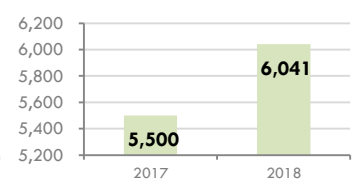
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Trainees Trained



Training Places

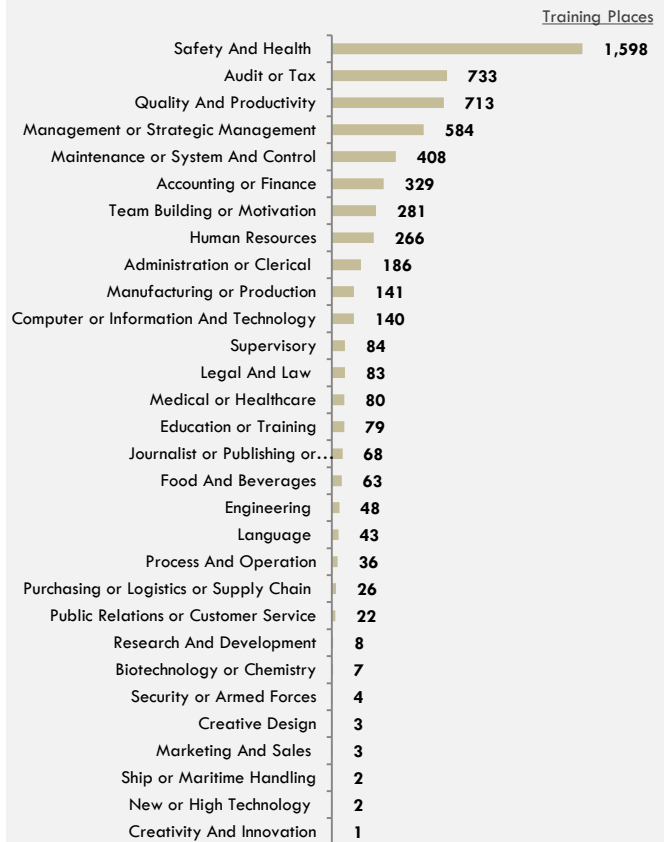


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



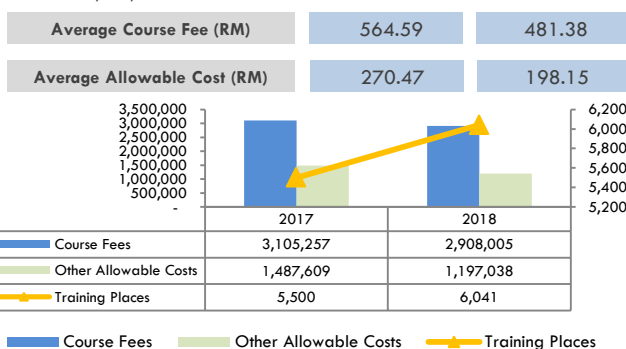
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM4,592,866

2018: RM4,105,043

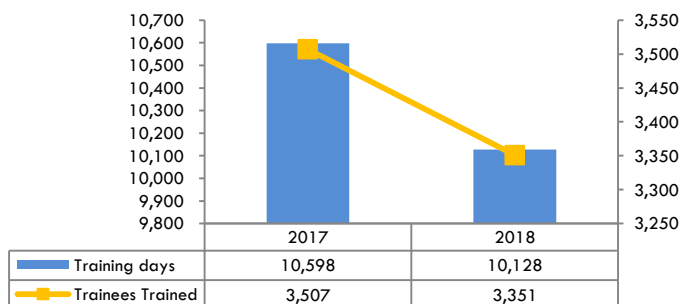


69.2% of financial assistance were for **course fees** and 30.8% were for **other allowable costs**.

Effective Training Duration per Trainee

2017: 3.0 days

2018: 3.0 days



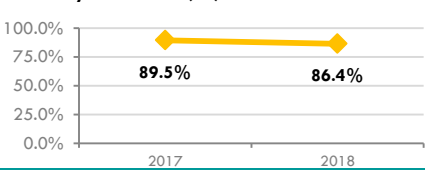
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

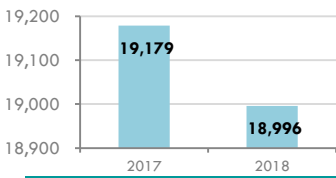
SUBSECTOR: NON-FERROUS METAL BASIS
INDUSTRIES & FABRICATED METAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

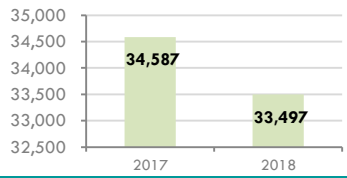
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places

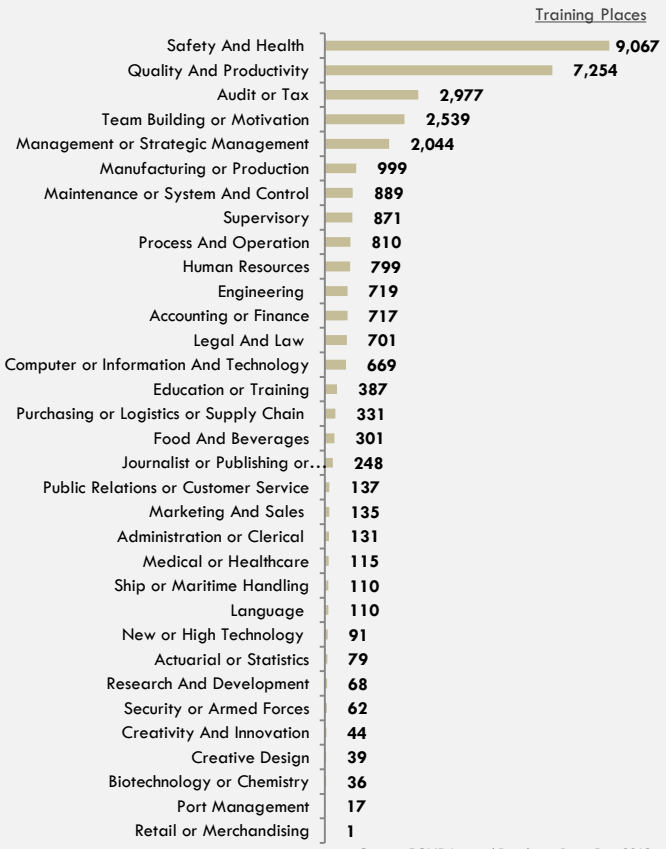


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



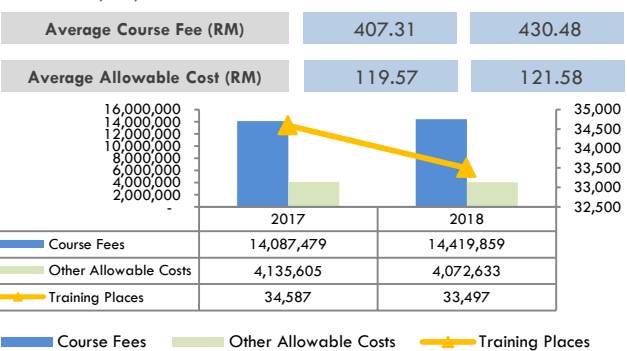
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM18,223,084

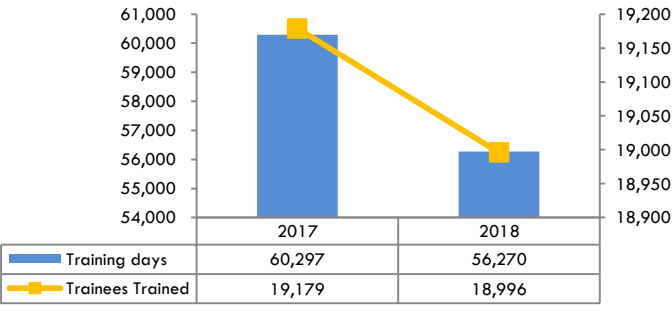
2018: RM18,492,492



77.6% of financial assistance were for course fees and 22.4% were for other allowable costs.

Effective Training Duration per Trainee

2017: 3.1 days
2018: 3.0 days

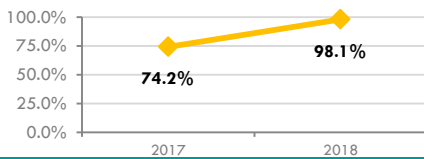


NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

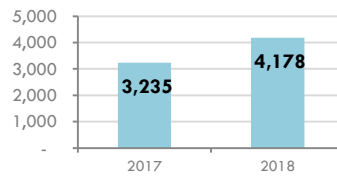
SUBSECTOR: PETROLEUM REFINERIES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

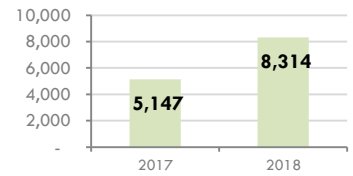
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places

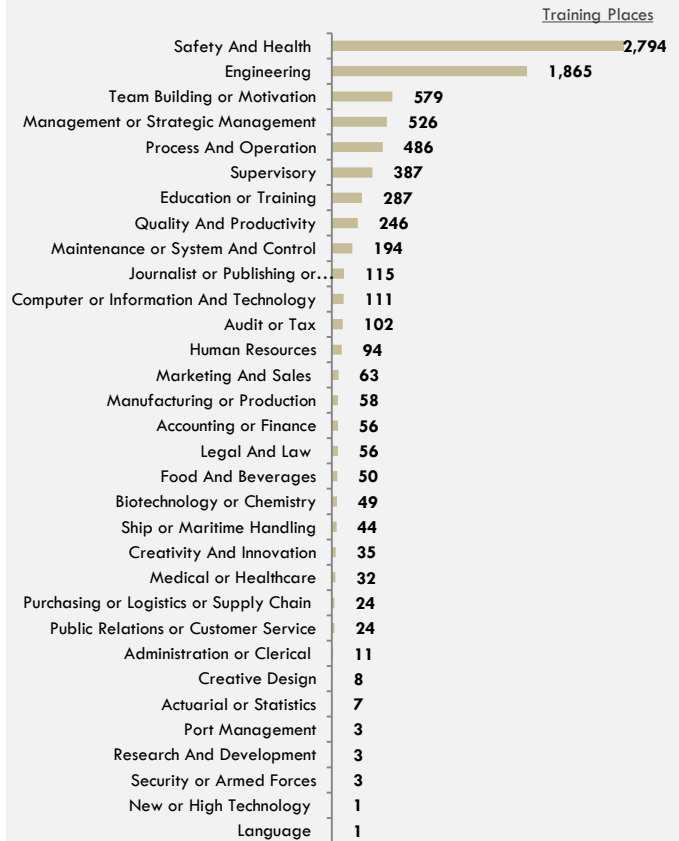


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

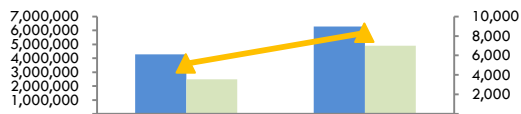
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM6,787,267

2018: RM11,169,866

	2017	2018
Average Course Fee (RM)	833.27	755.12
Average Allowable Cost (RM)	485.42	588.38



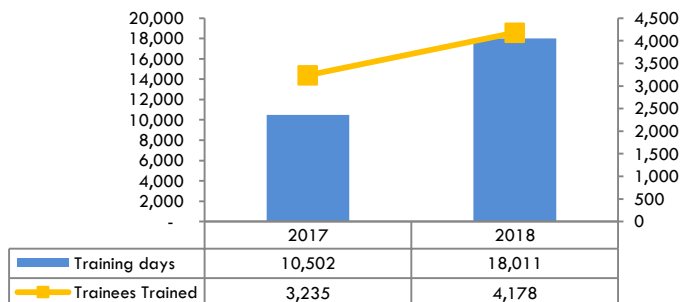
Category	2017	2018
Course Fees	4,288,834	6,278,087
Other Allowable Costs	2,498,433	4,891,779
Training Places	5,147	8,314

59.7% of financial assistance were for course fees and 40.3% were for other allowable costs.

Effective Training Duration per Trainee

2017: 3.2 days

2018: 4.3 days



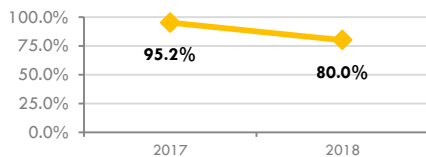
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

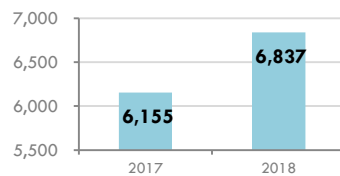
SUBSECTOR: PRINTING, PUBLISHING AND ALLIED INDUSTRIES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

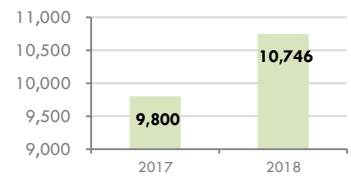
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

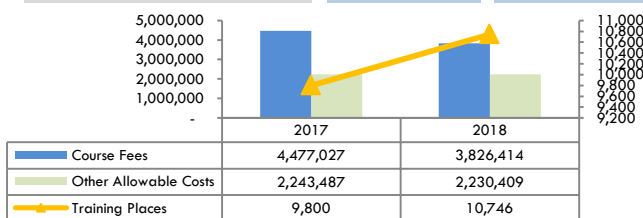
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM6,720,514

2018: RM6,056,823

	2017	2018
Average Course Fee (RM)	456.84	356.08
Average Allowable Cost (RM)	228.93	207.56



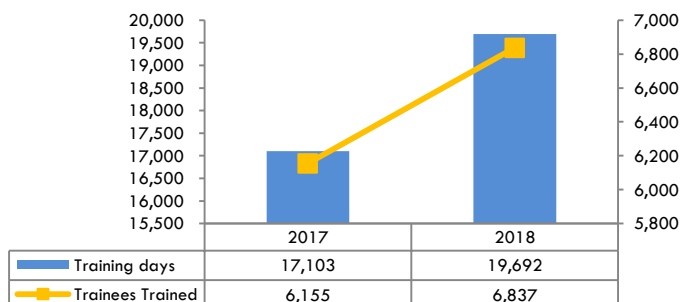
Course Fees Other Allowable Costs Training Places

64.9% of financial assistance were for course fees and 35.1% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.8 days

2018 2.9 days

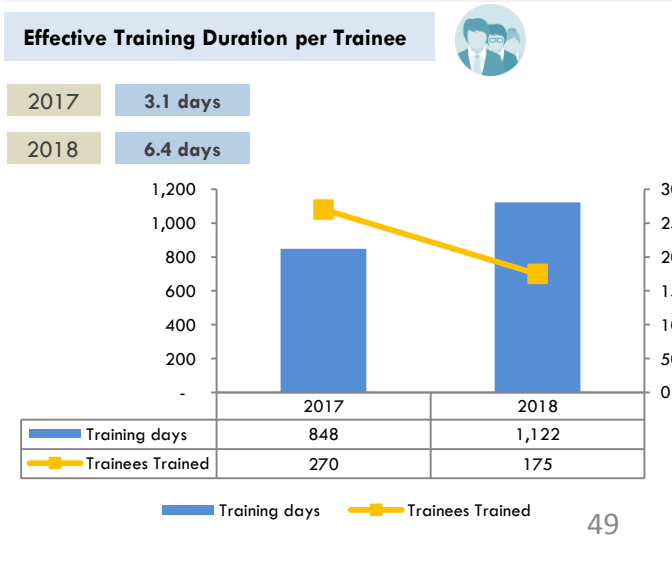
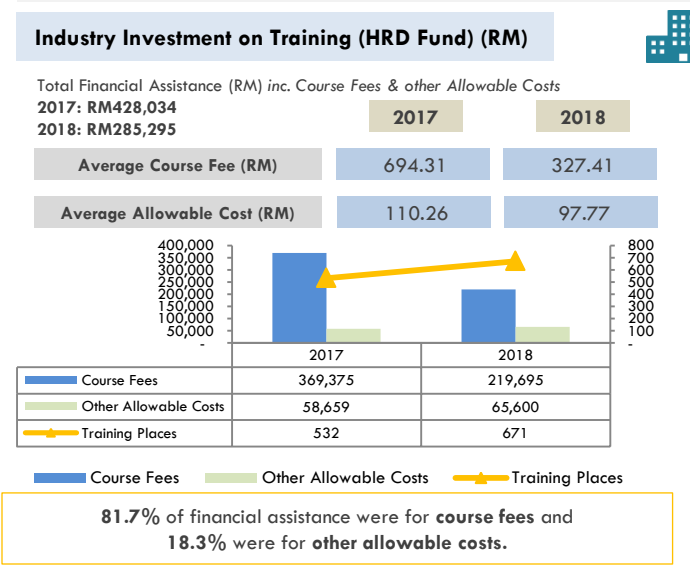
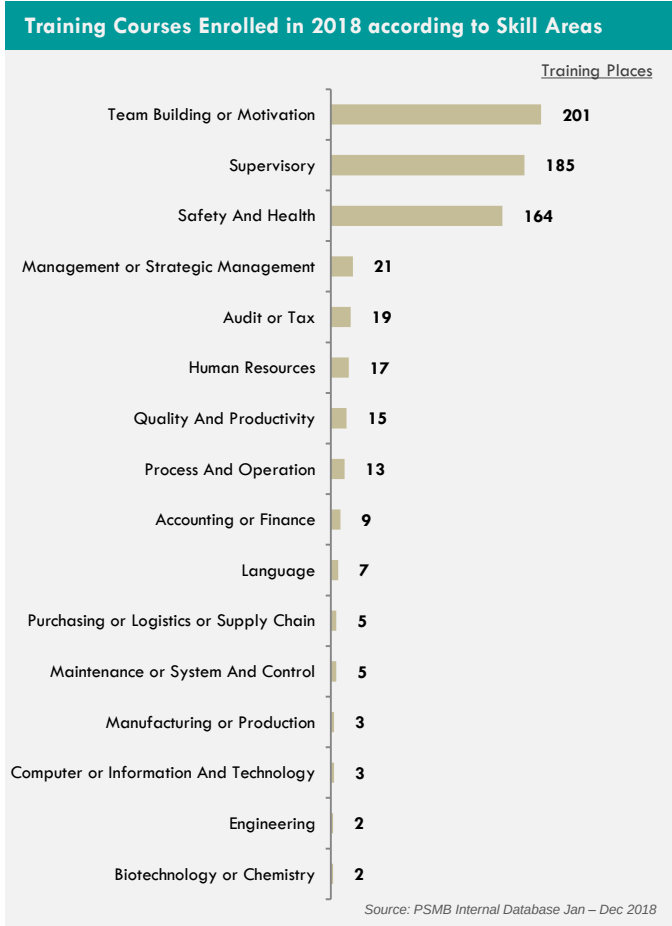
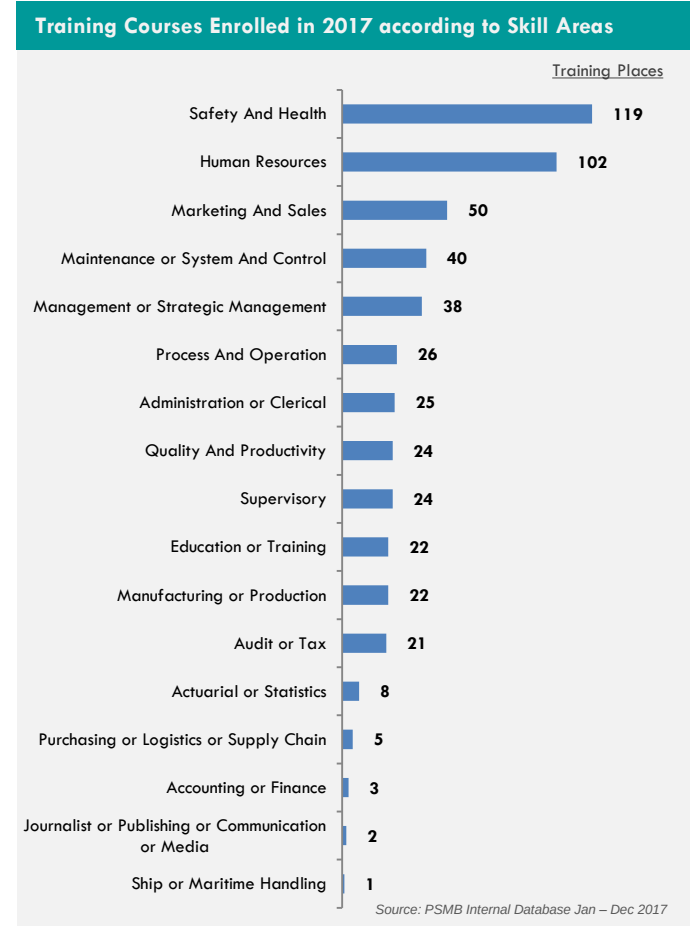
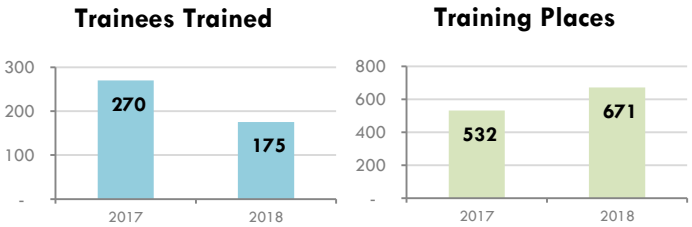
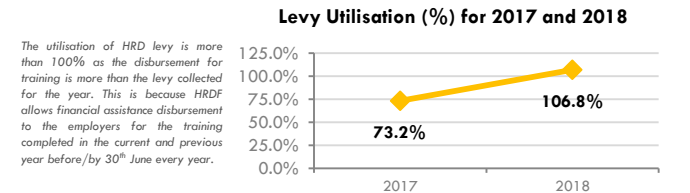


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: TOBACCO MANUFACTURERS

No. of Training Places and Trainees Trained Approved for 2017 and 2018



PARTICIPATION REPORT 2018

9.2 HRDF SUBSECTOR TRAINING PARTICIPATION ANALYSIS (2018)

This section describes the training performance of the subsectors using the indicators described below:

- Levy utilisation 2017 vs 2018
- No. of trainees trained 2017 vs 2018
- No. of training places 2017 vs 2018
- Training Courses Enrolled according to Skill Areas in 2017 vs 2018
- Industry Investment on Training (HRD Fund) (RM) 2017 vs 2018
- Effective Training Duration per Trainee 2017 vs 2018



