KEMENTERIAN SUMBER MANUSIA

HRD CORP
HUMAN RESOURCE DEVELOPMENT CORPORATION



2021
EDITION

HRD CORP
INDUSTRY TRAINING PARTICIPATION REPORT

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FOREWORD

DATUK SHAHUL DAWOOD

Chief Executive

Pembangunan Sumber Manusia Berhad (PSMB)

The past two years were indeed a test of resilience to our organisation. It demands our agility and novelty to quickly draw upon our reservoir of expertise towards the unprecedented low, precisely towards training landscape in Malaysia.

Taken together, this has called the action to safeguard and shape the resilience of the training performance, as well as lifelong learning. With the rebranding of HRD Corp (formerly known as HRDF), we aspire to adapt quickly and creatively towards our stakeholders.

The HRD Corp Industry Training Participation Report 2021 focuses on five (5) indicators developed by the HRD Corp Research team which intends to describe the training performance for the Year 2021, among 238 subsectors covered under the PSMB Act 2001. With this information, organisations can set their benchmark in their respective industries and take more initiatives in training their employees to be more competitive. In addition, employees may gain some idea on how to upskill themselves to help their organisations achieve greater success.

As 2021 draws its curtain, the worst may be behind us. Nonetheless, we could not discount the possibilities of the bumpy road ahead as the uncertainty remains.

With that being said, I hope that readers will find the information in our ITP 2021 publication to be useful in benchmarking their companies' training activity with their peers in the industries. This in return will help them to better positioned in drafting their training strategies in order to cultivate talents in this competitive world.



DATUK SHAHUL DAWOOD

Chief Executive Officer

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01 INTRODUCTION

Year 2021 was all about employers coming to terms with the impact of the pandemic and trying to cope with the changes that it both, highlighted and generated. On a positive note however, training activities in 2021 recovered swiftly compared to the previous year when the pandemic first hit.

The government has spent a hefty amount for every phase of the Movement Control Order in order to stabilise the economy. This included a series of stimulus packages worth over RM530 billion.

The digital skills shortage is as bad, if not worse than it has ever been, compounded by the post-lockdown phenomenon of the 'Great Resignation' as people re-evaluate their lives, their work-life balance and the situation with their employers. This means that upskilling and cross-skilling is likely to remain a priority for most employers across the world for the foreseeable future.

The ITP 2021 provides an indication on the training performances of the 238 subsectors covered under the Pembangunan Sumber Manusia (PSMB) Act 2001. With new classification of subsectors due to the expansion of PSMB Act 2001, the ITP 2021 edition will report solely on the training performances in 2021. The report consists of training performances across five (5) economic sectors: Manufacturing, Service, Mining & Quarrying, Agriculture, Forestry & Fishing, and Construction.

For this purpose, HRD Corp has developed five (5) indicators to measure training participation for the industries covered:

Effective Training Duration

Employees Trained Ratio

Training Opportunity Ratio

Training Places Approved

Industry Investment on Training using HRD Corp Levy

The analysis of this report is based on data from the approved HRD Corp Claimable Courses and Future Workers Training (FWT).



02 OUTLOOK OF HRD CORP REGISTERED EMPLOYERS

67,125

HRD CORP REGISTERED EMPLOYERS

Following the Expansion of the PSMB Act 2001, which came into effect from 1 March 2021, HRD Corp's coverage grew from 63 subsectors to 238 subsectors, under five (5) main economic sectors. As a result, HRD Corp increased the number of its registered employers from 33,000 in 2020 to 67,125 in 2021, recording a growth rate of over 102%. The highest number of registrations came in June 2021 from the **Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles and Manufacturing Sectors**. With the greater coverage, more employees became eligible to be trained under the HRD Corp structured training fund as they are now recognised by HRD Corp's registered training providers.

HRD Corp recorded 553,009* training places in 2021, compared to 503,781 in 2020. The expansion of the HRD Corp subsectors provided better opportunities to the employers in upskilling and developing their employees. The restriction of large gatherings from May to July last year however, limited the face-to-face training, resulting in a decline in the number of training places recorded during this period. Nevertheless, this trend was significantly reversed towards the end of 2021 as the Movement Control Order (MCO) was lifted and economic activities resumed. Consequently, the Services sector recorded the highest number of training places at 282,898, last year.



553,009

TRAINING PLACES

**Based on HRD Corp Claimable Course and Future Workers Training (FWT) schemes.*



324,483

TRAINEES TRAINED

Eventhough the number of training places showed a significant increased, the number of trainees trained declined slightly by around 5%, from 341,440 in 2020 to 324,483 in 2021. Out of the 238 subsectors covered, employers from 122 subsectors were active in training their employees in 2021. The top subsectors with the highest trainees trained were **Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus, Processing and Preserving of Meat, Computer Programming and Consultancy and related Activities.**

BREAKDOWN OF TRAINEES TRAINED

Employers from Small & Medium Enterprises (SMEs) were active in sending their employees for upskilling and reskilling programmes in order to increase their productivity and knowledge.

56%

from Small & Medium Enterprises (SMEs)

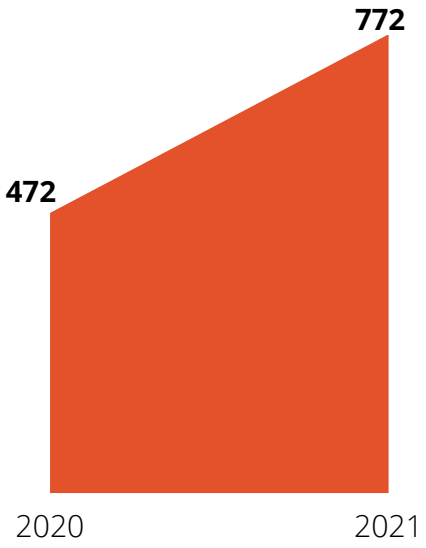
44%

from Large Enterprises

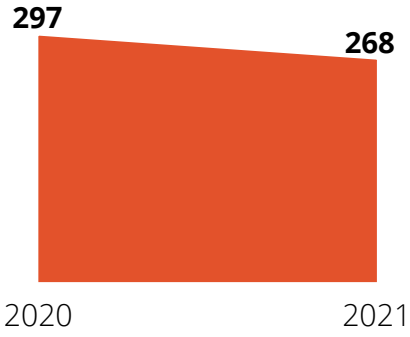


03 LEVY COLLECTION, DISBURSEMENT AND UTILISATION

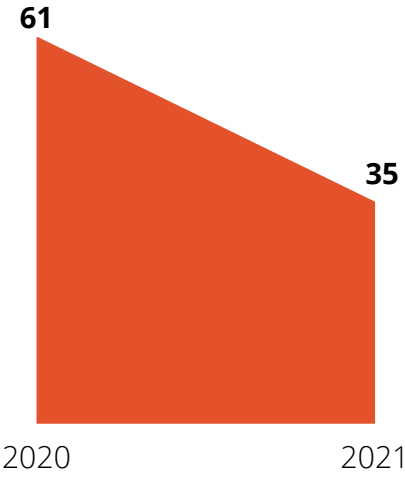
Total **Levy Collected**
(RM mil)



Total **Levy Claimed**
(RM mil)



Levy Utilisation Rate
(%)



In accordance with the Expansion of the PSMB Act 2001 and the increase in the number of HRD Corp registered employers, HRD Corp recorded a healthy and positive growth in levy collection. However, levy utilisation in 2021 dropped by 43% as both new and registered employers did not manage to utilise or fully optimise their levy for training due to the MCO and the inability to conduct face-to-face training as well as the lack of the right trainings offered online. Furthermore, new employers also did not have enough levy balance to send their employees for training. This was further compounded by the levy exemption received by certain sectors between June to December of last year.

04 HRD CORP ECONOMIC SECTORS TRAINING PARTICIPATION ANALYSIS

INDICATORS

This section describes the training performance in five (5) economic sectors with their respective subsectors using the indicators highlighted below:

4.1 Effective Training Duration

Number of days an employee is trained.

- **Overall Sector Analysis (2020 vs 2021)**
- **Specific Subsector Analysis (2021)**

4.2 Employees Trained Ratio

Percentage of employee participation in training.

- **Overall Sector Analysis (2020 vs 2021)**
- **Specific Subsector Analysis (2021)**

4.3 Training Opportunity Ratio

Average number of trainings an employee gets to attend.

- **Overall Sector Analysis (2020 vs 2021)**
- **Specific Subsector Analysis (2021)**

4.4 Training Places Approved

Frequency of training participation by employees attending training courses.

- **Overall Sector Analysis (2020 vs 2021)**
- **Specific Subsector Analysis (2021)**

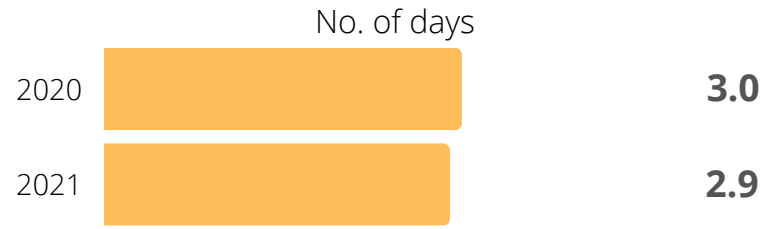
4.5 Industry Investment on Training using Human Resources Development Corporation (HRD Corp) Levy

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

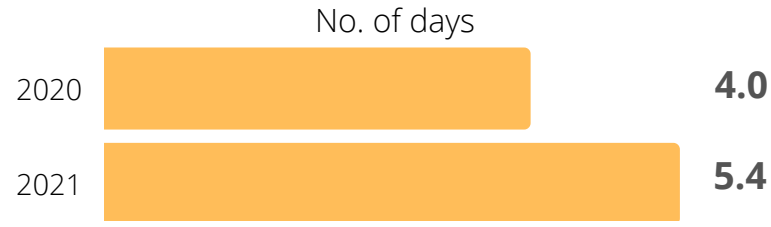
- **Overall Sector Analysis (2020 vs 2021)**
- **Specific Subsector Analysis (2021)**

4.1 Analysis on **Effective Training Duration** (days) per Trainee by Economic Sectors

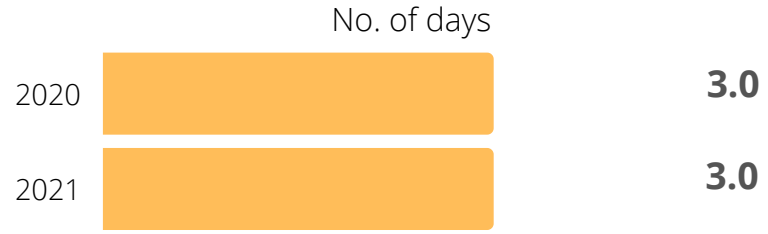
MANUFACTURING



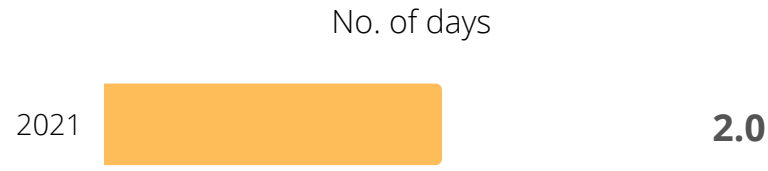
SERVICES



MINING & QUARRYING



AGRICULTURE, FORESTRY & FISHING*



CONSTRUCTION *

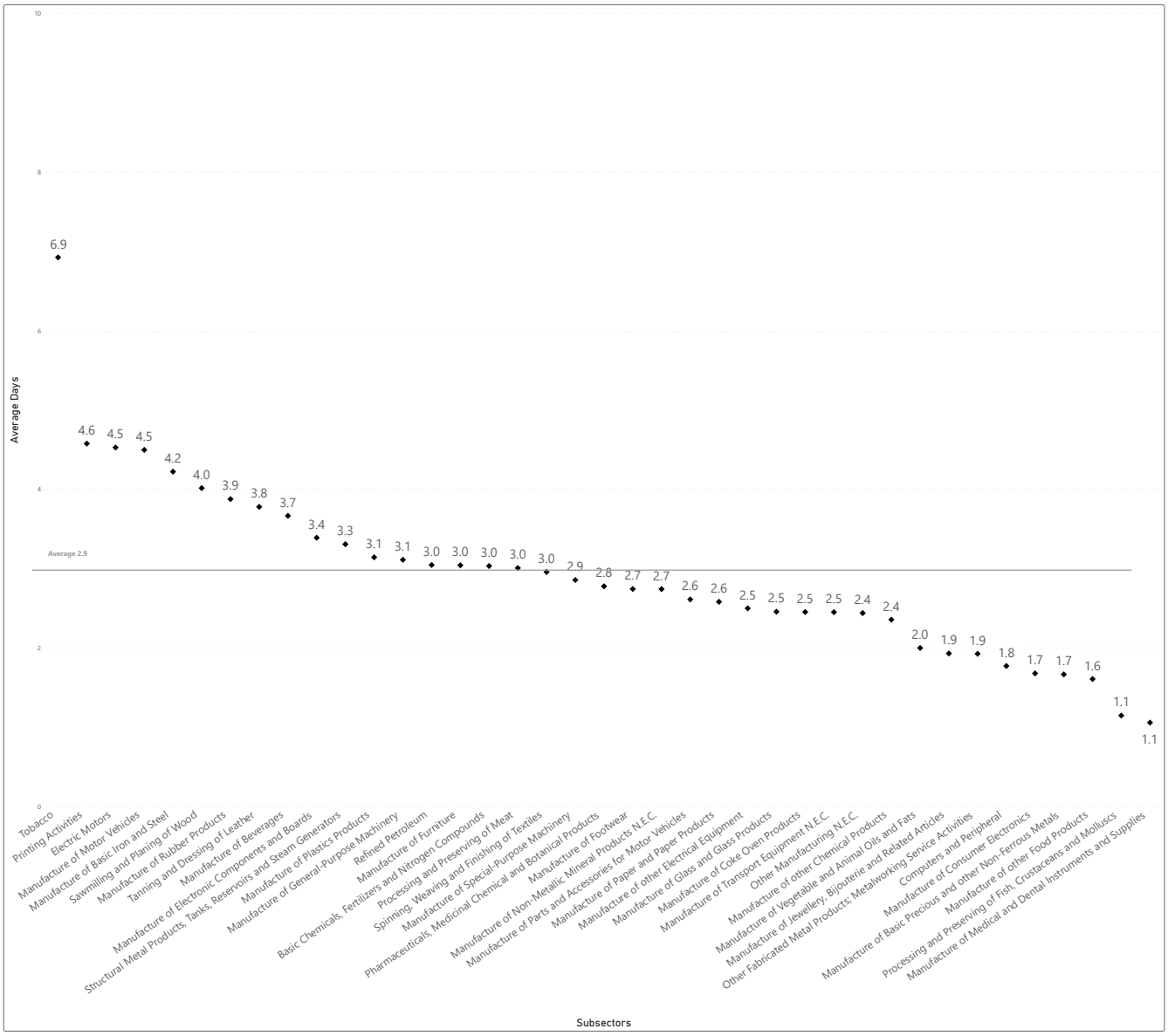


Remarks* : Agriculture, Forestry & Fishing and Construction are newly covered sectors under PSMB Expansion Act 2001 effective from 1 March 2021.

4.1.1 Analysis on **Effective Training Duration** (Days) per Trainee according to Subsectors

SUBSECTORS UNDER **MANUFACTURING**

MANUFACTURING SECTOR AVERAGE TRAINING DURATION PER EMPLOYEE/TRAINEE 2021



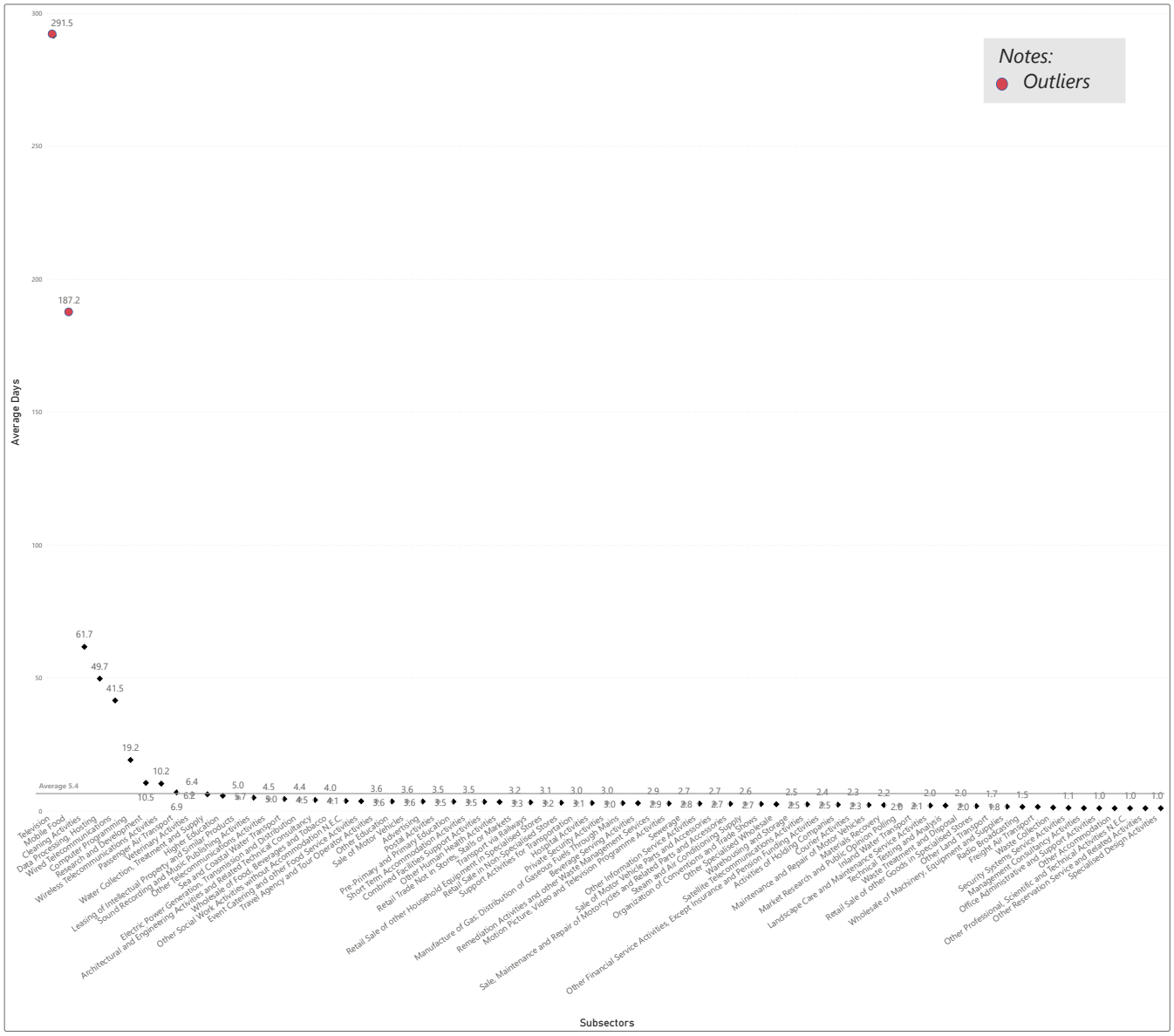
No.	Top 5 Subsectors with the highest number of average training duration per trainee in 2021	Average Days
1	Manufacture of Tobacco Products	6.9
2	Printing and Service Activities Related to Printing	4.6
3	Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus	4.5
4	Manufacture of Motor Vehicles	4.5
5	Manufacture of Basic Iron and Steel	4.2

No.	Bottom 5 Subsectors with the highest number of average training duration per trainee in 2021	Average Days
1	Manufacture of Medical and Dental Instruments and Supplies	1.1
2	Processing and Preserving of Fish, Crustaceans and Molluscs	1.1
3	Manufacture of other Food Products	1.6
4	Manufacture of Basic Precious and other Non-Ferrous Metals	1.7
5	Manufacture of Consumer Electronics	1.7

4.1.1 Analysis on **Effective Training Duration** (Days) per Trainee according to Subsectors

SUBSECTORS UNDER **SERVICES**

SERVICES SECTOR AVERAGE TRAINING DURATION PER EMPLOYEE/TRAINEE 2021



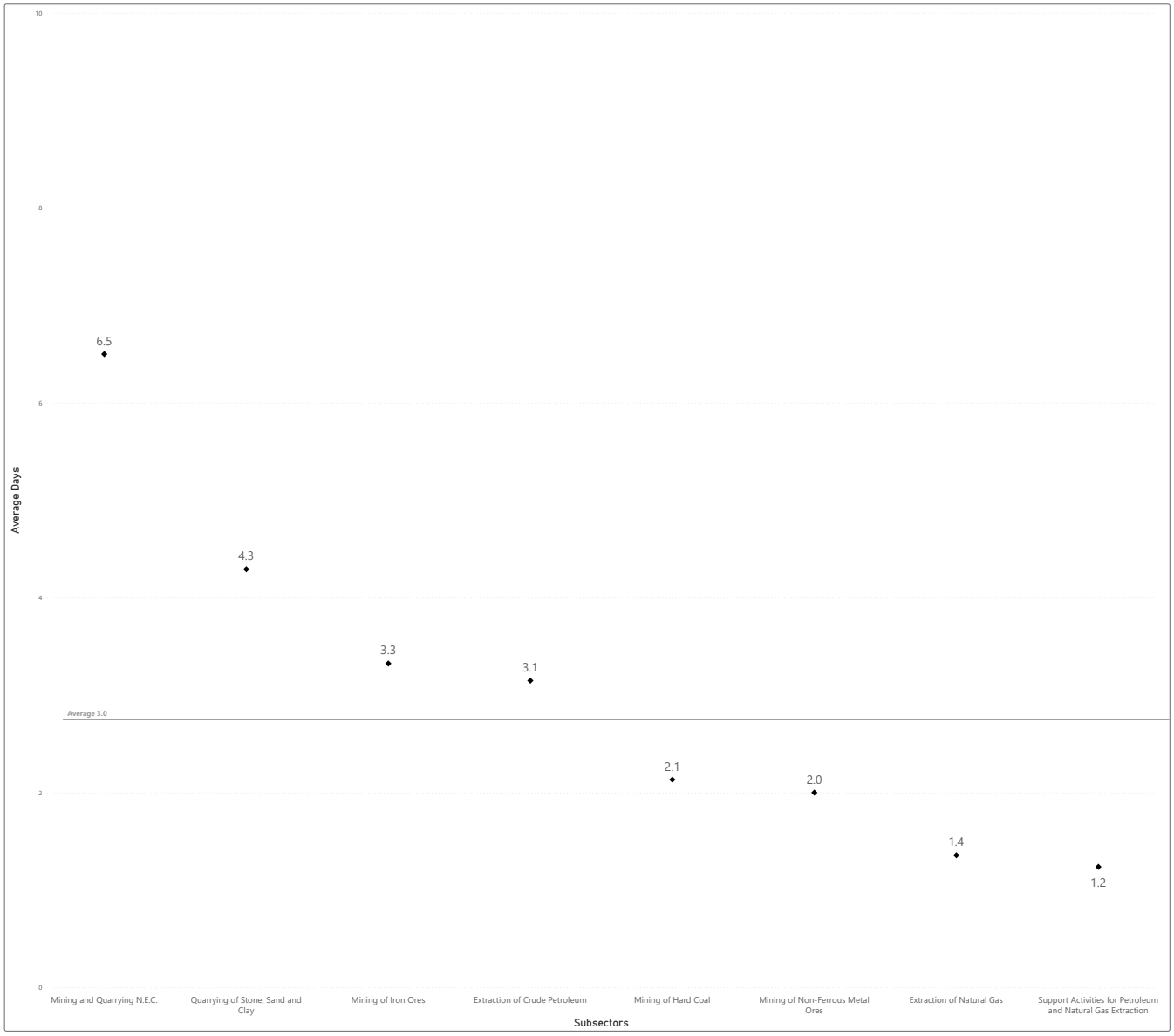
No.	Top 5 Subsectors with the highest number of average training duration per trainee in 2021	Average Days
1	Cleaning Activities	61.7
2	Data Processing, Hosting and Related Activities; Web Portals	49.7
3	Wired Telecommunications Activities	41.5
4	Computer Programming, Consultancy and Related Activities	19.2
5	Research and Experimental Development on Natural Sciences and Engineering	10.5

No	Bottom 5 Subsectors with the highest number of average training duration per trainee in 2021	Average Days
1	Other Professional, Scientific and Technical Activities N.E.C.	1.0
2	Other Reservation Service and Related Activities	1.0
3	Specialised Design Activities	1.0
4	Office Administrative and Support Activities	1.0
5	Other Accommodation	1.0

4.1.1 Analysis on **Effective Training Duration** (Days) per Trainee according to Subsectors

SUBSECTORS UNDER **MINING & QUARRYING**

MINING & QUARRYING SECTOR AVERAGE TRAINING DURATION PER EMPLOYEE/TRAINEE 2021



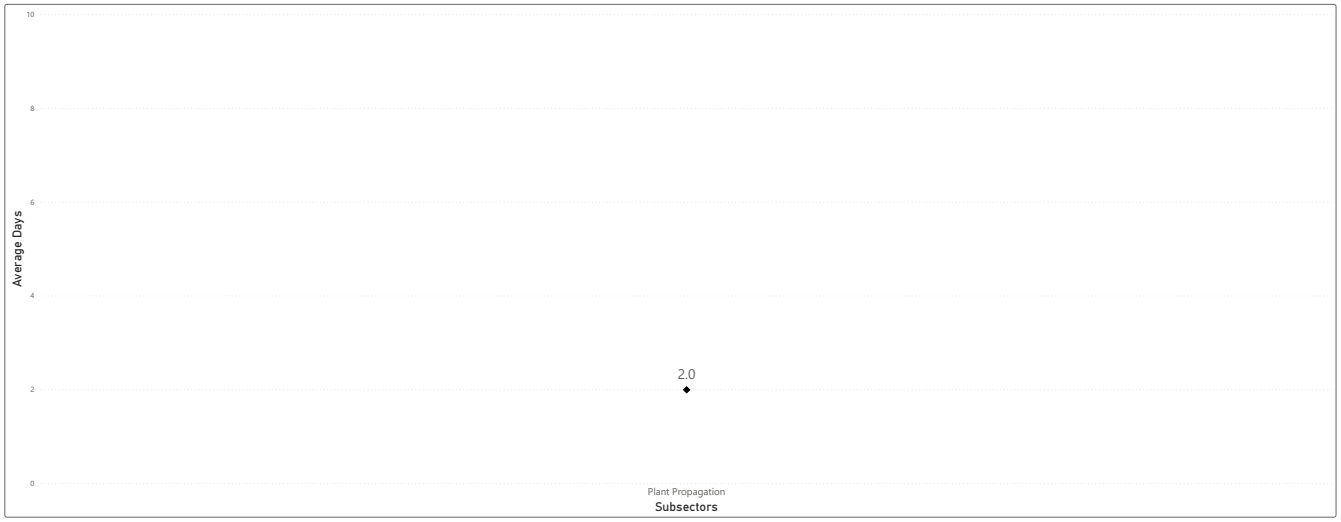
No.	Subsectors with the highest number of average training duration per trainee in 2021	Average Days
1	Mining and Quarrying N.E.C.	6.5
2	Quarrying of Stone, Sand and Clay	4.3
3	Mining of Iron Ores	3.3
4	Extraction of Crude Petroleum	3.1

No.	Subsectors with the lowest number of average training duration per trainee in 2021	Average Days
1	Support Activities for Petroleum and Natural Gas Extraction	1.2
2	Extraction of Natural Gas	1.4
3	Mining of Non-Ferrous Metal Ores	2.0
4	Mining of Hard Coal	2.1

4.1.1 Analysis on **Effective Training Duration** (Days) per Trainee according to Subsectors

SUBSECTORS UNDER **AGRICULTURE, FORESTRY AND FISHING**

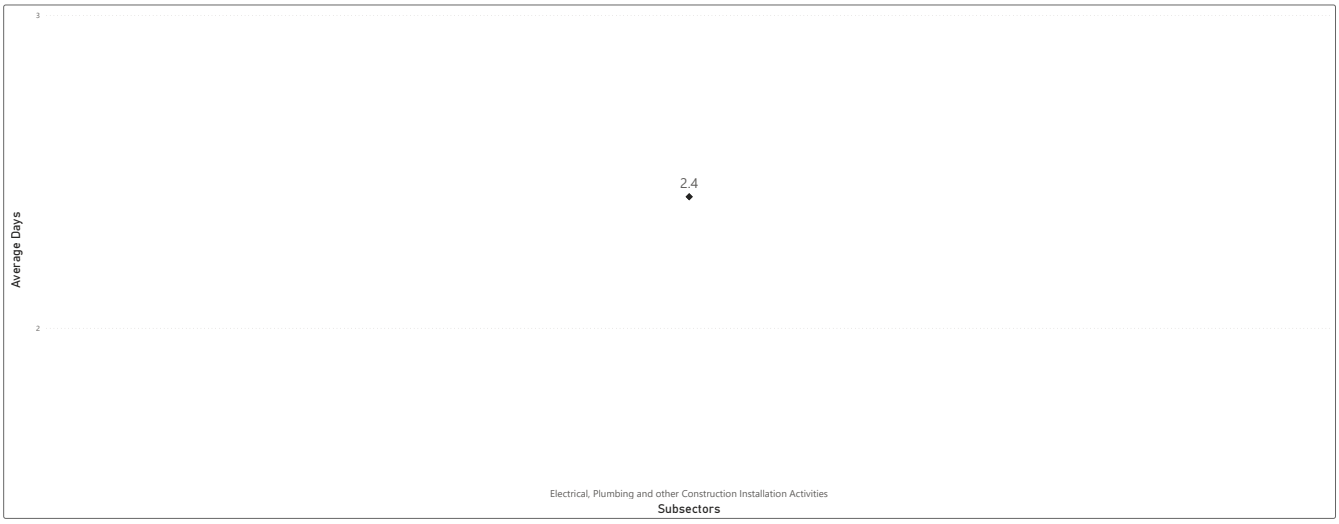
AGRICULTURE, FORESTRY AND FISHING SECTOR AVERAGE TRAINING DURATION PER EMPLOYEE/TRAINEE 2021



Out of 13 subsectors covered by HRD Corp under Agriculture, Forestry and Fishing, Plant Propagation was the only subsector that utilised their levy for training. This sector recorded an average of 2.0 training days per trainee in 2021.