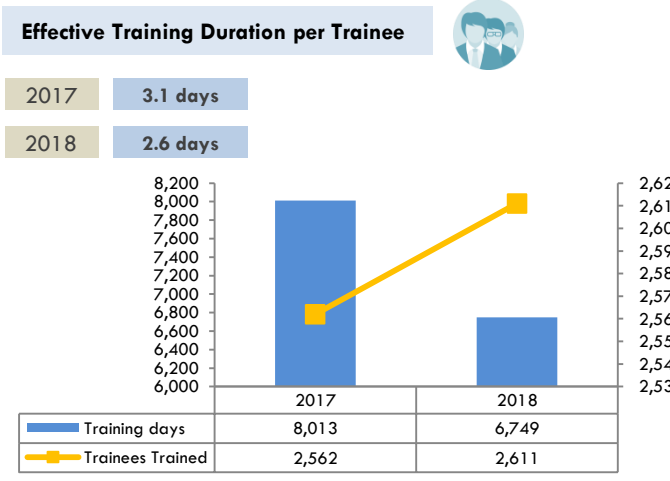
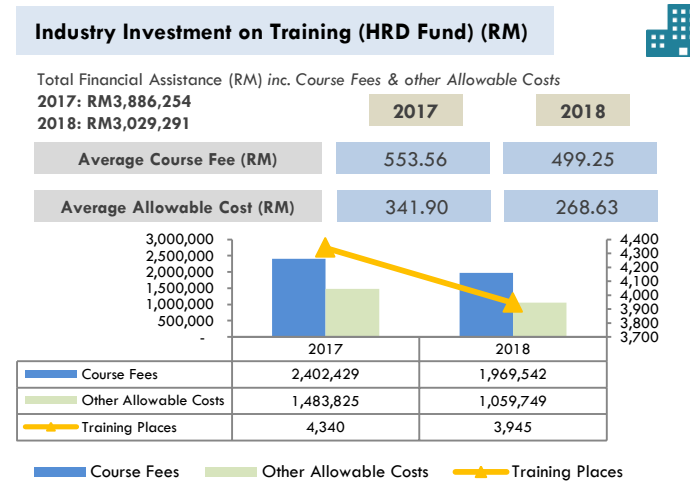
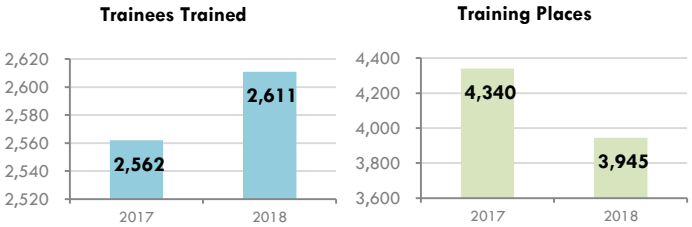
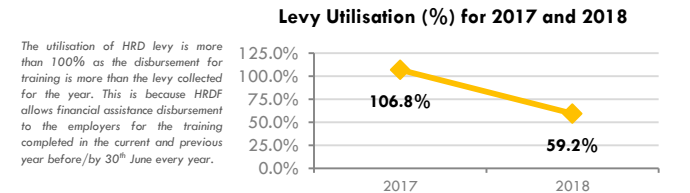
SERVICES SECTOR

- | | |
|--|--|
| 1. Advertising | 11. Port Services |
| 2. Air Transport | 12. Postal |
| 3. Bonded Warehouse | 13. Power (Energy) |
| 4. Building And Landscape Services | 14. Private Broadcasting Services |
| 5. Computer Industry | 15. Private Hospital |
| 6. Direct Selling | 16. Private Institution of Higher Learning |
| 7. Driving School | 17. Production of Motion Picture, Video And Television Programme, Sound Recording And Music Publishing |
| 8. Early Childhood Education | 18. Research & Development |
| 9. Engineering Support & Maintenance | 19. Sale and Repair of Motor Vehicles |
| 10. Event Management Services | 20. Security Firms |
| 11. Food and Beverage Services | 21. Sewerage |
| 12. Franchise | 22. Shipping |
| 13. Freight Forwarder | 23. Telecommunication |
| 14. Gas, Steam and Air-conditioning Supply | 24. Training Provider |
| 15. Health Support Services | 25. Travel Agency - Inbound |
| 16. Hotel Industry | 26. Travel Agency - Outbound |
| 17. Hypermarket/Supermarket/Departmental Store | 27. Veterinary Services |
| 18. Information Service | 28. Waste Management & Material Recovery Services |
| 19. Land Transport | 29. Water Treatment and Supply |

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: ADVERTISING

No. of Training Places and Trainees Trained Approved for 2017 and 2018



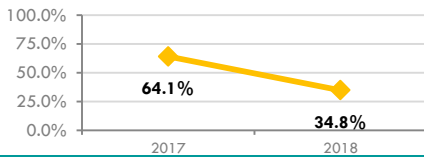
63.4% of financial assistance were for course fees and 36.6% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

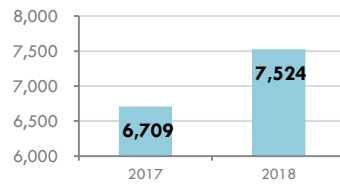
SUBSECTOR: AIR TRANSPORT

No. of Training Places and Trainees Trained Approved for 2017 and 2018

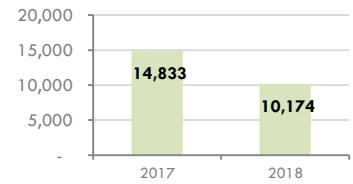
Levy Utilisation (%) for 2017 and 2018



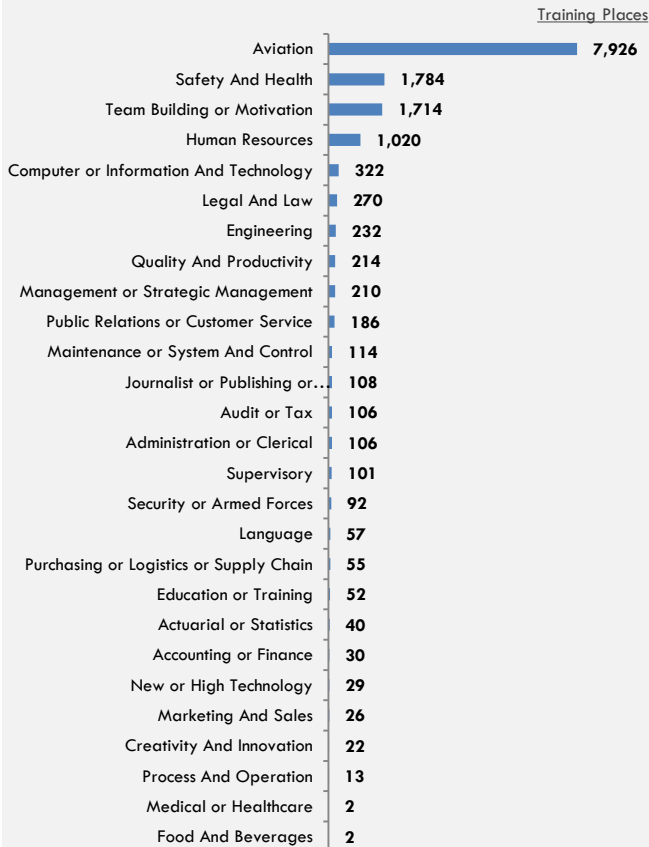
Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

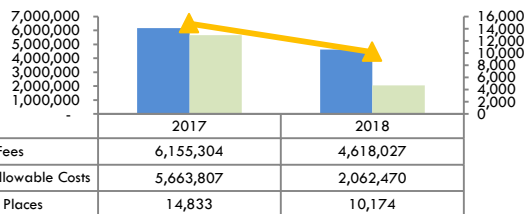
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM11,819,111

2018: RM6,680,497

	2017	2018
Average Course Fee (RM)	414.97	453.90
Average Allowable Cost (RM)	381.84	202.72

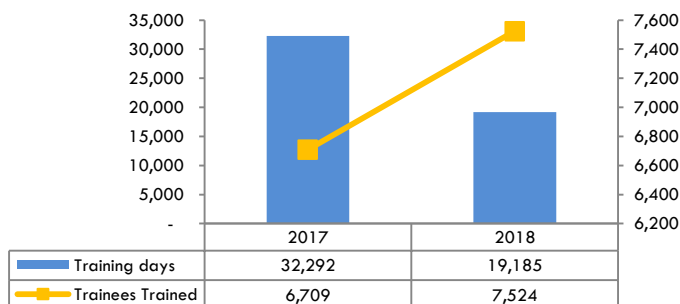


Course Fees Other Allowable Costs Training Places

60.6% of financial assistance were for course fees and 39.4% were for other allowable costs.

Effective Training Duration per Trainee

2017	4.8 days
2018	2.5 days

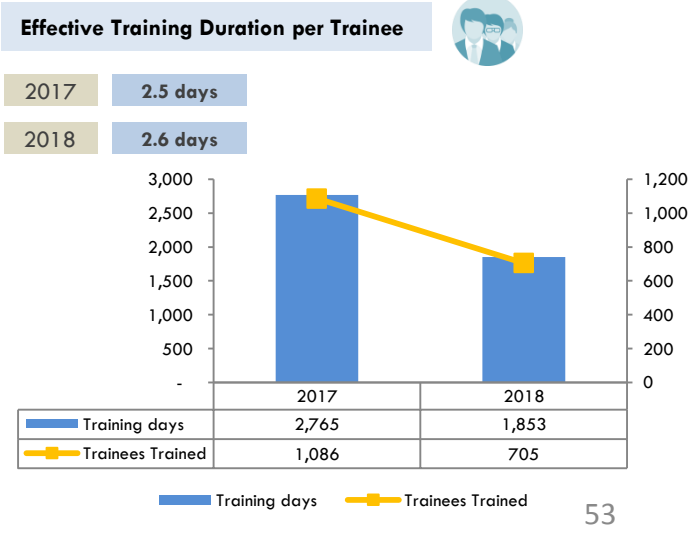
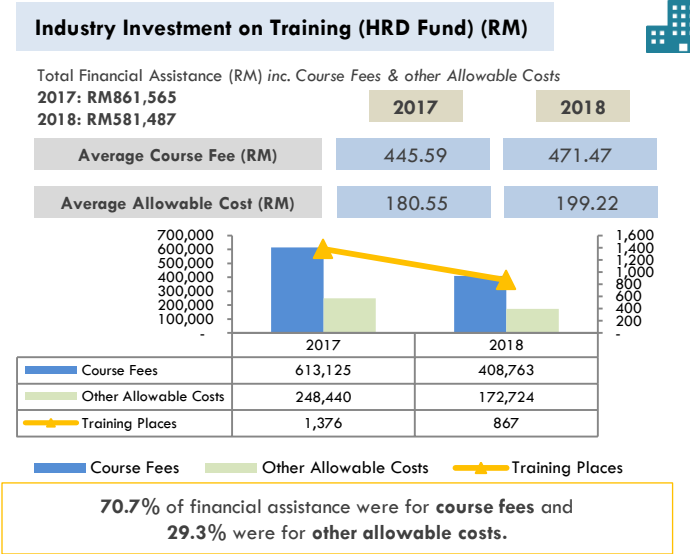
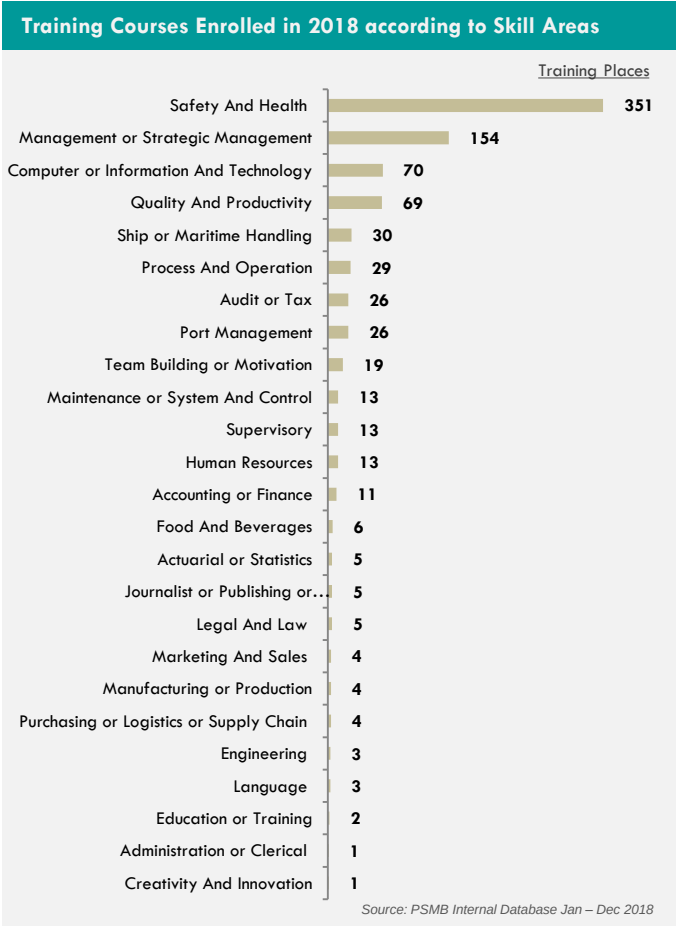
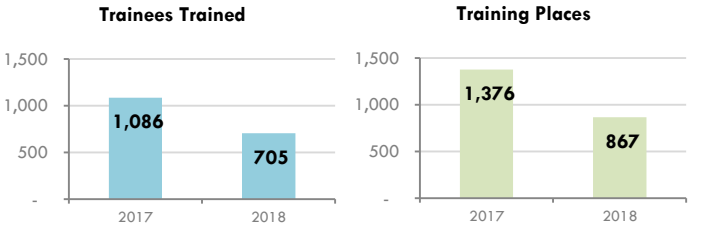
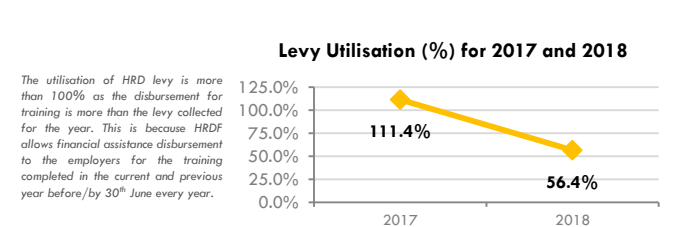


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

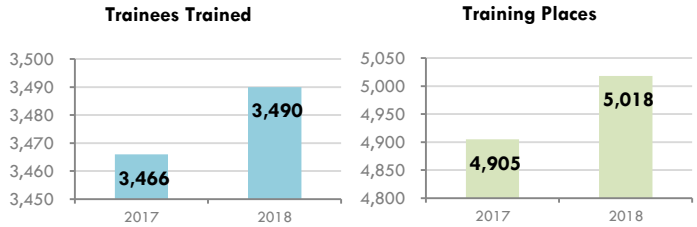
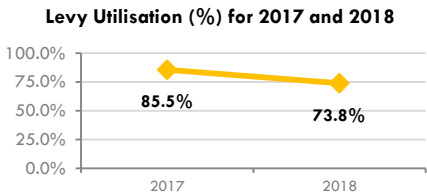
SUBSECTOR: BONDED WAREHOUSE

No. of Training Places and Trainees Trained Approved for 2017 and 2018



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: BUILDING AND LANDSCAPE SERVICES No. of Training Places and Trainees Trained Approved for 2017 and 2018

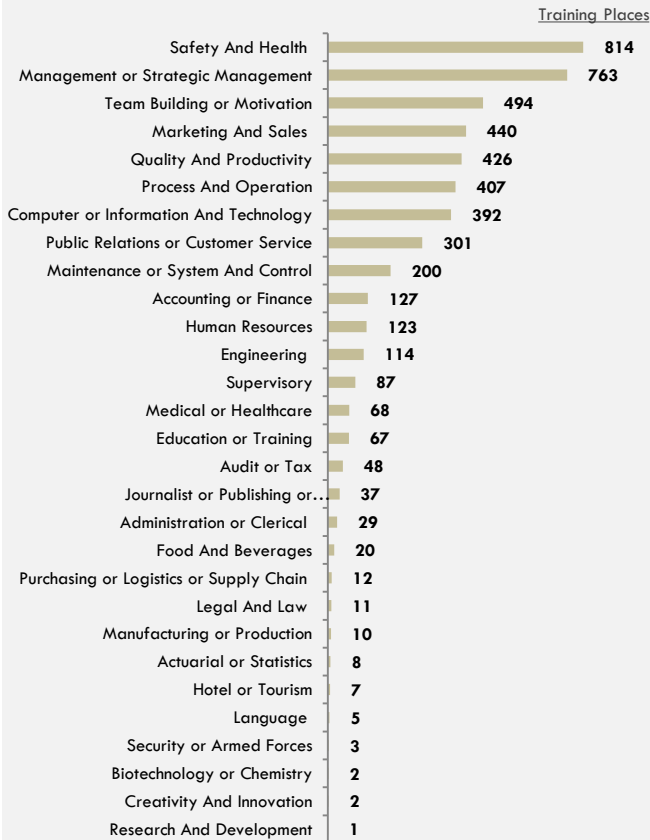


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



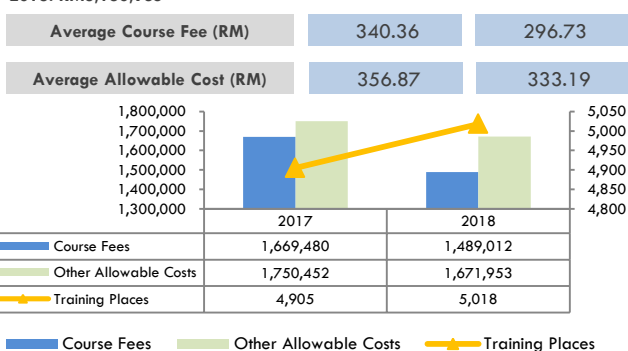
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM3,419,932

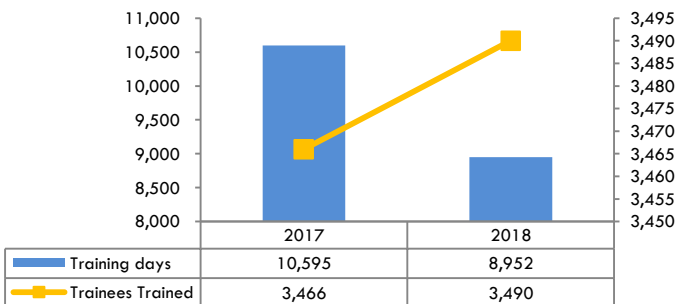
2018: RM3,160,965



48.0% of financial assistance were for course fees and 52.0% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.1 days
2018 2.6 days



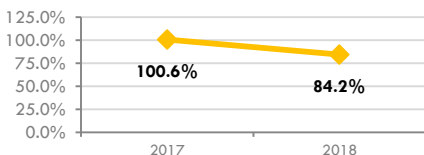
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: COMPUTER INDUSTRY

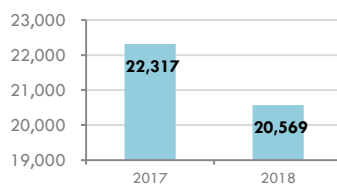
No. of Training Places and Trainees Trained Approved for 2017 and 2018

Levy Utilisation (%) for 2017 and 2018

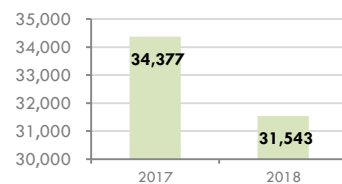
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

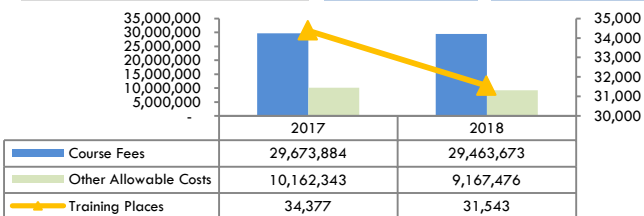
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM39,836,227

2018: RM38,631,149

	2017	2018
Average Course Fee (RM)	863.19	934.08
Average Allowable Cost (RM)	295.61	290.63

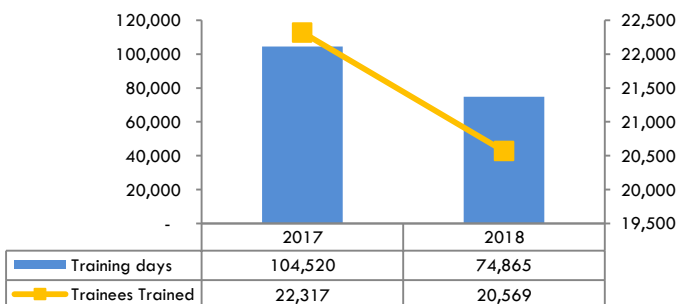


Course Fees Other Allowable Costs Training Places

75.4% of financial assistance were for course fees and 24.6% were for other allowable costs.

Effective Training Duration per Trainee

2017	4.7 days
2018	3.6 days



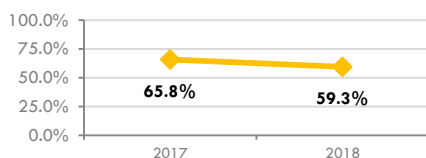
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

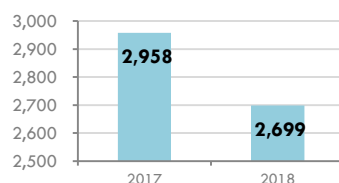
SUBSECTOR: DIRECT SELLING

No. of Training Places and Trainees Trained Approved for 2017 and 2018

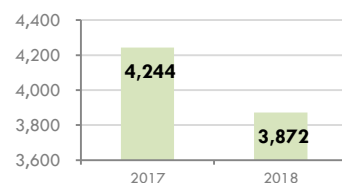
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

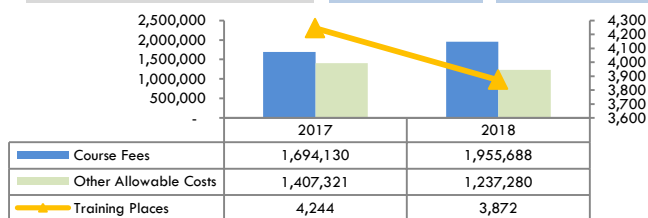
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM3,101,451

2018: RM3,192,968

	2017	2018
Average Course Fee (RM)	399.18	505.08
Average Allowable Cost (RM)	331.60	319.55



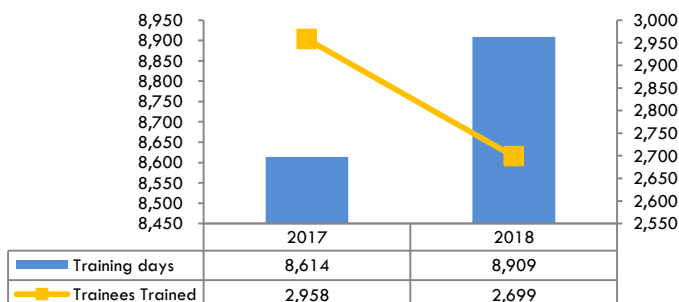
Course Fees Other Allowable Costs Training Places

57.9% of financial assistance were for course fees and 42.1% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 3.3 days

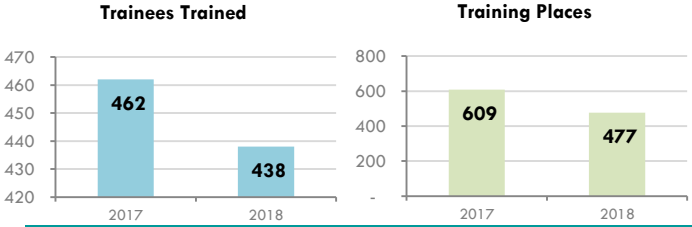
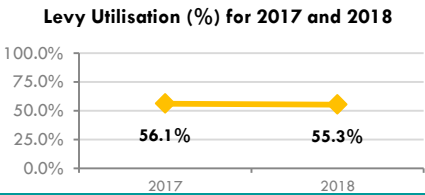


Training days Trainees Trained

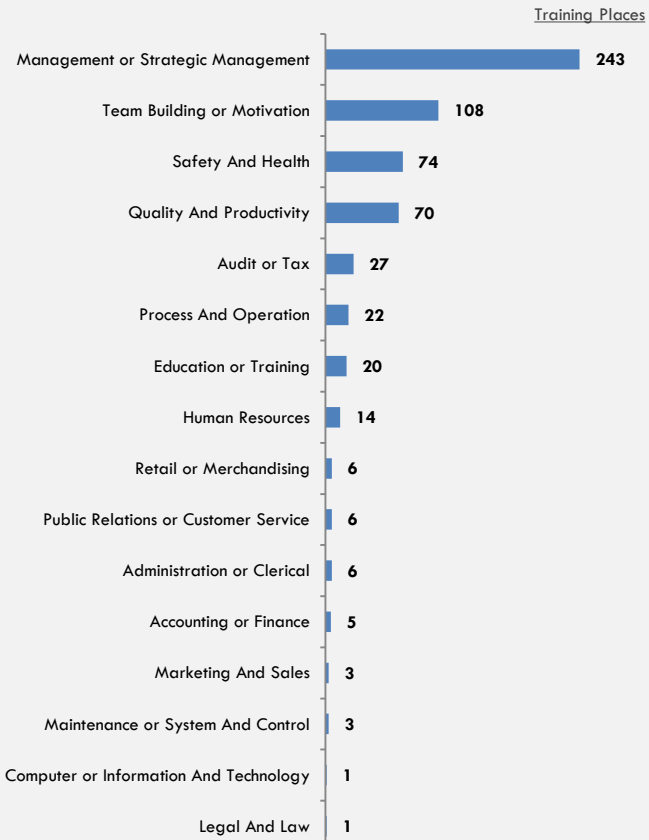
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: DRIVING SCHOOL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

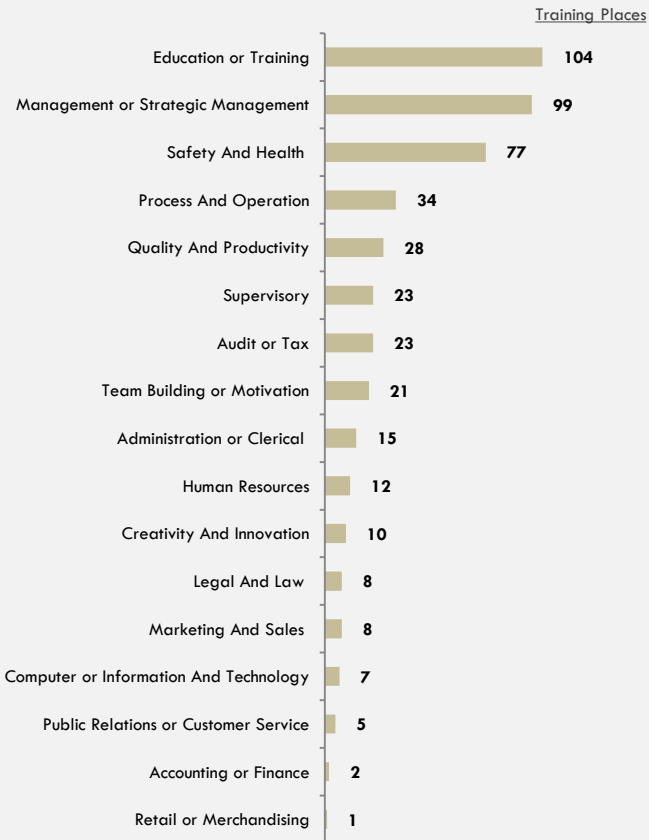


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

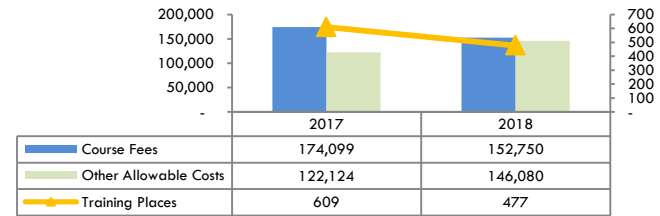
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM296,223

2018: RM298,830

	2017	2018
Average Course Fee (RM)	285.88	320.23
Average Allowable Cost (RM)	200.53	306.25

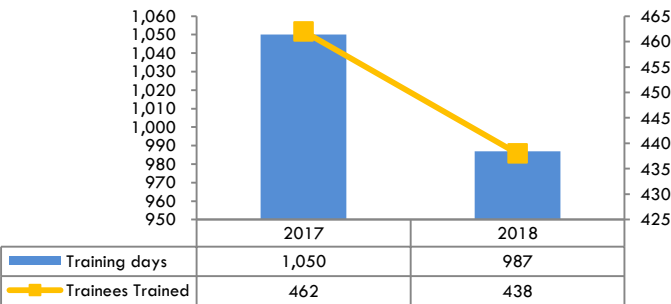


Course Fees Other Allowable Costs Training Places

54.9% of financial assistance were for course fees and 45.1% were for other allowable costs.

Effective Training Duration per Trainee

2017	2.3 days
2018	2.3 days

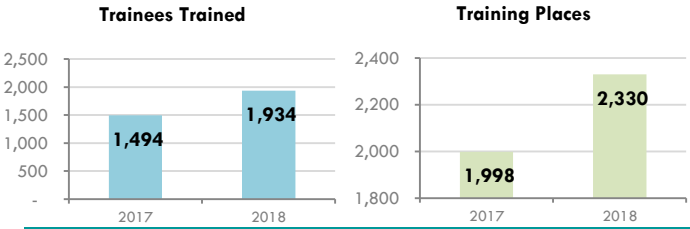
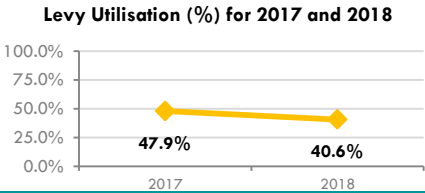


Training days Trainees Trained

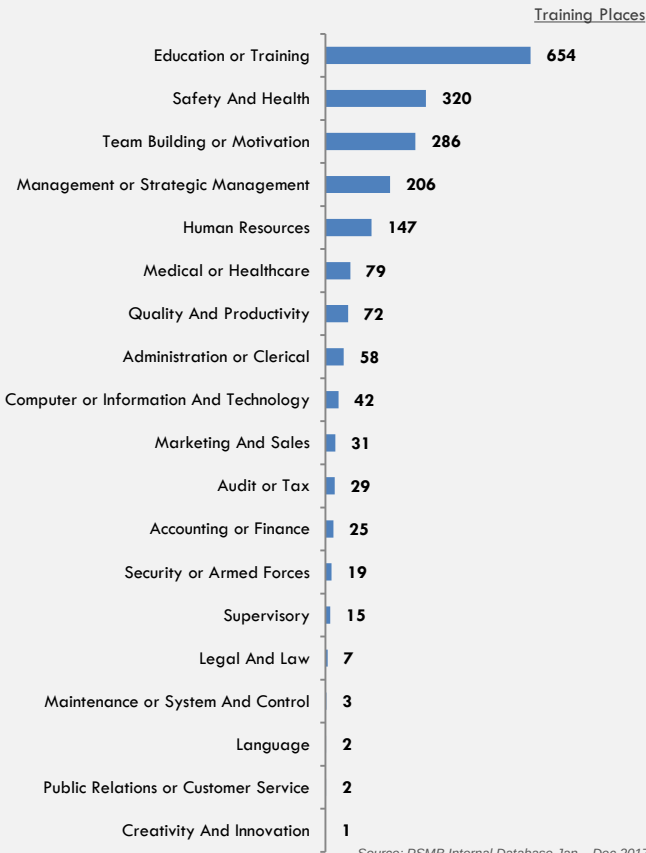
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: **EARLY CHILDHOOD EDUCATION**

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



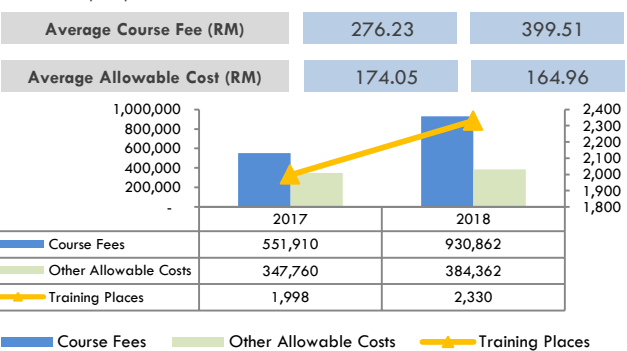
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM899,670

2018: RM1,315,224



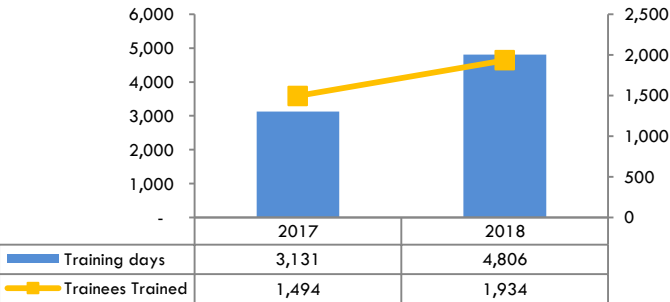
Course Fees Other Allowable Costs Training Places

66.1% of financial assistance were for **course fees** and 33.9% were for **other allowable costs**.

Effective Training Duration per Trainee

2017 2.1 days

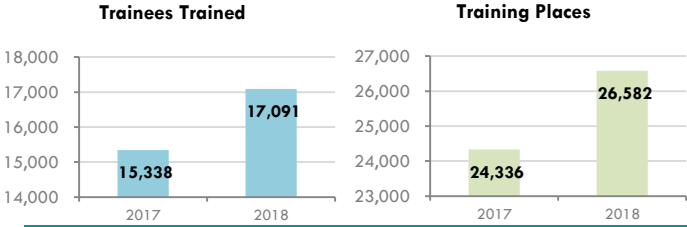
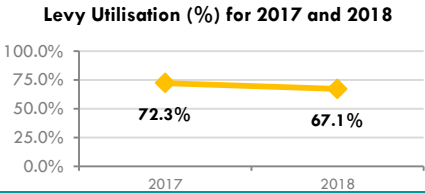
2018 2.5 days



Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

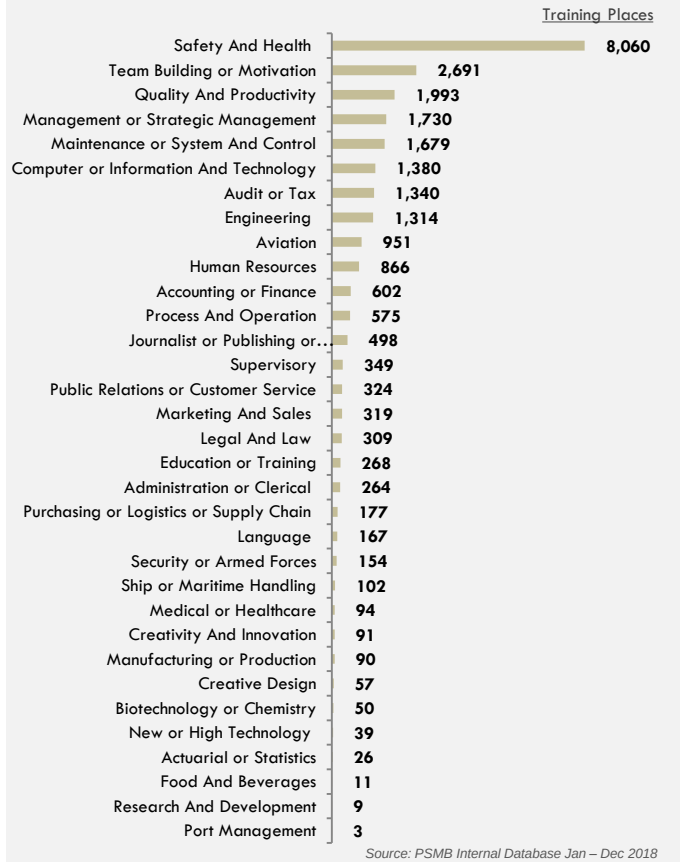
SUBSECTOR: **ENGINEERING SUPPORT & MAINTENANCE** No. of Training Places and Trainees Trained Approved for 2017 and 2018



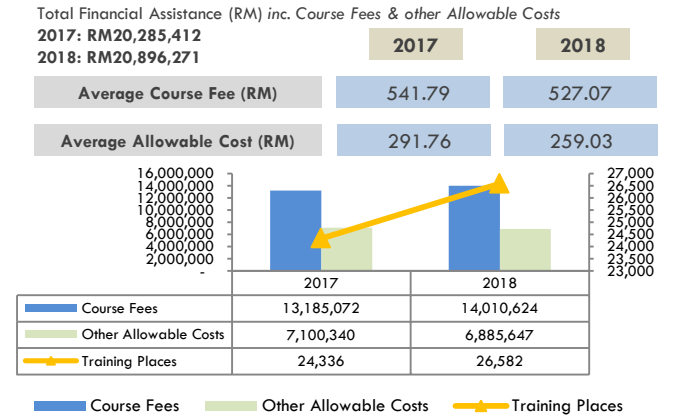
Training Courses Enrolled in 2017 according to Skill Areas



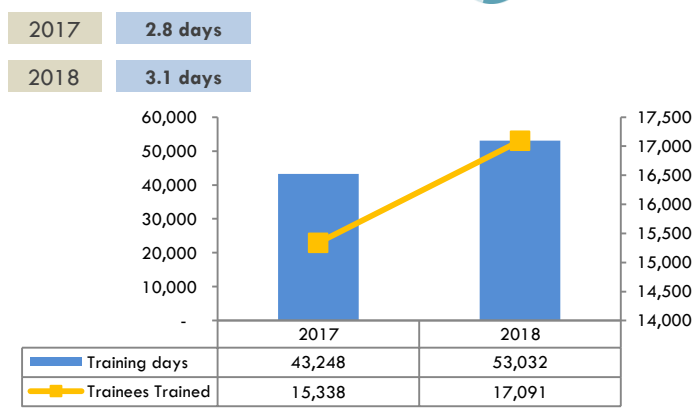
Training Courses Enrolled in 2018 according to Skill Areas



Industry Investment on Training (HRD Fund) (RM)



Effective Training Duration per Trainee

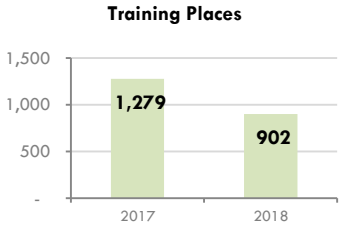
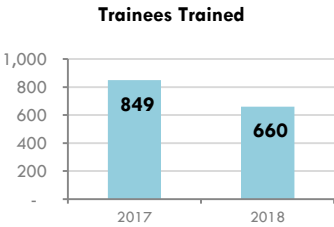
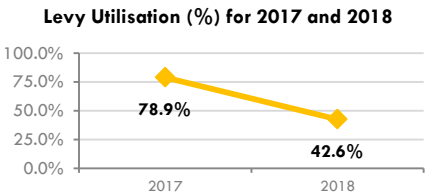


66.0% of financial assistance were for course fees and 34.0% were for other allowable costs.

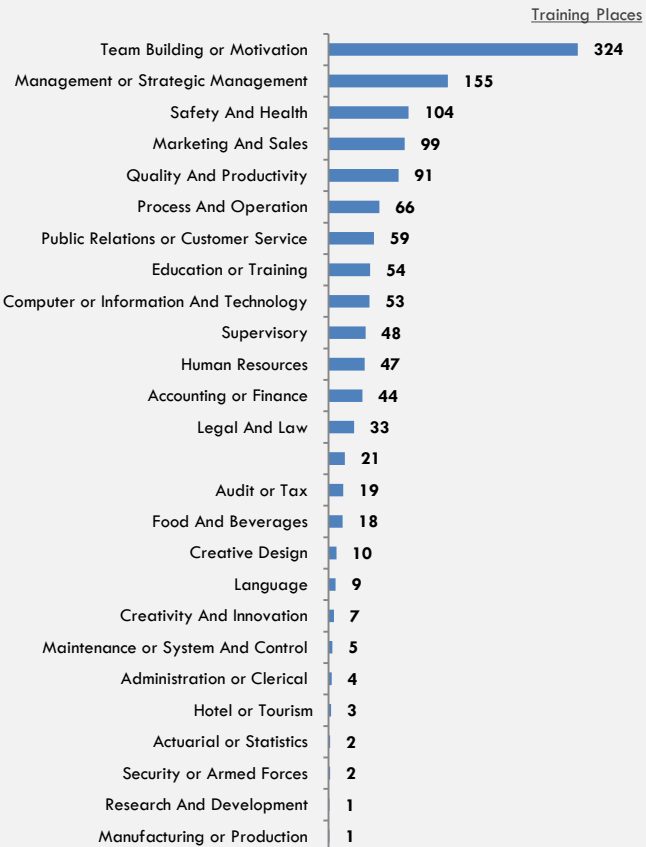
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: EVENT MANAGEMENT SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

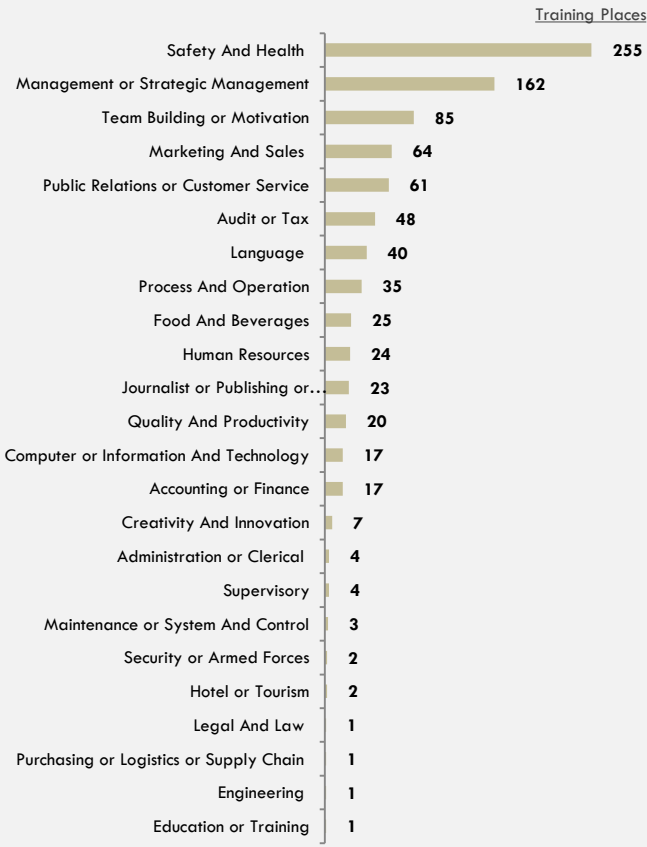


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

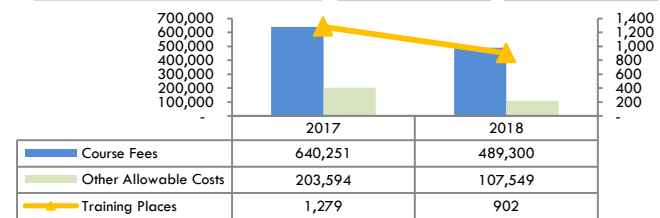
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM843,845

2018: RM596,849

	2017	2018
Average Course Fee (RM)	500.59	542.46
Average Allowable Cost (RM)	159.18	119.23



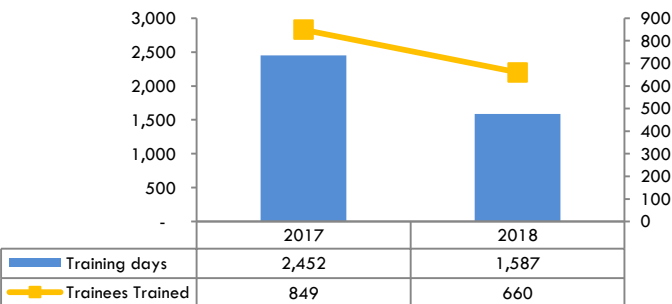
Course Fees Other Allowable Costs Training Places

78.9% of financial assistance were for course fees and 21.1% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 2.4 days

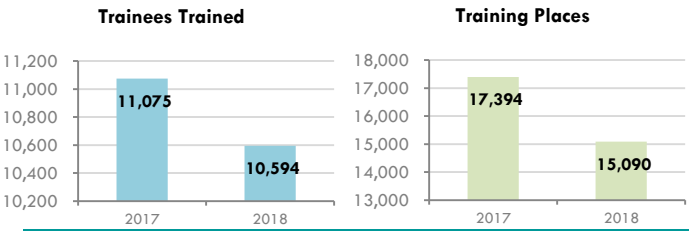
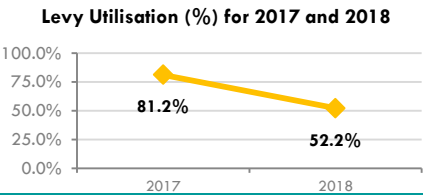


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: FOOD AND BEVERAGE SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

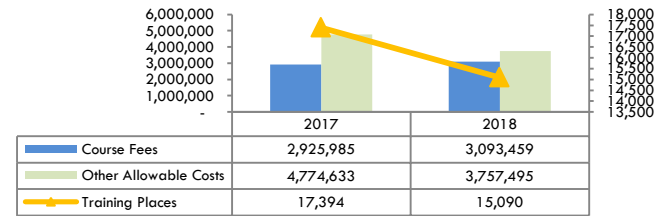
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM7,700,618

2018: RM6,850,954

	2017	2018
Average Course Fee (RM)	168.22	205.00
Average Allowable Cost (RM)	274.50	249.01

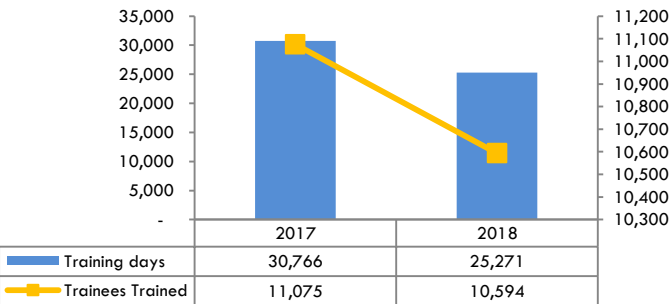


Course Fees Other Allowable Costs Training Places

41.6% of financial assistance were for course fees and 58.4% were for other allowable costs.