SUBSECTORS UNDER **CONSTRUCTION**

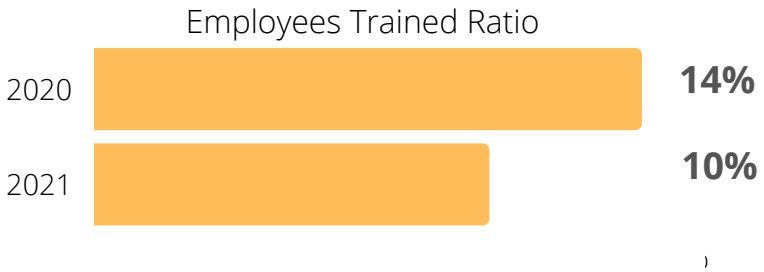
CONSTRUCTION SECTOR AVERAGE TRAINING DURATION PER EMPLOYEE/TRAINEE 2021



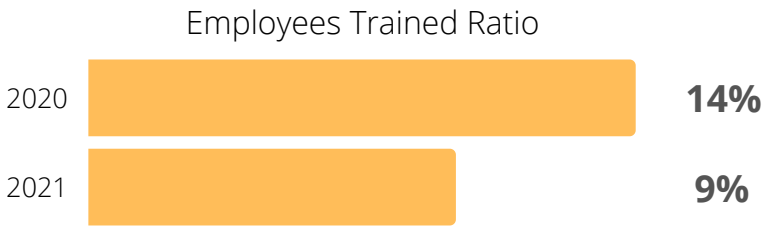
Out of 8 subsectors covered by HRD Corp under Construction, Electrical, Plumbing and Other Construction Installation Activities was the only subsector that utilised their levy for training. This sector recorded an average of 2.4 training days per trainee in 2021.

4.2 Analysis on **Employees Trained Ratio** by Economic Sectors

MANUFACTURING



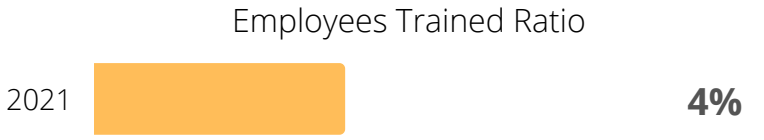
SERVICES



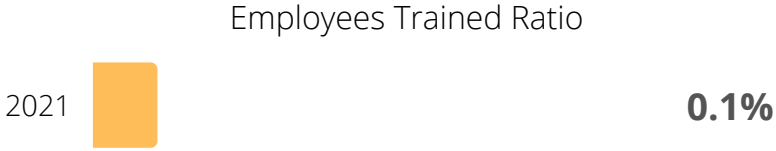
MINING & QUARRYING



AGRICULTURE, FORESTRY & FISHING*



CONSTRUCTION*

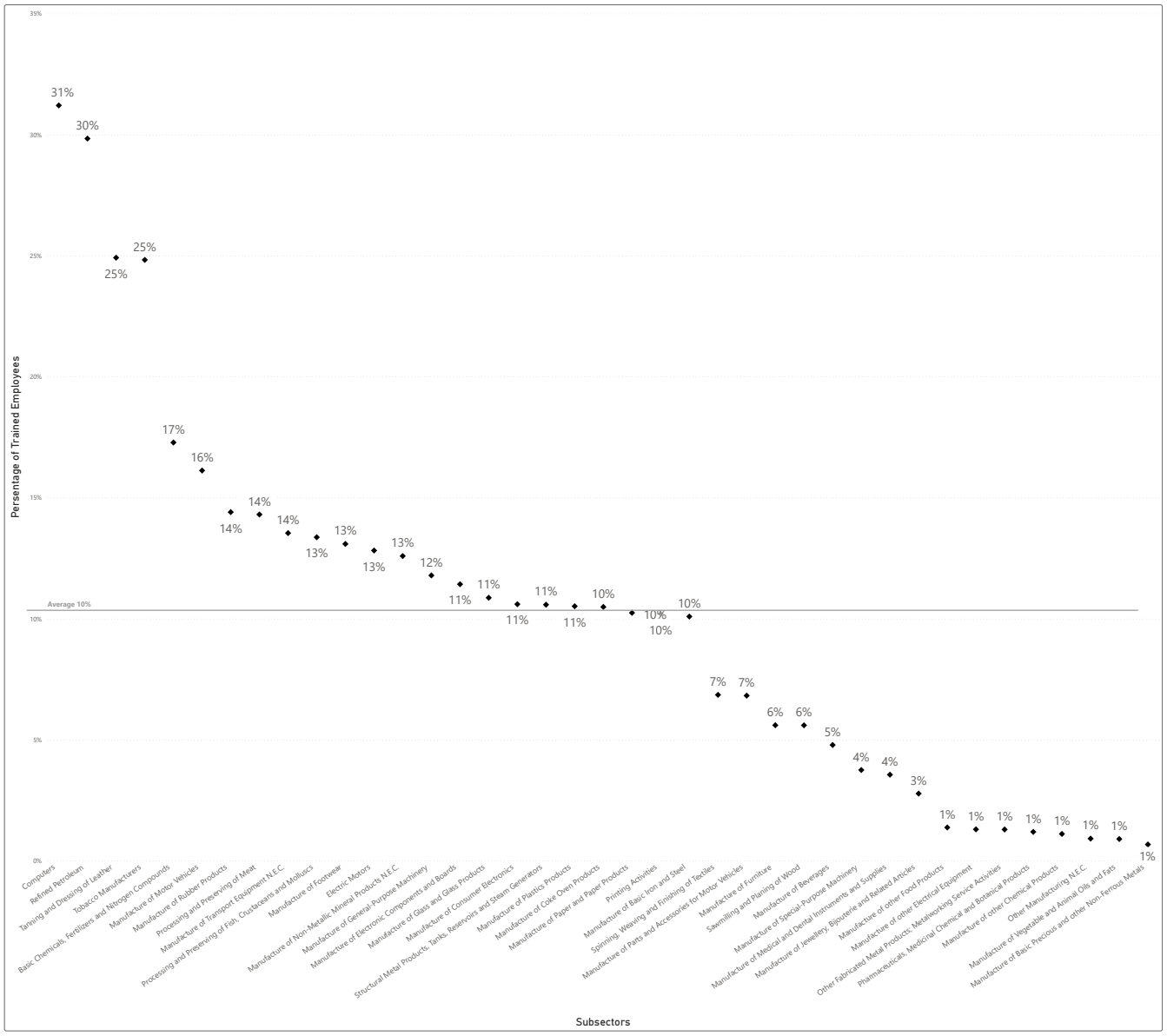


Remarks* : Agriculture, Forestry & Fishing and Construction are newly covered sectors under PSMB Expansion Act 2001 effective from 1 March 2021.

4.2.1 Analysis on **Employees Trained Ratio** according to Subsectors

SUBSECTORS UNDER **MANUFACTURING**

MANUFACTURING SECTOR EMPLOYEES TRAINED RATIO 2021



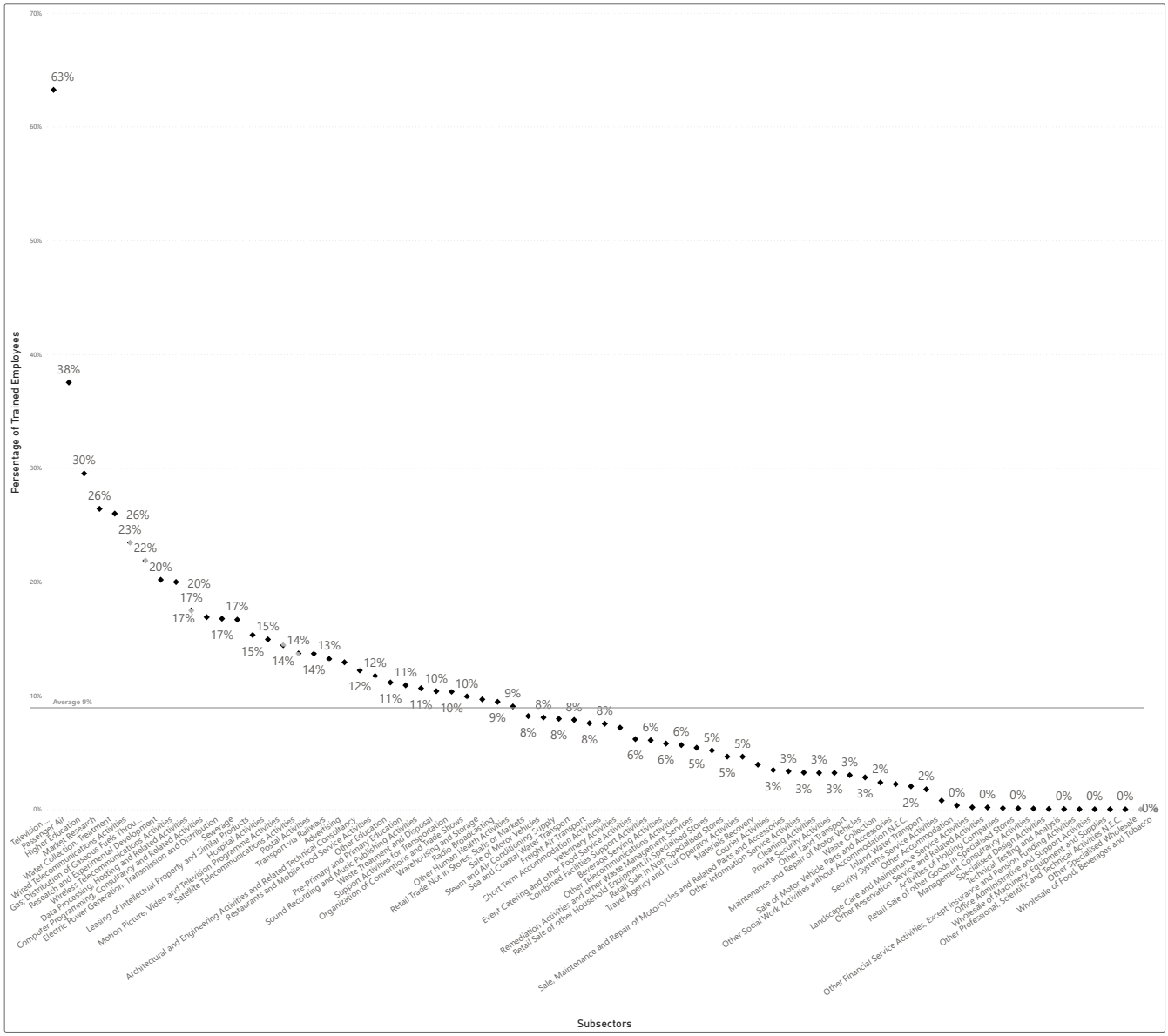
No.	Top 5 Subsectors with the highest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Manufacture of Computers and Peripheral Equipment	31.2%
2	Manufacture of Refined Petroleum Products	29.8%
3	Tanning and Dressing of Leather; Manufacture of Luggage, Handbags, Saddlery and Harness; Dressing and Dyeing of Fur	24.9%
4	Manufacture of Tobacco Products	24.8%
5	Manufacture of Basic Chemicals, Fertilizers and Nitrogen Compounds, Plastics and Synthetic Rubber in Primary Forms	17.3%

No.	Bottom 5 Subsectors with the lowest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Manufacture of Basic Precious and other Non-Ferrous Metals	0.7%
2	Manufacture of Vegetable and Animal Oils and Fats	0.9%
3	Other Manufacturing N.E.C.	0.9%
4	Manufacture of other Chemical Products	1.1%
5	Manufacture of Pharmaceuticals, Medicinal Chemical and Botanical Products	1.2%

4.2.1 Analysis on **Employees Trained Ratio** according to Subsectors

SUBSECTORS UNDER **SERVICES**

SERVICES SECTOR EMPLOYEES TRAINED RATIO 2021



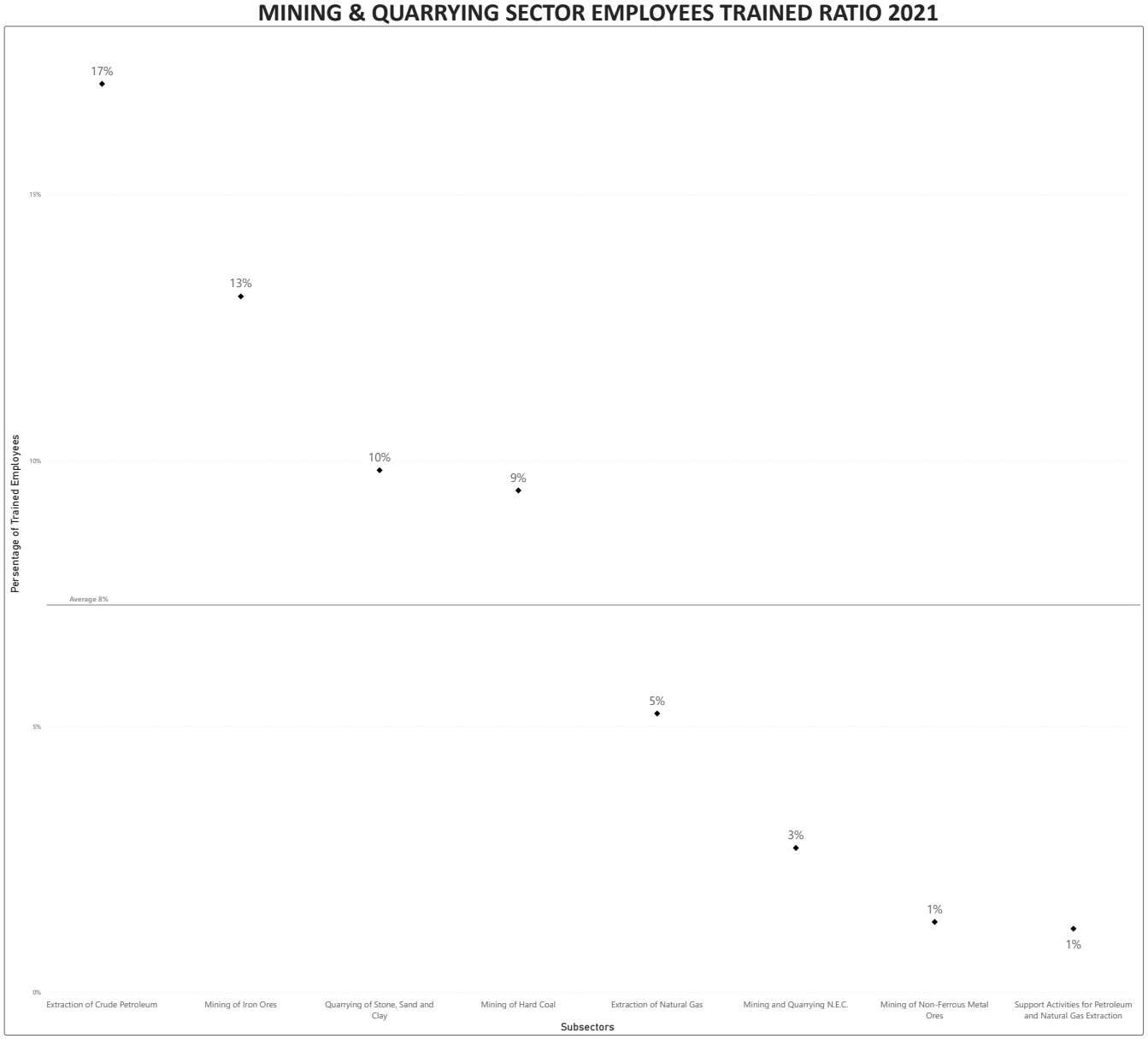
No.	Top 5 Subsectors with the highest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Television Programming and Broadcasting Activities	63.2%
2	Passenger Air Transport	37.5%
3	Higher Education	29.5%
4	Market Research and Public Opinion Polling	26.4%
5	Water Collection, Treatment and Supply	26.0%

No.	Bottom 5 Subsectors with the lowest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Wholesale of Food, Beverages and Tobacco	0.002%
2	Other Specialised Wholesale	0.003%
3	Other Professional, Scientific and Technical Activities N.E.C.	0.011%
4	Wholesale of Machinery, Equipment and Supplies	0.013%
5	Office Administrative and Support Activities	0.016%

4.2.1 Analysis on **Employees Trained Ratio** according to Subsectors

SUBSECTORS UNDER **MINING & QUARRYING**

MINING & QUARRYING SECTOR EMPLOYEES TRAINED RATIO 2021



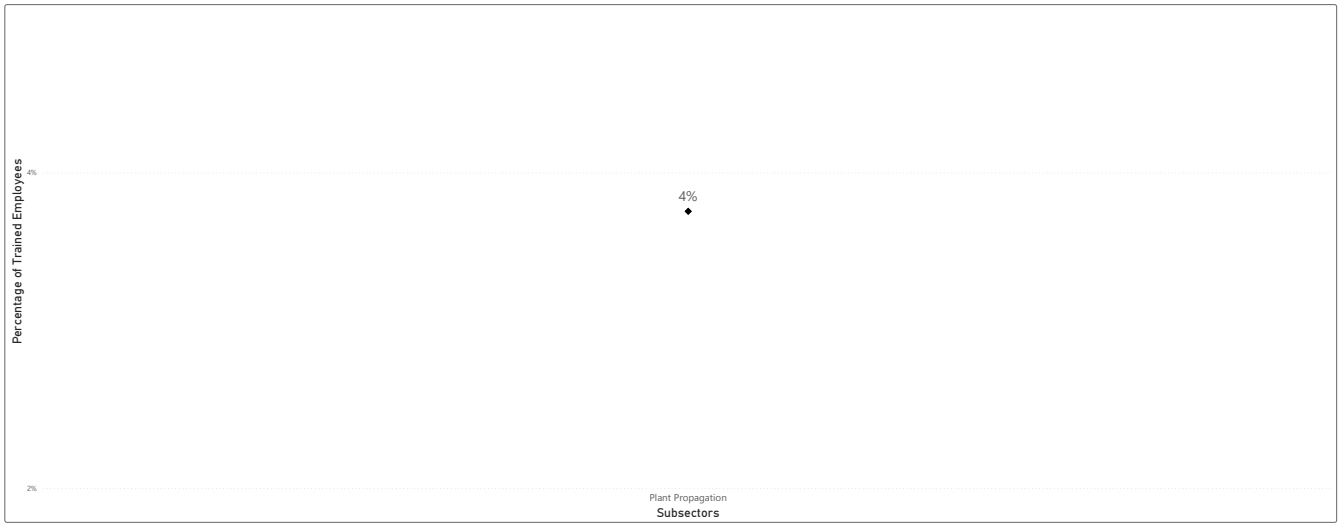
No.	Subsectors with the highest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Extraction of Crude Petroleum	17.1%
2	Mining of Iron Ores	13.1%
3	Quarrying of Stone, Sand and Clay	9.8%
4	Mining of Hard Coal	9.4%

No.	Subsectors with the lowest percentage (%) of employees trained in 2021	Employees Trained Ratio
1	Support Activities for Petroleum and Natural Gas Extraction	1.2%
2	Mining of Non-Ferrous Metal Ores	1.3%
3	Mining and Quarrying N.E.C.	2.7%
4	Extraction of Natural Gas	5.2%

4.2.1 Analysis on **Employees Trained Ratio** according to Subsectors

SUBSECTORS UNDER **AGRICULTURE, FORESTRY AND FISHING**

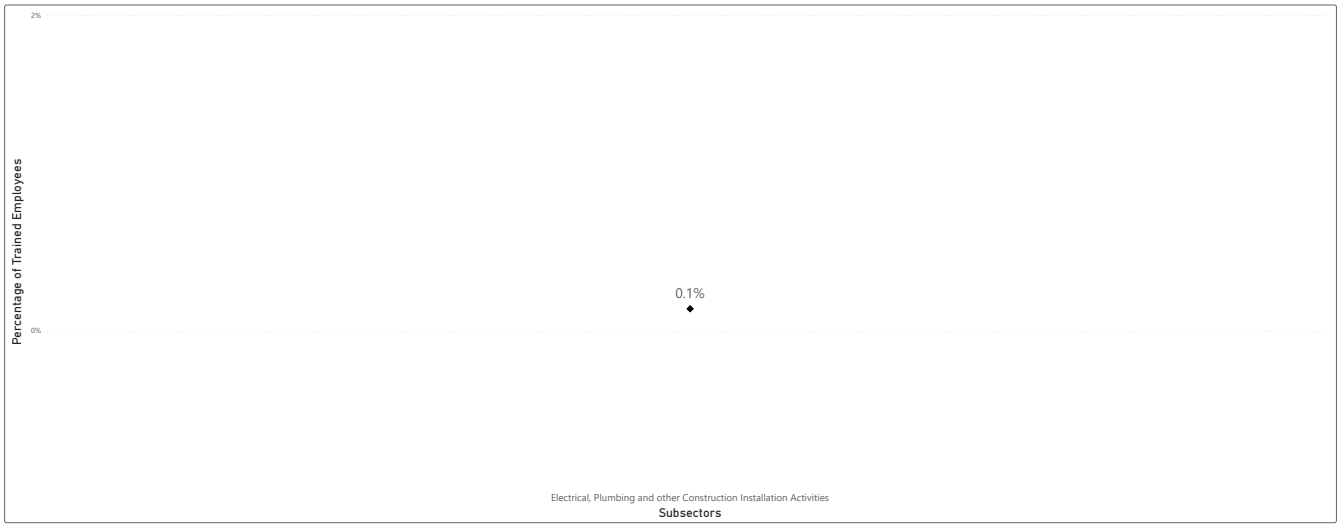
AGRICULTURE, FORESTRY AND FISHING SECTOR EMPLOYEES TRAINED RATIO 2021



Out of 102,953 employees under the Agriculture, Forestry & Fishing, there are about 4% of employees being trained under the Plant Propagation subsector in 2021.

SUBSECTORS UNDER **CONSTRUCTION**

CONSTRUCTION SECTOR EMPLOYEES TRAINED RATIO 2021



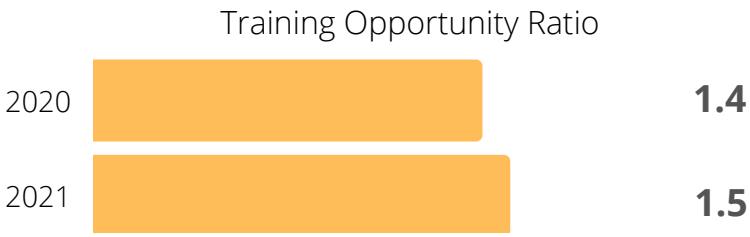
Electrical, Plumbing and Other Construction Installation Activities is the only active subsector in 2021. This industry actively participated in training activities by sending their employees for upskilling and reskilling programmes.

4.3 Analysis on **Training Opportunity Ratio** by Economic Sectors

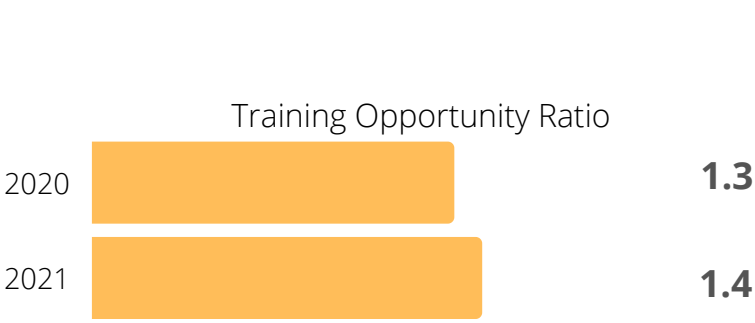
MANUFACTURING



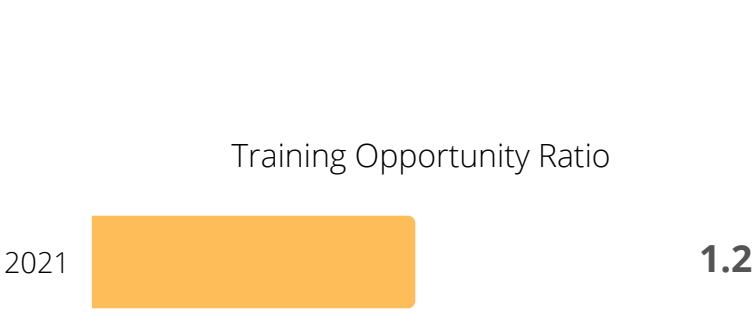
SERVICES



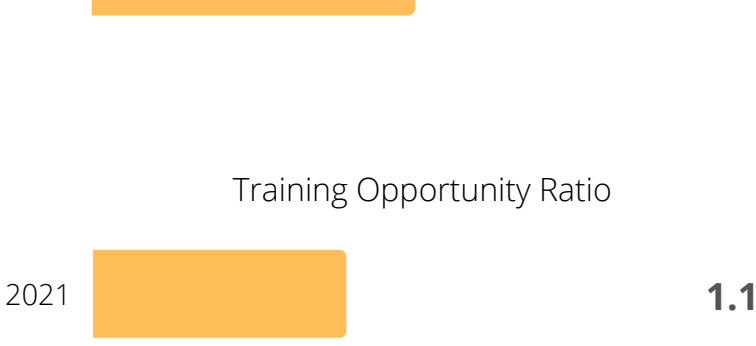
MINING & QUARRYING



AGRICULTURE, FORESTRY & FISHING*



CONSTRUCTION*

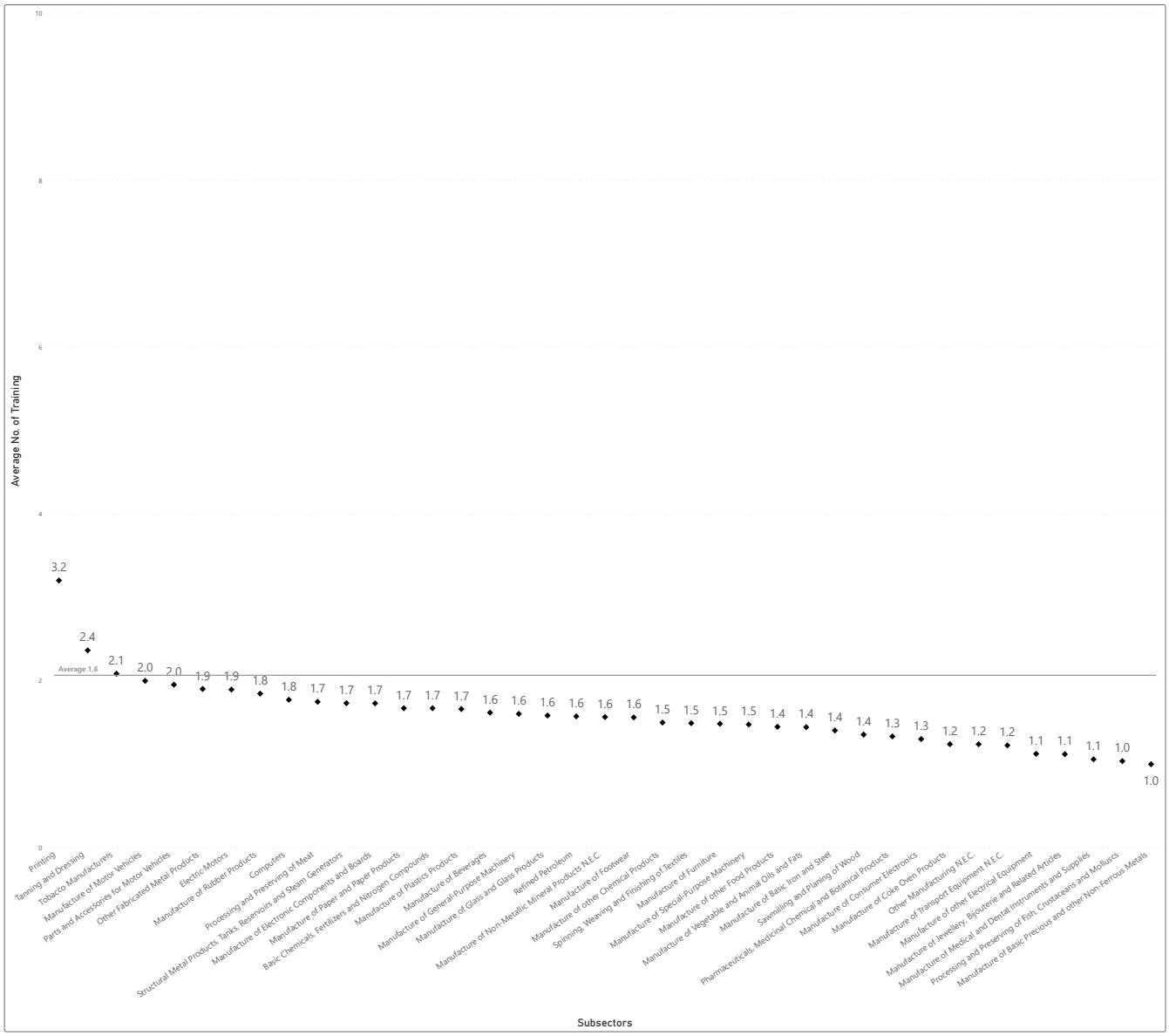


Remarks* : Agriculture, Forestry & Fishing and Construction are newly covered sectors under PSMB Expansion Act 2001 effective from 1 March 2021.

4.3.1 Analysis on **Training Opportunity Ratio** according to Subsectors

SUBSECTORS UNDER **MANUFACTURING**

MANUFACTURING SECTOR TRAINING OPPORTUNITY RATIO 2021



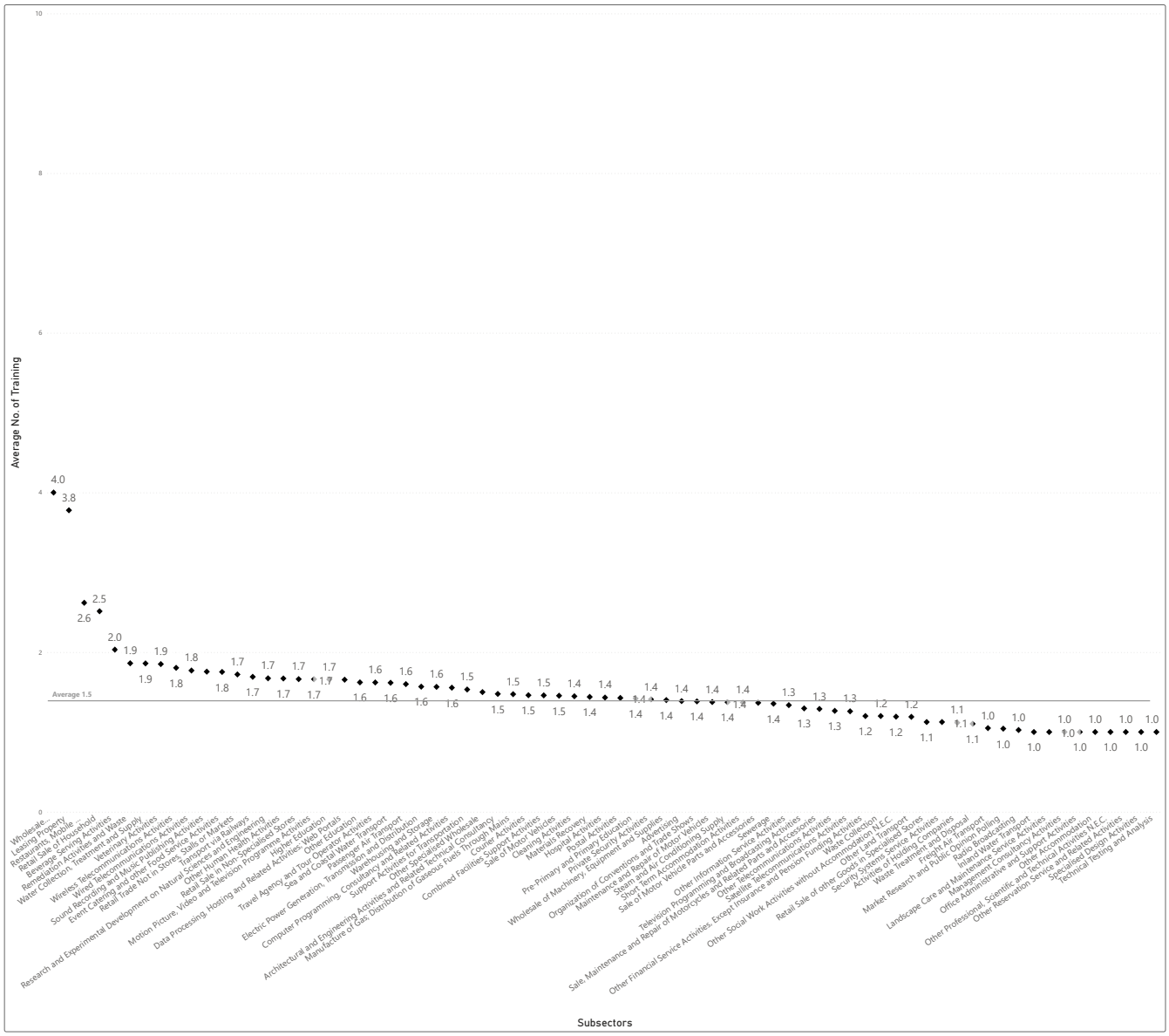
No.	Top 5 Subsectors with the highest training opportunity ratio in 2021	Training Opportunity Ratio
1	Printing and Service Activities Related to Printing	3.2
2	Tanning and Dressing of Leather; Manufacture of Luggage, Handbags, Saddlery and Harness; Dressing and Dyeing of Fur	2.4
3	Manufacture of Tobacco Products	2.1
4	Manufacture of Motor Vehicles	2.0
5	Manufacture of Parts and Accessories for Motor Vehicles	2.0

No.	Bottom 5 Subsectors with the lowest training opportunity ratio in 2021	Training Opportunity Ratio
1	Manufacture of Basic Precious and other Non-Ferrous Metals	1.0
2	Processing and Preserving of Fish, Crustaceans and Molluscs	1.0
3	Manufacture of Medical and Dental Instruments and Supplies	1.1
4	Manufacture of Jewellery, Bijouterie and Related Articles	1.1
5	Manufacture of other Electrical Equipment	1.1

4.3.1 Analysis on **Training Opportunity Ratio** according to Subsectors

SUBSECTORS UNDER **SERVICES**

SERVICES SECTOR TRAINING OPPORTUNITY RATIO 2021



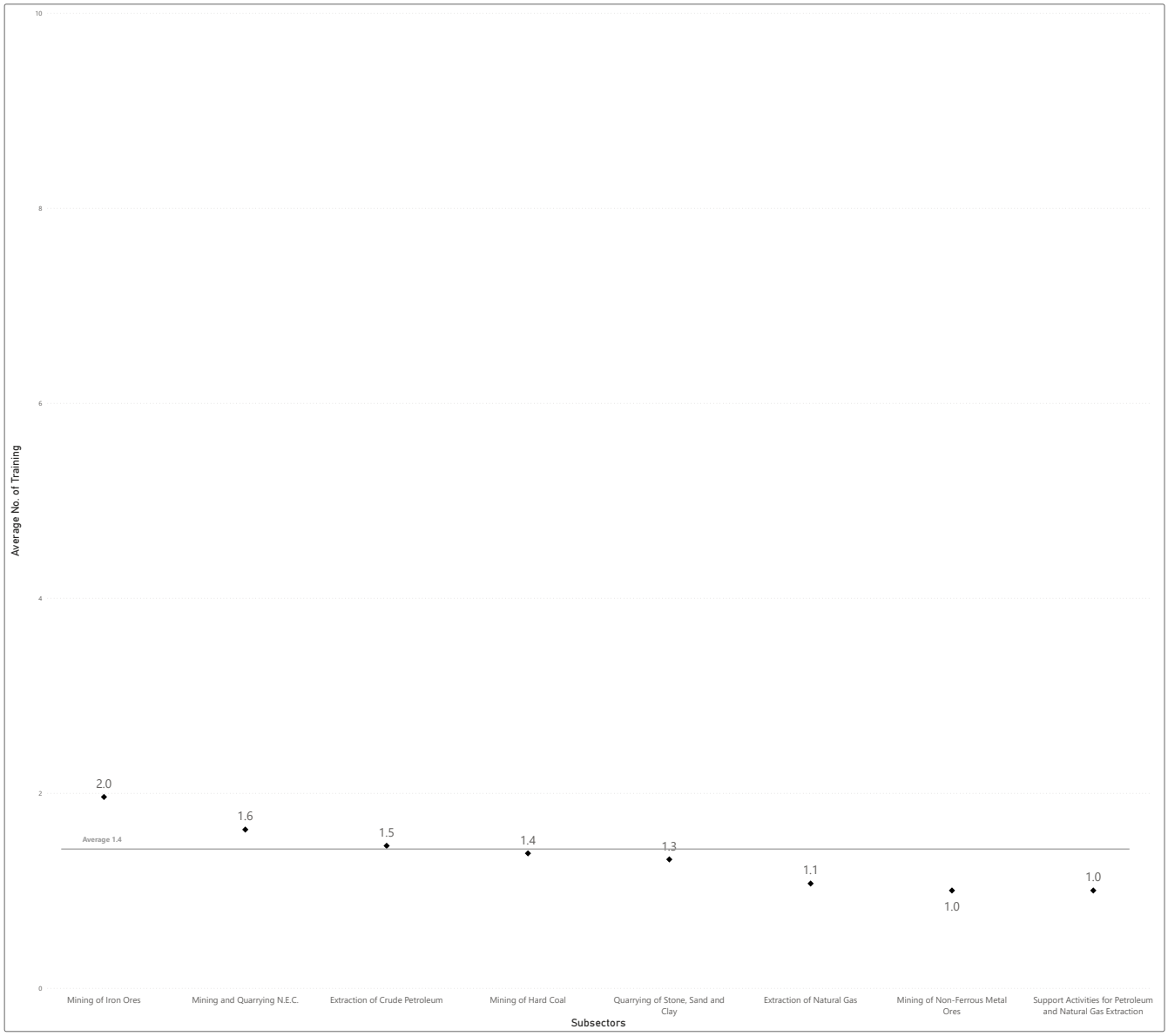
No.	Top 5 Subsectors with the highest training opportunity ratio in 2021	Training Opportunity Ratio
1	Wholesale of Food, Beverages and Tobacco	4.0
2	Leasing of Intellectual Property and Similar Products, Except Copyrighted Works	3.8
3	Restaurants and Mobile Food Service Activities	2.6
4	Retail Sale of other Household Equipment in Specialised Stores	2.5
5	Beverage Serving Activities	2.0

No.	Bottom 5 Subsectors with the lowest training opportunity ratio in 2021	Training Opportunity Ratio
1	Other Professional, Scientific and Technical Activities N.E.C.	1.0
2	Other Reservation Service and Related Activities	1.0
3	Specialised Design Activities	1.0
4	Office Administrative and Support Activities	1.0
5	Other Accommodation	1.0

4.3.1 Analysis on **Training Opportunity Ratio** according to Subsectors

SUBSECTORS UNDER **MINING & QUARRYING**

MINING & QUARRYING SECTOR TRAINING OPPORTUNITY RATIO 2021



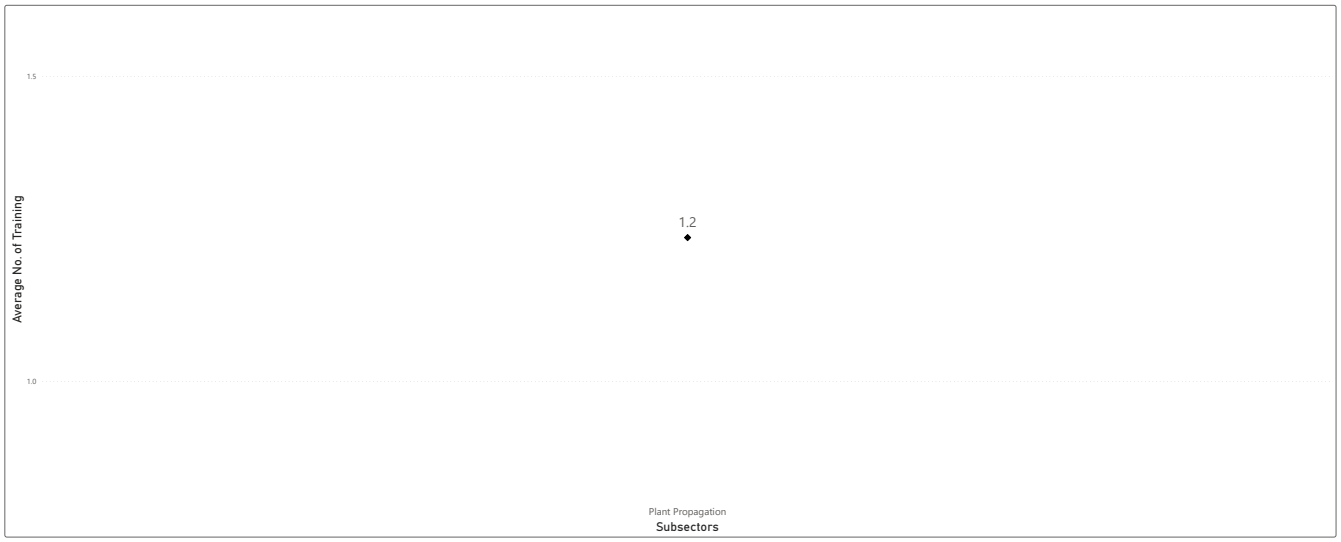
No.	Subsectors with the highest training opportunity ratio in 2021	Training Opportunity Ratio
1	Mining of Iron Ores	2.0
2	Mining and Quarrying N.E.C.	1.6
3	Extraction of Crude Petroleum	1.5
4	Mining of Hard Coal	1.4

No.	Subsectors with the lowest training opportunity ratio in 2021	Training Opportunity Ratio
1	Mining of Non-Ferrous Metal Ores	1.0
2	Support Activities for Petroleum and Natural Gas Extraction	1.0
3	Extraction of Natural Gas	1.1
4	Quarrying of Stone, Sand and Clay	1.3

4.3.1 Analysis on **Training Opportunity Ratio** according to Subsectors

SUBSECTORS UNDER **AGRICULTURE, FORESTRY AND FISHING**

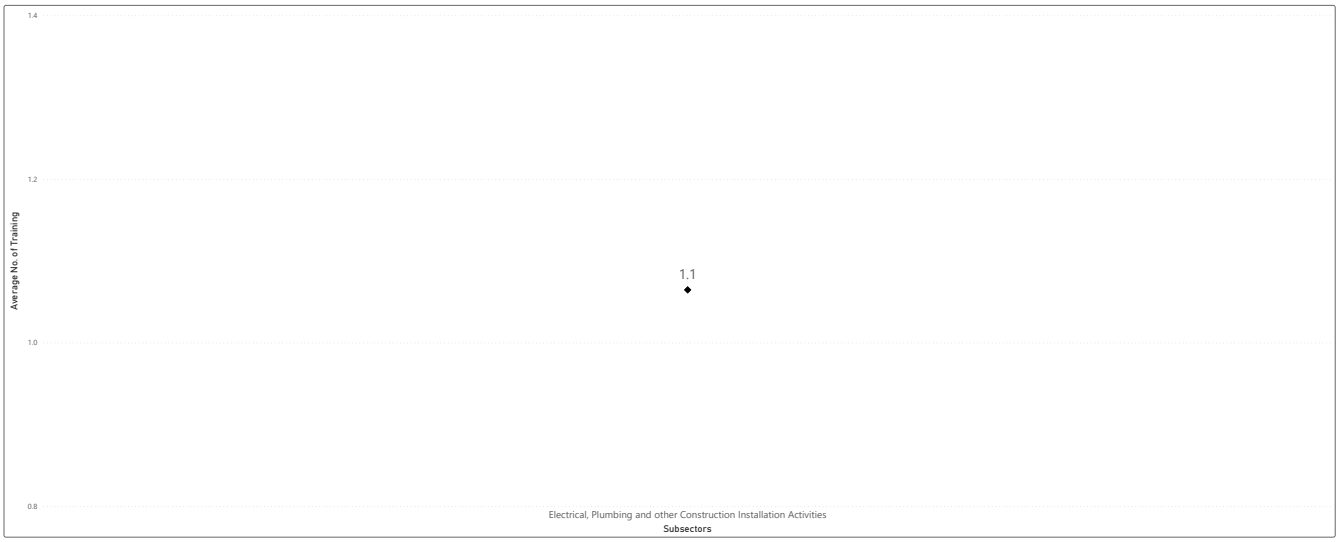
AGRICULTURE, FORESTRY AND FISHING SECTOR TRAINING OPPORTUNITY RATIO 2021



On average, employers in the Plant Propagation subsector are only sending their employees for training only one time in 2021. In order to remain competitive and stay ahead of rapid technology advancements, employees in this sector should be trained more frequently.

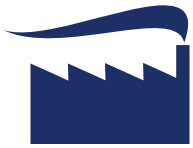
SUBSECTORS UNDER **CONSTRUCTION**

CONSTRUCTION SECTOR TRAINING OPPORTUNITY RATIO 2021

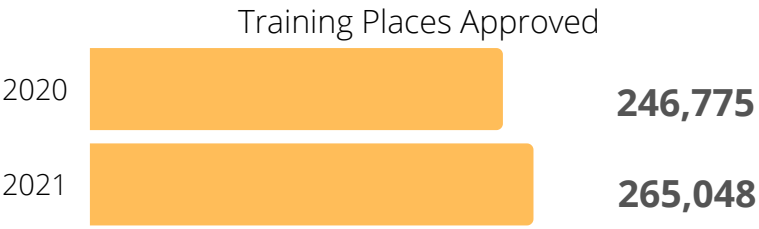


Employees in Electrical, Plumbing and Other Construction Installation Activities under the Construction sector are being trained not more than once in 2021.

4.4 Analysis on **Training Places Approved** by Economic Sectors

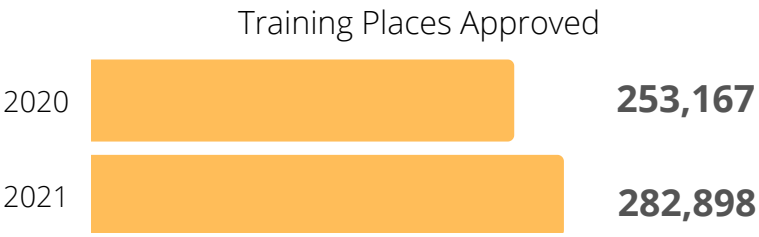


MANUFACTURING



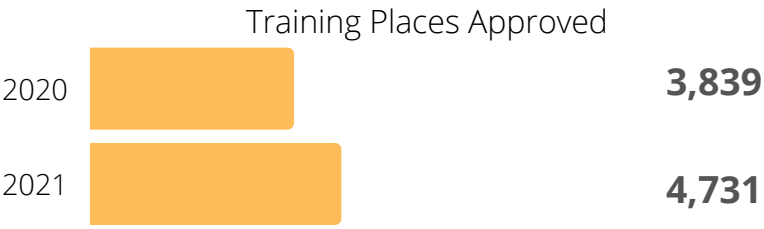


SERVICES



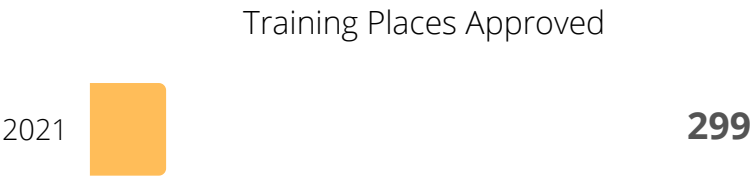


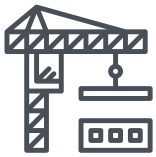
MINING & QUARRYING



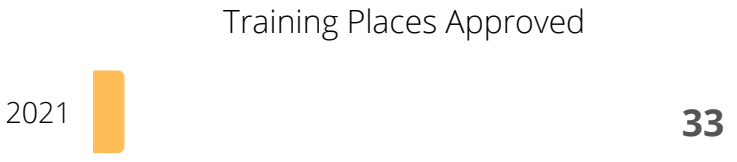


AGRICULTURE, FORESTRY & FISHING*





CONSTRUCTION*

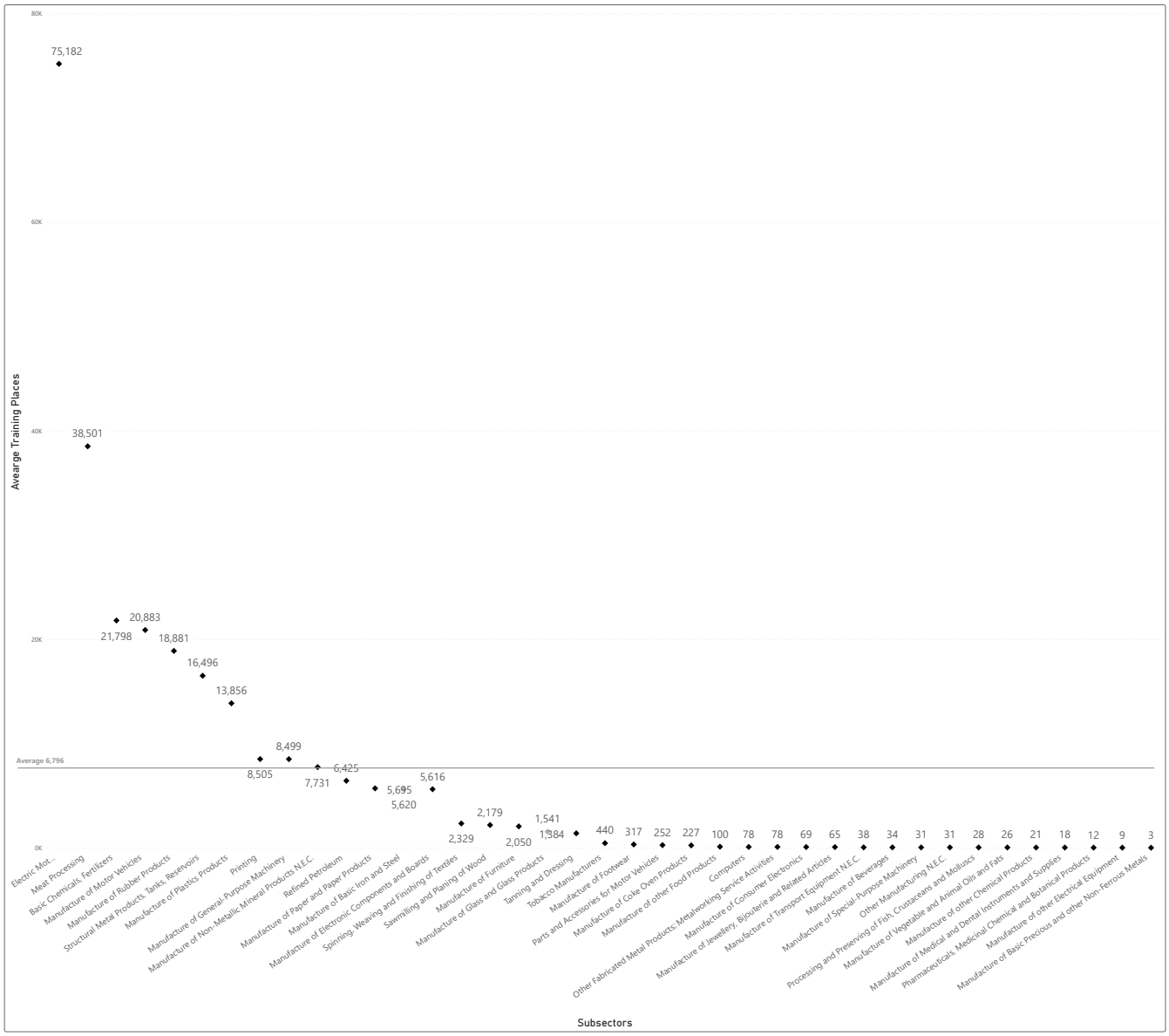


Remarks* : Agriculture, Forestry & Fishing and Construction are newly covered sectors under PSMB Expansion Act 2001 effective from 1 March 2021.

4.4.1 Analysis on **Training Places Approved** according to Subsectors

SUBSECTORS UNDER **MANUFACTURING**

MANUFACTURING SECTOR TRAINING PLACES APPROVED 2021



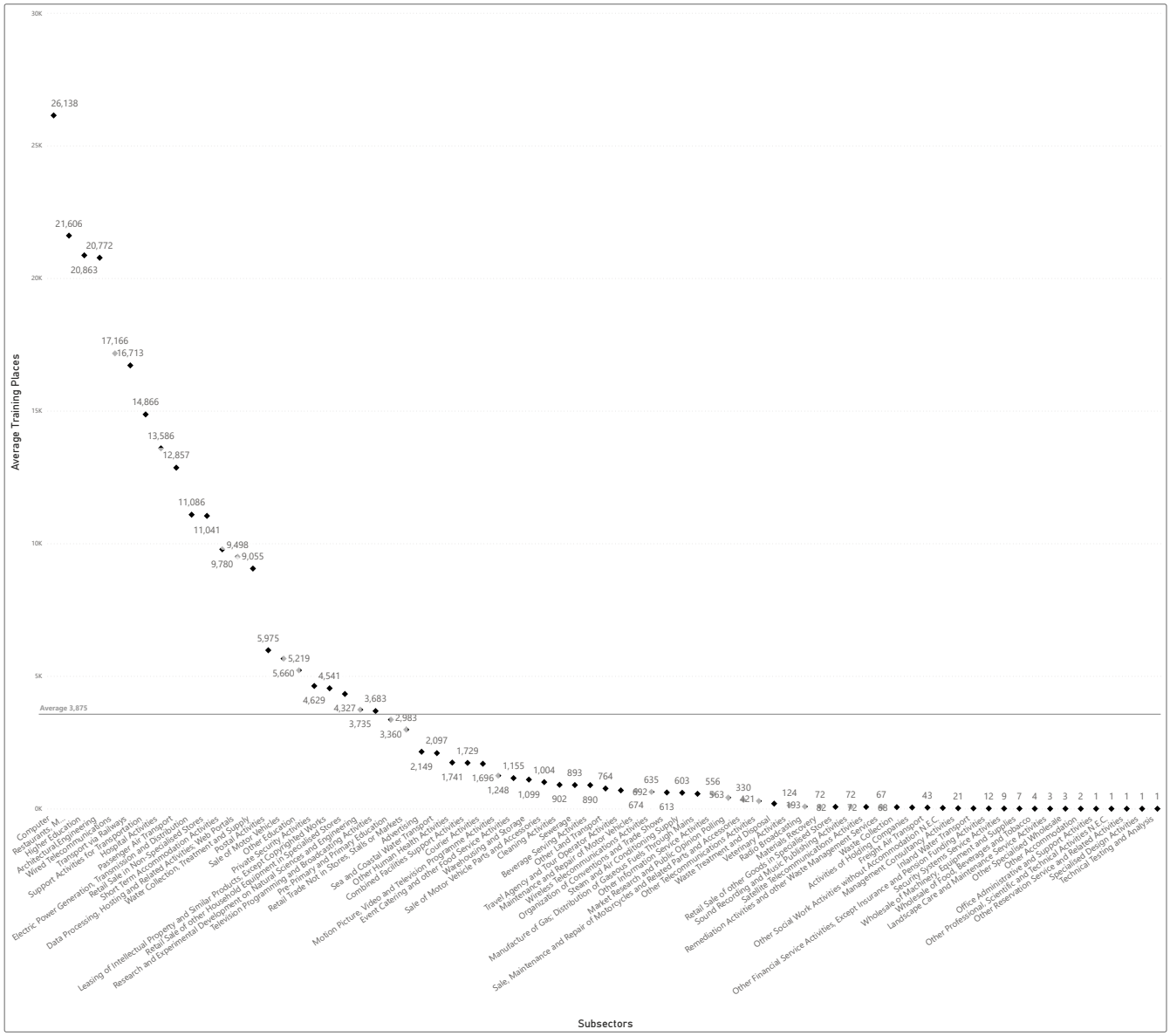
No.	Top 5 Subsectors with the highest number of training places in 2021	Training Places
1	Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus	75,182
2	Processing and Preserving of Meat	38,501
3	Manufacture of Basic Chemicals, Fertilizers and Nitrogen Compounds, Plastics and Synthetic Rubber in Primary Forms	21,798
4	Manufacture of Motor Vehicles	20,883
5	Manufacture of Rubber Products	18,881

No.	Bottom 5 Subsectors with the lowest number of training places in 2021	Training Places
1	Manufacture of Basic Precious and other Non-Ferrous Metals	3
2	Manufacture of other Electrical Equipment	9
3	Manufacture of Pharmaceuticals, Medicinal Chemical and Botanical Products	12
4	Manufacture of Medical and Dental Instruments and Supplies	18
5	Manufacture of other Chemical Products	21