Effective Training Duration per Trainee

2017	2.8 days
2018	2.4 days

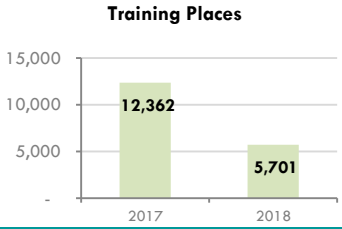
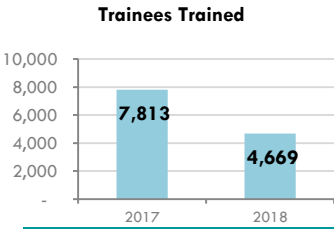
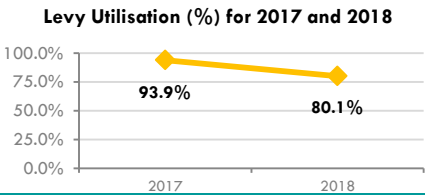


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: **FRANCHISE**

No. of Training Places and Trainees Trained Approved for 2017 and 2018

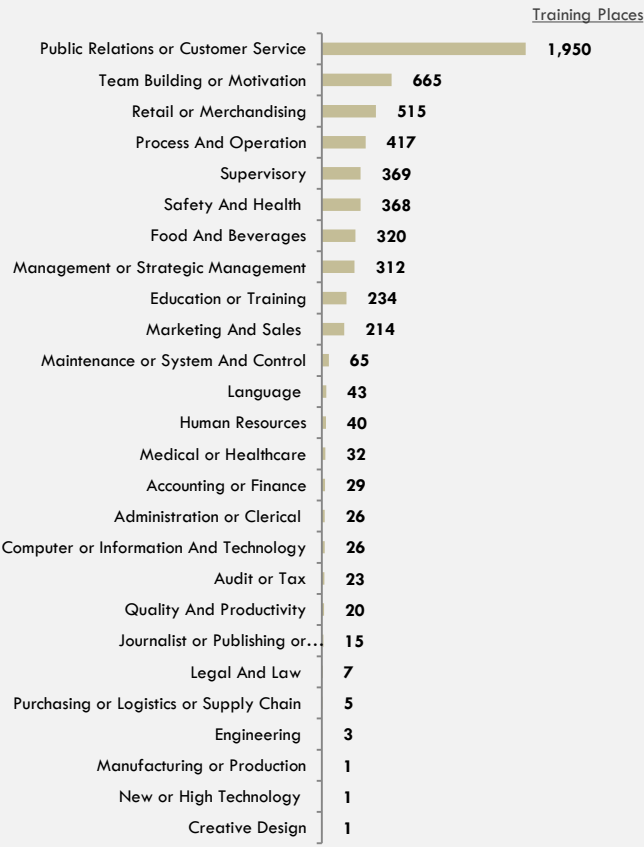


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



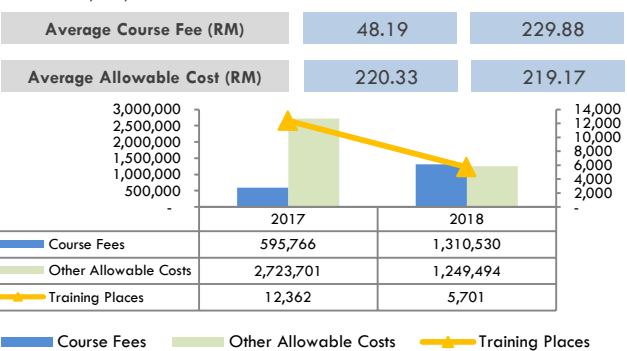
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM3,319,467

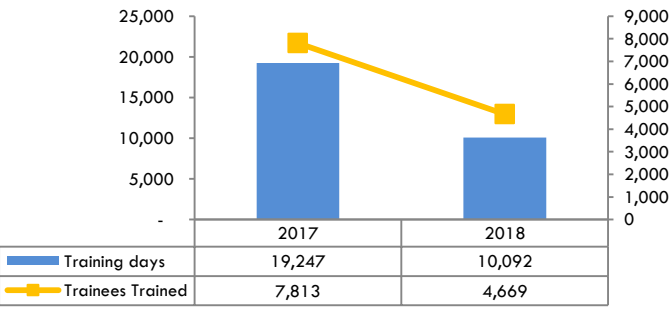
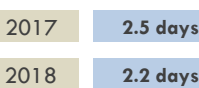
2018: RM2,560,024



Course Fees Other Allowable Costs Training Places

34.6% of financial assistance were for **course fees** and 65.4% were for **other allowable costs**.

Effective Training Duration per Trainee

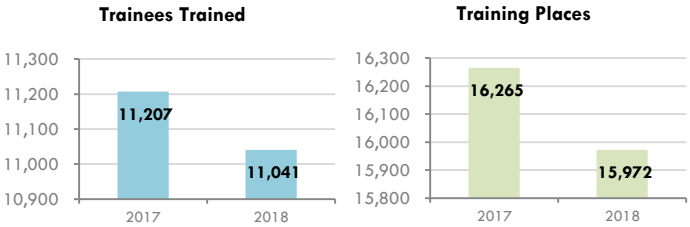
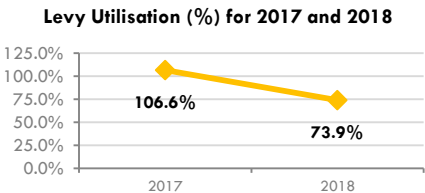


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: FREIGHT FORWARDER

No. of Training Places and Trainees Trained Approved for 2017 and 2018

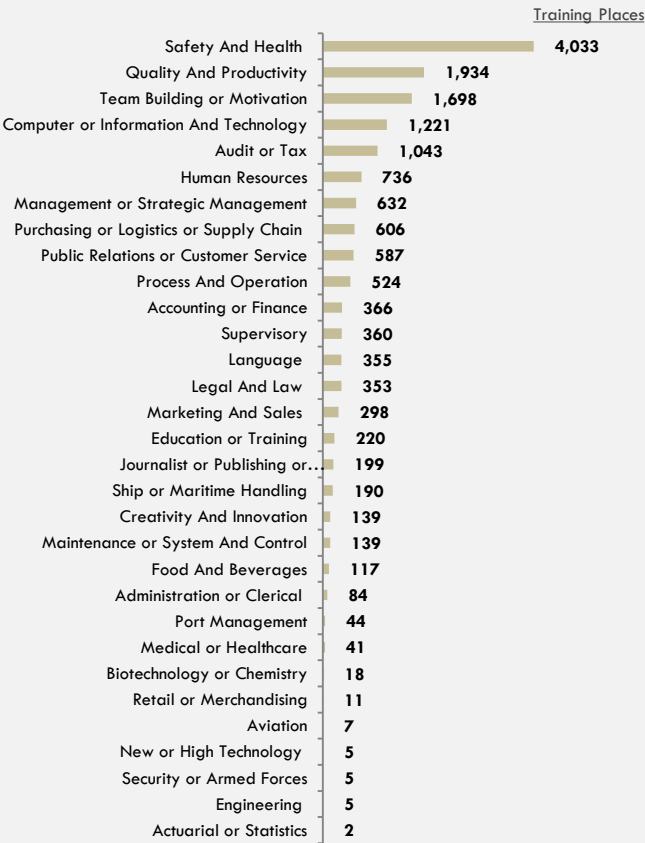


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



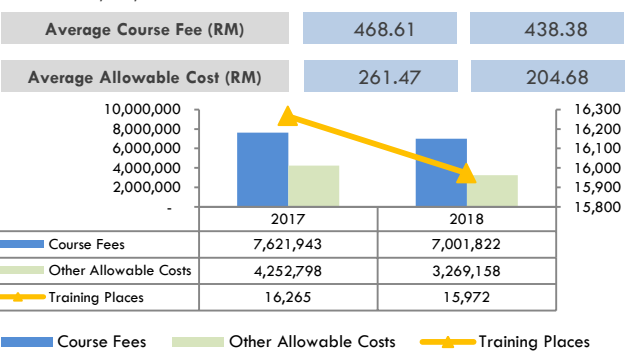
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM11,874,741

2018: RM10,270,980



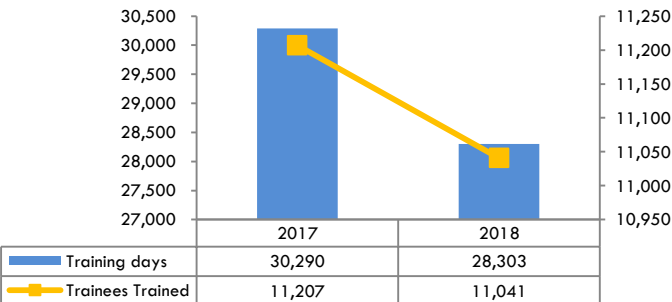
Course Fees Other Allowable Costs Training Places

66.2% of financial assistance were for course fees and 33.8% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.7 days

2018 2.6 days

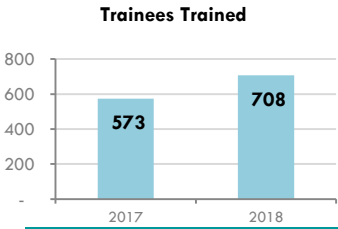
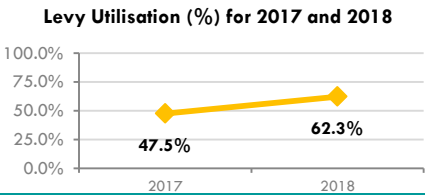


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: GAS, STEAM AND AIR-CONDITIONING SUPPLY

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

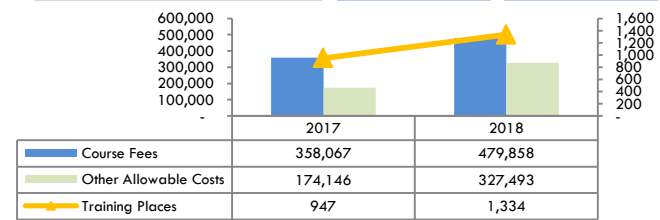
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM532,213

2018: RM807,351

	2017	2018
Average Course Fee (RM)	378.11	359.71
Average Allowable Cost (RM)	183.89	245.50



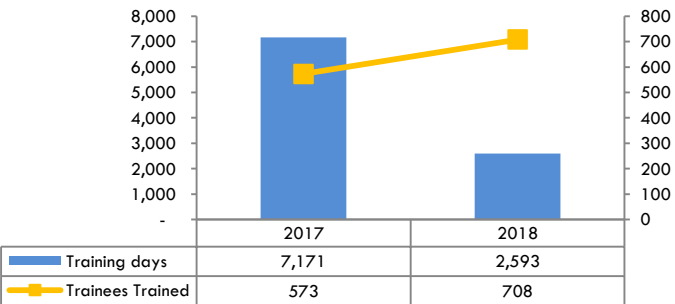
Course Fees Other Allowable Costs Training Places

63.4% of financial assistance were for course fees and 36.6% were for other allowable costs.

Effective Training Duration per Trainee

2017 12.5 days

2018 3.7 days

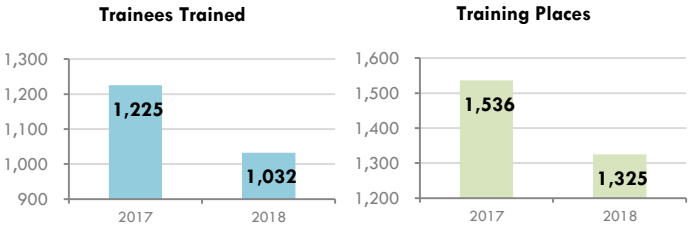
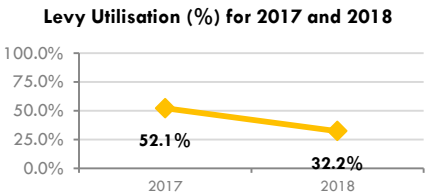


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: HEALTH SUPPORT SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

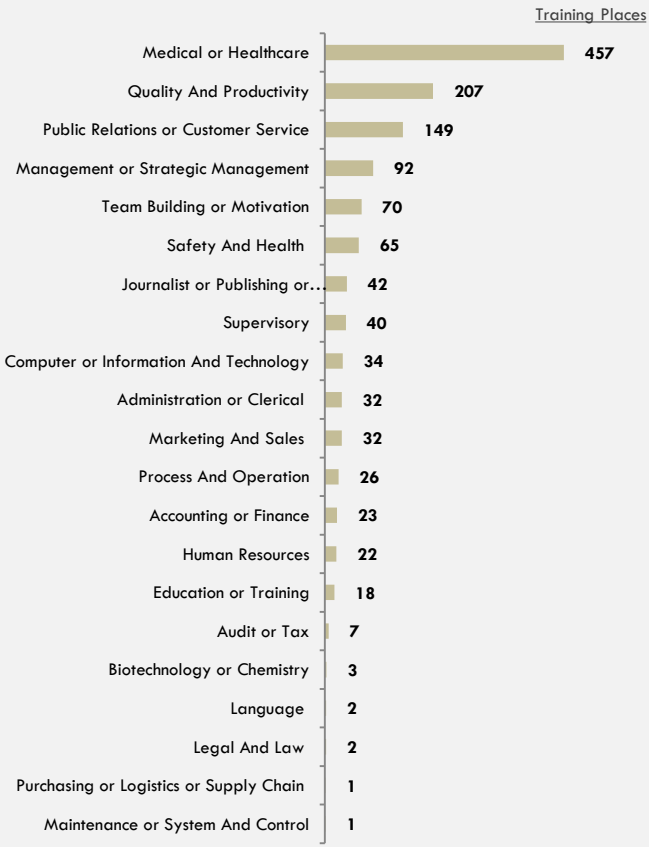


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



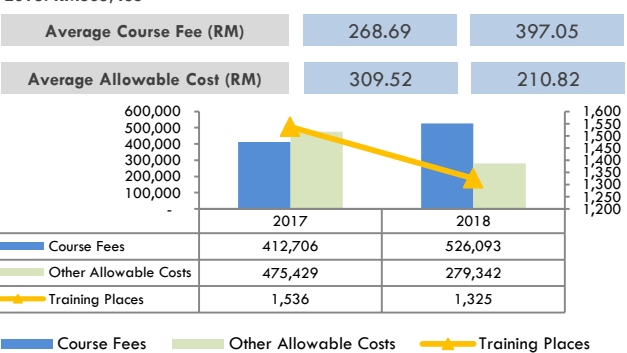
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM888,135

2018: RM805,435



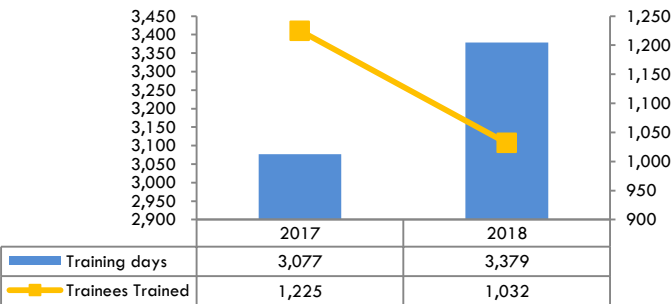
Course Fees Other Allowable Costs Training Places

55.9% of financial assistance were for course fees and 44.1% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.5 days

2018 3.3 days



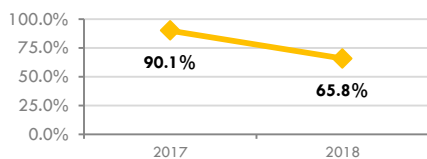
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

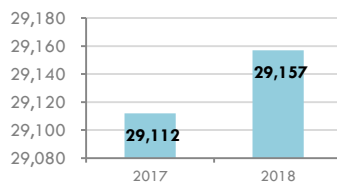
SUBSECTOR: HOTEL INDUSTRY

No. of Training Places and Trainees Trained Approved for 2017 and 2018

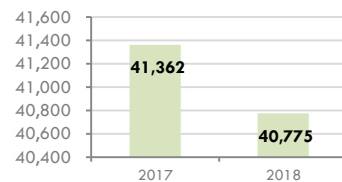
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places

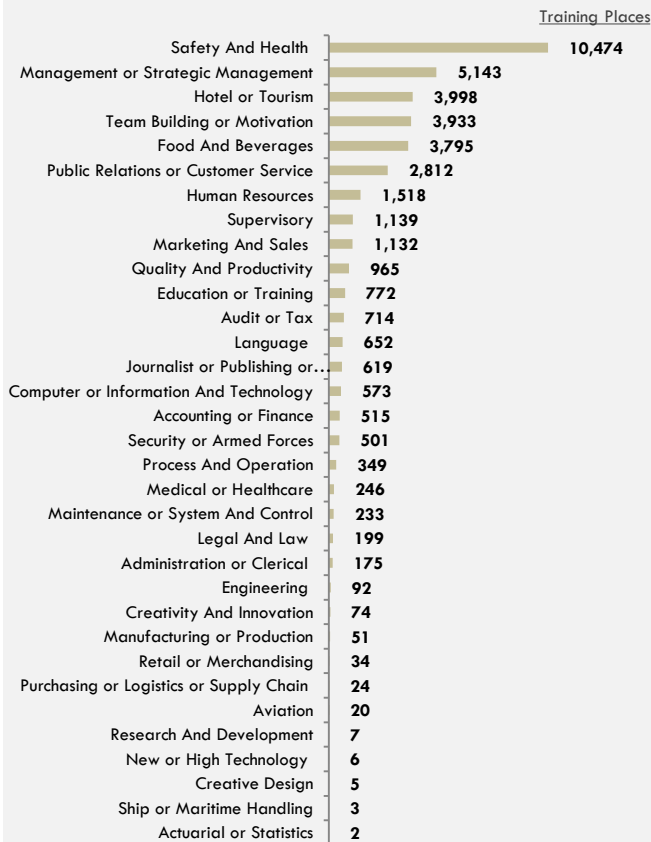


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

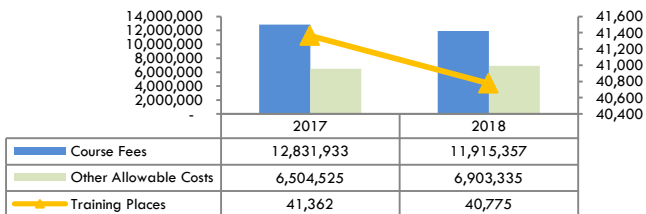
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM19,336,458

2018: RM18,818,692

	2017	2018
Average Course Fee (RM)	310.23	292.22
Average Allowable Cost (RM)	157.26	169.30



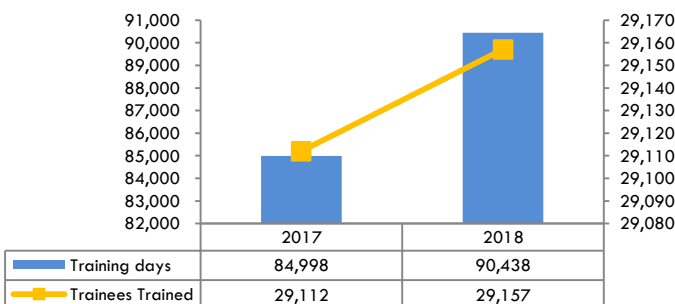
Course Fees Other Allowable Costs Training Places

64.8% of financial assistance were for course fees and 35.2% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 3.1 days



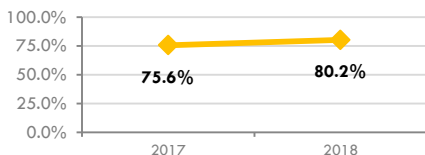
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

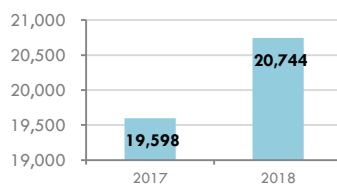
SUBSECTOR: HYPERMARKET/SUPERMARKET/ DEPARTMENTAL STORE

No. of Training Places and Trainees Trained Approved for 2017 and 2018

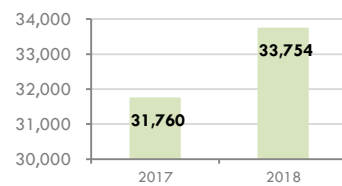
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

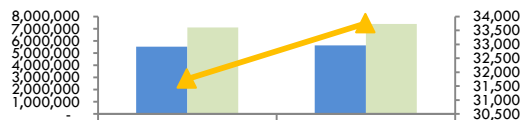
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM12,626,556

2018: RM13,026,885

	2017	2018
Average Course Fee (RM)	174.09	167.09
Average Allowable Cost (RM)	223.47	218.84

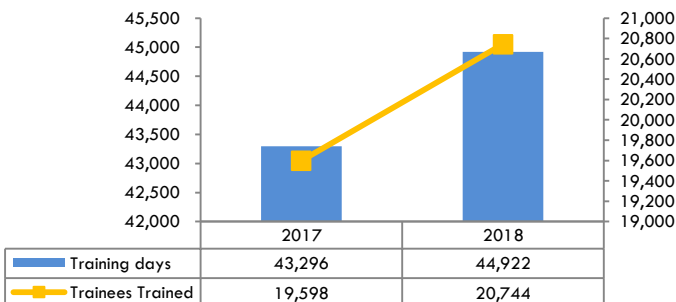


43.5% of financial assistance were for course fees and 56.5% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.2 days

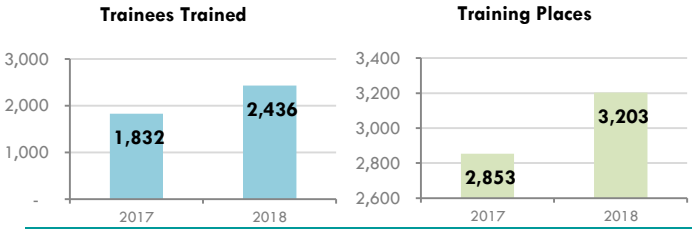
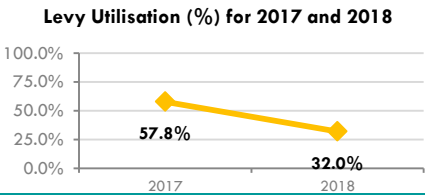
2018 2.2 days



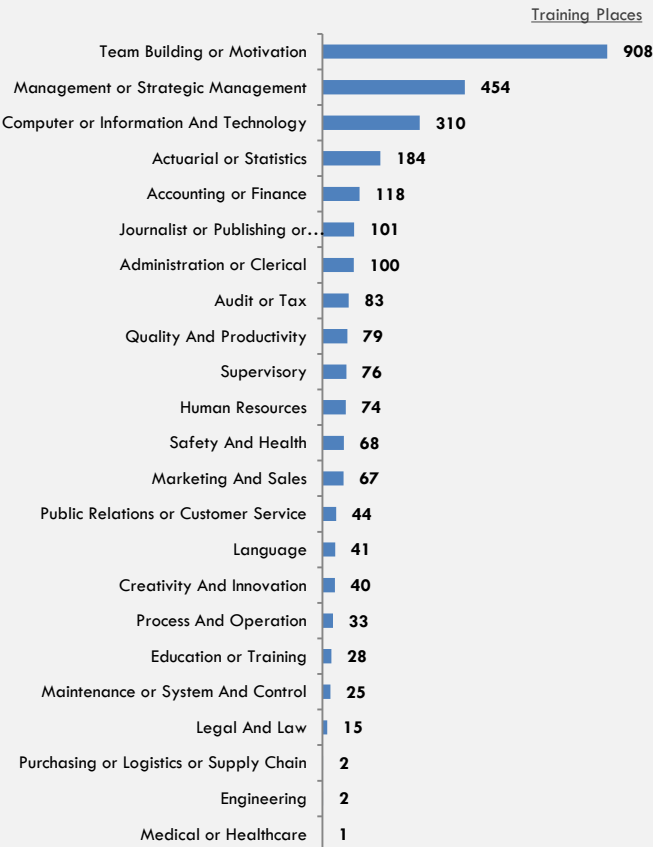
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: INFORMATION SERVICE

No. of Training Places and Trainees Trained Approved for 2017 and 2018

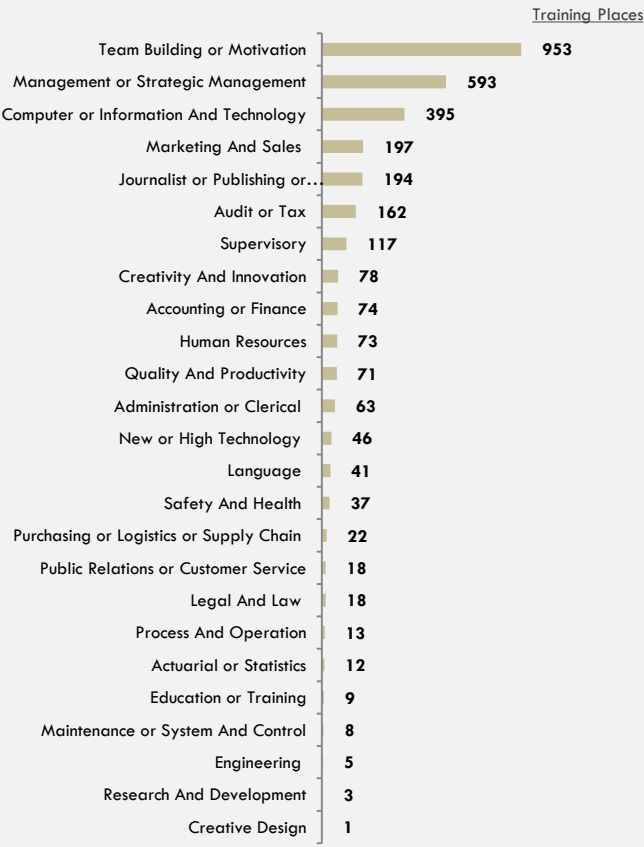


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

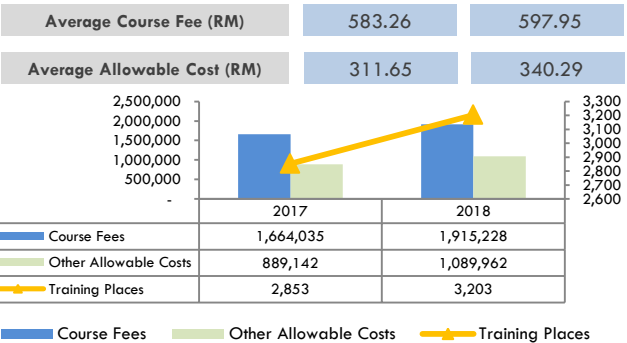
Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs
2017: RM2,553,177
2018: RM3,005,190