4.4.1 Analysis on **Training Places Approved** according to Subsectors

SUBSECTORS UNDER **SERVICES**

SERVICES SECTOR TRAINING PLACES APPROVED 2021



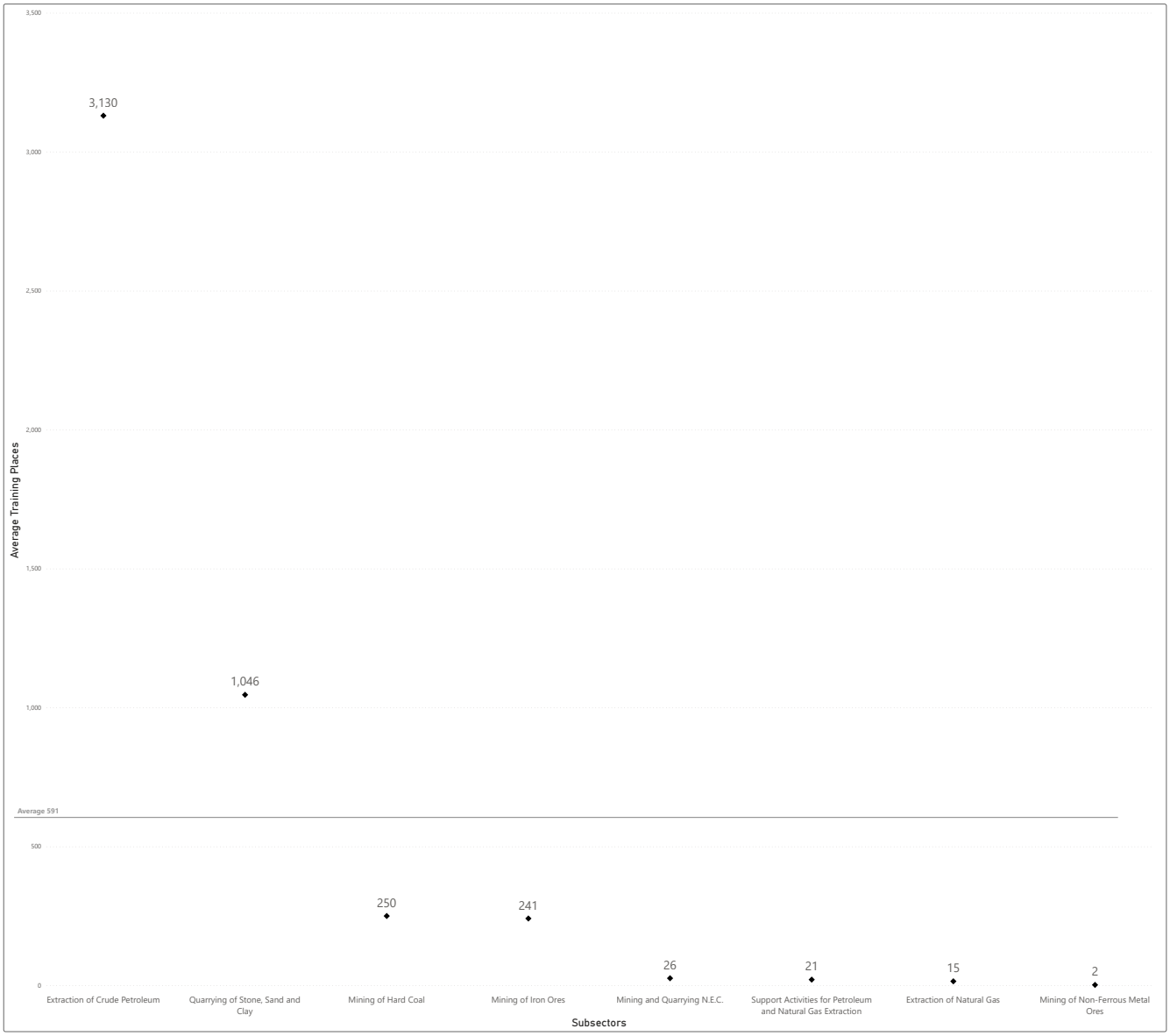
No.	Top 5 Subsectors with the highest number of training places in 2021	Training Places
1	Computer Programming, Consultancy and Related Activities	26,138
2	Restaurants and Mobile Food Service Activities	21,606
3	Higher Education	20,863
4	Architectural and Engineering Activities and Related Technical Consultancy	20,772
5	Wired Telecommunications Activities	17,166

No	Bottom 5 Subsectors with the lowest number of training places in 2021	Training Places
1	Other Professional, Scientific and Technical Activities N.E.C.	1
2	Other Reservation Service and Related Activities	1
3	Specialised Design Activities	1
4	Technical Testing and Analysis	1
5	Office Administrative and Support Activities	1

4.4.1 Analysis on **Training Places Approved** according to Subsectors

SUBSECTORS UNDER **MINING & QUARRYING**

MINING & QUARRYING SECTOR TRAINING PLACES APPROVED 2021



No.	Subsectors with the highest number of training places in 2021	Training Places
1	Extraction of Crude Petroleum	3,130
2	Quarrying of Stone, Sand and Clay	1,046
3	Mining of Hard Coal	250
4	Mining of Iron Ores	241

No.	Subsectors with the lowest number of training places in 2021	Training Places
1	Mining of Non-Ferrous Metal Ores	2
2	Extraction of Natural Gas	15
3	Support Activities for Petroleum and Natural Gas Extraction	21
4	Mining and Quarrying N.E.C.	26

4.4.1 Analysis on **Training Places Approved** according to Subsectors

SUBSECTORS UNDER **AGRICULTURE, FORESTRY AND FISHING**

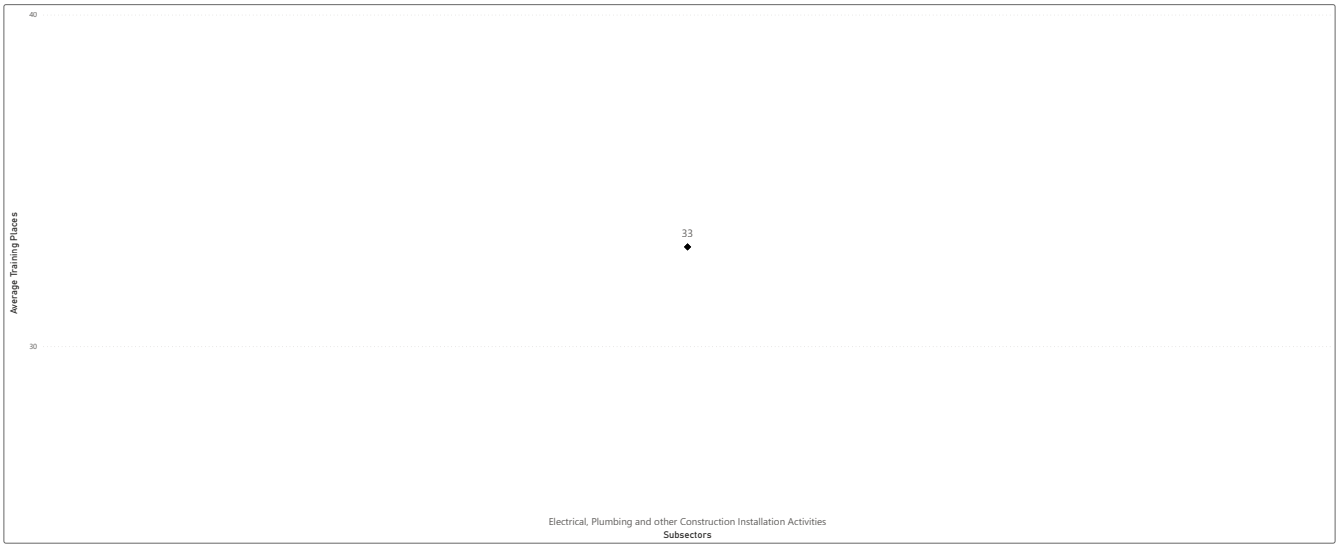
AGRICULTURE, FORESTRY AND FISHING SECTOR TRAINING PLACES APPROVED 2021



Plant Propagation recorded 299 approved training places in 2021. Most of the trainings were conducted in-house and via remote online platforms.

SUBSECTORS UNDER **CONSTRUCTION**

CONSTRUCTION SECTOR TRAINING PLACES APPROVED 2021

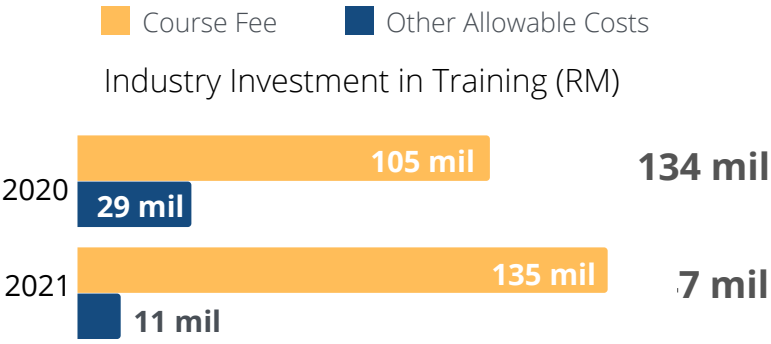


The Construction sector recorded a lower number of training places approved as it is newly covered sector in 2021. Electrical, Plumbing and Other Construction Installation Activities recorded 31 training places which was conducted via remote online learning.

4.5 Analysis on **Industry Investment on Training using HRD Corp Levy** by Economic Sectors

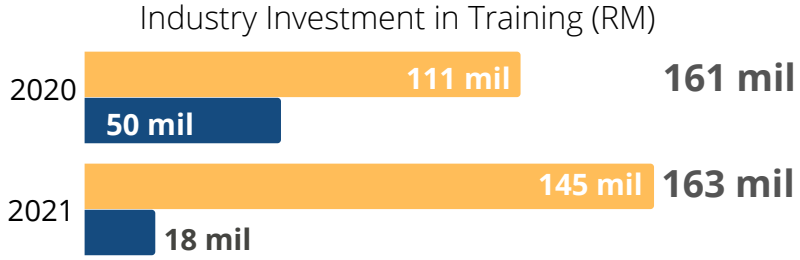


MANUFACTURING



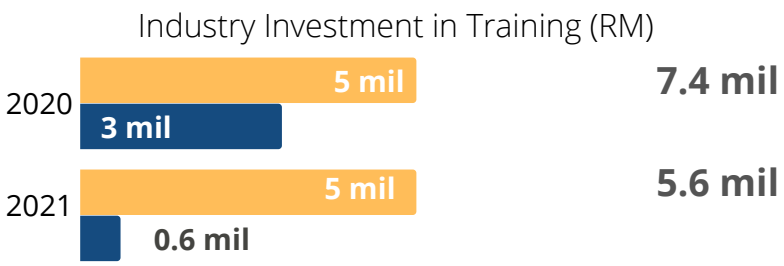


SERVICES



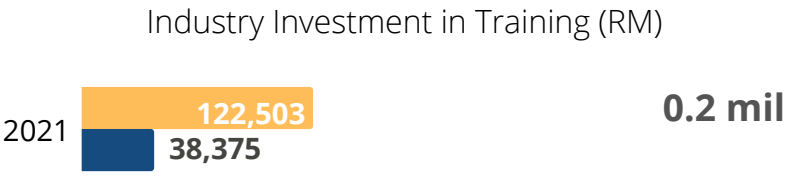


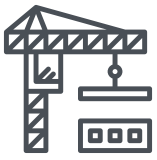
MINING & QUARRYING





AGRICULTURE, FORESTRY & FISHING*





CONSTRUCTION*

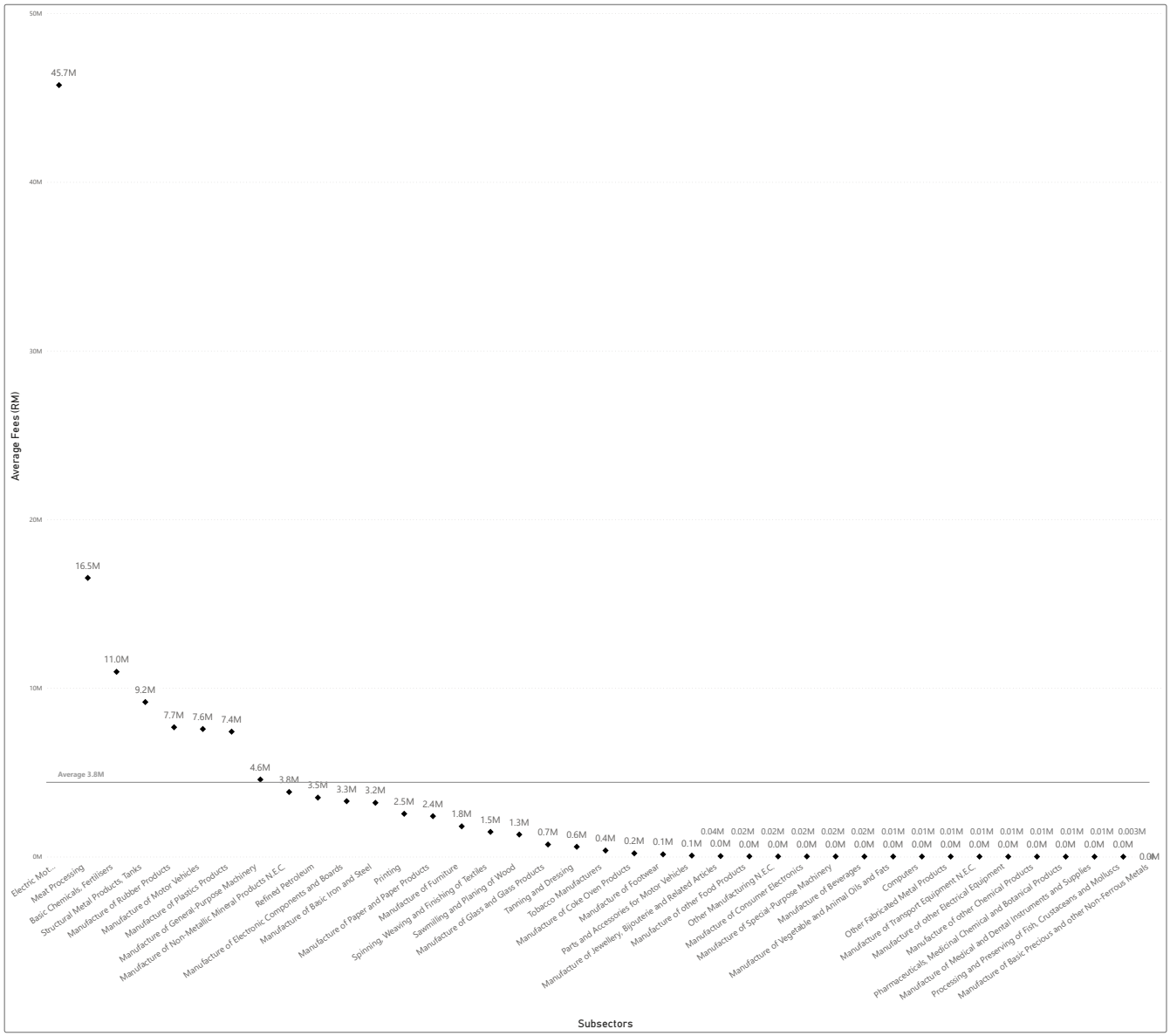


Remarks* : Agriculture, Forestry & Fishing and Construction are newly covered sectors under PSMB Expansion Act 2001 effective from 1 March 2021.

4.5.1 Analysis on **Industry Investment on Training using HRD Corp Levy** according to Subsectors

SUBSECTORS UNDER **MANUFACTURING**

MANUFACTURING SECTOR FINANCIAL ASSISTANCE (COURSE FEE) 2021



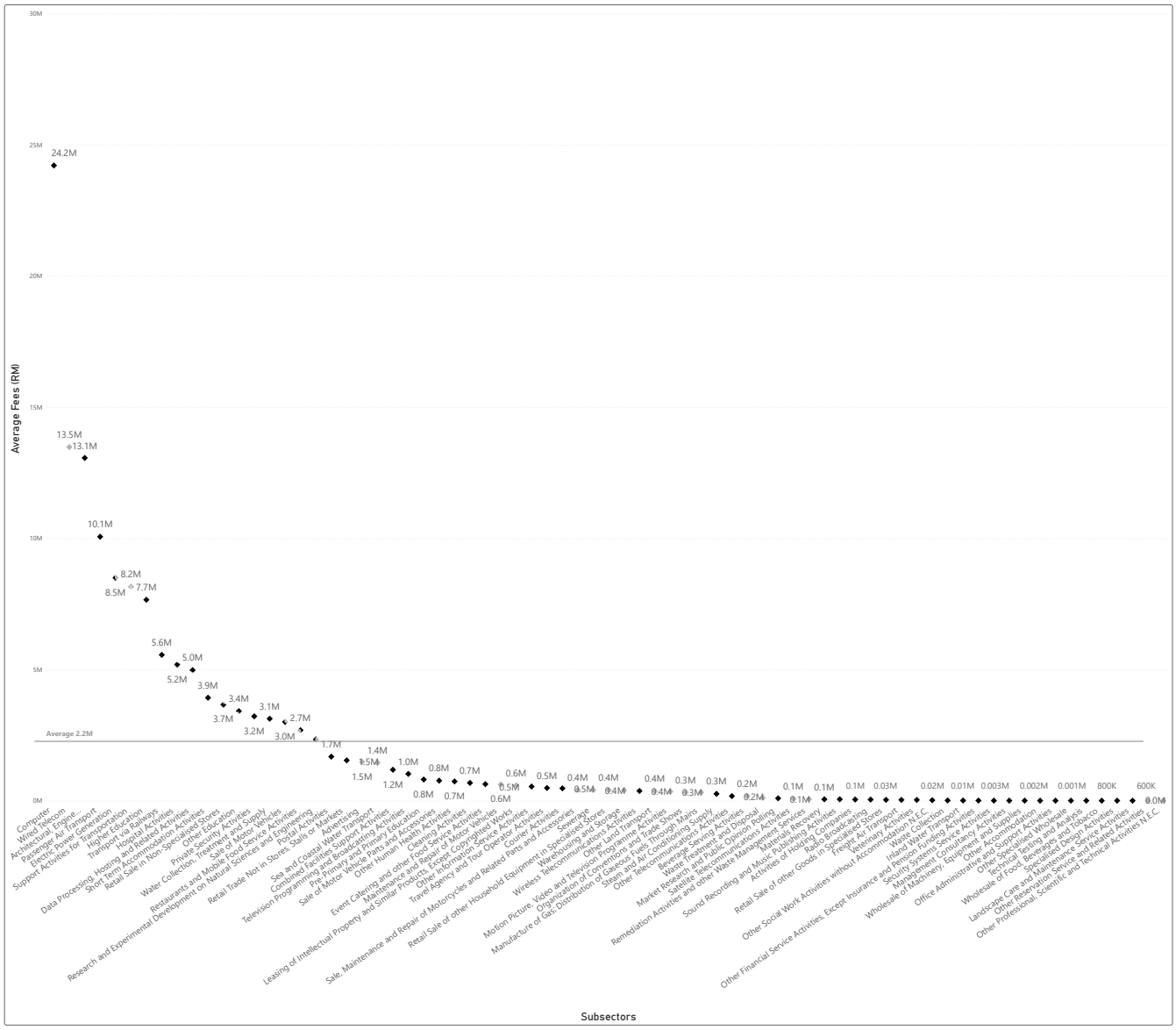
No.	Top 5 Subsectors with the highest investment in training (RM)	Financial Assistance (RM)
1	Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus	45,747,722
2	Processing and Preserving of Meat	16,533,521
3	Manufacture of Basic Chemicals, Fertilizers and Nitrogen Compounds, Plastics and Synthetic Rubber in Primary Forms	10,966,162
4	Manufacture of Structural Metal Products, Tanks, Reservoirs and Steam Generators	9,172,845
5	Manufacture of Motor Vehicles	7,575,379

No.	Bottom 5 Subsectors with the lowest investment in training (RM)	Financial Assistance(RM)
1	Manufacture of Basic Precious and other Non-Ferrous Metals	2,175
2	Manufacture of Medical and Dental Instruments and Supplies	6,200
3	Manufacture of Pharmaceuticals, Medicinal Chemical and Botanical Products	7,784
4	Manufacture of other Chemical Products	9,122
5	Manufacture of other Electrical Equipment	9,225

4.5.1 Analysis on **Industry Investment on Training using HRD Corp Levy** according to Subsectors

SUBSECTORS UNDER **SERVICES**

SERVICES SECTOR FINANCIAL ASSISTANCE (COURSE FEE) 2021



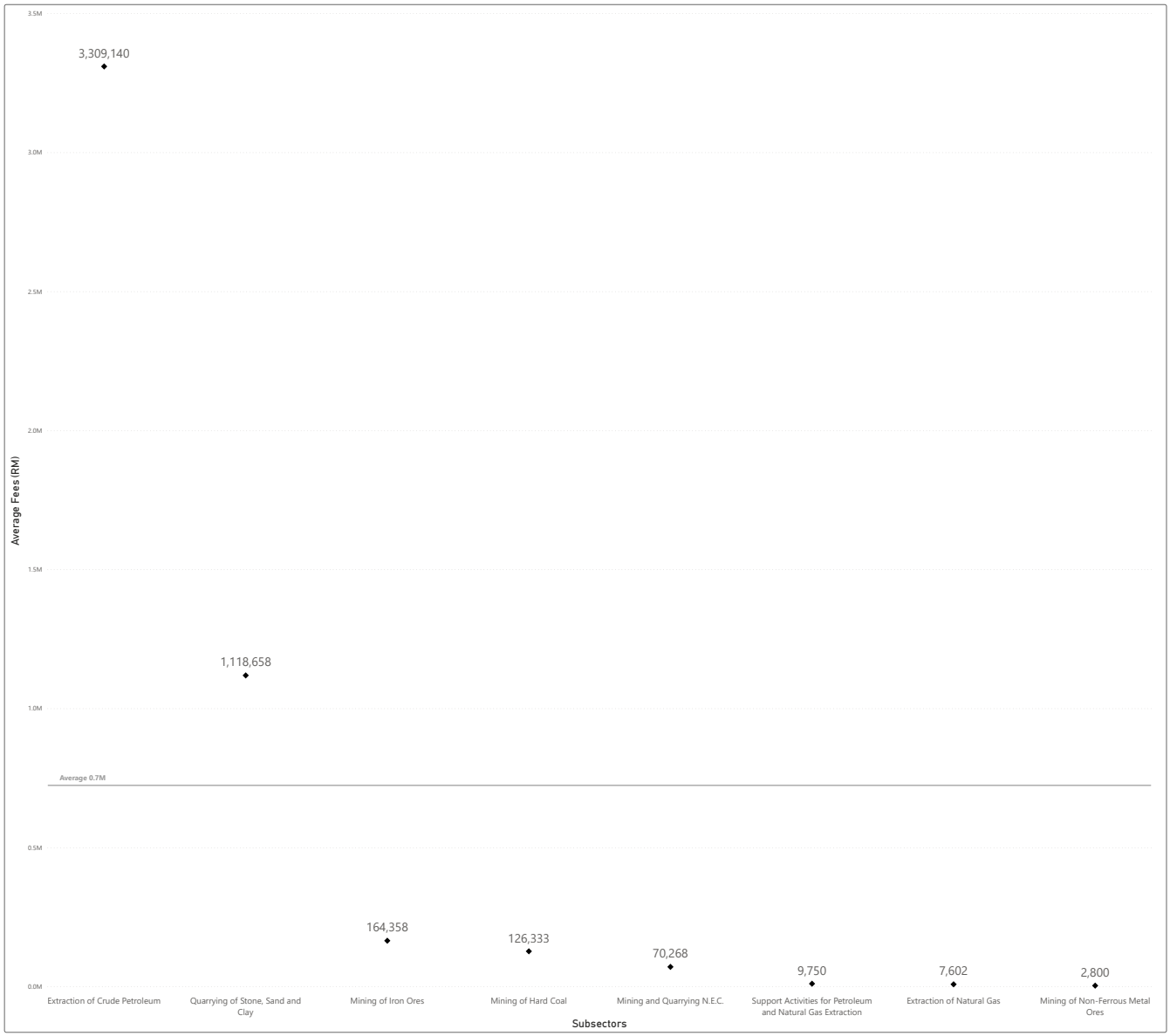
No.	Top 5 Subsectors with the highest investment in training (RM)	Financial Assistance (RM)
1	Computer Programming, Consultancy and Related Activities	24,214,671
2	Wired Telecommunications Activities	13,481,673
3	Architectural and Engineering Activities and Related Technical Consultancy	13,066,063
4	Passenger Air Transport	10,062,310
5	Electric Power Generation, Transmission and Distribution	8,497,934

No.	Bottom 5 Subsectors with the lowest investment in training (RM)	Financial Assistance (RM)
1	Other Professional, Scientific and Technical Activities N.E.C.	350
2	Other Reservation Service and Related Activities	450
3	Specialised Design Activities	700
4	Technical Testing and Analysis	900
5	Office Administrative and Support Activities	1,300

4.5.1 Analysis on **Industry Investment on Training using HRD Corp Levy** according to Subsectors

SUBSECTORS UNDER **MINING & QUARRYING**

MINING & QUARRYING SECTOR FINANCIAL ASSISTANCE (COURSE FEE) 2021



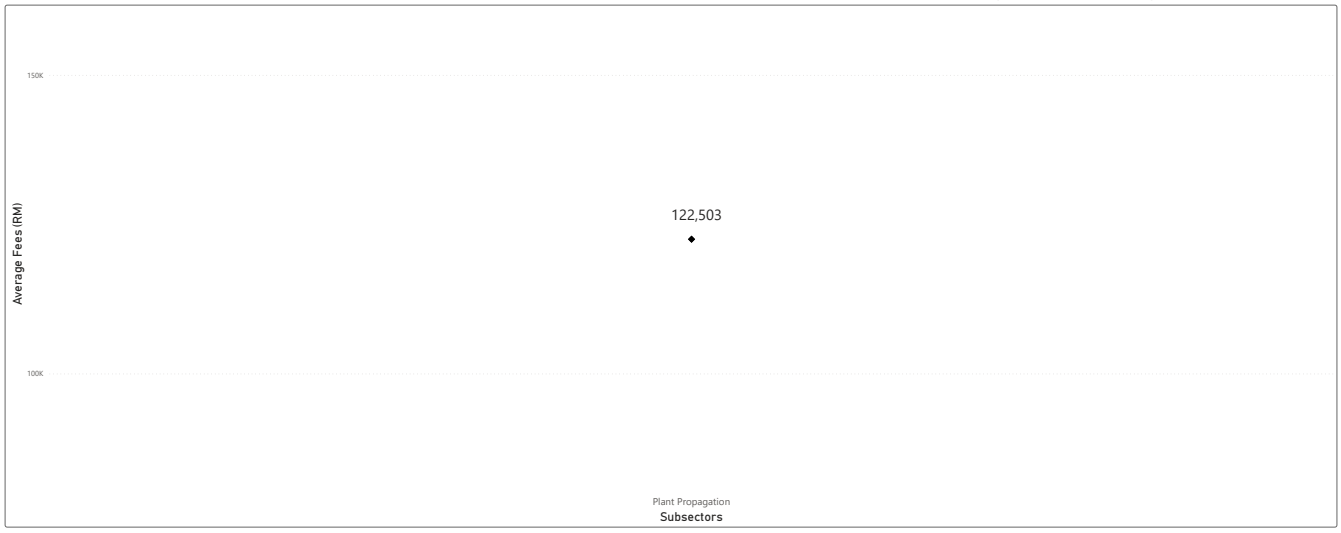
No.	Top 5 Subsectors with the highest investment in training (RM)	Financial Assistance (RM)
1	Extraction of Crude Petroleum	3,309,140
2	Quarrying of Stone, Sand and Clay	1,118,658
3	Mining of Iron Ores	164,358
4	Mining of Hard Coal	126,333
5	Mining and Quarrying N.E.C.	70,268

No.	Subsectors with the lowest investment in training (RM)	Financial Assistance (RM)
1	Mining of Non-Ferrous Metal Ores	2,800
2	Extraction of Natural Gas	7,602
3	Support Activities for Petroleum and Natural Gas Extraction	9,750
4	Mining and Quarrying N.E.C.	70,268

4.5.1 Analysis on **Industry Investment on Training using HRD Corp Levy** according to Subsectors

SUBSECTORS UNDER **AGRICULTURE, FORESTRY AND FISHING**

AGRICULTURE, FORESTRY AND FISHING SECTOR FINANCIAL ASSISTANCE (COURSE FEE) 2021



The Plant Propagation subsector leads in training investments in 2021. Health and management courses are the most selected by participants in this subsector, with an average investment of RM1,000 to RM3,000 per course.

SUBSECTORS UNDER **CONSTRUCTION**

CONSTRUCTION SECTOR FINANCIAL ASSISTANCE (COURSE FEE) 2021



Electrical, Plumbing and Other Construction Installation Activities invested RM30,883 towards training, which represented about 0.01% of the total industry investment on trainings in 2021.

05 FINDINGS

5.1 EFFECTIVE TRAINING DURATION

The Services sector recorded the highest training duration per trainee at 5.4 days. This was followed by Mining & Quarrying (3.0 days), Manufacturing (2.9 days), Construction (2.4 days) and Agriculture, Forestry and Fishing (2.0 days).

Consequently, the Services sector also registered a huge increase in average training duration per trainee in 2021 compared to 2020. This is due to the expansion of the PSMB Act 2001, which came into effect from 1 March 2021. This indicated that employers in the Services sector placed great emphasis on training and allowed their employees to be trained for a longer period of time, compared to the other sectors.

This could also be attributed to the prioritisation of essential services during the MCO, which forced most industries to transform their approaches and offer more training programmes online. Subsectors like Restaurant and Mobile Food Activities received high requests for training during this period, as more people enrolled into the industry and therefore, needed to be trained.

The Mining & Quarrying and Manufacturing sectors on the other hand did not record any significant changes in 2021 compared to 2020, as employers were more focused on adjusting to the new ways of working instead of sending their employees for training. Despite the increase in the number of registered employers, the effective training duration for these two industries remained consistent.

The newly covered sectors; Agriculture, Forestry and Fishing, and Construction recorded an average of 2.0 training days for their employees. The average training days from these two sectors for 2021 will be compared to those in the coming years to get a better picture of the trend, needs and challenges in these sectors, in the future.

The subsectors related to Information and Communications such as Television Programming and Broadcasting Activities, Data Processing and Hosting, and Computer Programming, Consultancy and Related Activities continue to lead the way with a consistent increase in average training duration. Besides that, Accommodation and Services Activities such as Restaurants and Mobile Food Service, and Cleaning Activities also contributed higher training durations in 2021. The increase is largely attributed to the fact that most courses were held via Remote Online Training.

05 FINDINGS

5.2 EMPLOYEES TRAINED RATIO

In 2021, the percentage of employees trained among HRD Corp registered employers ranged between 8% to 10% for Manufacturing, Services and Mining & Quarrying, lower than the 12% to 14% recorded in 2020. The respective average employees trained ratio for the Services, Manufacturing and Mining & Quarrying sectors were 9%, 10% and 8% respectively. Mining & Quarrying recorded a huge decline from 12% in 2020 to 8% in 2021.

Plant Propagation under the Agriculture, Forestry and Fishing sector as well as Electrical, Plumbing and other Construction Installation Activities under the Construction sector were the only subsectors that recorded any employee training activities in 2021, at 4% and 0.1% respectively.

The subsector with the greatest number of employees trained among HRD Corp registered employers in 2021 was Television Programming and Broadcasting Activities (63%). This is because it is an essential service that requires constant work and training, even more so during the pandemic. This is a significant growth for the subsector, compared to the 24% for the Private Broadcasting Services category in the previous year.

On average, there were only 10% of total employees trained across all sectors. This signals that most employers, especially from the newly covered sectors have not made much progress in optimising training and development opportunities for their employees. This is also confirmed by the fact that out of the 225 subsectors covered, only 54% (122) of subsectors utilised their levy for employee training in 2021.

The challenges pertaining to levy exemption and restrictions to face-to-face training contributed to this development for the year.

05 FINDINGS

5.3 TRAINING OPPORTUNITY RATIO

On average, most employers invested in approximately one to two trainings per employee for their upskilling and reskilling efforts in 2021.

Based on the statistics, the Manufacturing sector recorded a steady stream of training opportunity ratio with 1.6 training places in both, 2020 and 2021. Meanwhile, the Services sector has only recorded a slight increase in the average number of training places per employee trained from 1.4 in 2020 to 1.5 in 2021. This marginal increase was also seen in the Mining & Quarrying sector, where the average number of training places per employee trained grew from 1.3 in 2020 to 1.4 in 2021.

The Agriculture, Forestry and Fishing as well as Construction sectors also recorded 1 to 2 average number of training places per employee trained.

The overall trend indicates that employers in the Manufacturing sector have continued to lead the way in training opportunity ratio for 2021, similar to the trends observed in 2019 and 2020. This is consistent regardless of the expansion of the PSMB Act 2001.

5.4 TRAINING PLACES APPROVED

The total number training places approved increased by 10%, from 503,781 in 2020 to 553,009 in 2021, with all sectors recording an increase.

The Mining & Quarrying sector increased their training places by 23%, followed by the Services sector at 12% and Manufacturing at 7%.

This 10% overall increase can be considered low, considering that the number of HRD Corp registered employers have increased by 102% within the same period. Once again, the pandemic and ensuing lockdowns contributed significantly to this result as training providers had very limited opportunities to conduct face-to-face trainings last year, particularly between May to September when the Movement Control Order (MCO) was fully enforced.

On a more positive note, however, we started seeing the number of approved training places recover around Q4 of 2021 when movement restrictions lifted. This was further strengthened when training providers started being able to offer remote online training, which HRD Corp supported by making it claimable.

05 FINDINGS

5.5 INDUSTRY INVESTMENT ON TRAINING USING HUMAN RESOURCE DEVELOPMENT CORPORATION (HRD CORP) LEVY

Due to COVID-19 and the closure of most business activities, all of HRD Corp's registered employers were exempted from paying their levy in July and August of 2021. However, exceptions were made for businesses categorised as essential services under the National Recovery Plan (NRP). Despite the massive exemption, HRD Corp still recorded a 4% increase in training investments to RM316 million in 2021.

Similar to 2019 and 2020, the Services and Manufacturing sectors continued to lead in training investment in 2021 at RM163 mil and RM147 mil respectively, representing an increase of 1% for the former and 10% for the latter. The increase in industry investment into training showed that employer's awareness on the need to develop the skills and knowledge of their employees have grown. This is a positive sign for these industries and also for the national economy.

With new subsectors covered and more employers start to pay and accumulate their levy this year, HRD Corp forecasts an increase in the number of employers sending their employees for training and therefore utilising their levy. To that end, HRD Corp is also taking more proactive measures to improve the number of employees trained and the amount of levy utilised. These include raising awareness on how to apply for training grants, simplifying and accelerating the grant application and approval process, and reminding registered employers regularly to utilise their levy and send employees for training.

Workforce training and development play a crucial role in an organisation's growth. Training helps employees address their weaknesses and skill gaps. By giving them the training that they need to maximise their skills, employers will be able to liberate their talent potential and leverage that to support organisational goals in an effective and sustainable manner.

06 HRD CORP SUBSECTORS TRAINING PARTICIPATION ANALYSIS

INDICATORS

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

Levy Utilisation Rate

Percentage of levy disbursed against levy collected.

- **Year 2021**

Total Training Places

Frequency of training participation by employees attending training courses.

- **Year 2021**

Trainees Trained

Number of unique employees trained.

- **Year 2021**

Training Grant Applications According to Industry Size

Total grant approved for trainings in 2021 according to industry size.

- **Year 2021**

Effective Training Duration

Number of days an employee is trained.

- **Year 2021**

Employees Training Ratio

Percentage of employees' participation in training.

- **Year 2021**

Training Opportunity Ratio

Average number of trainings an employee gets to attend.

- **Year 2021**

Industry Investments on Training using Human Resource Development Corporation (HRD Corp) Levy

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

- **Year 2021**

Training Paticipation According to Skill Areas

Frequency of training participation according to courses categorised by 35 skill areas.

- **Year 2021**

MANUFACTURING SECTOR



SUBSECTORS THAT **ACTIVELY** UTILISED LEVY FOR TRAINING IN 2021

1. *Manufacture of Basic Chemicals, Fertilizers and Nitrogen Compounds, Plastics and Synthetic Rubber in Primary Forms*
2. *Manufacture of Basic Iron and Steel*
3. *Manufacture of Basic Precious and other Non-Ferrous Metals*
4. *Manufacture of Beverages*
5. *Manufacture of Coke Oven Products*
6. *Manufacture of Computers and Peripheral Equipment*
7. *Manufacture of Consumer Electronics*
8. *Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus*
9. *Manufacture of Electronic Components and Boards*
10. *Manufacture of Footwear*
11. *Manufacture of Furniture*
12. *Manufacture of General-Purpose Machinery*
13. *Manufacture of Glass and Glass Products*
14. *Manufacture of Jewellery, Bijouterie and Related Articles*
15. *Manufacture of Medical and Dental instruments and Supplies*
16. *Manufacture of Motor Vehicles*
17. *Manufacture of Non-Metallic Mineral Products N.E.C.*
18. *Manufacture of other Chemical Products*
19. *Manufacture of other Electrical Equipment*
20. *Manufacture of other Fabricated Metal Products; Metalworking Service Activities*
21. *Manufacture of other Food Products*
22. *Manufacture of Paper and Paper Products*
23. *Manufacture of Parts and Accessories for Motor Vehicles*
24. *Manufacture of Pharmaceuticals, Medicinal Chemical and Botanical Products*
25. *Manufacture of Plastics Products*
26. *Manufacture of Refined Petroleum Products*
27. *Manufacture of Rubber Products*
28. *Manufacture of Special-Purpose Machinery*
29. *Manufacture of Structural Metal Products, Tanks, Reservoirs and Steam Generators*
30. *Manufacture of Tobacco Products*
31. *Manufacture of Transport Equipment N.E.C.*
32. *Manufacture of Vegetable and Animal Oils and Fats*
33. *Other Manufacturing N.E.C.*
34. *Printing and Service Activities Related to Printing*
35. *Processing and Preserving of Fish, Crustaceans and Molluscs*
36. *Processing and Preserving of Meat*
37. *Sawmilling and Planing of Wood*
38. *Spinning, Weaving and Finishing of Textiles*
39. *Tanning and Dressing of Leather; Manufacture of Luggage, Handbags, Saddlery and Harness; Dressing and Dyeing of Fur*

OTHER SUBSECTORS UNDER THE MANUFACTURING SECTOR

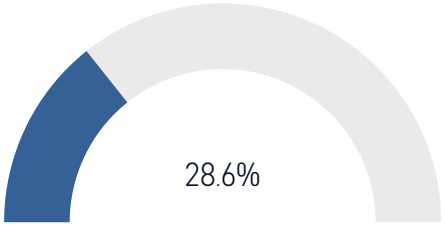
1. *Repair of Fabricated Metal Products, Machinery and Equipment*
2. *Manufacture of Products of Wood, Cork, Straw and Plaiting Materials*
3. *Installation of Industrial Machinery and Equipment*
4. *Manufacture of other Textiles*
5. *Manufacture of Wearing Apparel, Except Fur Apparel*
6. *Casting of Metals*
7. *Manufacture of Wiring and Wiring Devices*
8. *Manufacture of Grain Mill Products, Starches and Starch Products*
9. *Manufacture of Dairy Products*
10. *Building of Ships and Boats*
11. *Processing and Preserving of Fruit and Vegetables*
12. *Manufacture of Prepared Animal Feeds*
13. *Manufacture of Electric Lighting Equipment*
14. *Manufacture of Bodies (Coachwork) for Motor Vehicles; Manufacture of Trailers and Semi-Trailers*
15. *Manufacture of Knitted and Crocheted Apparel*
16. *Manufacture of Musical Instruments*
17. *Manufacture of Optical Instruments and Photographic Equipment*
18. *Manufacture of Batteries and Accumulators*
19. *Manufacture of Domestic Appliances*
20. *Manufacture of Air and Spacecraft and related Machinery*
21. *Manufacture of Games and Toys*
22. *Manufacture of Man-Made Fibres*
23. *Manufacture of Weapons and Ammunition*
24. *Manufacture of Railway Locomotives and Rolling Stock*
25. *Manufacture of Sports Goods*
26. *Manufacture of Articles of Fur*
27. *Reproduction of Recorded Media*
28. *Manufacture of Communication Equipment*
29. *Manufacture of Measuring, Testing, Navigating and Control Equipment; Watches and Clocks*
30. *Manufacture of Irradiation, Electromedical and Electrotherapeutic Equipment*
31. *Manufacture of Magnetic and Optical Media*
32. *Manufacture of Military Fighting Vehicles*

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

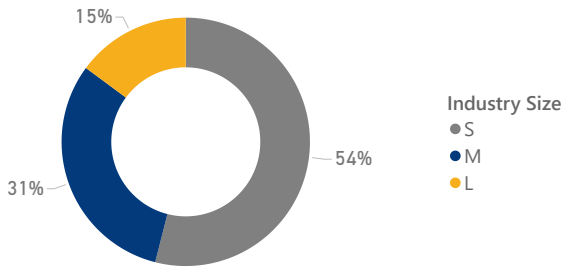
Financial Assistance	Amount (RM)	%
Course Fee	10,966,162	93%
Other Allowable Costs	847,368	7%
Total	**11,813,530**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
9,086,171	31,779,591

Training Grant Applications According to Industry Size



Total Training Places

21,798

Trainees Trained

13,042

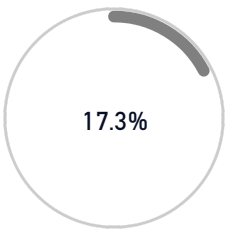
Effective Training Duration per Trainee (days)

3.0

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

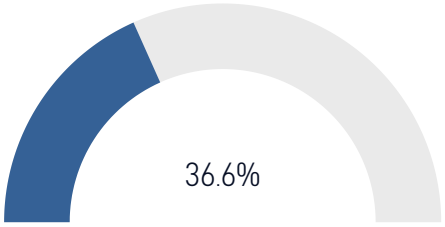
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	3,200,745	90%
Other Allowable Costs	357,267	10%
Total	**3,558,012**	

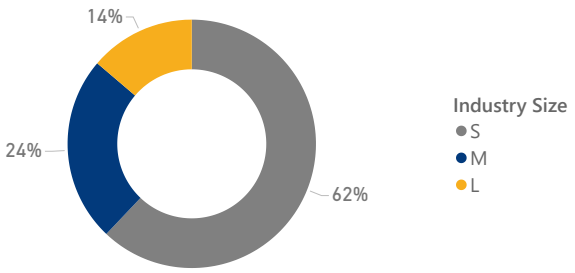
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,149,962	11,334,737

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

5,620

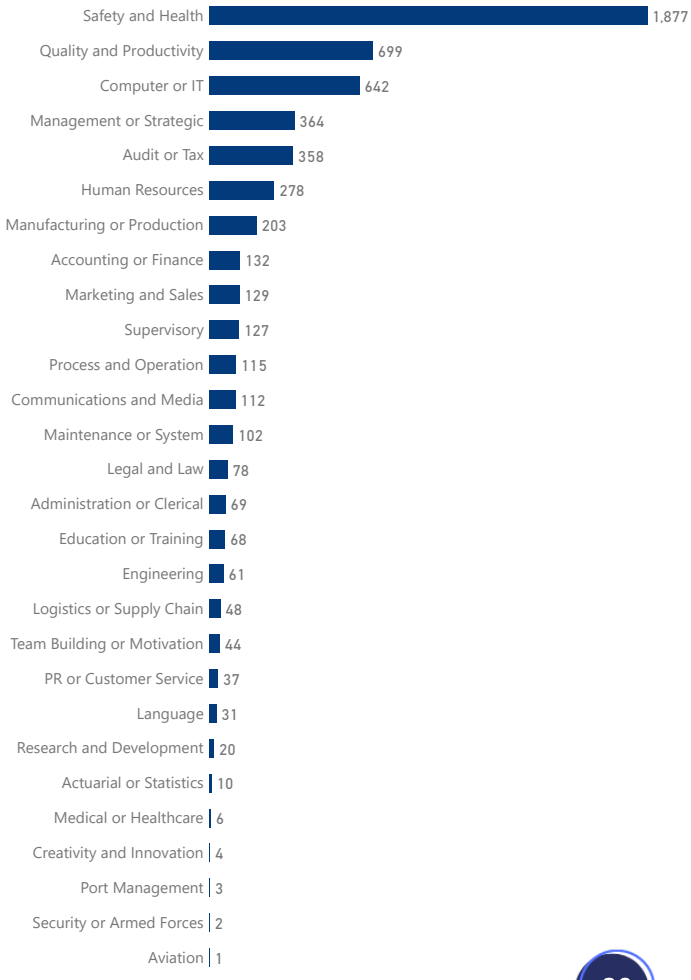
Trainees Trained

4,001

Effective Training Duration per Trainee (days)

4.2

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

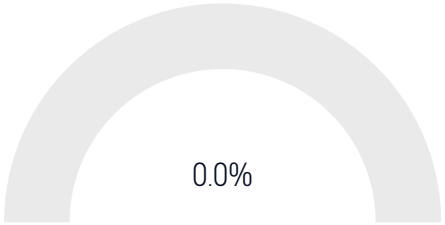
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

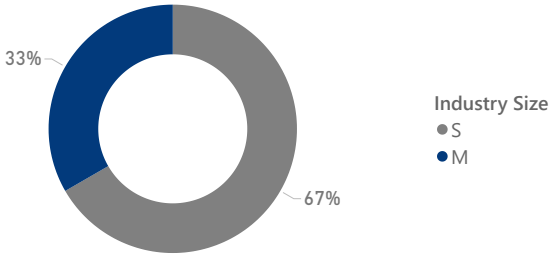
Financial Assistance	Amount (RM)	%
Course Fee	2,175	100%
Other Allowable Costs	0	0%
Total	**2,175**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	34,092

Training Grant Applications According to Industry Size



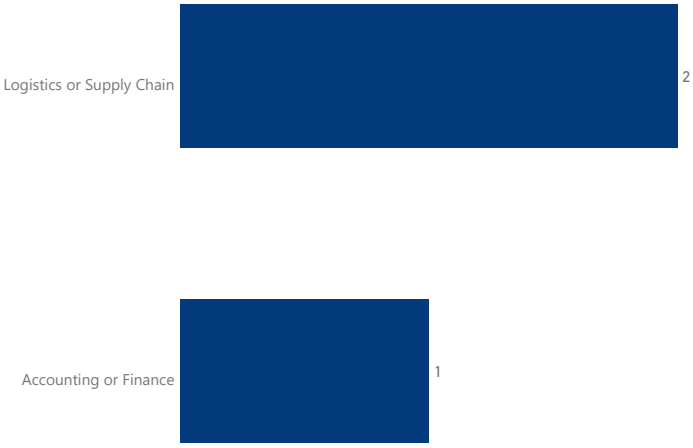
Total Training Places

3

Trainees Trained

3

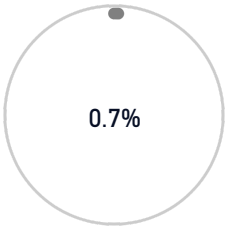
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.7

Employee Training Ratio (%)



Training Opportunity Ratio

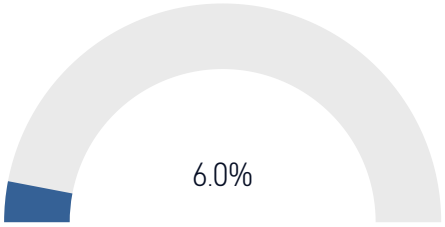
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

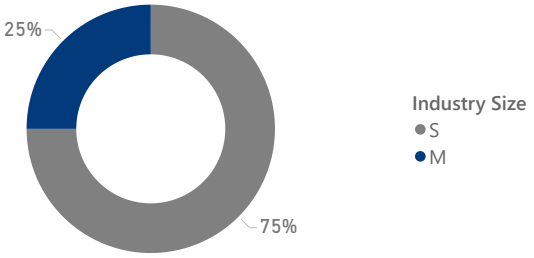
Financial Assistance	Amount (RM)	%
Course Fee	15,023	98%
Other Allowable Costs	300	2%
Total	**15,323**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,534	42,195

Training Grant Applications According to Industry Size



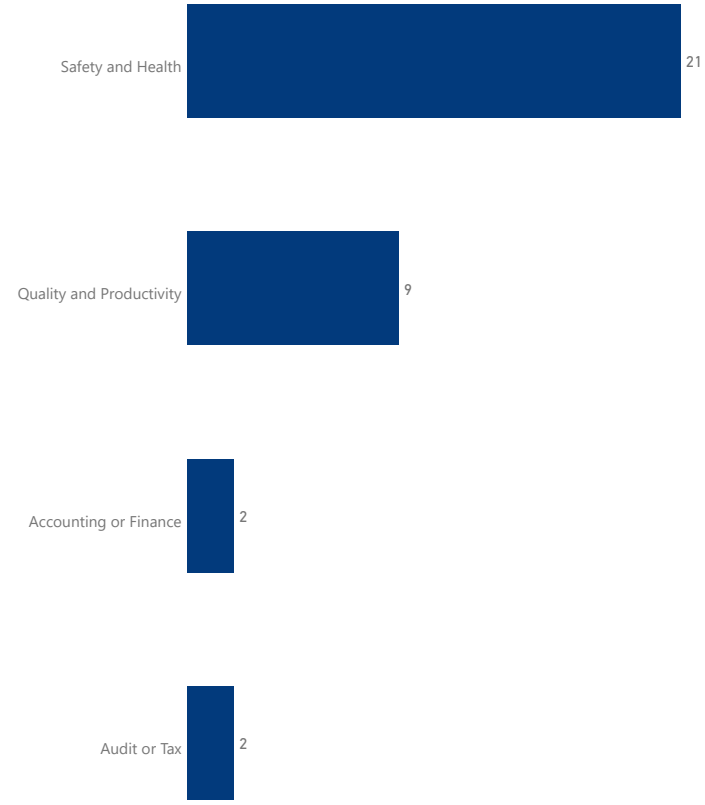
Total Training Places

34

Trainees Trained

21

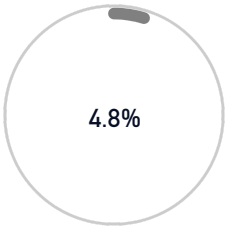
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.7

Employee Training Ratio (%)



Training Opportunity Ratio

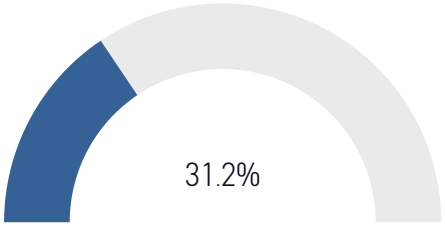
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	205,242	93%
Other Allowable Costs	14,475	7%
Total	**219,717**	

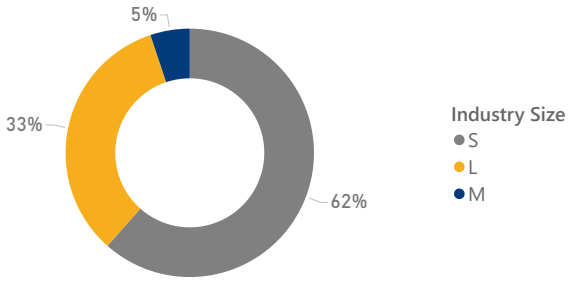
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
264,404	848,631

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

227

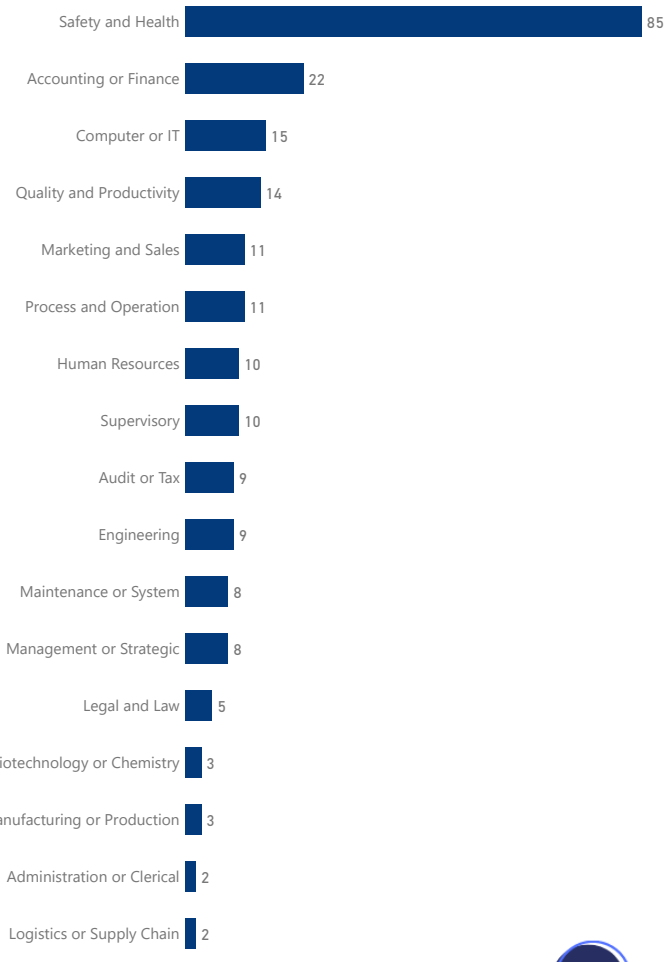
Trainees Trained

183

Effective Training Duration per Trainee (days)

2.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

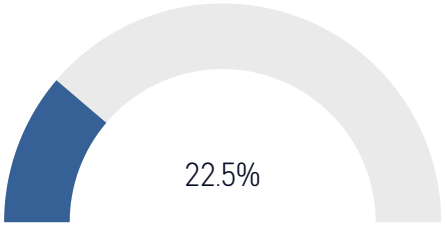
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

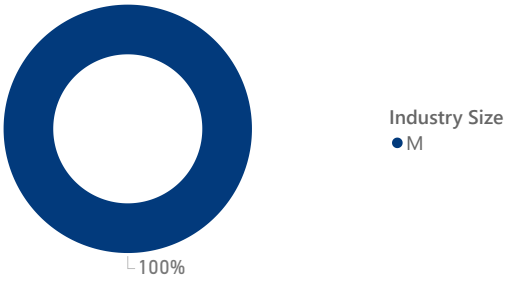
Financial Assistance	Amount (RM)	%
Course Fee	14,612	90%
Other Allowable Costs	1,680	10%
Total	**16,292**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,500	20,015

Training Grant Applications According to Industry Size



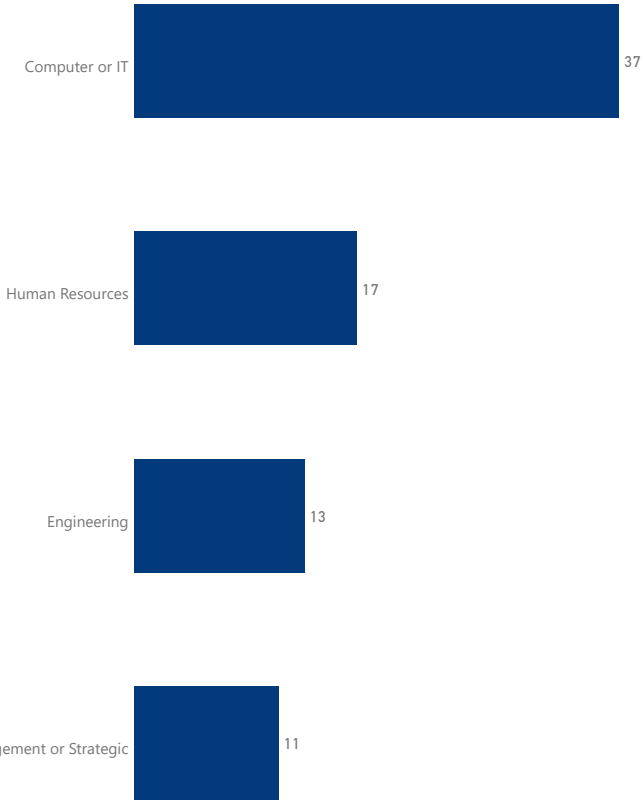
Total Training Places

78

Trainees Trained

44

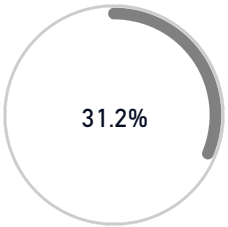
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.8

Employee Training Ratio (%)



Training Opportunity Ratio

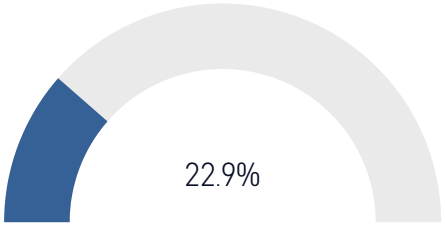
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

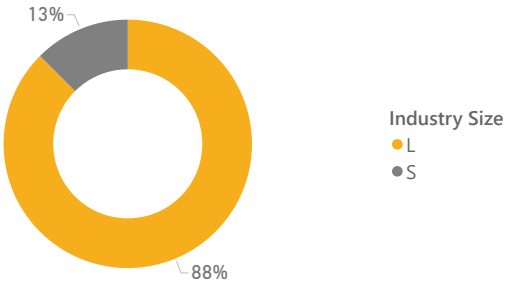
Financial Assistance	Amount (RM)	%
Course Fee	19,769	91%
Other Allowable Costs	1,900	9%
Total	**21,669**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
20,480	89,545

Training Grant Applications According to Industry Size



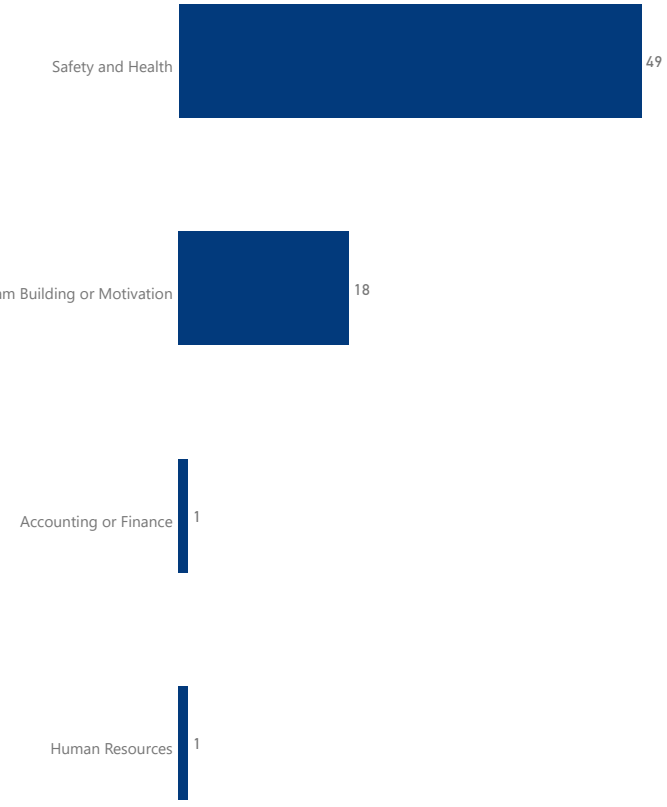
Total Training Places

69

Trainees Trained

53

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.7

Employee Training Ratio (%)



Training Opportunity Ratio

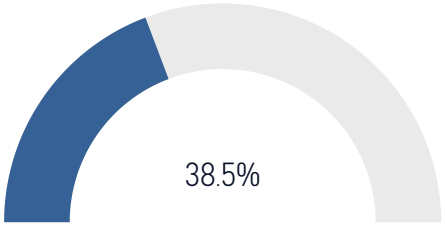
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

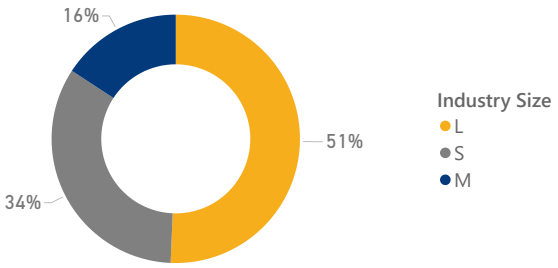
Financial Assistance	Amount (RM)	%
Course Fee	45,747,722	95%
Other Allowable Costs	2,368,654	5%
Total	**48,116,377**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
42,225,219	109,677,789