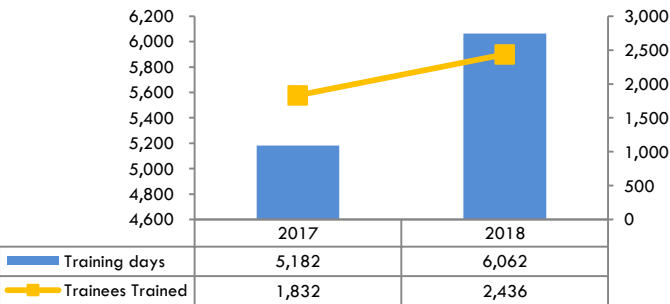


Course Fees Other Allowable Costs Training Places

64.5% of financial assistance were for course fees and 35.5% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.8 days
2018 2.5 days



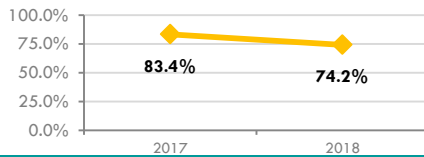
Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

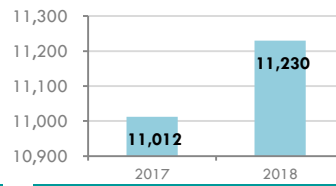
SUBSECTOR: LAND TRANSPORT

No. of Training Places and Trainees Trained Approved for 2017 and 2018

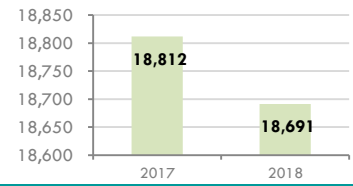
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places

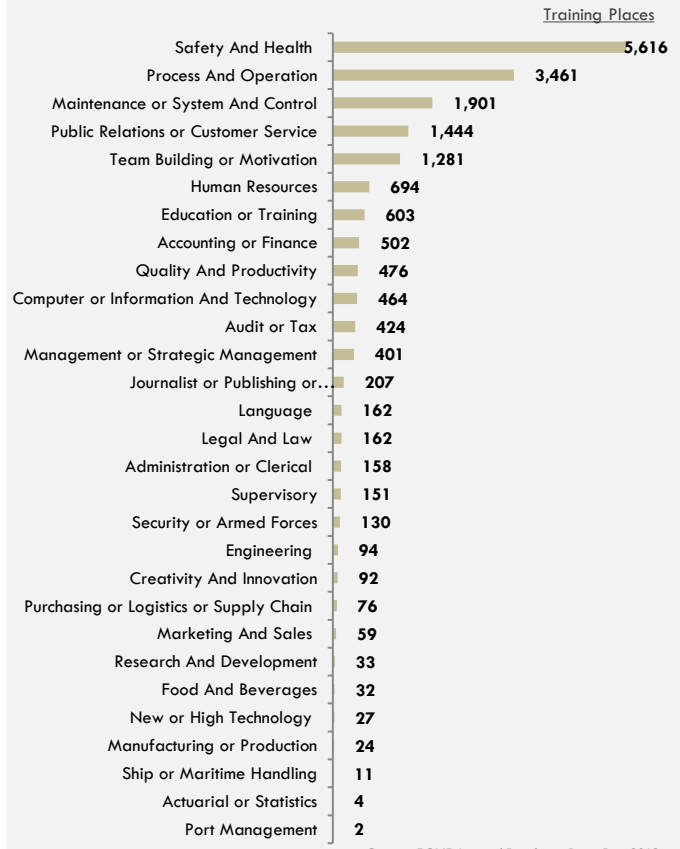


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



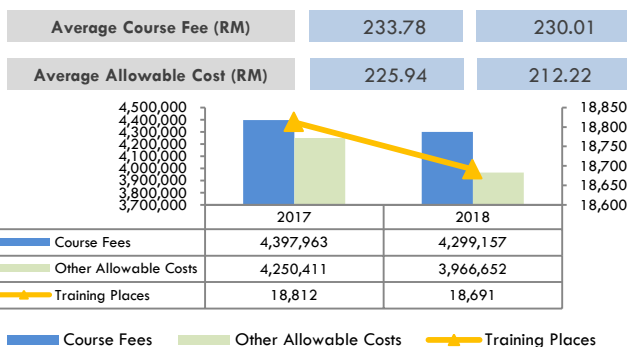
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM8,648,374

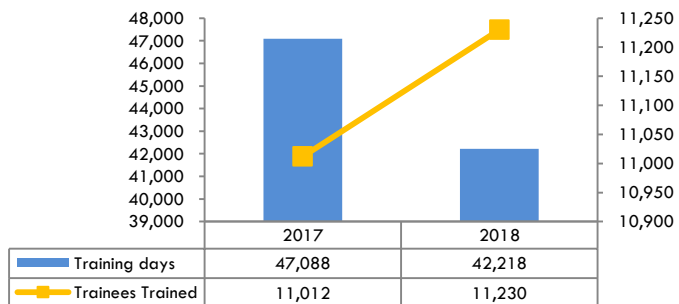
2018: RM8,265,809



Effective Training Duration per Trainee

2017: 4.3 days

2018: 3.8 days

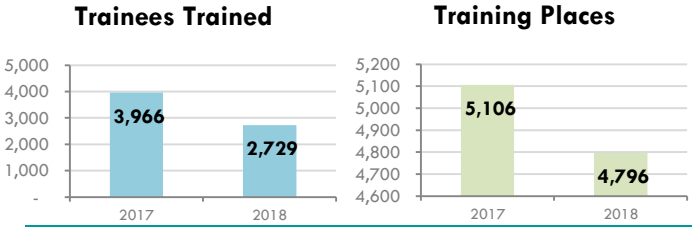
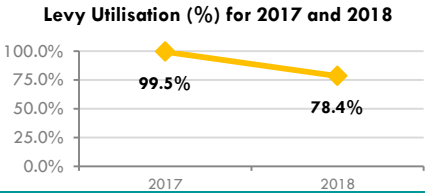


51.4% of financial assistance were for **course fees** and 48.6% were for **other allowable costs**.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: PORT SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Training Courses Enrolled in 2018 according to Skill Areas

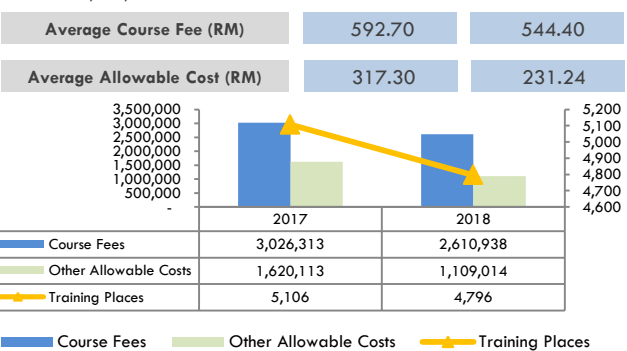


Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

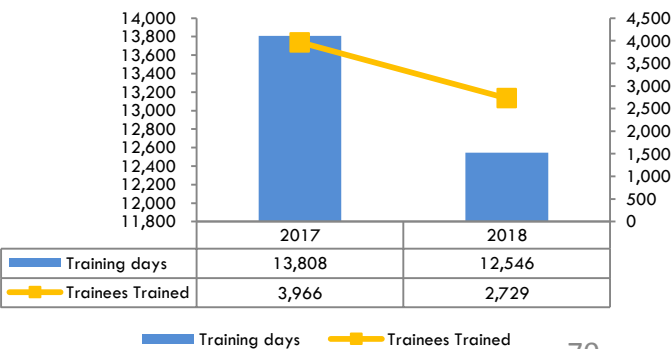
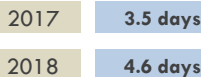
2017: RM4,646,426

2018: RM3,719,952



67.7% of financial assistance were for course fees and 32.3% were for other allowable costs.

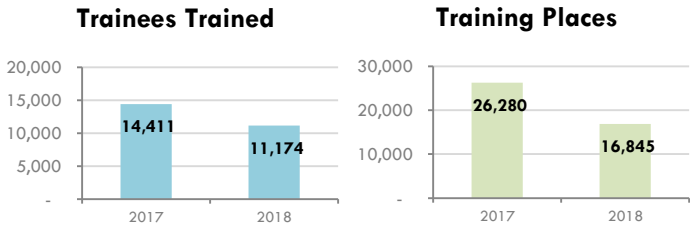
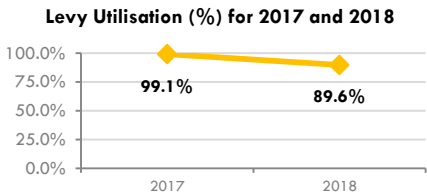
Effective Training Duration per Trainee



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: POSTAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

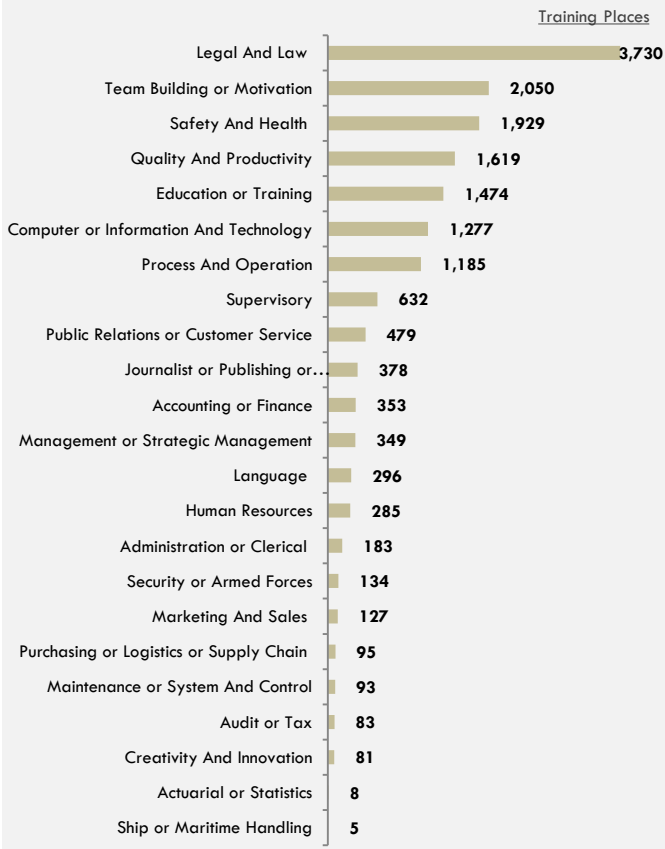


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



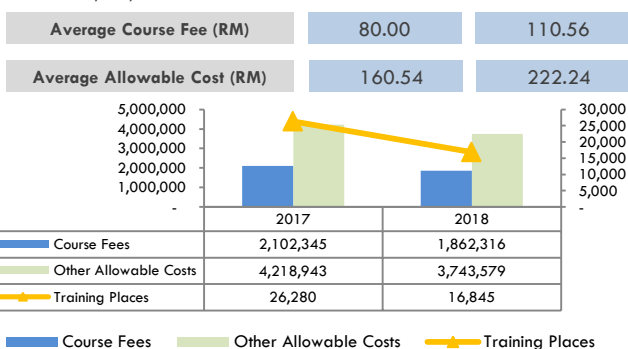
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM6,321,288

2018: RM5,605,895

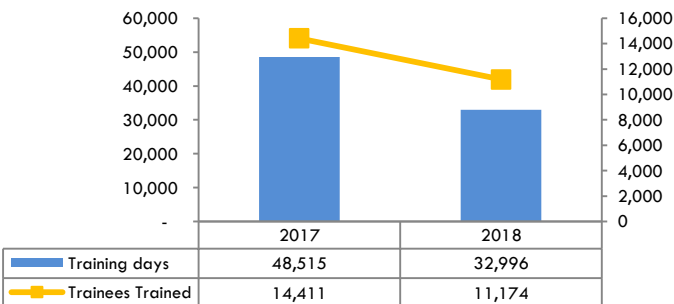


33.2% of financial assistance were for course fees and 66.8% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.4 days

2018 3.0 days

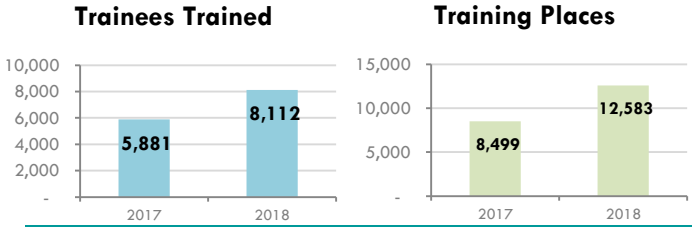
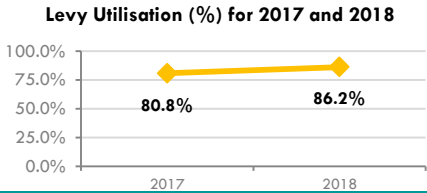


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: POWER (ENERGY)

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2018

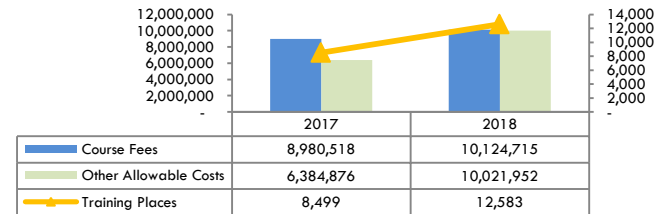
Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM15,365,394

2018: RM20,146,667

	2017	2018
Average Course Fee (RM)	1,056.66	804.63
Average Allowable Cost (RM)	751.25	796.35

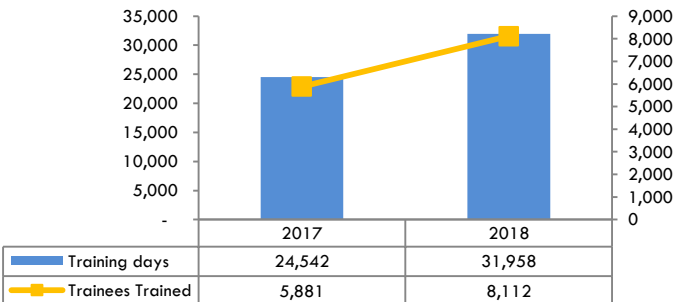


Course Fees Other Allowable Costs Training Places

54.4% of financial assistance were for course fees and 45.6% were for other allowable costs.

Effective Training Duration per Trainee

2017	4.2 days
2018	3.9 days

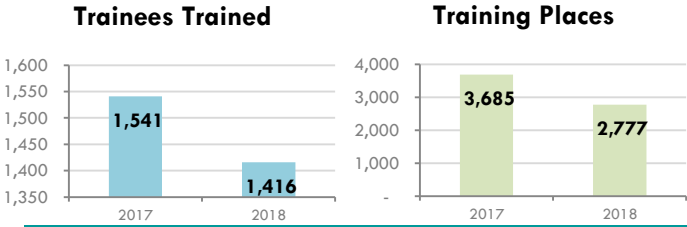
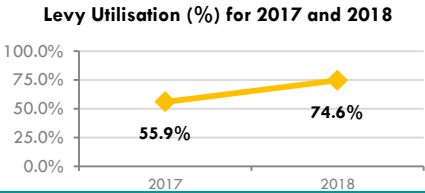


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: PRIVATE BROADCASTING SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018

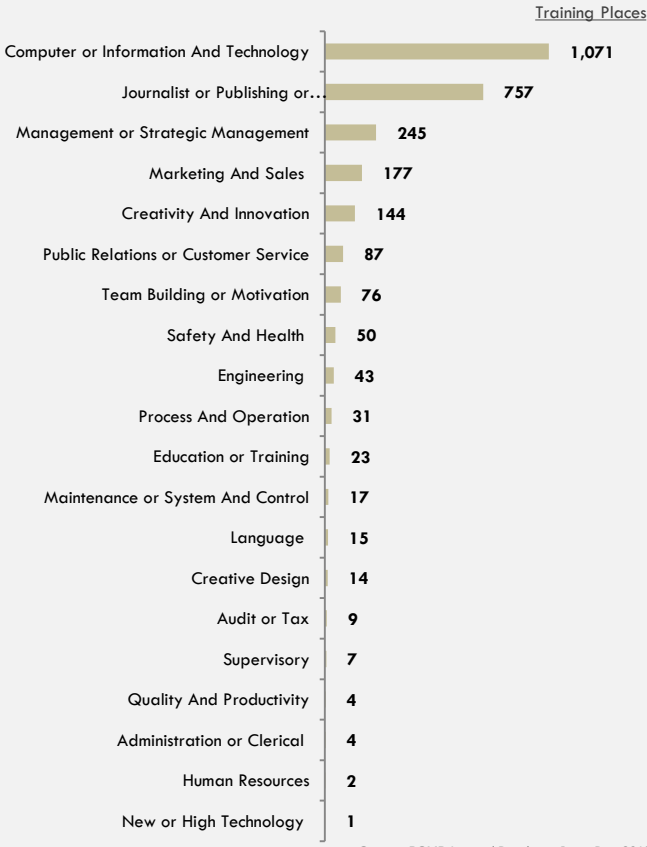


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



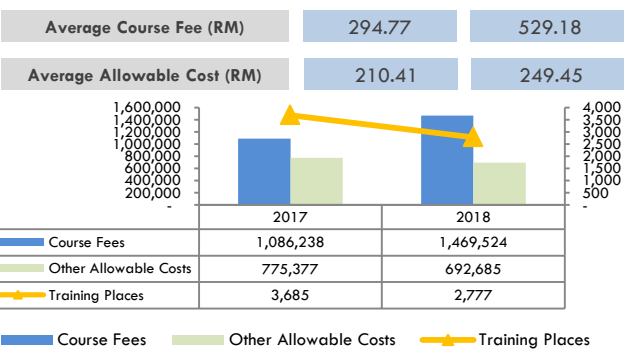
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM1,861,615

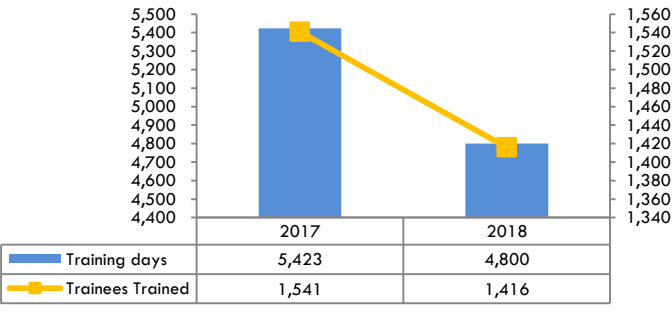
2018: RM2,162,209



Effective Training Duration per Trainee

2017 3.5 days

2018 3.4 days

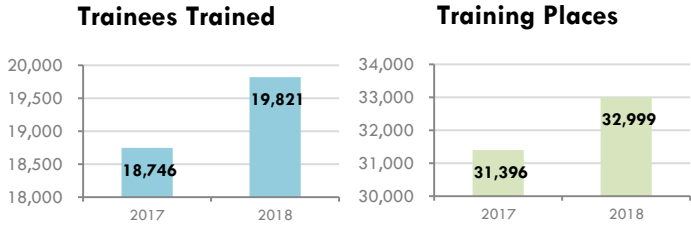
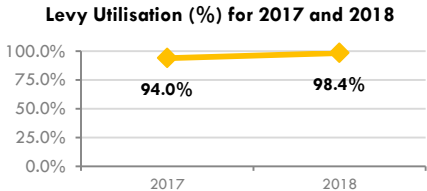


63.2% of financial assistance were for course fees and 36.8% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: PRIVATE HOSPITAL

No. of Training Places and Trainees Trained Approved for 2017 and 2018

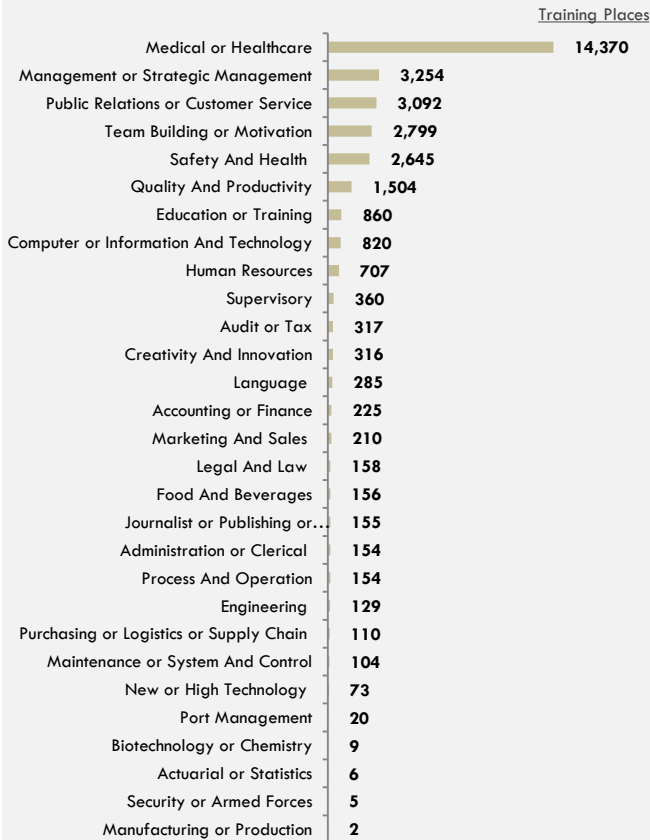


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



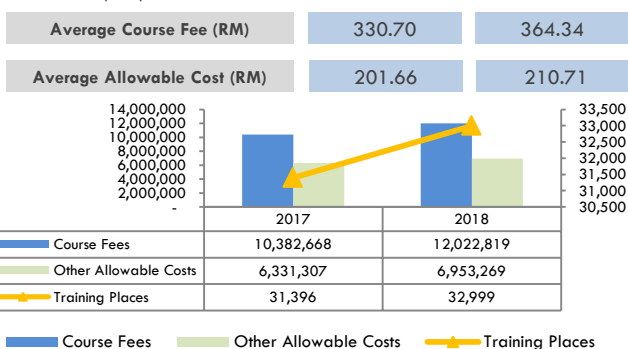
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

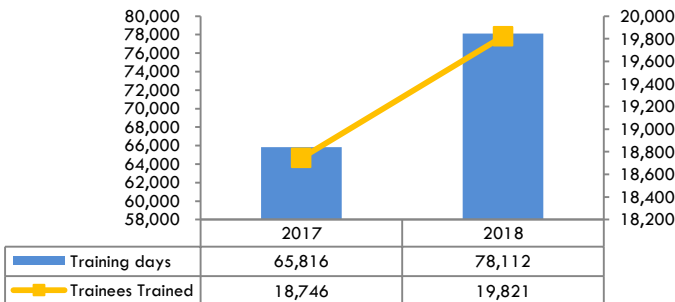
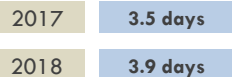
2017: RM16,713,975

2018: RM18,976,088



62.7% of financial assistance were for course fees and 37.3% were for other allowable costs.