Training Grant Applications According to Industry Size



Total Training Places

75,182

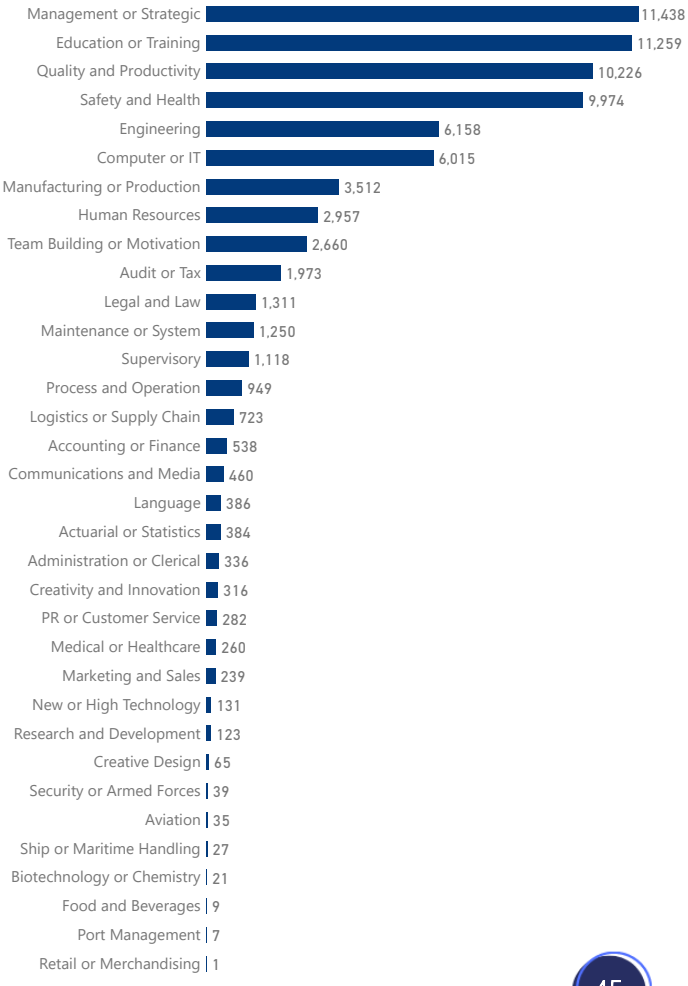
Trainees Trained

39,674

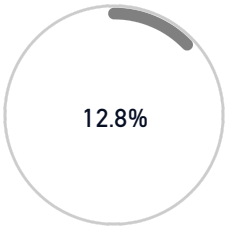
Effective Training Duration per Trainee (days)

4.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

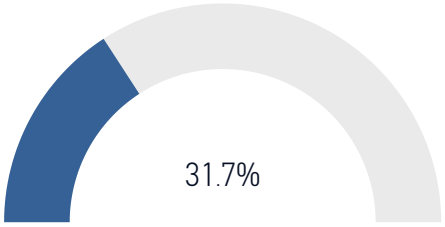
1.9

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

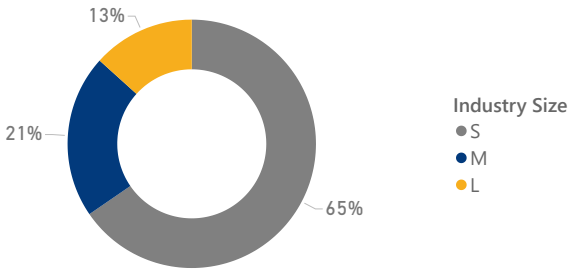
Financial Assistance	Amount (RM)	%
Course Fee	3,295,471	97%
Other Allowable Costs	116,321	3%
Total	**3,411,792**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,826,778	8,930,456

Training Grant Applications According to Industry Size



Total Training Places

5,616

Trainees Trained

3,246

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.4

Employee Training Ratio (%)



Training Opportunity Ratio

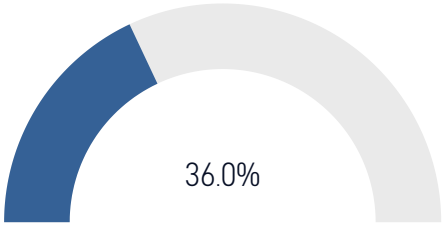
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

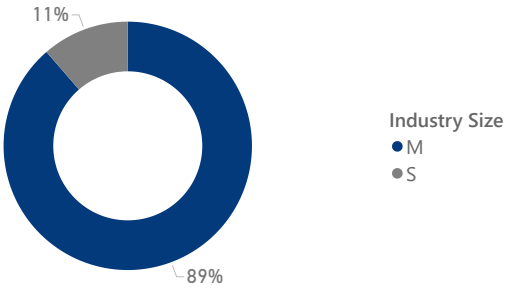
Financial Assistance	Amount (RM)	%
Course Fee	144,677	93%
Other Allowable Costs	11,300	7%
Total	**155,977**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
127,905	355,448

Training Grant Applications According to Industry Size



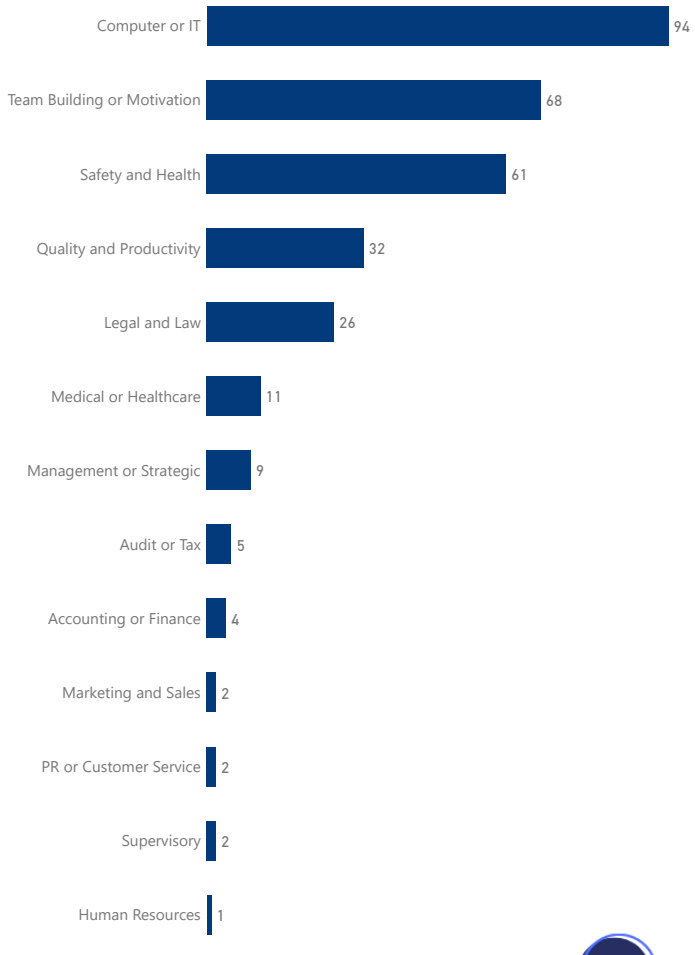
Total Training Places

317

Trainees Trained

203

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.7

Employee Training Ratio (%)



Training Opportunity Ratio

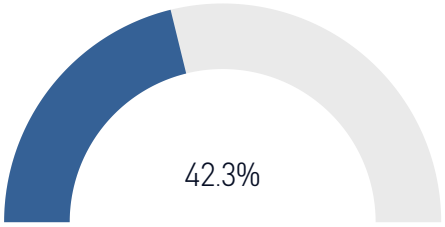
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	1,804,640	92%
Other Allowable Costs	147,942	8%
Total	**1,952,582**	

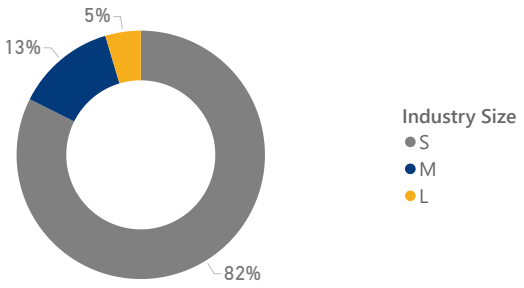
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,228,596	5,263,862

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

2,050

Trainees Trained

1,380

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.0

Employee Training Ratio (%)



Training Opportunity Ratio

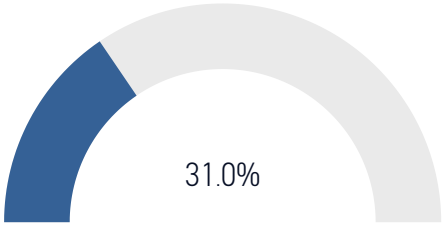
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

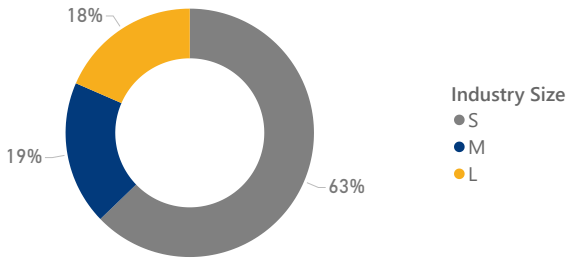
Financial Assistance	Amount (RM)	%
Course Fee	4,580,447	95%
Other Allowable Costs	216,892	5%
Total	**4,797,339**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,702,916	15,181,876

Training Grant Applications According to Industry Size



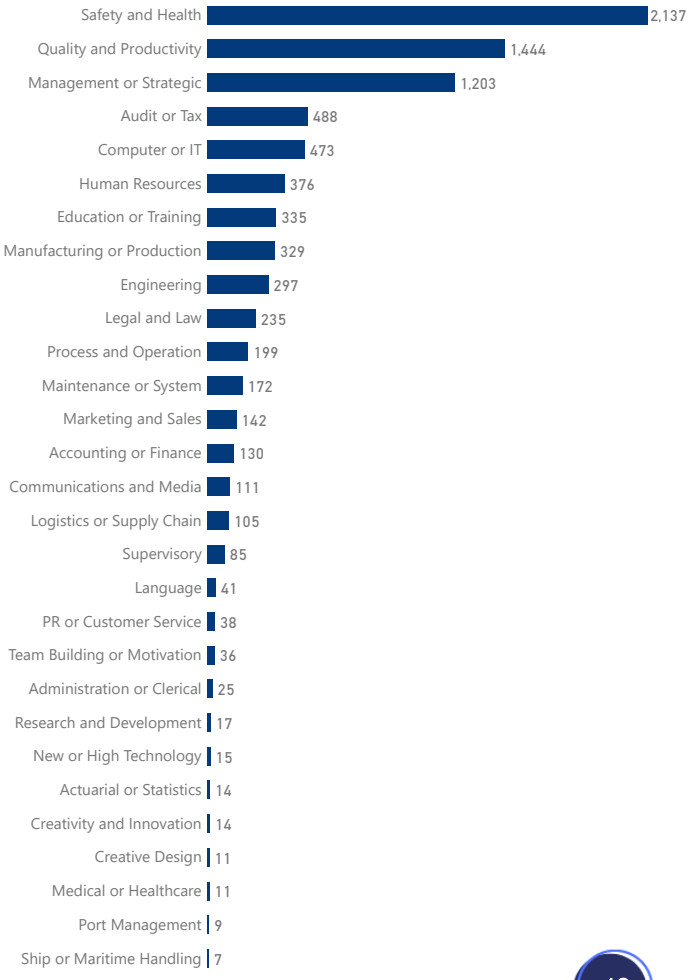
Total Training Places

8,499

Trainees Trained

5,300

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.1

Employee Training Ratio (%)



Training Opportunity Ratio

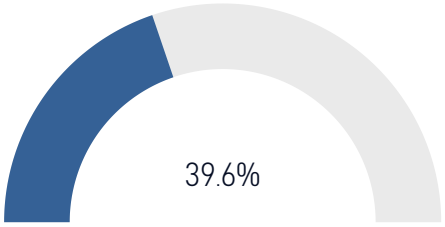
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	728,870	91%
Other Allowable Costs	72,148	9%
Total	**801,018**	

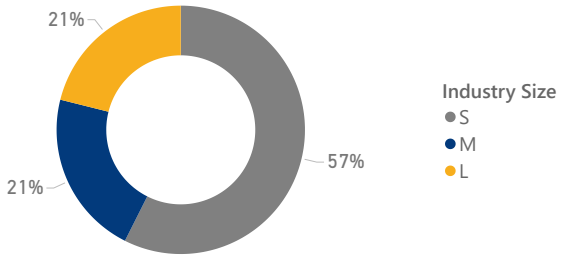
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
910,883	2,302,979

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

1,541

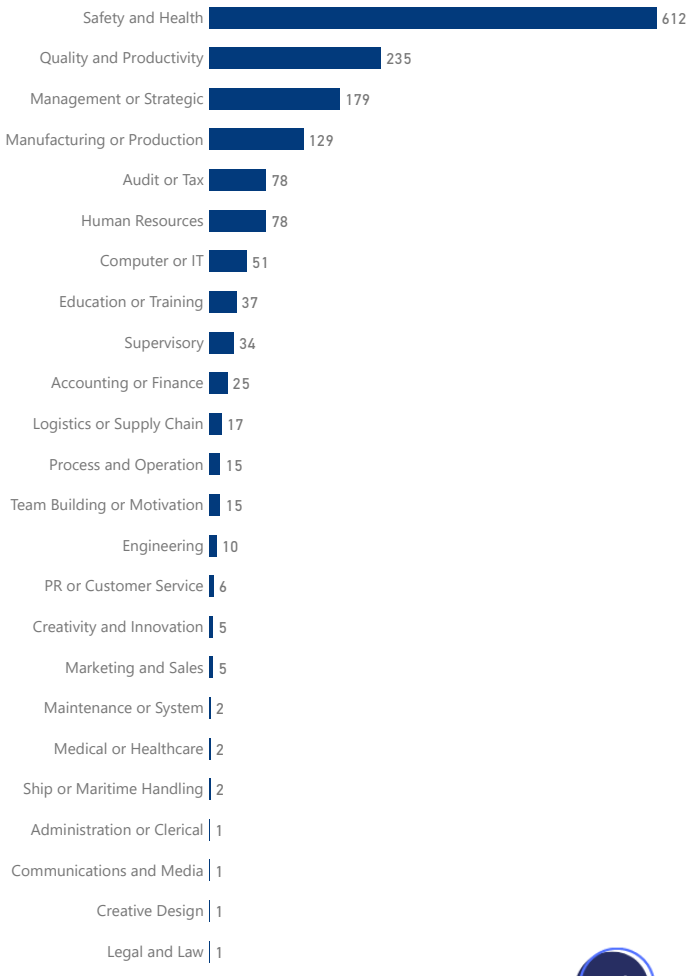
Trainees Trained

973

Effective Training Duration per Trainee (days)

2.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

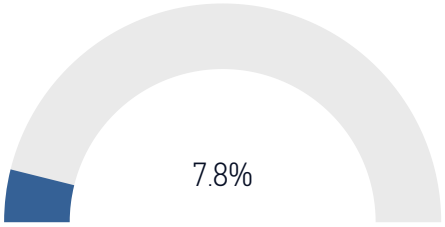
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

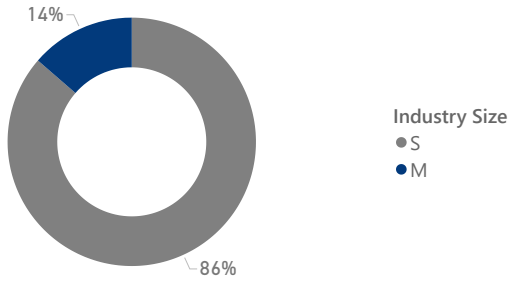
Financial Assistance	Amount (RM)	%
Course Fee	41,397	90%
Other Allowable Costs	4,800	10%
Total	**46,197**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
38,996	502,441

Training Grant Applications According to Industry Size



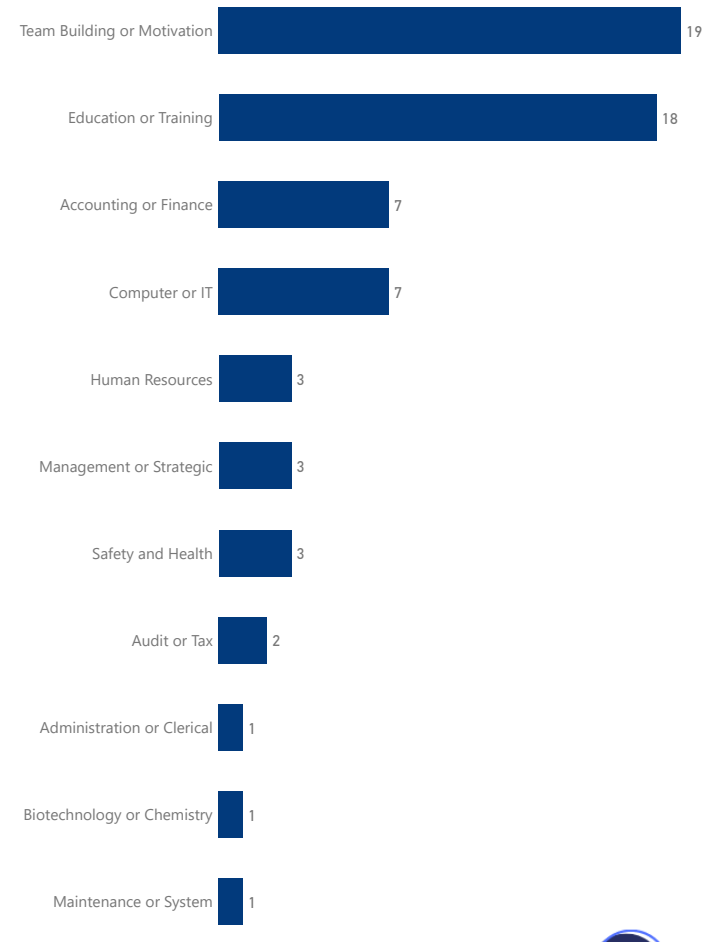
Total Training Places

65

Trainees Trained

58

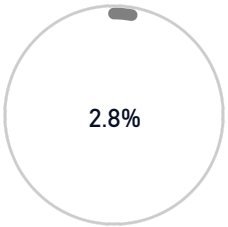
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.9

Employee Training Ratio (%)



Training Opportunity Ratio

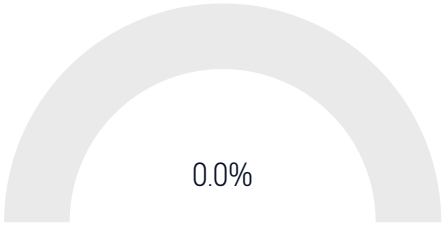
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

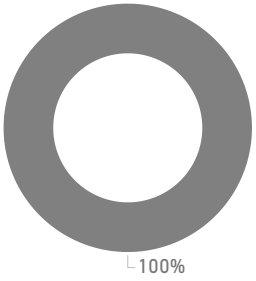
Financial Assistance	Amount (RM)	%
Course Fee	6,200	95%
Other Allowable Costs	300	5%
Total	**6,500**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	73,391

Training Grant Applications According to Industry Size



Industry Size
● S

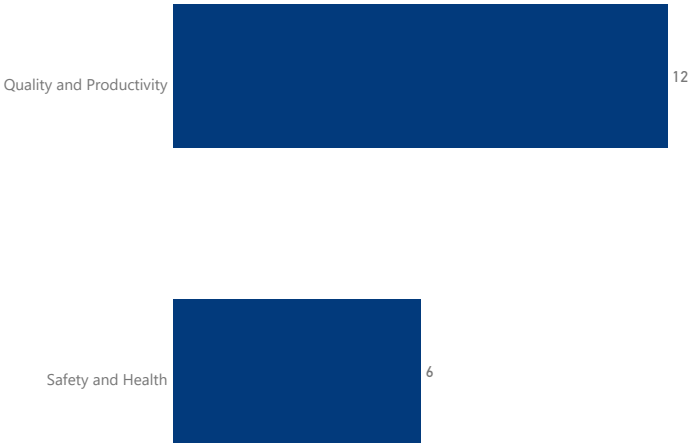
Total Training Places

18

Trainees Trained

17

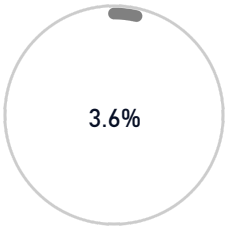
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.1

Employee Training Ratio (%)



Training Opportunity Ratio

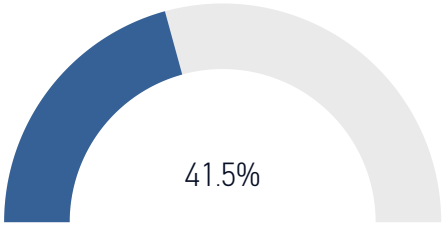
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

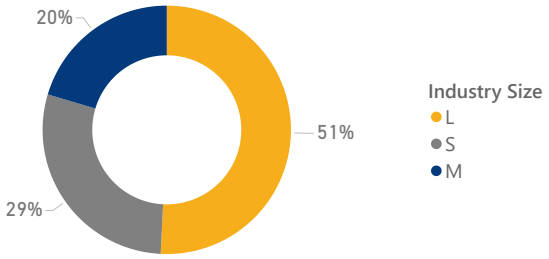
Financial Assistance	Amount (RM)	%
Course Fee	7,575,379	85%
Other Allowable Costs	1,374,311	15%
Total	**8,949,690**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
7,651,058	18,443,631

Training Grant Applications According to Industry Size



Total Training Places

20,883

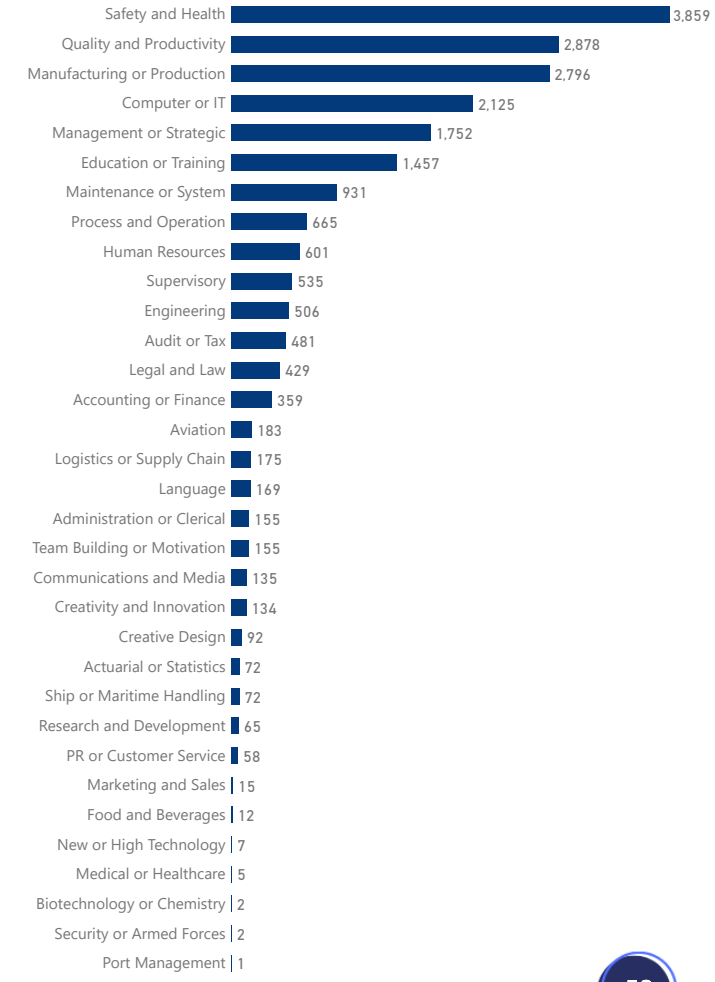
Trainees Trained

10,444

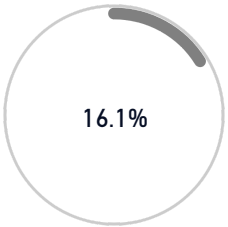
Effective Training Duration per Trainee (days)

4.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

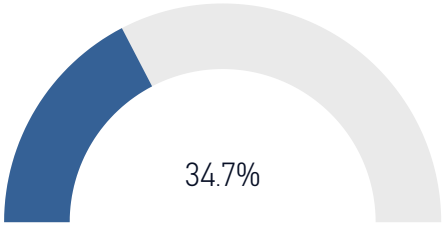
2.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

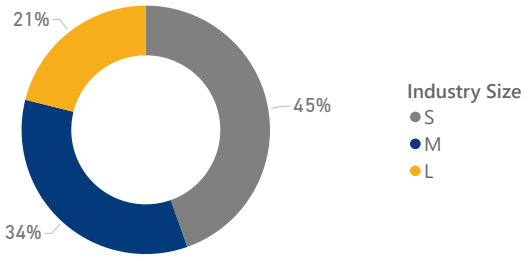
Financial Assistance	Amount (RM)	%
Course Fee	3,841,421	92%
Other Allowable Costs	341,207	8%
Total	**4,182,628**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,783,287	10,890,815

Training Grant Applications According to Industry Size



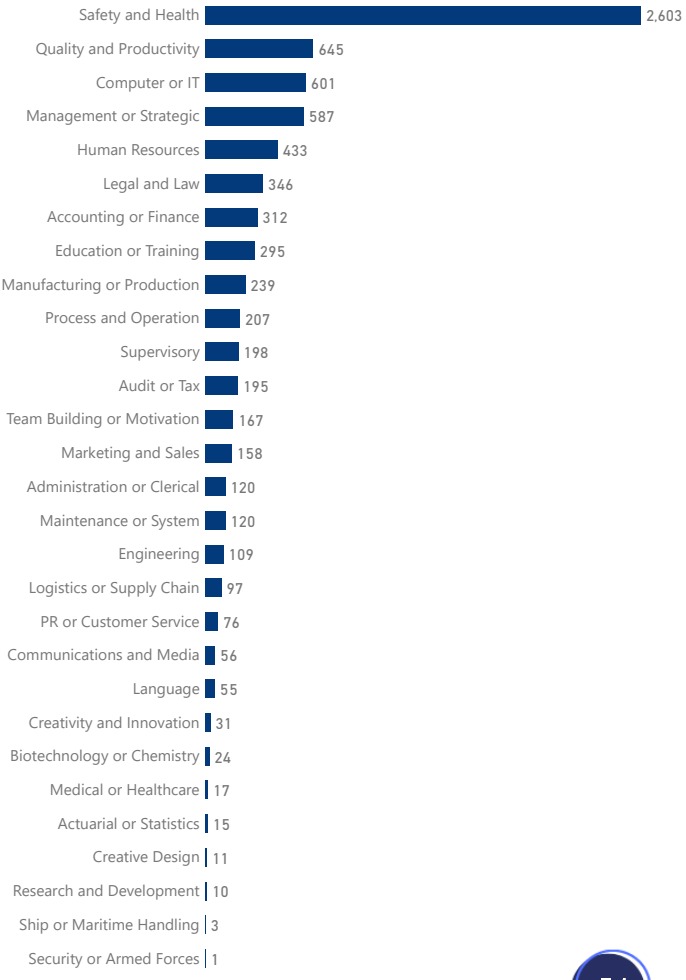
Total Training Places

7,731

Trainees Trained

4,937

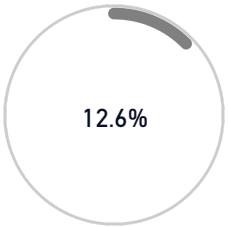
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.7

Employee Training Ratio (%)



Training Opportunity Ratio

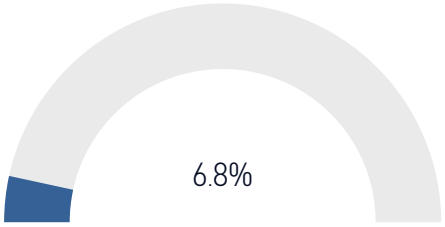
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	9,122	91%
Other Allowable Costs	920	9%
Total	**10,042**	

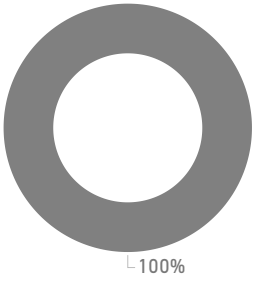
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
12,039	177,395

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



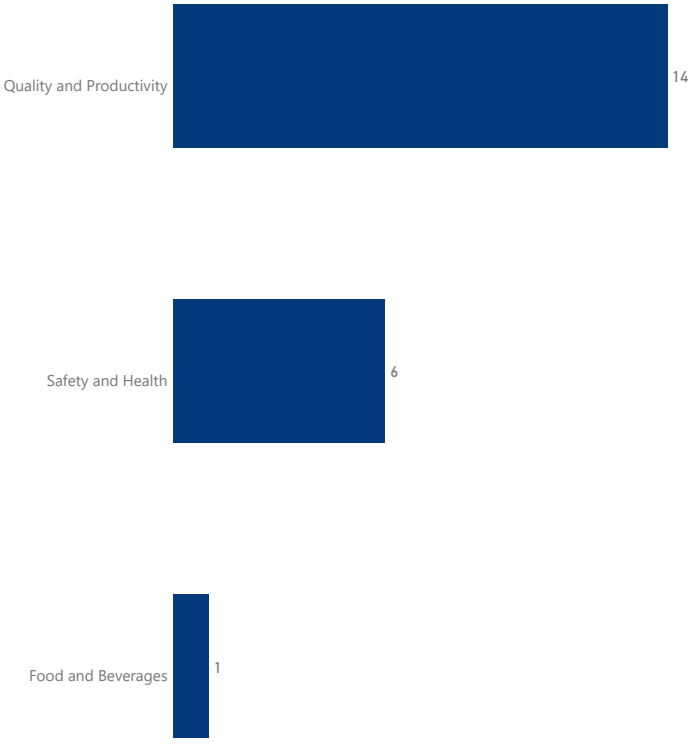
Total Training Places

21

Trainees Trained

14

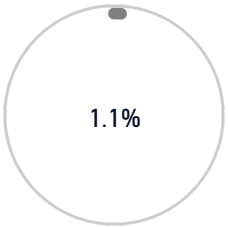
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.4