Effective Training Duration per Trainee



Training days Trainees Trained

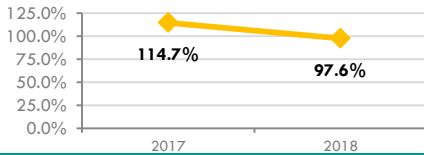
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: PRIVATE INSTITUTION OF HIGHER LEARNING

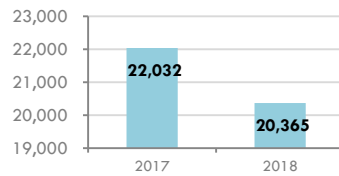
No. of Training Places and Trainees Trained Approved for 2017 and 2018

Levy Utilisation (%) for 2017 and 2018

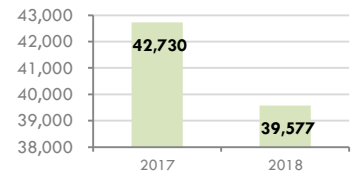
The utilisation of HRD levy is more than 100% as the disbursement for training is more than the levy collected for the year. This is because HRDF allows financial assistance disbursement to the employers for the training completed in the current and previous year before/by 30th June every year.



Trainees Trained



Training Places

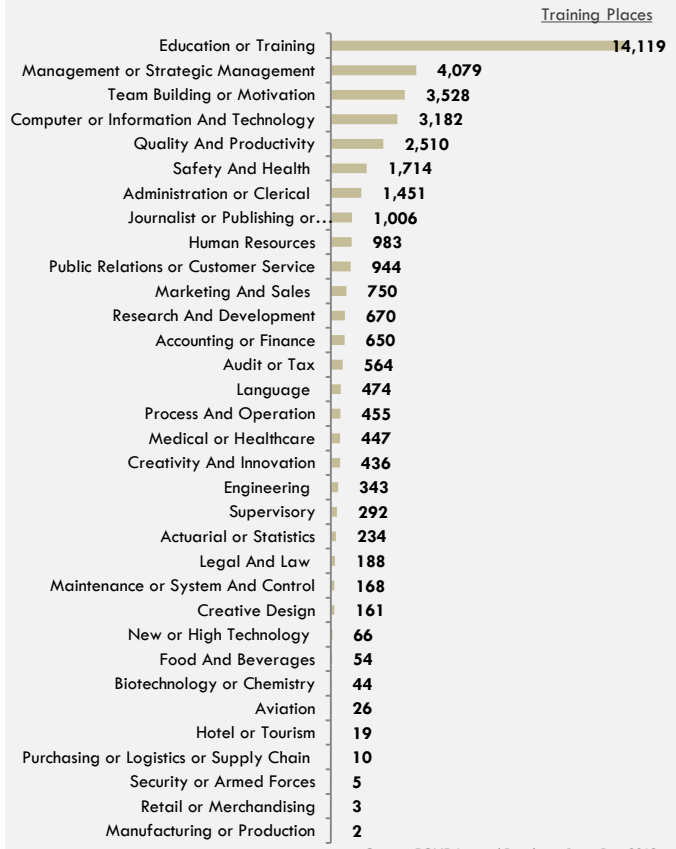


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



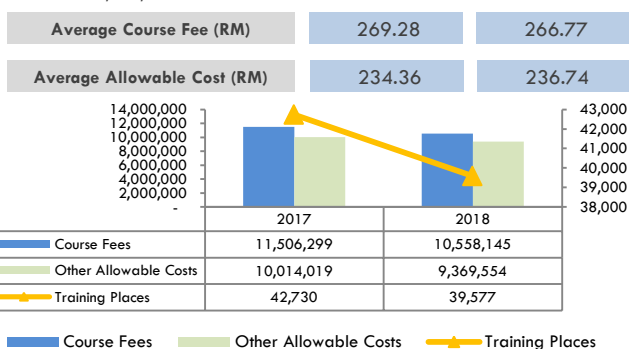
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM21,520,318

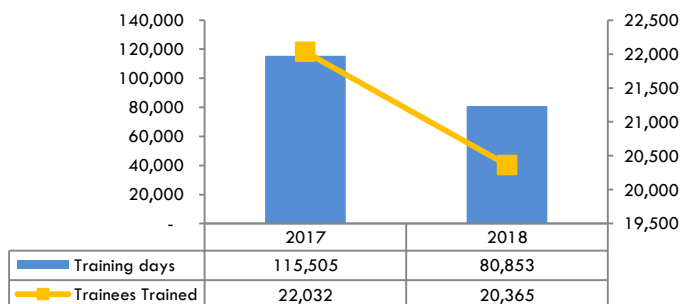
2018: RM19,927,699



Effective Training Duration per Trainee

2017: 5.2 days

2018: 4.0 days



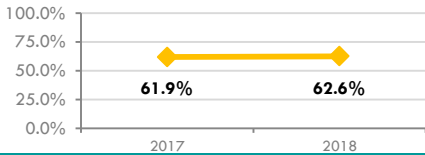
53.2% of financial assistance were for course fees and 46.8% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

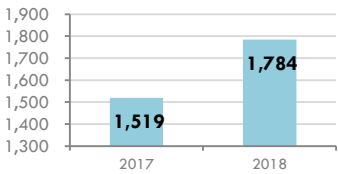
SUBSECTOR: PRODUCTION OF MOTION PICTURE, VIDEO AND TELEVISION PROGRAMME, SOUND RECORDING AND MUSIC PUBLISHING

No. of Training Places and Trainees Trained Approved for 2017 and 2018

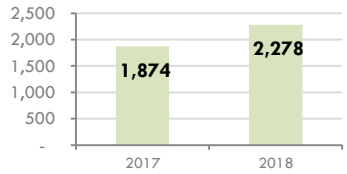
Levy Utilisation (%) for 2017 and 2018



Trainees Trained



Training Places



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



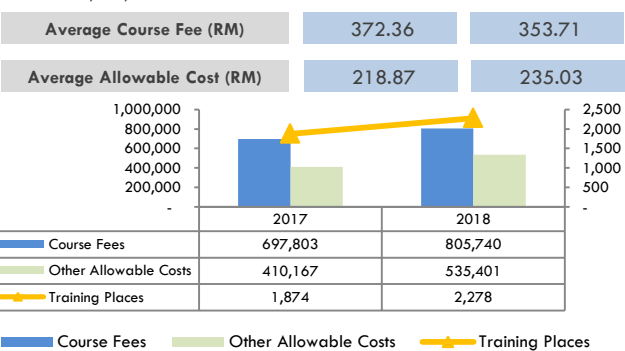
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM1,107,970

2018: RM1,341,141

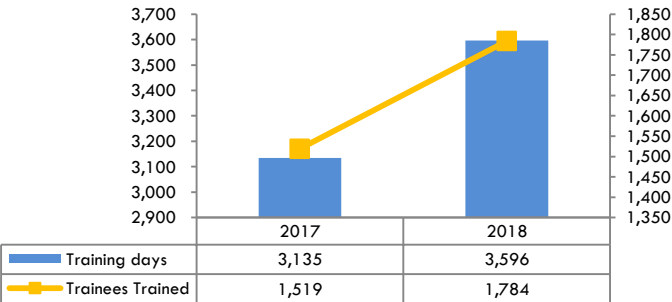


61.5% of financial assistance were for course fees and 38.5% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.1 days

2018 2.0 days

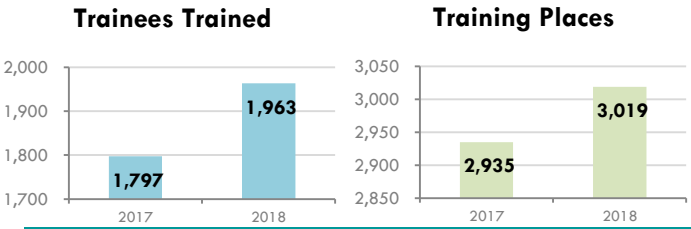
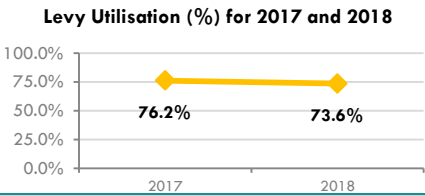


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: RESEARCH & DEVELOPMENT

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



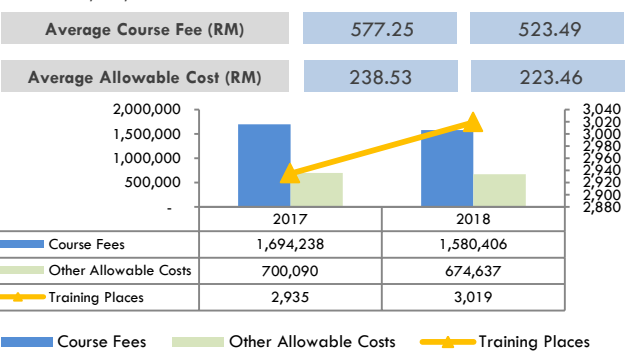
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM2,394,328

2018: RM2,255,043



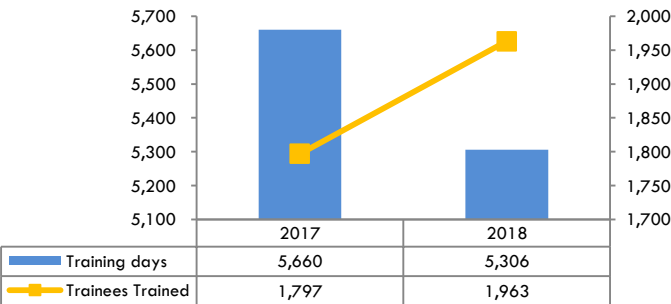
Course Fees Other Allowable Costs Training Places

70.4% of financial assistance were for course fees and 29.6% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.1 days

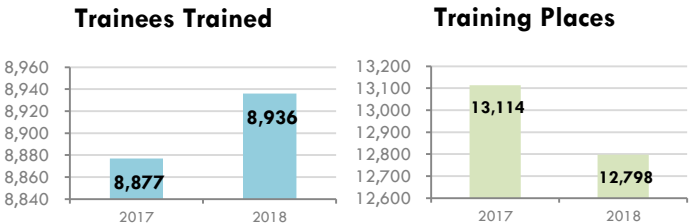
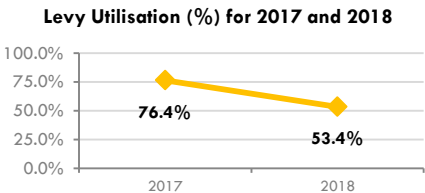
2018 2.7 days



Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: SALE AND REPAIR OF MOTOR VEHICLES No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



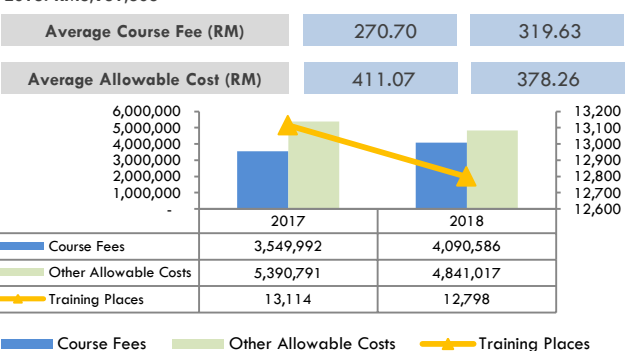
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM8,940,783

2018: RM8,931,603



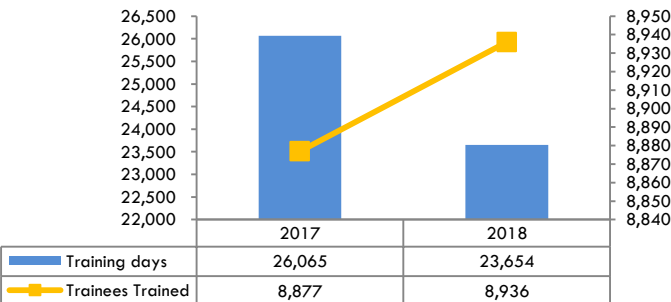
Course Fees Other Allowable Costs Training Places

42.8% of financial assistance were for course fees and 57.2% were for other allowable costs.

Effective Training Duration per Trainee

2017 2.9 days

2018 2.6 days

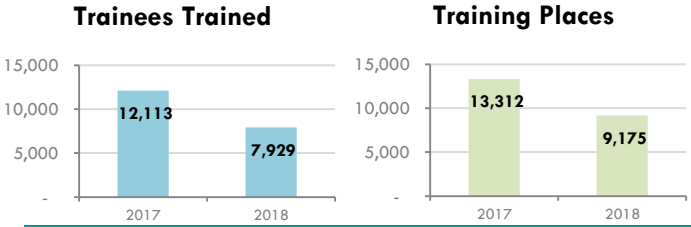
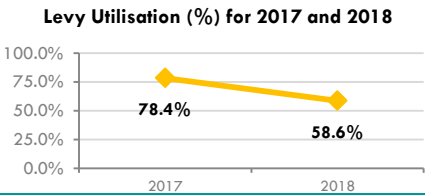


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: SECURITY FIRMS

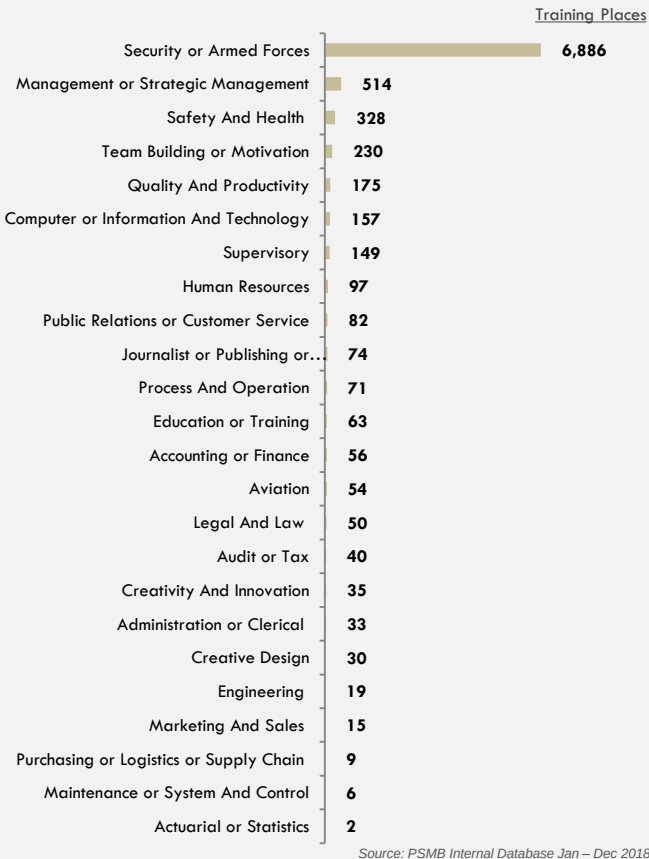
No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Training Courses Enrolled in 2018 according to Skill Areas

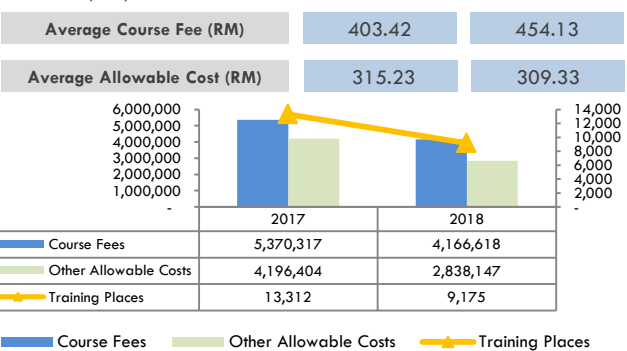


Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM9,566,721

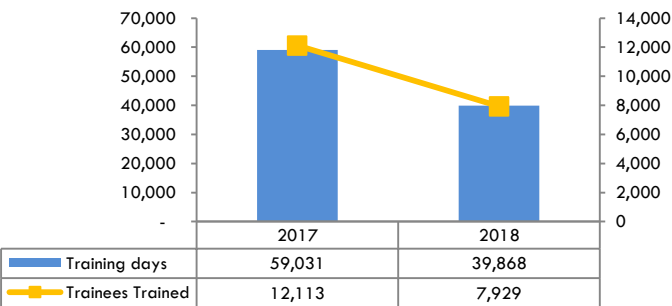
2018: RM7,004,765



Effective Training Duration per Trainee

2017 4.9 days

2018 5.0 days

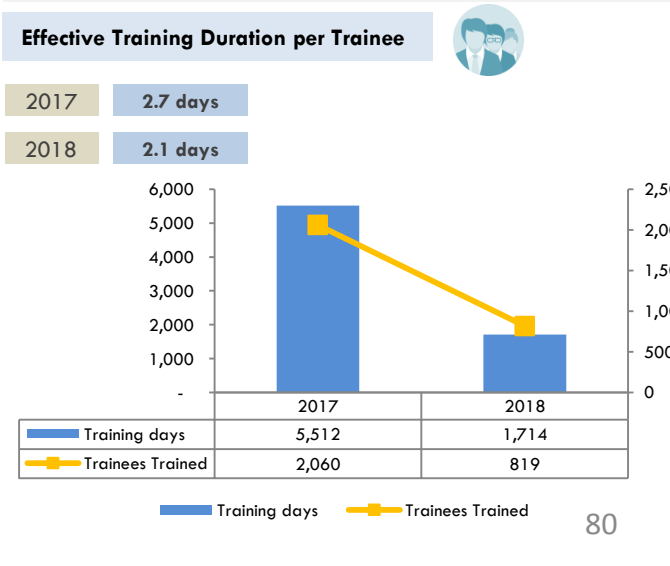
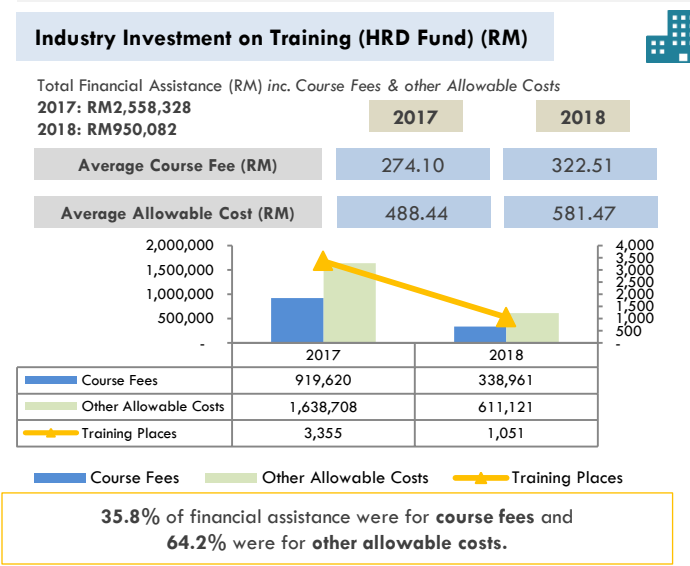
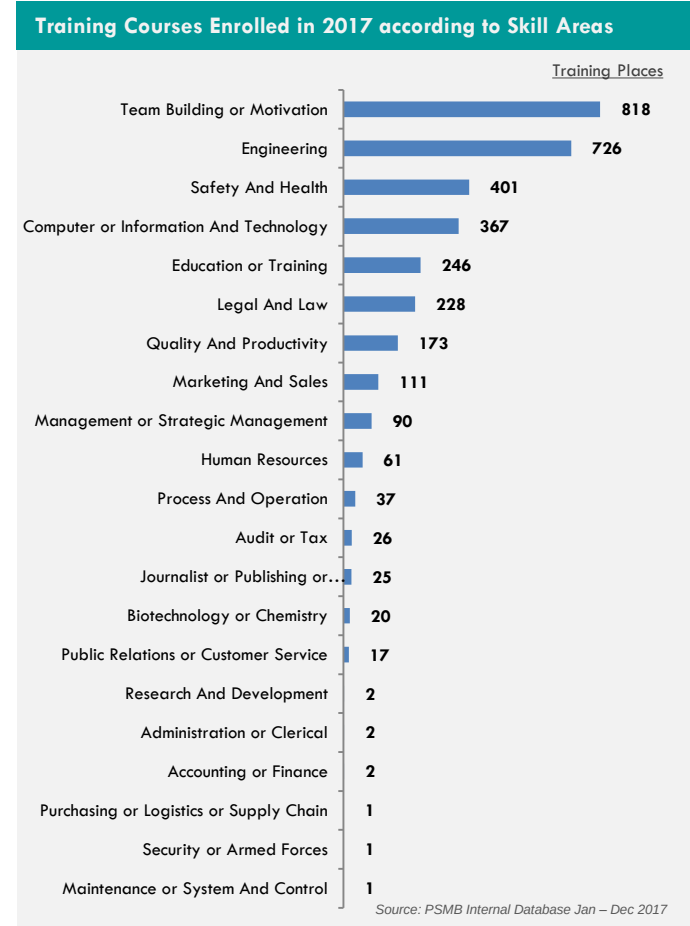
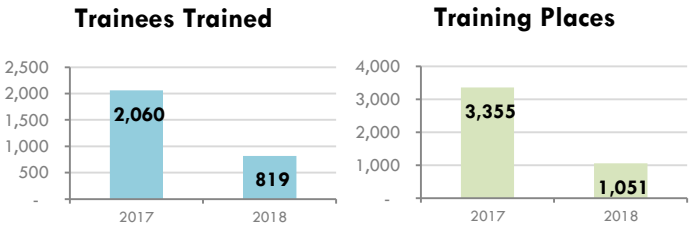
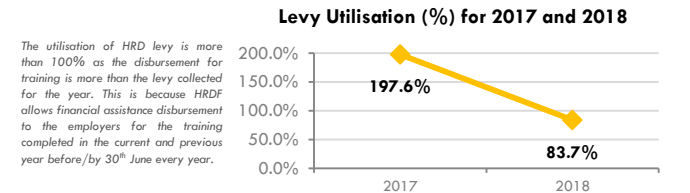


57.8% of financial assistance were for course fees and 42.2% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: SEWERAGE

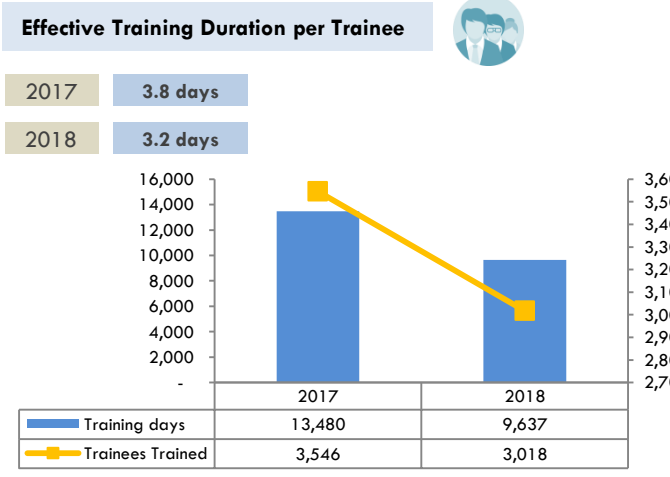
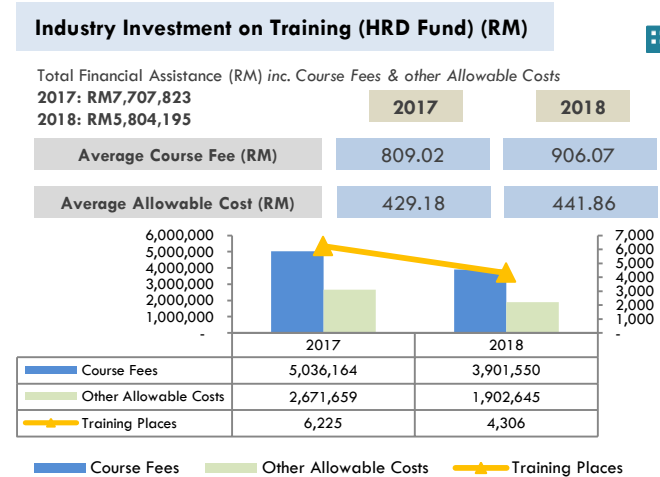
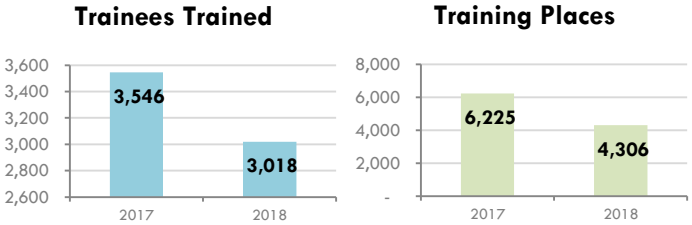
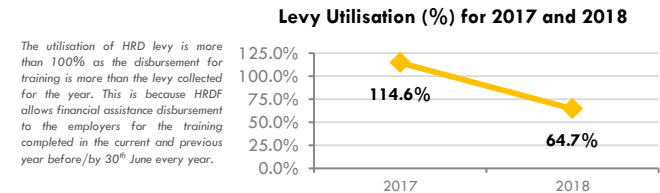
No. of Training Places and Trainees Trained Approved for 2017 and 2018



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: SHIPPING

No. of Training Places and Trainees Trained Approved for 2017 and 2018

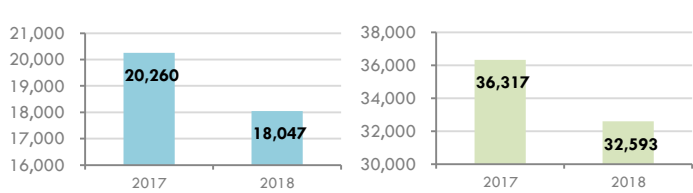
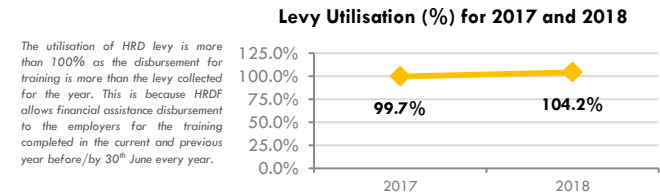


66.3% of financial assistance were for course fees and 33.7% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: TELECOMMUNICATION

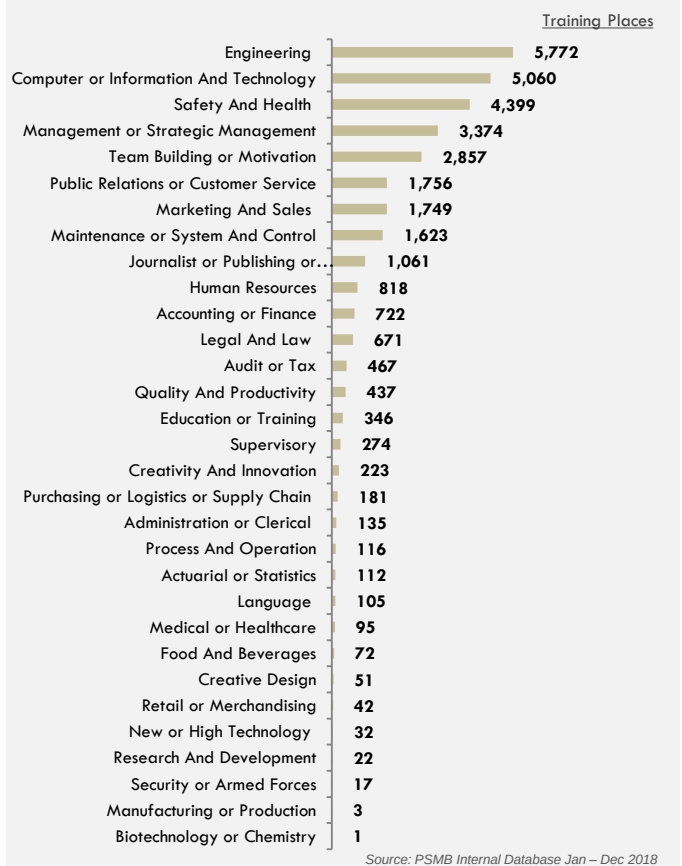
No. of Training Places and Trainees Trained Approved for 2017 and 2018



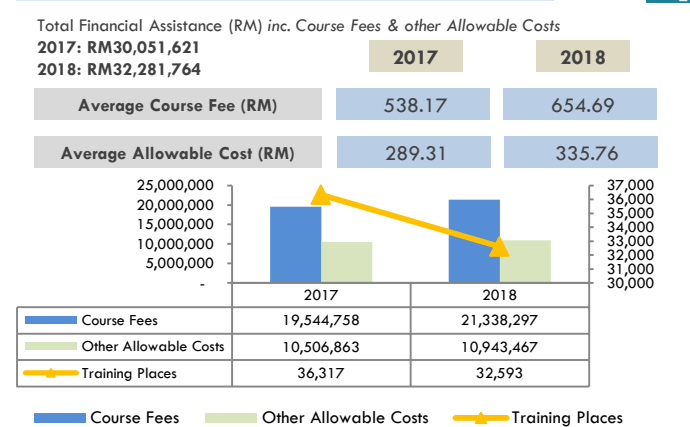
Training Courses Enrolled in 2017 according to Skill Areas



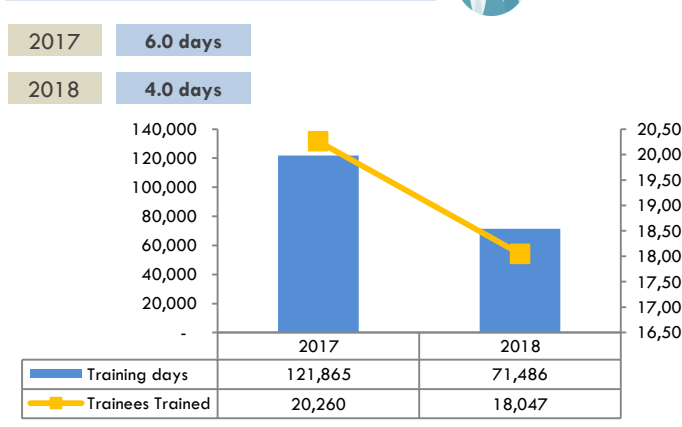
Training Courses Enrolled in 2018 according to Skill Areas



Industry Investment on Training (HRD Fund) (RM)



Effective Training Duration per Trainee

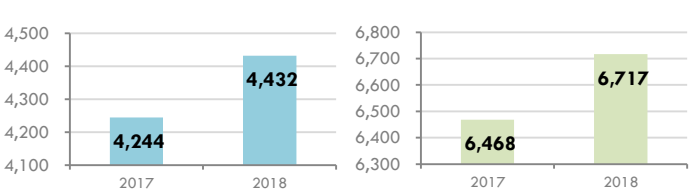
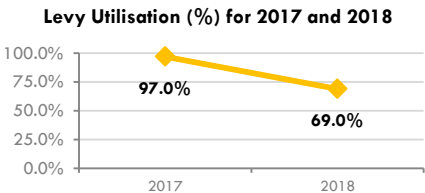


65.6% of financial assistance were for course fees and 34.4% were for other allowable costs.

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: TRAINING PROVIDER

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



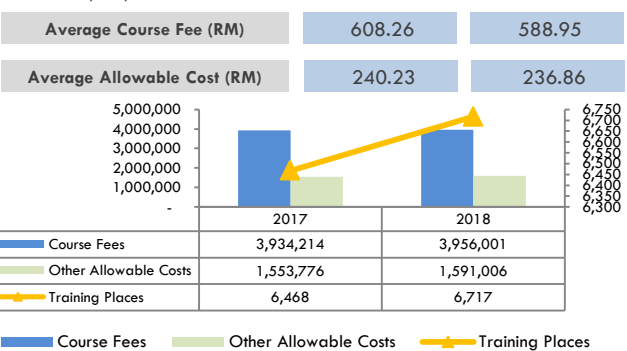
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM5,487,990

2018: RM5,547,007

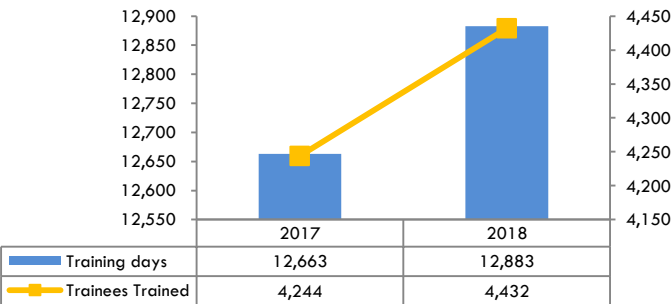


71.5% of financial assistance were for course fees and 28.5% were for other allowable costs.

Effective Training Duration per Trainee

2017 3.0 days

2018 2.9 days

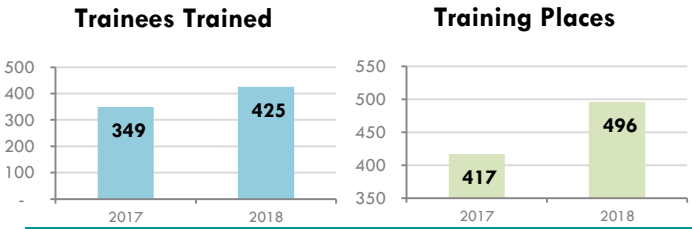
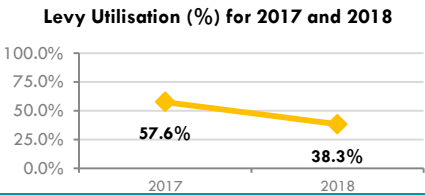


Training days Trainees Trained

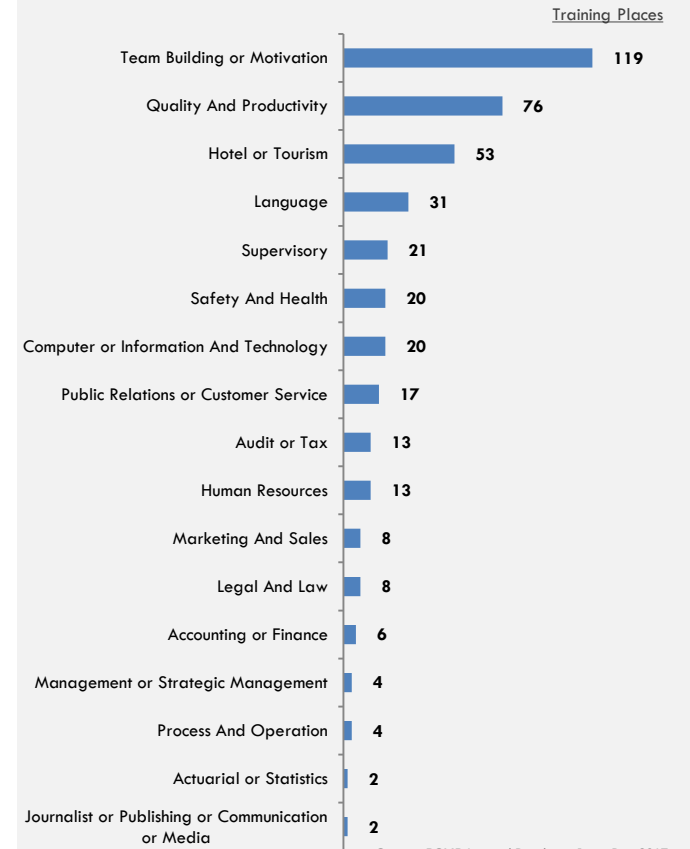
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: TRAVEL AGENCY - INBOUND

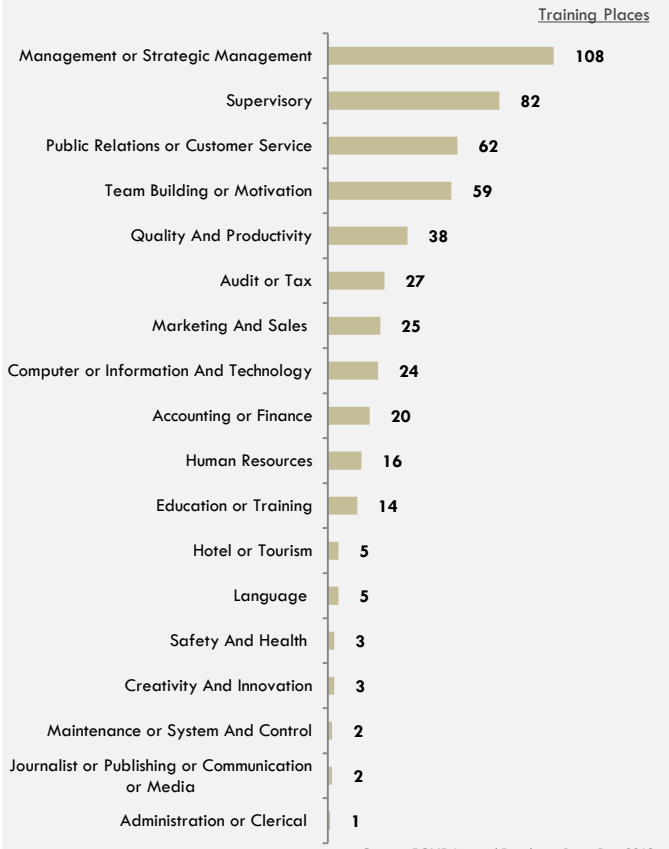
No. of Training Places and Trainees Trained Approved for 2017 and 2018



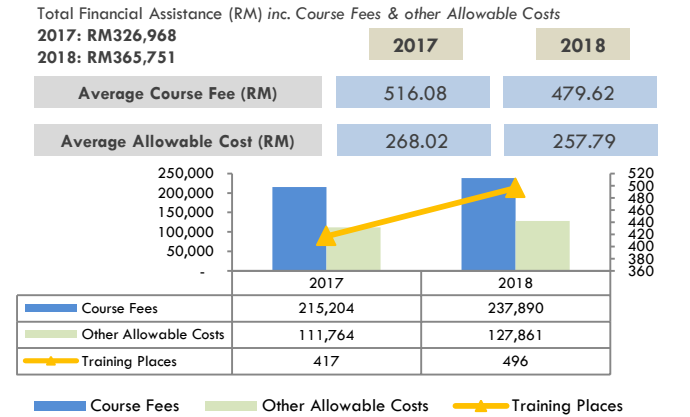
Training Courses Enrolled in 2017 according to Skill Areas



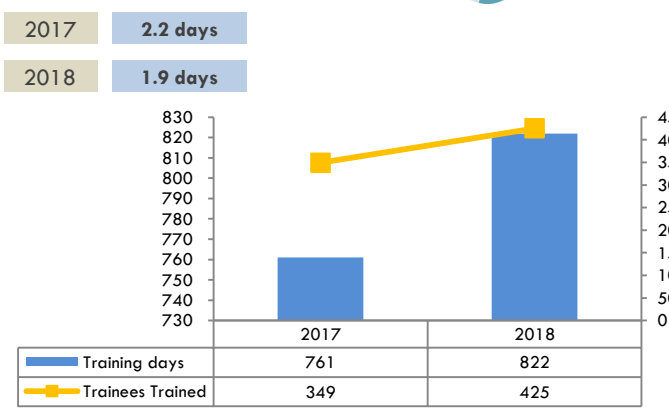
Training Courses Enrolled in 2018 according to Skill Areas



Industry Investment on Training (HRD Fund) (RM)



Effective Training Duration per Trainee

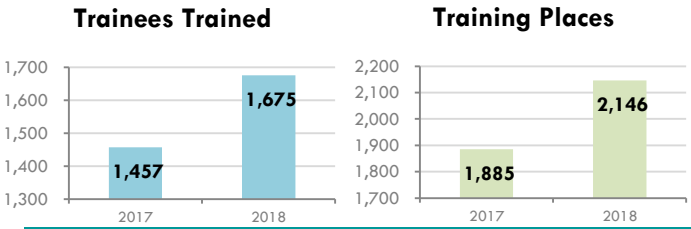
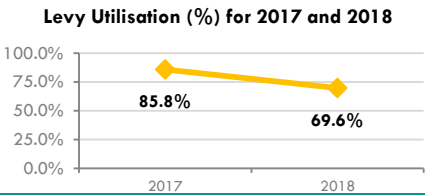


65.4% of financial assistance were for course fees and 34.6% were for other allowable costs.

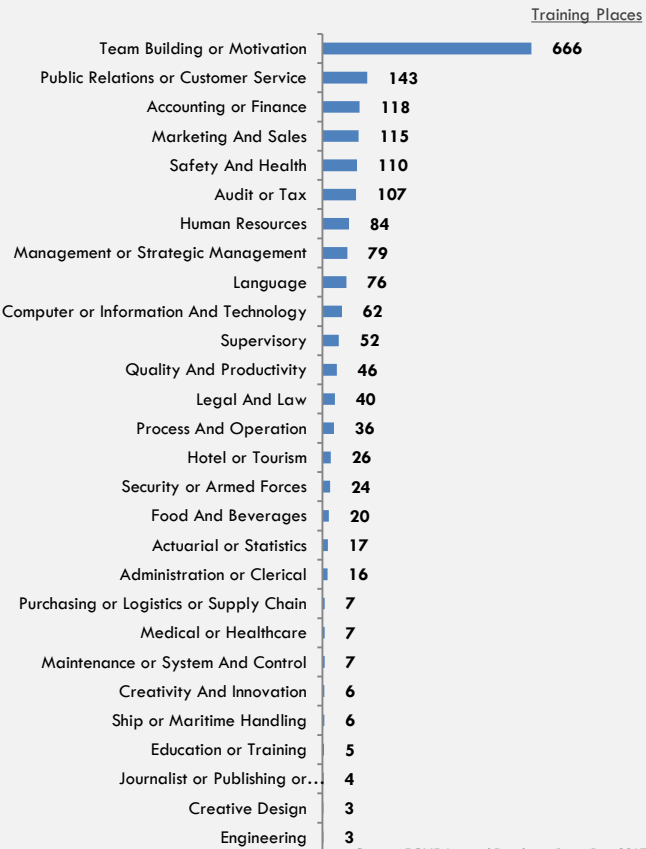
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: TRAVEL AGENCY - OUTBOUND

No. of Training Places and Trainees Trained Approved for 2017 and 2018

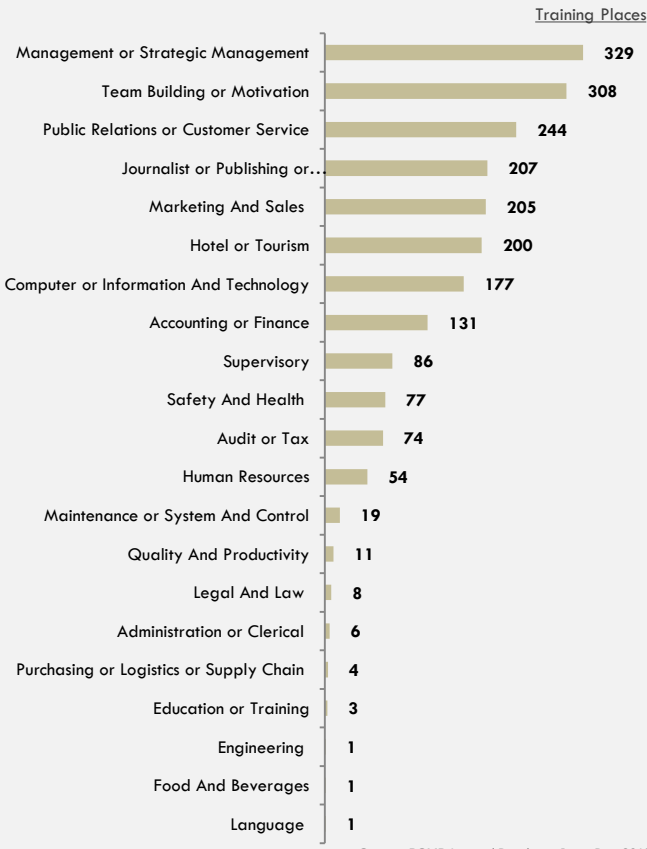


Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



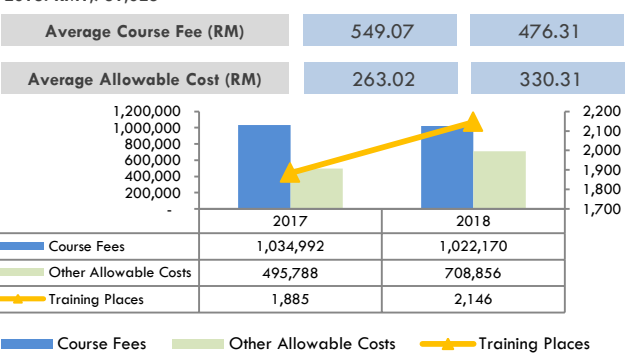
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM1,530,780

2018: RM1,731,026



Course Fees Other Allowable Costs Training Places

63.3% of financial assistance were for course fees and 36.7% were for other allowable costs.