Employee Training Ratio (%)



Training Opportunity Ratio

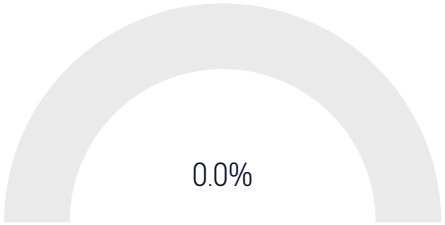
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

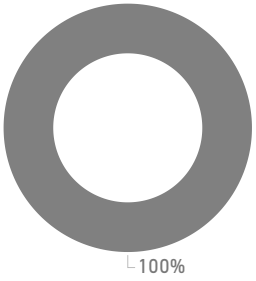
Financial Assistance	Amount (RM)	%
Course Fee	9,225	97%
Other Allowable Costs	240	3%
Total	**9,465**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	66,908

Training Grant Applications According to Industry Size



Industry Size
● S

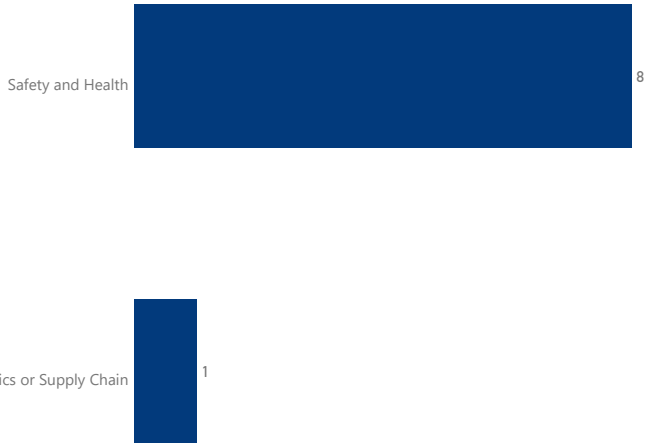
Total Training Places

9

Trainees Trained

8

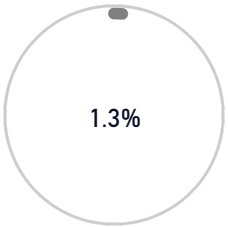
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.5

Employee Training Ratio (%)



Training Opportunity Ratio

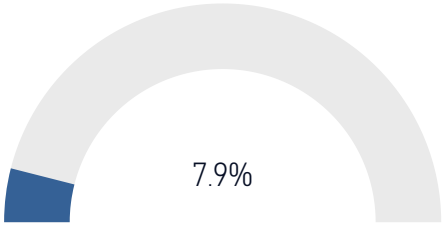
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	13,603	100%
Other Allowable Costs	0	0%
Total	**13,603**	

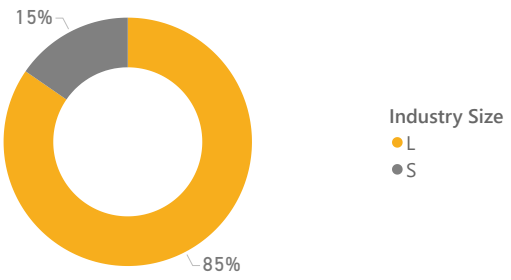
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
23,051	290,889

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

78

Trainees Trained

41

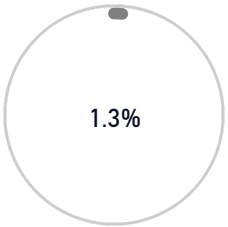
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.9

Employee Training Ratio (%)



Training Opportunity Ratio

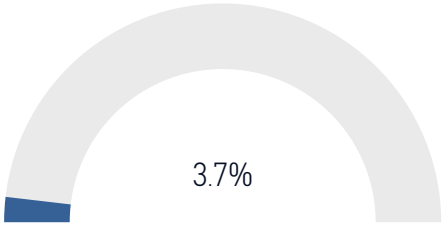
1.9

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

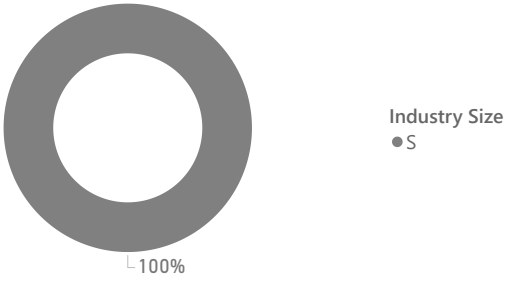
Financial Assistance	Amount (RM)	%
Course Fee	27,104	92%
Other Allowable Costs	2,279	8%
Total	**29,383**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
20,721	560,316

Training Grant Applications According to Industry Size



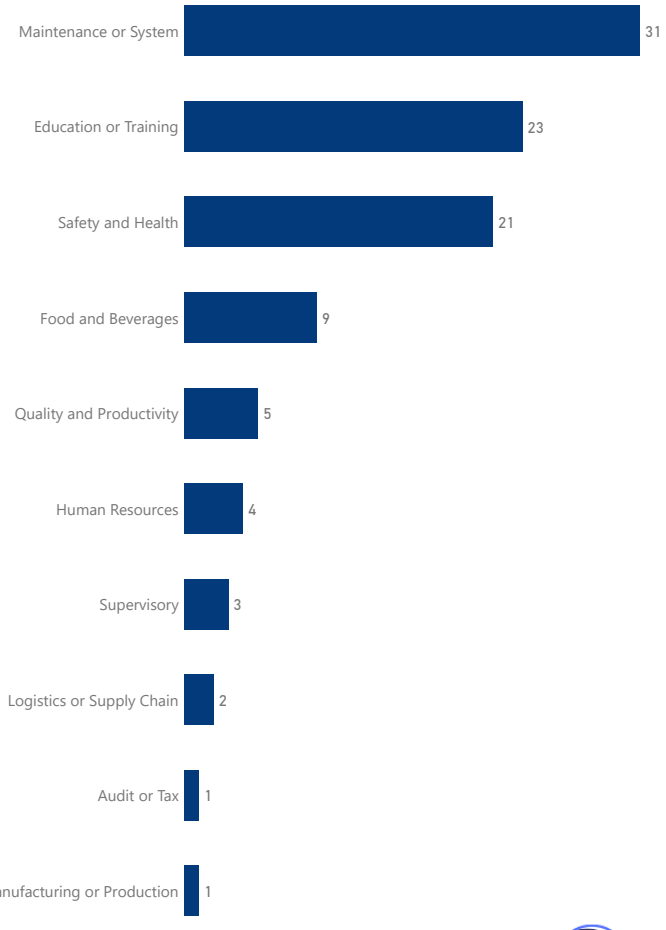
Total Training Places

100

Trainees Trained

69

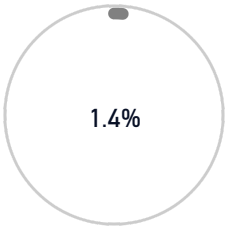
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.6

Employee Training Ratio (%)



Training Opportunity Ratio

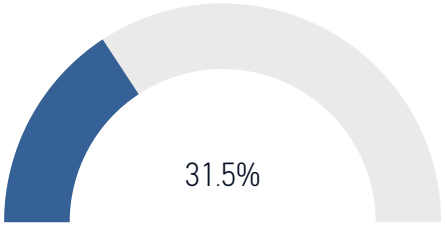
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

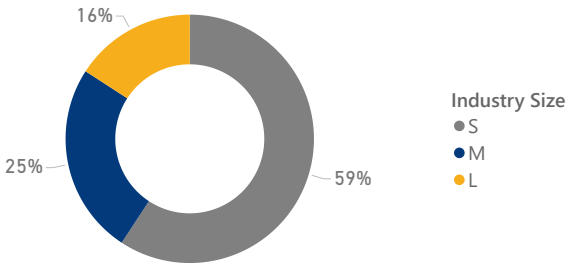
Financial Assistance	Amount (RM)	%
Course Fee	2,406,789	92%
Other Allowable Costs	201,283	8%
Total	**2,608,072**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,485,421	7,890,442

Training Grant Applications According to Industry Size



Total Training Places

5,695

Trainees Trained

3,407

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.6

Employee Training Ratio (%)



Training Opportunity Ratio

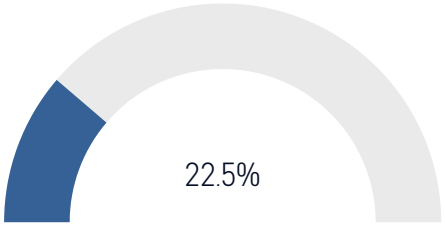
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

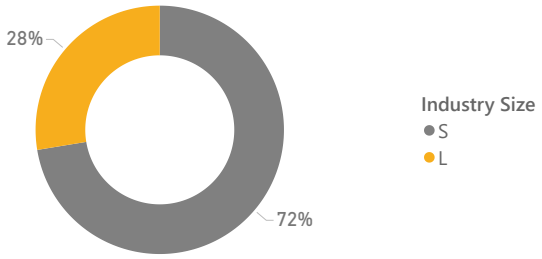
Financial Assistance	Amount (RM)	%
Course Fee	70,462	100%
Other Allowable Costs	0	0%
Total	**70,462**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
57,726	256,064

Training Grant Applications According to Industry Size



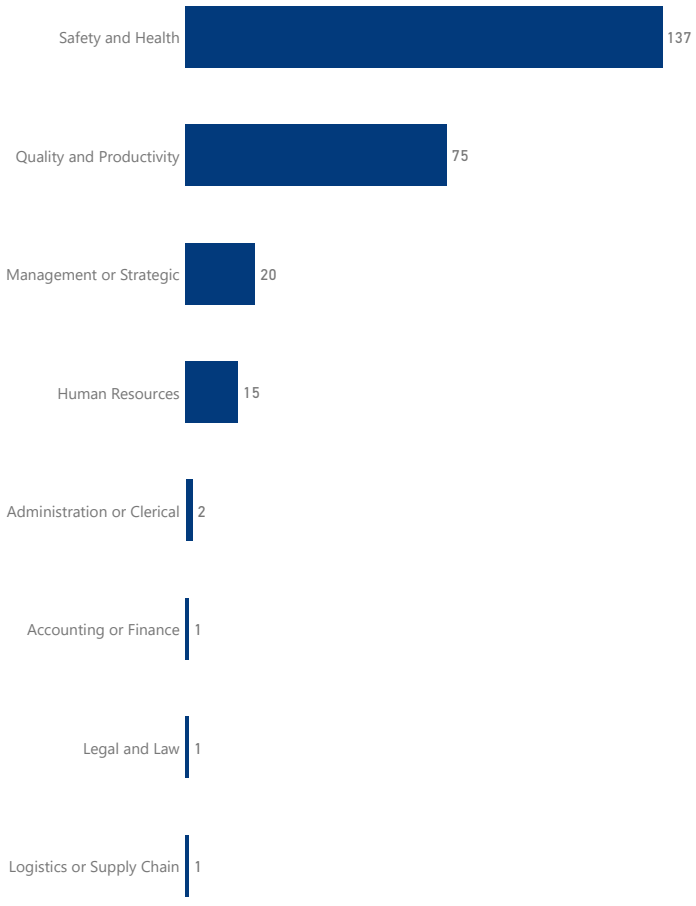
Total Training Places

252

Trainees Trained

129

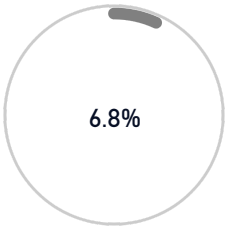
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.6

Employee Training Ratio (%)



Training Opportunity Ratio

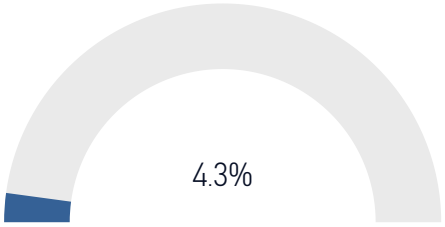
2.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

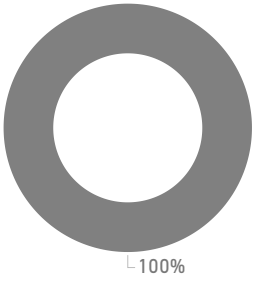
Financial Assistance	Amount (RM)	%
Course Fee	7,784	100%
Other Allowable Costs	0	0%
Total	**7,784**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,230	75,533

Training Grant Applications According to Industry Size



Industry Size
● S

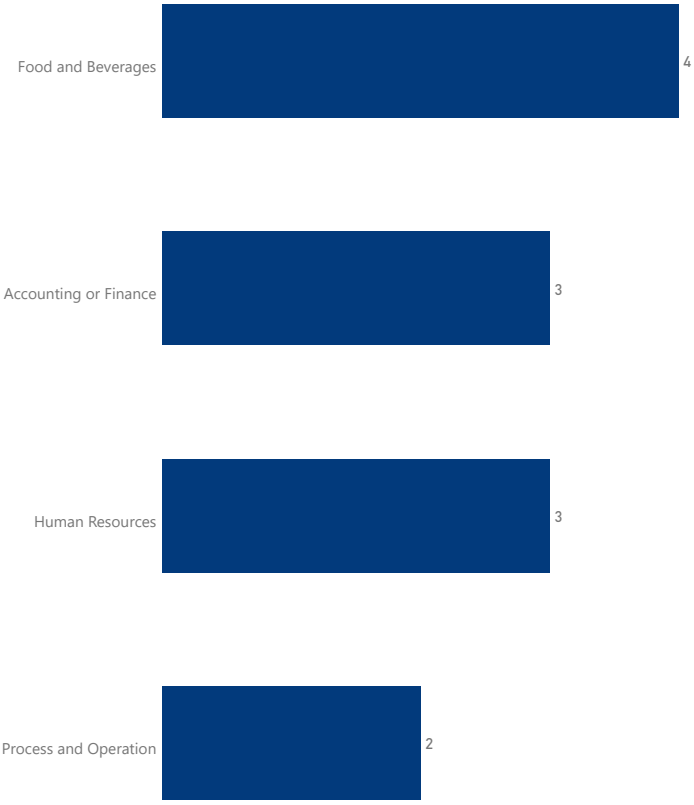
Total Training Places

12

Trainees Trained

9

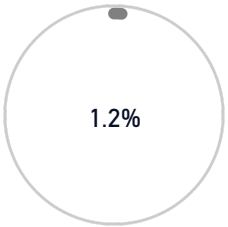
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.8

Employee Training Ratio (%)



Training Opportunity Ratio

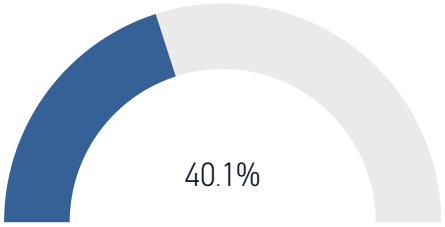
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

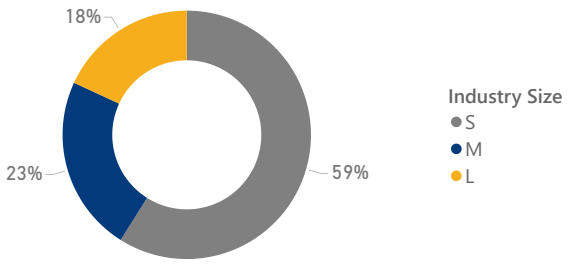
Financial Assistance	Amount (RM)	%
Course Fee	7,419,001	95%
Other Allowable Costs	385,783	5%
Total	**7,804,784**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
8,007,754	19,979,390

Training Grant Applications According to Industry Size



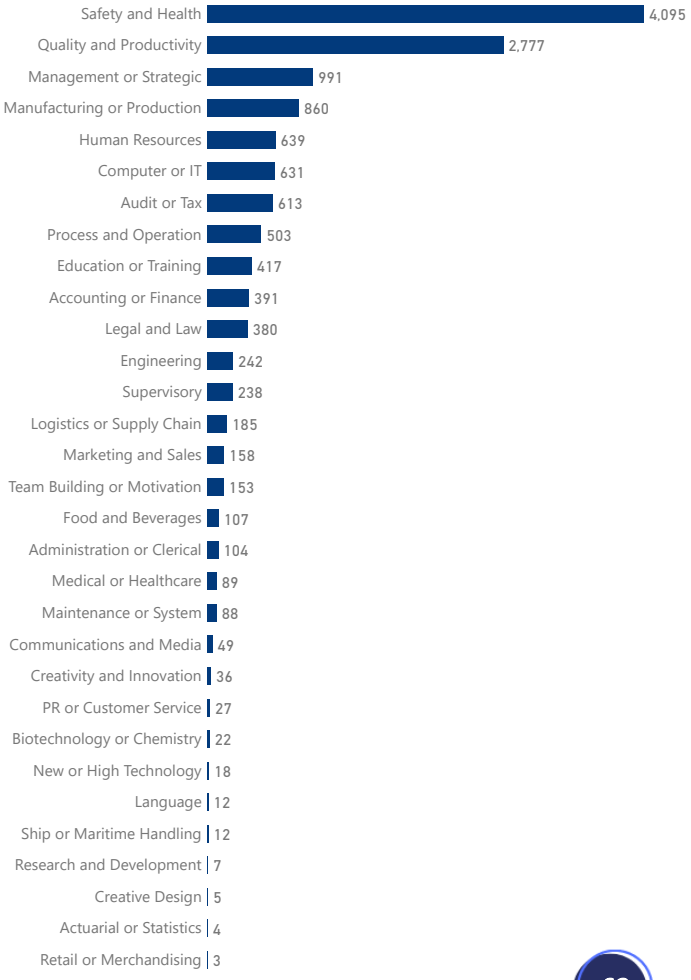
Total Training Places

13,856

Trainees Trained

8,339

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.1

Employee Training Ratio (%)



Training Opportunity Ratio

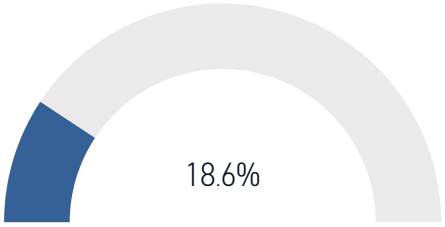
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

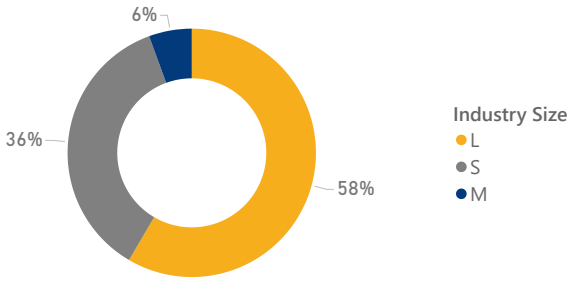
Financial Assistance	Amount (RM)	%
Course Fee	3,507,339	82%
Other Allowable Costs	747,705	18%
Total	**4,255,044**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,434,135	13,119,609

Training Grant Applications According to Industry Size



Total Training Places

6,425

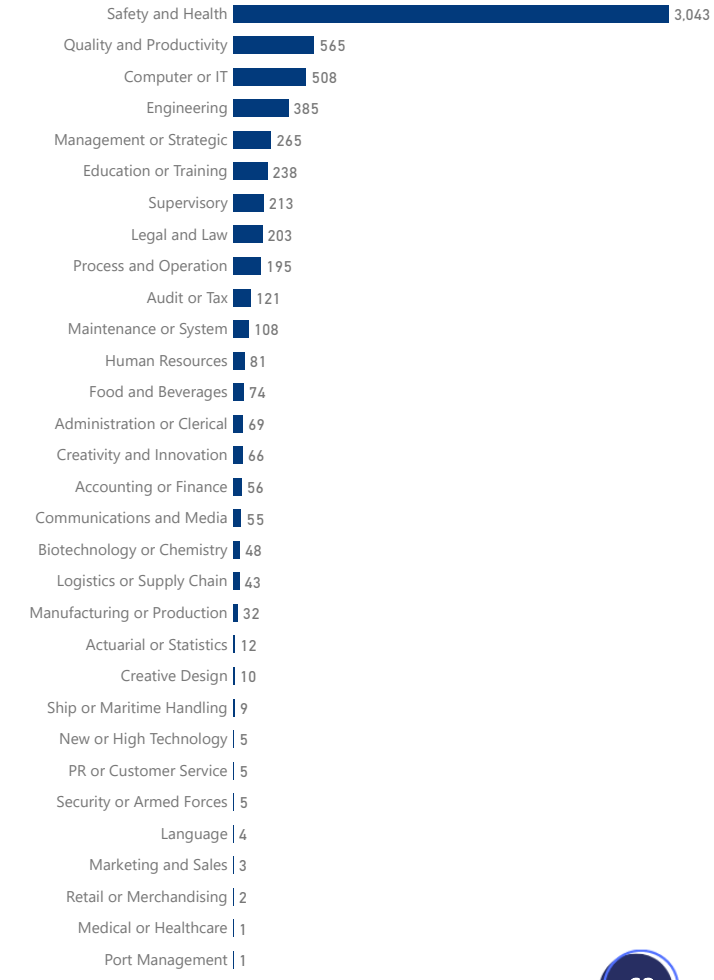
Trainees Trained

4,083

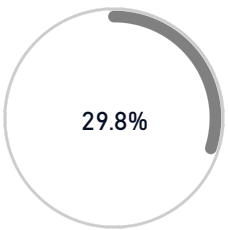
Effective Training Duration per Trainee (days)

3.0

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

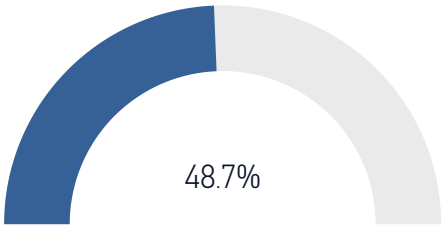
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

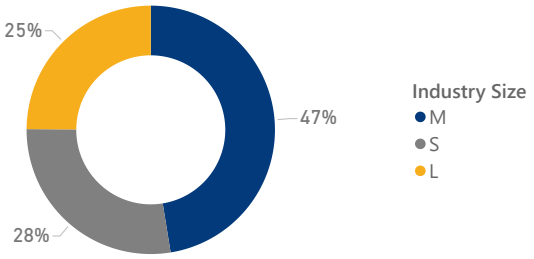
Financial Assistance	Amount (RM)	%
Course Fee	7,678,828	91%
Other Allowable Costs	759,952	9%
Total	**8,438,780**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
7,565,376	15,524,267

Training Grant Applications According to Industry Size



Total Training Places

18,881

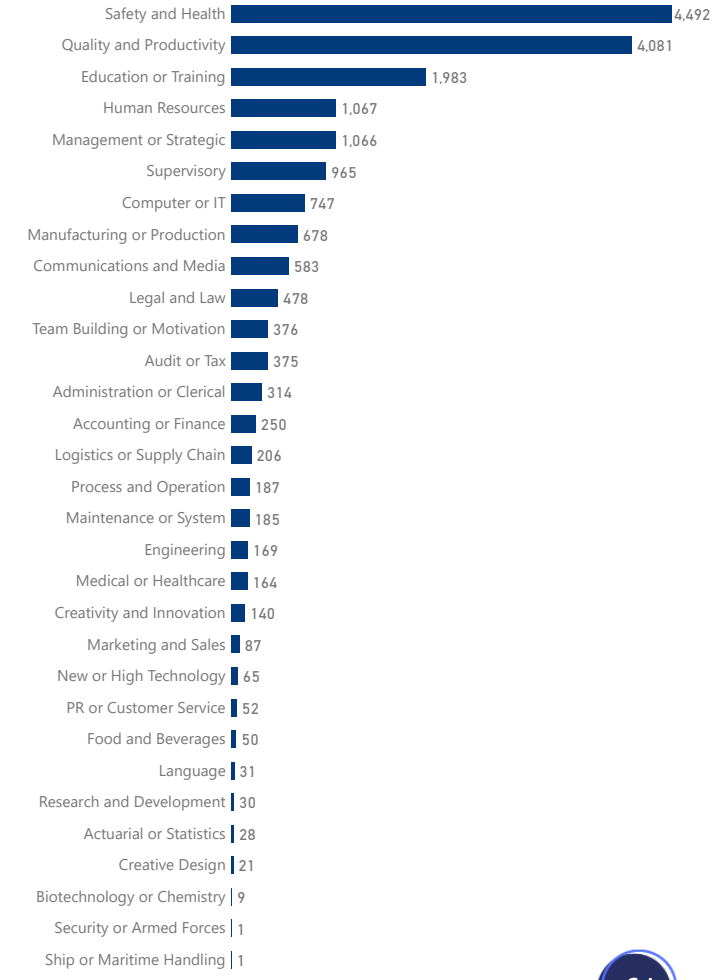
Trainees Trained

10,228

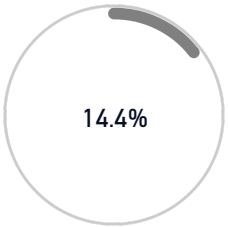
Effective Training Duration per Trainee (days)

3.9

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

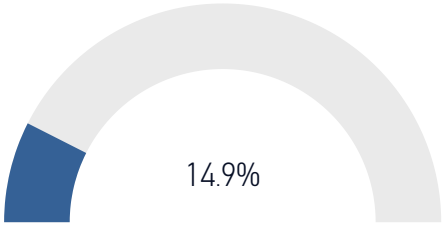
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

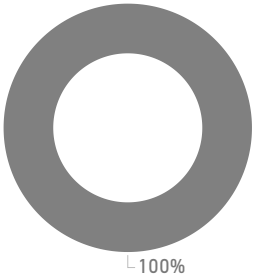
Financial Assistance	Amount (RM)	%
Course Fee	19,677	84%
Other Allowable Costs	3,750	16%
Total	**23,427**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
11,594	77,664

Training Grant Applications According to Industry Size



Industry Size
● S

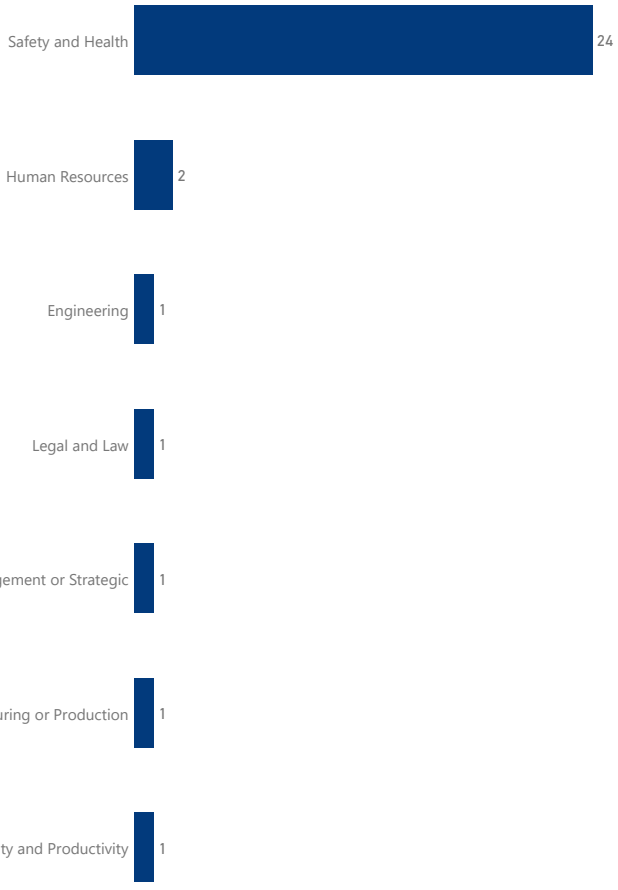
Total Training Places

31

Trainees Trained

21

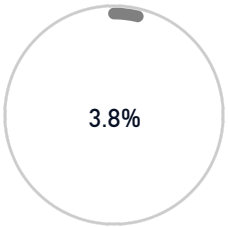
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.9

Employee Training Ratio (%)



Training Opportunity Ratio

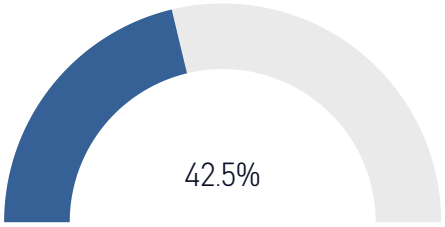
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	9,172,845	94%
Other Allowable Costs	579,682	6%
Total	**9,752,527**	

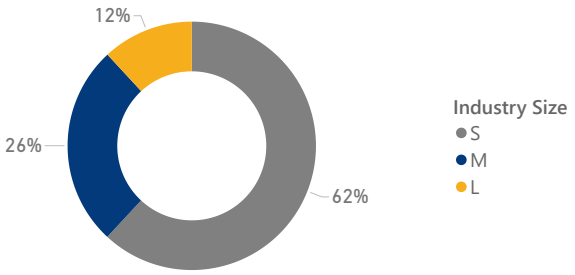
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
10,045,333	23,634,280