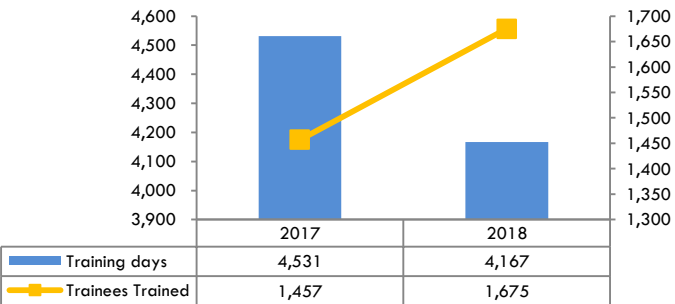
Effective Training Duration per Trainee

2017

3.1 days

2018

2.5 days

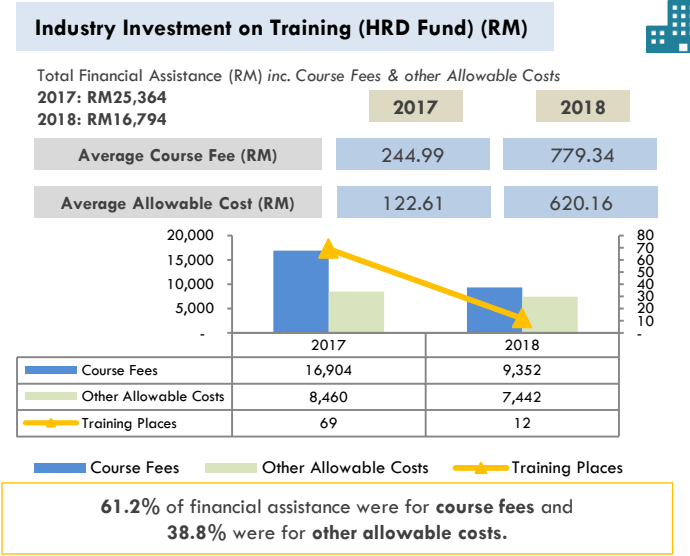
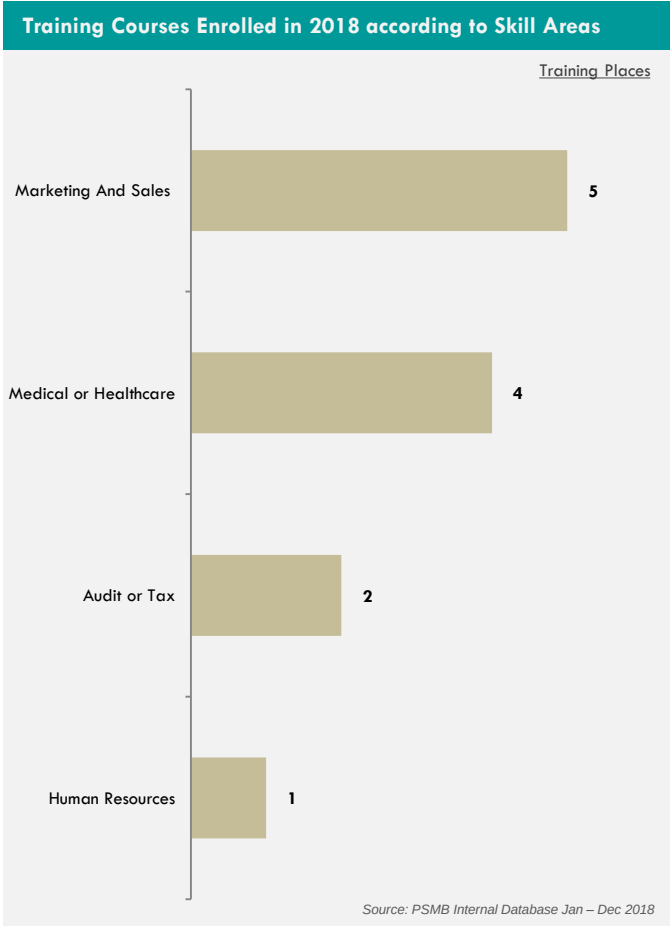
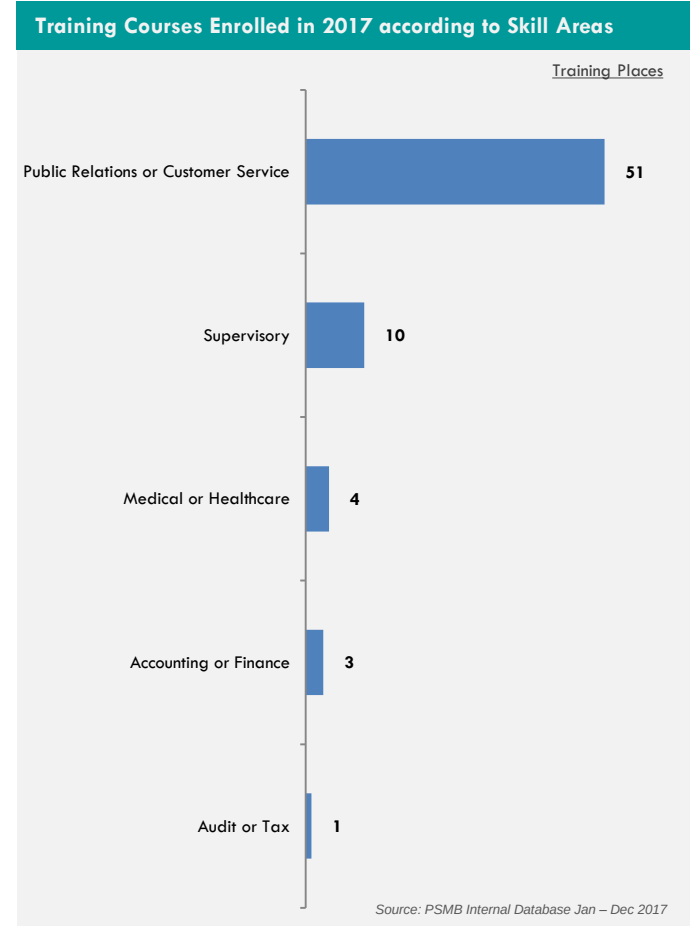
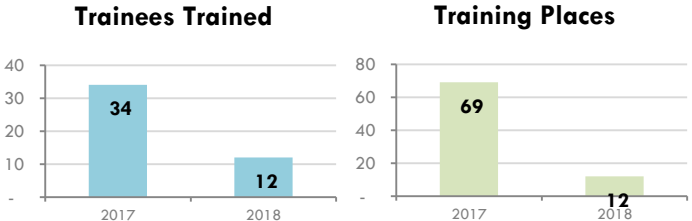
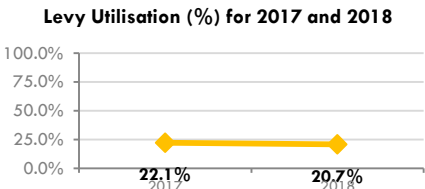


Training days Trainees Trained

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: VETERINARY SERVICES

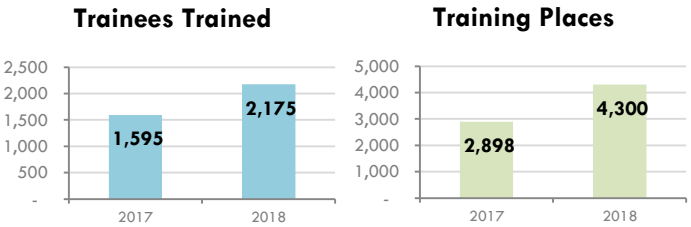
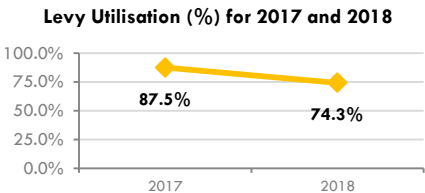
No. of Training Places and Trainees Trained Approved for 2017 and 2018



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: WASTE MANAGEMENT AND MATERIAL RECOVERY SERVICES

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



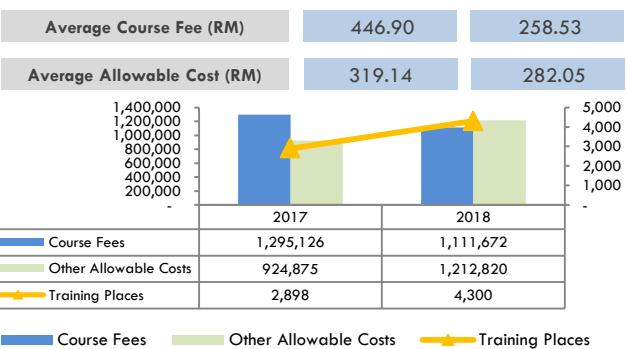
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

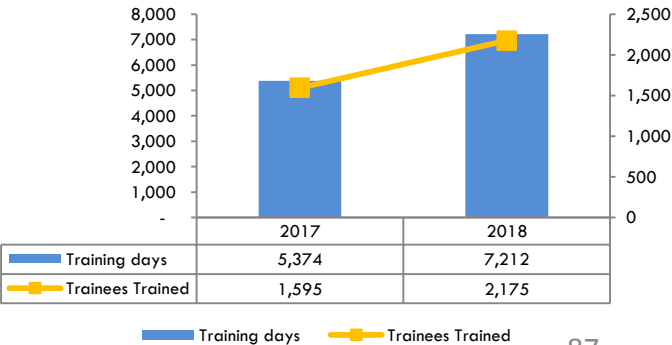
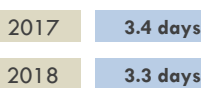
2017: RM2,220,001

2018: RM2,324,492



53.1% of financial assistance were for course fees and 46.9% were for other allowable costs.

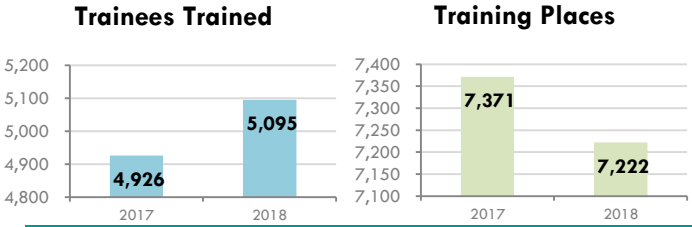
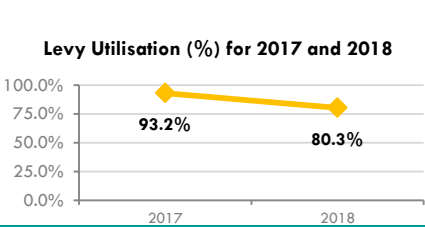
Effective Training Duration per Trainee



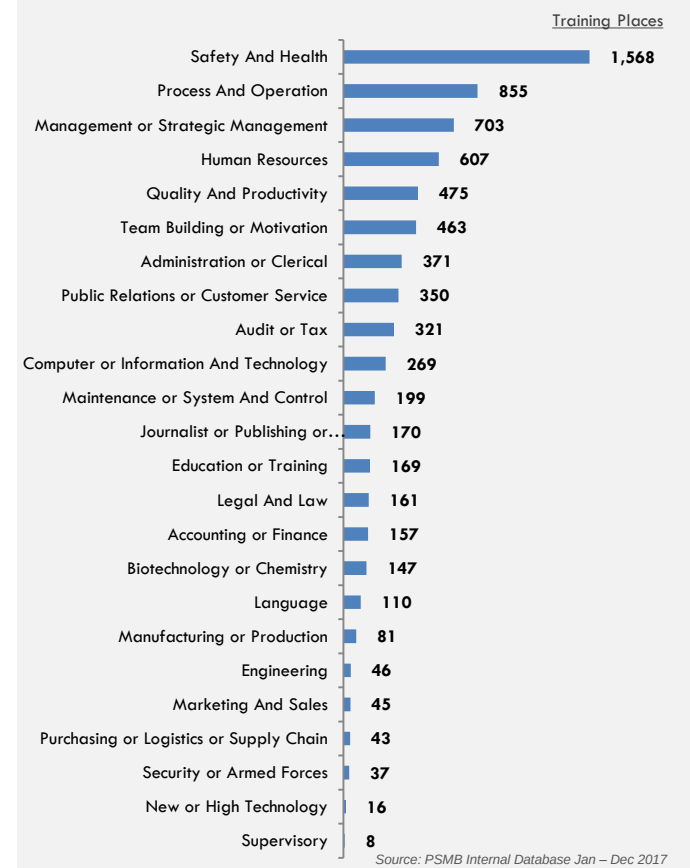
NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: WATER TREATMENT AND SUPPLY

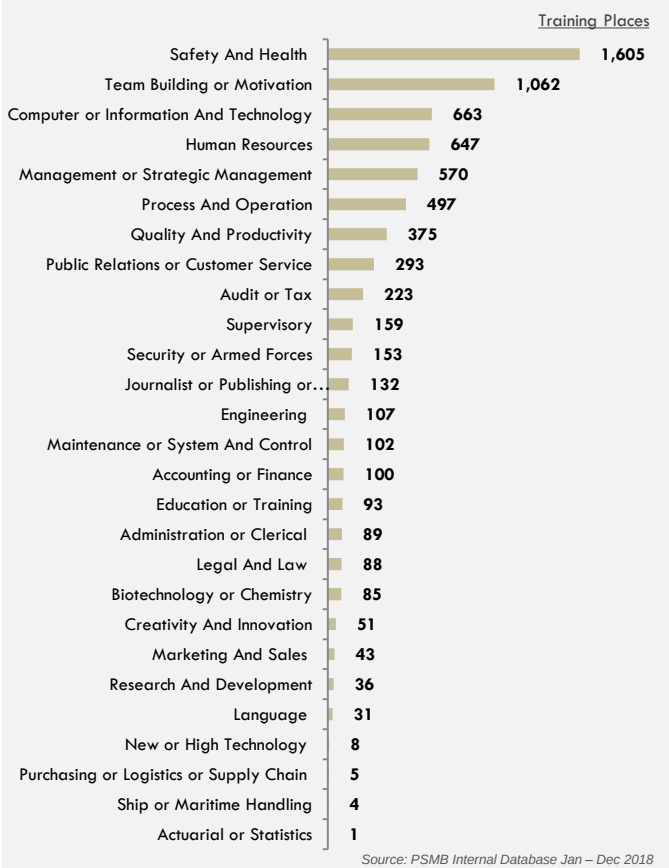
No. of Training Places and Trainees Trained Approved for 2017 and 2018



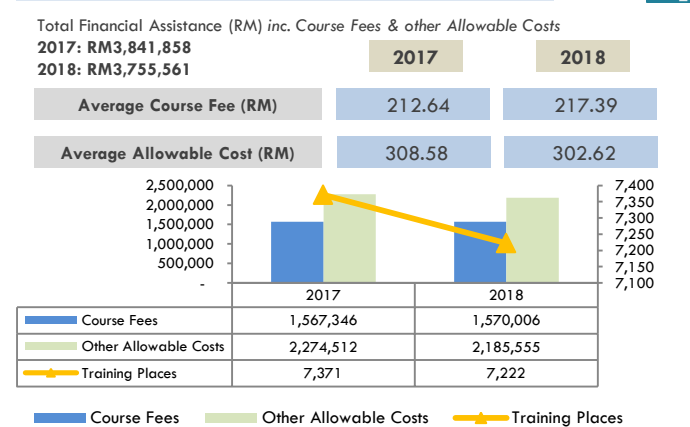
Training Courses Enrolled in 2017 according to Skill Areas



Training Courses Enrolled in 2018 according to Skill Areas

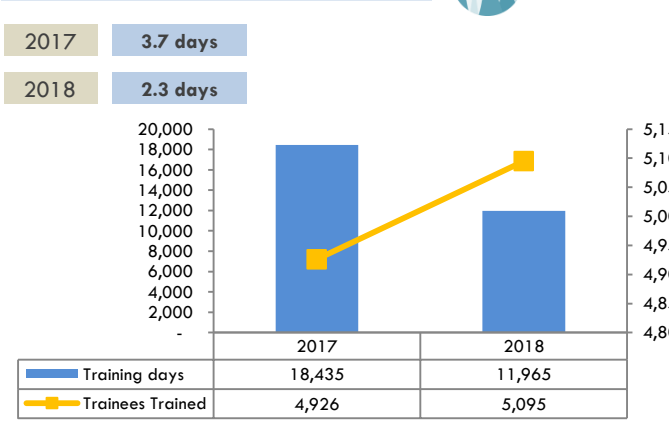


Industry Investment on Training (HRD Fund) (RM)



41.3% of financial assistance were for course fees and 58.7% were for other allowable costs.

Effective Training Duration per Trainee



PARTICIPATION REPORT 2018

9.2 HRDF SUBSECTOR TRAINING PARTICIPATION ANALYSIS (2018)

This section describes the training performance of the subsectors using the indicators described below:

- a. Levy utilisation 2017 vs 2018
- b. No. of trainees trained 2017 vs 2018
- c. No. of training places 2017 vs 2018
- d. Training Courses Enrolled according to Skill Areas in 2017 vs 2018
- e. Industry Investment on Training (HRD Fund) (RM) 2017 vs 2018
- f. Effective Training Duration per Trainee 2017 vs 2018



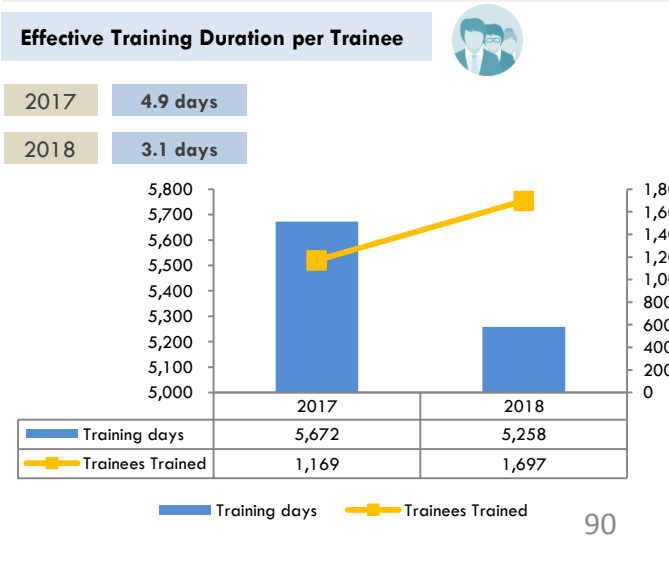
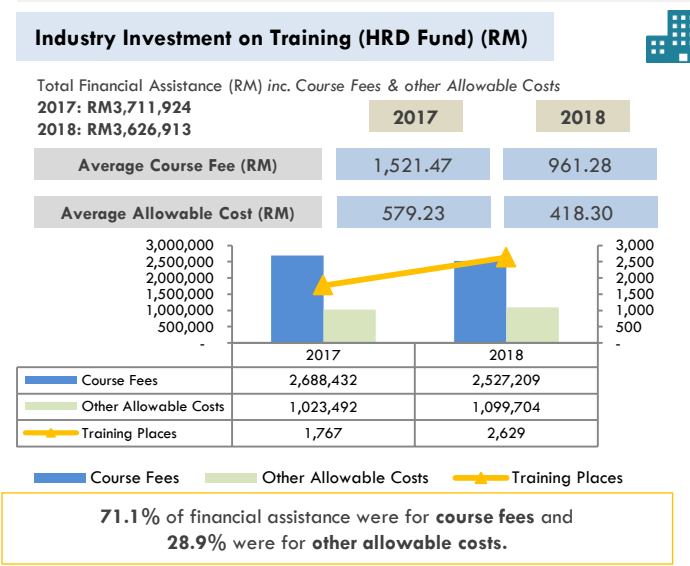
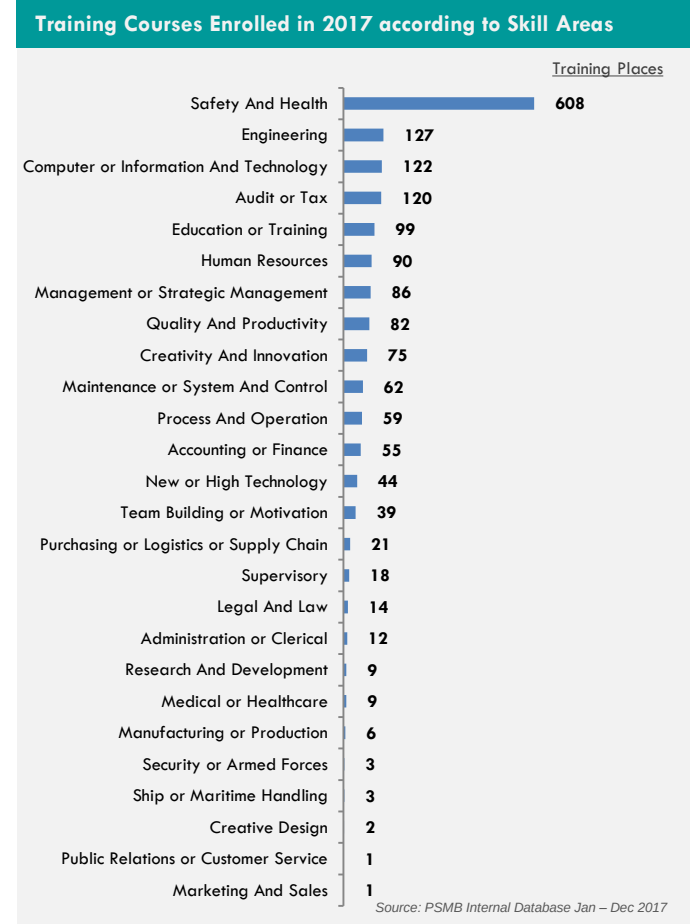
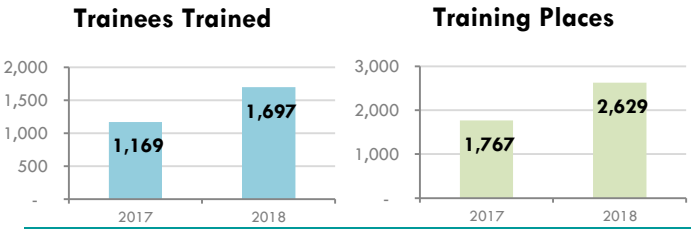
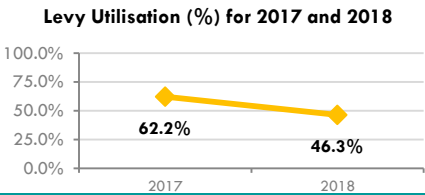
MINING & QUARRYING SECTOR

1. Mineral & Stone Quarry
2. Petroleum & Gas Extraction

NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: MINERAL & STONE QUARRY

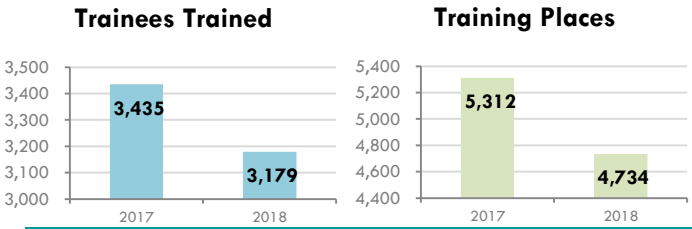
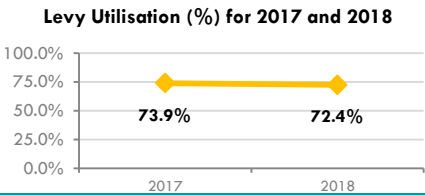
No. of Training Places and Trainees Trained Approved for 2017 and 2018



NOTE: The data of this report comprised of Skim Bantuan Latihan (SBL), Skim Bantuan Latihan Khas (SBL-Khas), Skim Latihan Bersama (SLB) and Future Workers Training (FWT) only.

SUBSECTOR: PETROLEUM & GAS EXTRACTION

No. of Training Places and Trainees Trained Approved for 2017 and 2018



Training Courses Enrolled in 2017 according to Skill Areas



Source: PSMB Internal Database Jan – Dec 2017

Training Courses Enrolled in 2018 according to Skill Areas



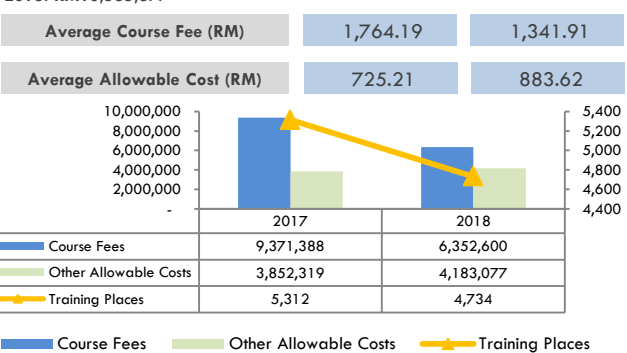
Source: PSMB Internal Database Jan – Dec 2018

Industry Investment on Training (HRD Fund) (RM)

Total Financial Assistance (RM) inc. Course Fees & other Allowable Costs

2017: RM13,223,707

2018: RM10,535,677

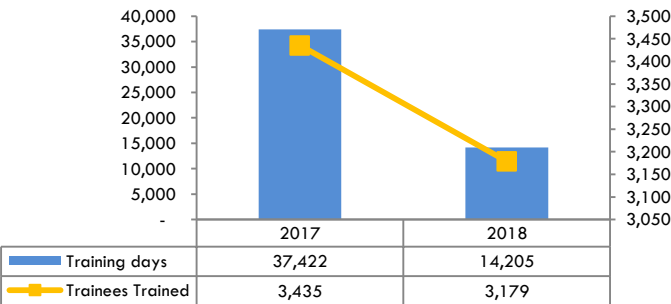


65.6% of financial assistance were for course fees and 34.4% were for other allowable costs.

Effective Training Duration per Trainee

2017 10.9 days

2018 4.5 days



Training days Trainees Trained