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

16,496

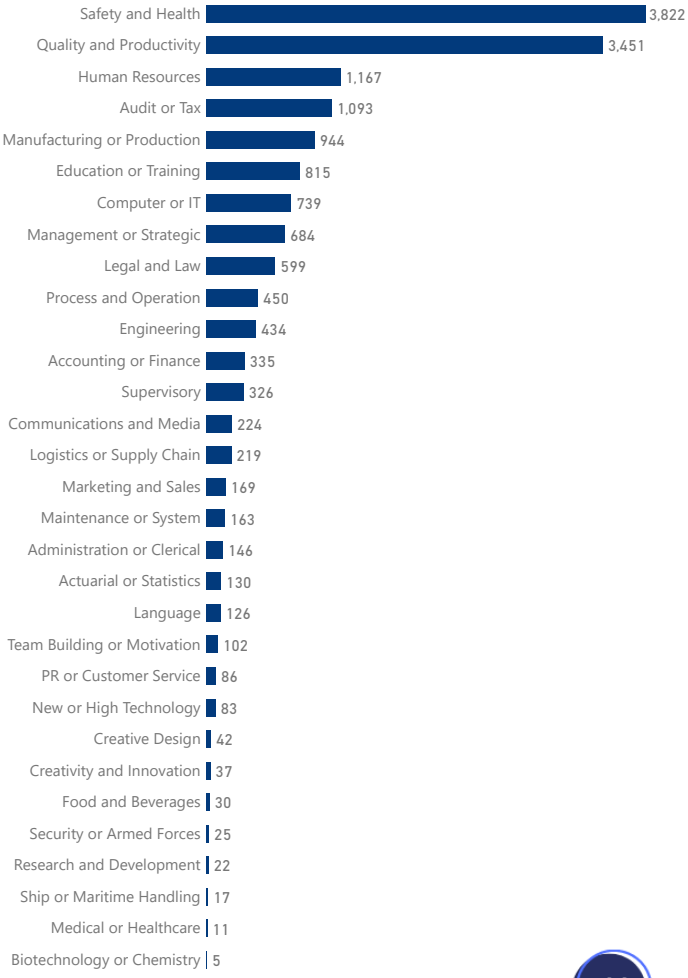
Trainees Trained

9,524

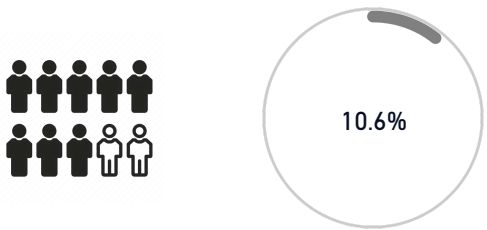
Effective Training Duration per Trainee (days)

3.3

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

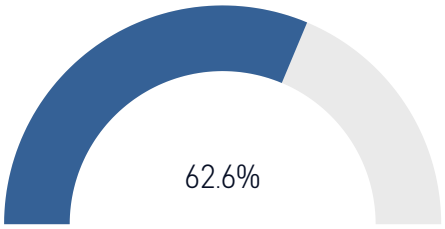
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

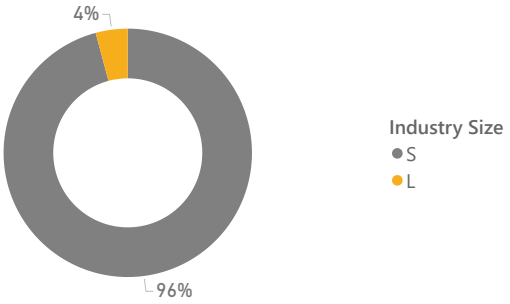
Financial Assistance	Amount (RM)	%
Course Fee	371,145	99%
Other Allowable Costs	4,250	1%
Total	**375,395**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
323,407	516,371

Training Grant Applications According to Industry Size



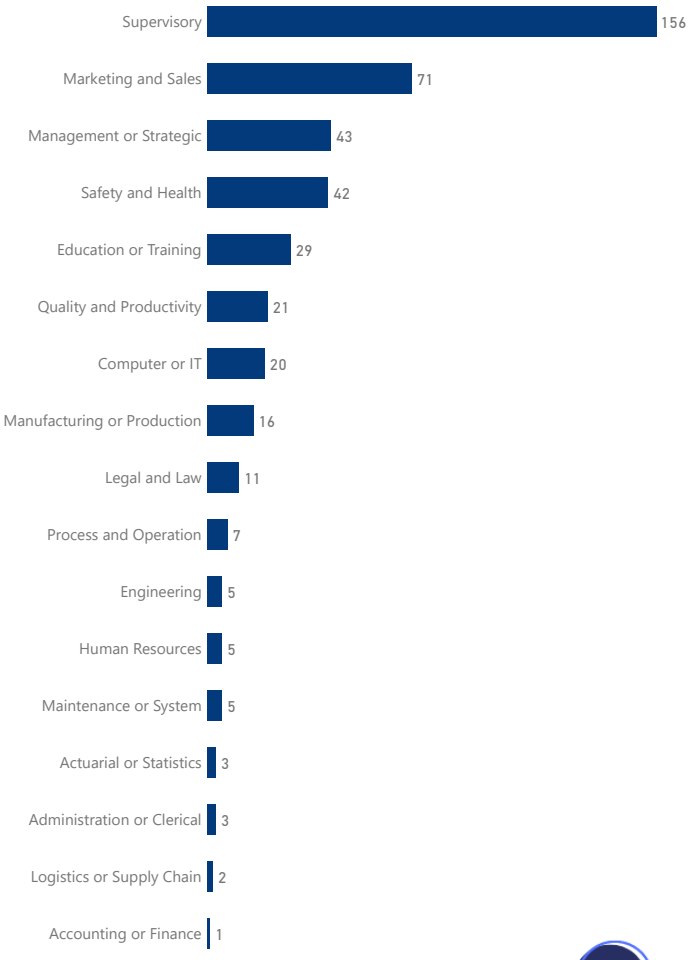
Total Training Places

440

Trainees Trained

211

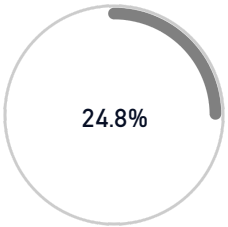
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

6.9

Employee Training Ratio (%)



Training Opportunity Ratio

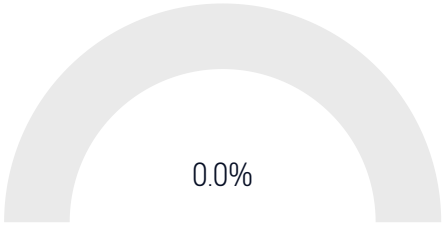
2.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

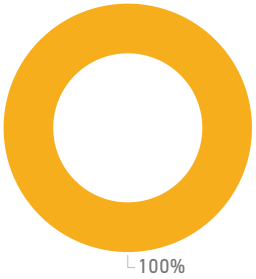
Financial Assistance	Amount (RM)	%
Course Fee	13,400	99%
Other Allowable Costs	200	1%
Total	**13,600**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	67,233

Training Grant Applications According to Industry Size



Industry Size
● L

Total Training Places

38

Trainees Trained

31

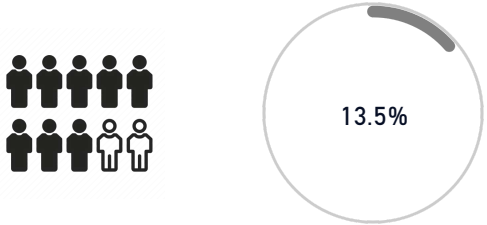
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.5

Employee Training Ratio (%)



Training Opportunity Ratio

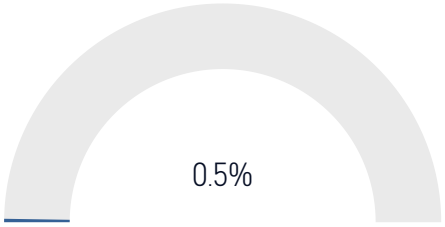
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

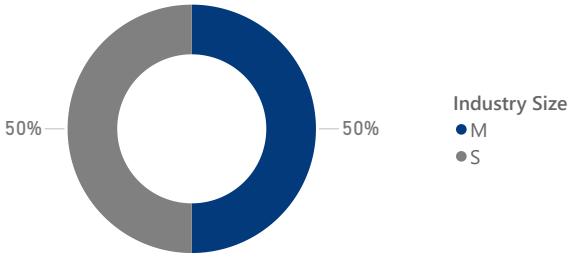
Financial Assistance	Amount (RM)	%
Course Fee	14,761	85%
Other Allowable Costs	2,700	15%
Total	**17,461**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,032	206,887

Training Grant Applications According to Industry Size



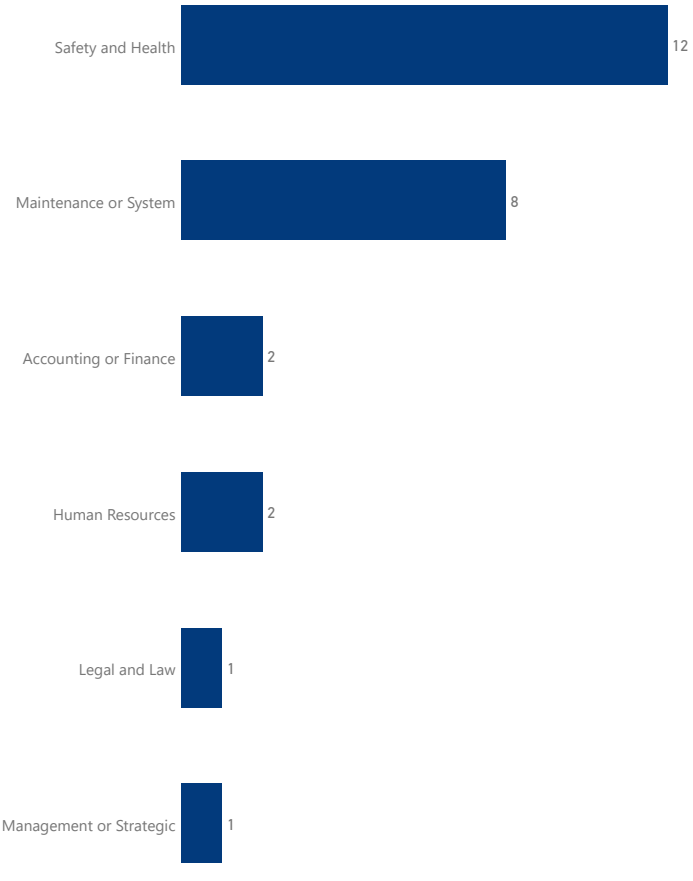
Total Training Places

26

Trainees Trained

18

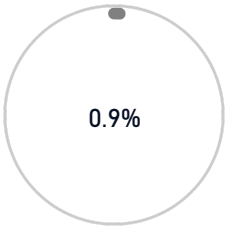
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

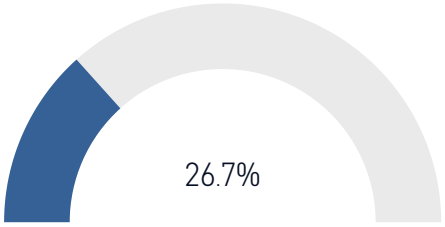
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	20,786	99%
Other Allowable Costs	300	1%
Total	**21,086**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
51,534	193,144

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

31

Trainees Trained

25

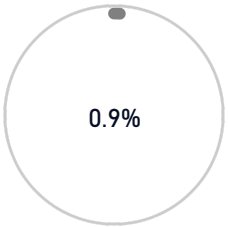
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.4

Employee Training Ratio (%)



Training Opportunity Ratio

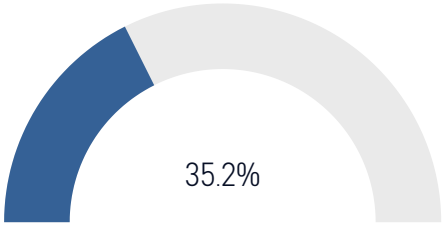
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

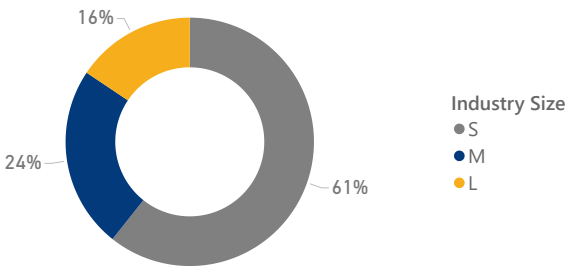
Financial Assistance	Amount (RM)	%
Course Fee	2,549,539	95%
Other Allowable Costs	141,939	5%
Total	**2,691,478**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,362,780	6,706,379

Training Grant Applications According to Industry Size



Total Training Places

8,505

Trainees Trained

2,655

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

4.6

Employee Training Ratio (%)



Training Opportunity Ratio

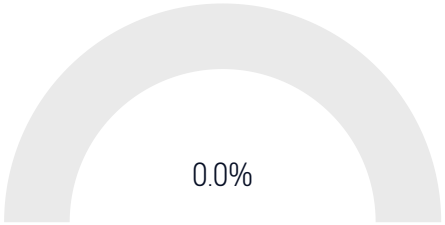
3.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

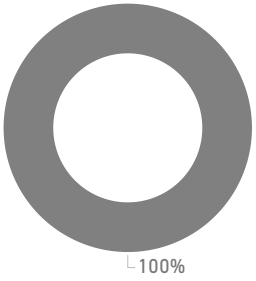
Financial Assistance	Amount (RM)	%
Course Fee	3,679	100%
Other Allowable Costs	0	0%
Total	**3,679**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	12,893

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

28

Trainees Trained

27

Training Participation According to Skill Areas





Effective Training Duration per Trainee (days)

1.1

Employee Training Ratio (%)



Training Opportunity Ratio

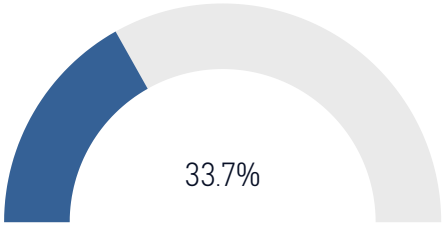
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

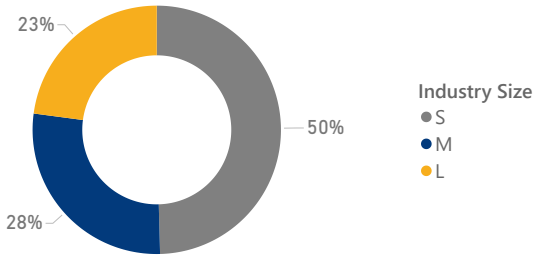
Financial Assistance	Amount (RM)	%
Course Fee	16,533,521	88%
Other Allowable Costs	2,353,340	12%
Total	**18,886,861**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
14,891,081	44,192,178

Training Grant Applications According to Industry Size



Total Training Places

38,501

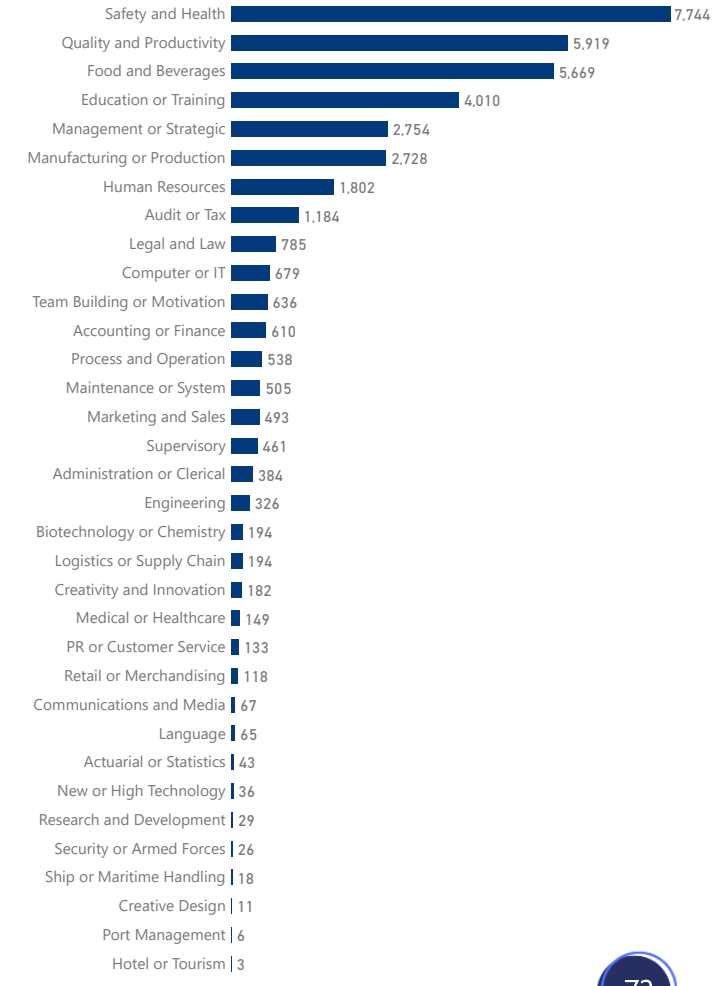
Trainees Trained

22,025

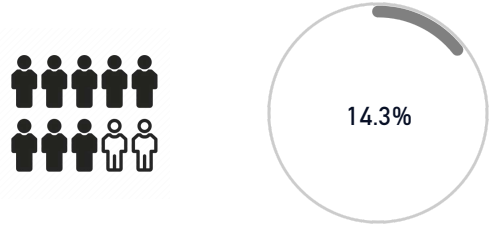
Effective Training Duration per Trainee (days)

3.0

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

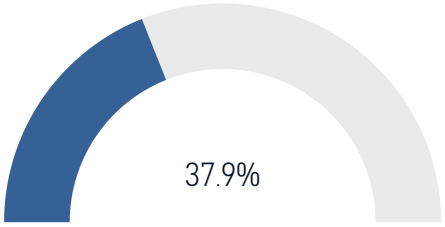
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	1,318,936	89%
Other Allowable Costs	162,223	11%
Total	**1,481,159**	

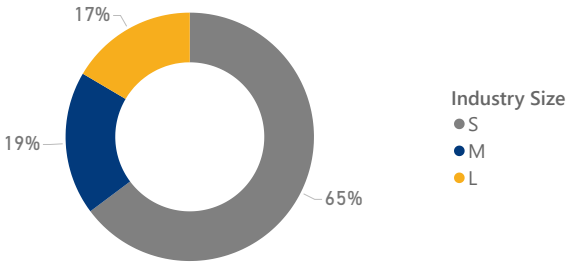
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,917,499	5,053,698

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

2,179

Trainees Trained

1,608

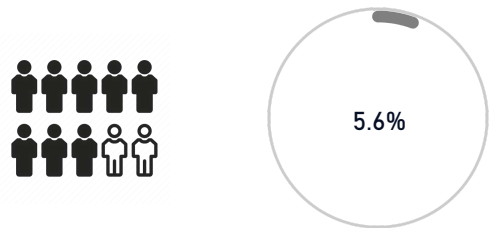
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

4.0

Employee Training Ratio (%)



Training Opportunity Ratio

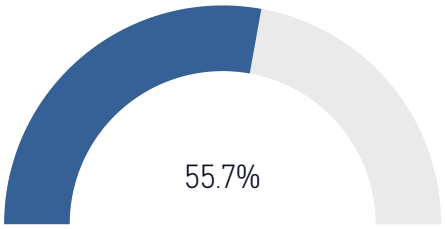
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	1,476,664	94%
Other Allowable Costs	101,824	6%
Total	**1,578,488**	

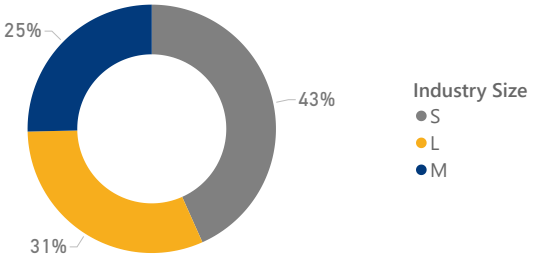
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,462,002	4,423,236

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

2,329

Trainees Trained

1,561

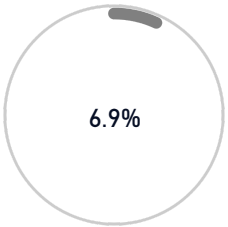
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.0

Employee Training Ratio (%)



Training Opportunity Ratio

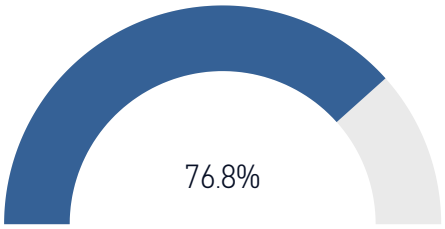
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

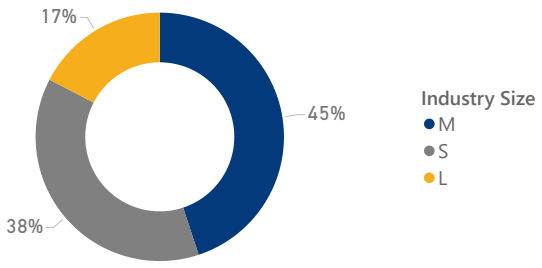
Financial Assistance	Amount (RM)	%
Course Fee	592,822	87%
Other Allowable Costs	84,689	13%
Total	**677,511**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
562,019	732,175

Training Grant Applications According to Industry Size



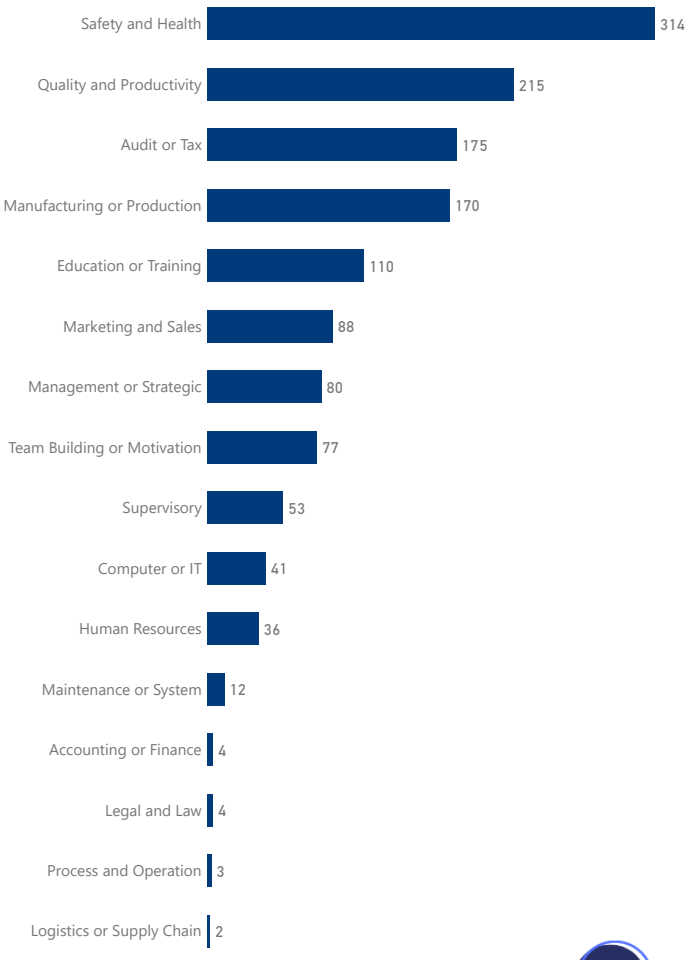
Total Training Places

1,384

Trainees Trained

585

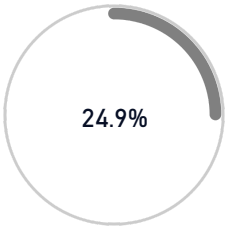
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.8

Employee Training Ratio (%)



Training Opportunity Ratio

2.4

OTHER SUBSECTORS UNDER THE MANUFACTURING SECTOR

This section highlights the subsectors under the Manufacturing Sector which did not utilise their levy for training in 2021. Most of the subsectors listed below are the newly covered subsectors following the expansion of the PSMB Act 2001.

Below are the number of registered employers and total levy collected throughout the year.

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
1. Repair of Fabricated Metal Products, Machinery and Equipment	129	16,986
2. Manufacture of Products of Wood, Cork, Straw and Plaiting Materials	62	56,521
3. Installation of Industrial Machinery and Equipment	43	19,936
4. Manufacture of other Textiles	31	20,727
5. Manufacture of Wearing Apparel, Except Fur Apparel	30	9,629
6. Casting of Metals	19	18,623
7. Manufacture of Wiring and Wiring Devices	15	36,674
8. Manufacture of Grain Mill Products, Starches and Starch Products	14	16,768
9. Manufacture of Dairy Products	13	19,342
10. Building of Ships and Boats	13	13,495
11. Processing and Preserving of Fruit and Vegetables	11	21,873
12. Manufacture of Prepared Animal Feeds	11	15,118
13. Manufacture of Electric Lighting Equipment	8	5,291
14. Manufacture of Bodies (Coachwork) for Motor Vehicles; Manufacture of Trailers and Semi-Trailers	5	6,891
15. Manufacture of Knitted and Crocheted Apparel	3	1,825
16. Manufacture of Musical Instruments	0	-
17. Manufacture of Optical Instruments and Photographic Equipment	2	11,795
18. Manufacture of Batteries and Accumulators	2	3,600
19. Manufacture of Domestic Appliances	2	12,119
20. Manufacture of Air and Spacecraft and Related Machinery	2	16,348
21. Manufacture of Games and toys	1	22,086
22. Manufacture of Man-Made Fibres	1	571
23. Manufacture of Weapons and Ammunition	1	0
24. Manufacture of Railway Locomotives and Rolling Stock	1	0
25. Manufacture of Sports Goods	1	0
26. Manufacture of Articles of Fur	0	0
27. Reproduction of Recorded Media	0	0
28. Manufacture of Communication Equipment	0	0
29. Manufacture of Measuring, Testing, Navigating and Control Equipment; Watches and Clocks	0	0
30. Manufacture of Irradiation, Electromedical and Electrotherapeutic Equipment	0	0
31. Manufacture of Magnetic and Optical Media	0	0
32. Manufacture of Military Fighting Vehicles	0	0

SERVICES SECTOR



SUBSECTORS THAT **ACTIVELY** UTILISED LEVY FOR TRAINING IN 2021

1. *Electric Power Generation, Transmission and Distribution*
2. *Manufacture of Gas; Distribution of Gaseous Fuels Through Mains*
3. *Steam and Air Conditioning Supply*
4. *Water Collection, Treatment and Supply*
5. *Sewerage*
6. *Waste Collection*
7. *Waste Treatment and Disposal*
8. *Materials Recovery*
9. *Remediation Activities and other Waste Management Services*
10. *Sale of Motor Vehicles*
11. *Maintenance and Repair of Motor Vehicles*
12. *Sale of Motor Vehicle Parts and Accessories*
13. *Sale, Maintenance and Repair of Motorcycles and related Parts and Accessories*
14. *Wholesale of Food, Beverages and Tobacco*
15. *Wholesale of Machinery, Equipment and Supplies*
16. *Other Specialised Wholesale*
17. *Retail Sale in Non-Specialised Stores*
18. *Retail Sale of other Household Equipment in Specialised Stores*
19. *Retail Sale of other Goods in Specialised Stores*
20. *Retail Trade not in Stores, Stalls or Markets*
21. *Transport via Railways*
22. *Other Land Transport*
23. *Sea and Coastal Water Transport*
24. *Inland Water Transport*
25. *Passenger Air Transport*
26. *Freight Air Transport*
27. *Warehousing and Storage*
28. *Support Activities for Transportation*
29. *Postal Activities*
30. *Courier Activities*
31. *Short Term Accommodation Activities*
32. *Other Accommodation*
33. *Restaurants and Mobile Food Service Activities*
34. *Event Catering and other Food Service Activities*
35. *Beverage Serving Activities*
36. *Motion Picture, Video and Television Programme Activities*
37. *Sound Recording and Music Publishing Activities*
38. *Radio Broadcasting*
39. *Television Programming and Broadcasting Activities*
40. *Wired Telecommunications Activities*
41. *Wireless Telecommunications Activities*
42. *Satellite Telecommunications Activities*
43. *Other Telecommunications Activities*
44. *Computer Programming, Consultancy and Related Activities*
45. *Data Processing, Hosting and related Activities; Web Portals*
46. *Other information Service Activities*
47. *Activities of Holding Companies*
48. *Other Financial Service Activities, Except Insurance and Pension Funding Activities*
49. *Management Consultancy Activities*
50. *Architectural and Engineering Activities and Related Technical Consultancy*
51. *Technical Testing and Analysis*
52. *Research and Experimental Development on Natural Sciences and Engineering*
53. *Advertising*
54. *Market Research and Public Opinion Polling*
55. *Specialized Design Activities*
56. *Other Professional, Scientific and Technical Activities N.E.C.*
57. *Veterinary Activities*
58. *Leasing of intellectual Property and Similar Products, Except Copyrighted Works*
59. *Travel Agency and Tour Operator Activities*
60. *Other Reservation Service and Related Activities*
61. *Private Security Activities*
62. *Security Systems Service Activities*
63. *Combined Facilities Support Activities*
64. *Cleaning Activities*
65. *Landscape Care and Maintenance Service Activities*
66. *Office Administrative and Support Activities*
67. *Organisation of Conventions and Trade Shows*
68. *Pre-Primary and Primary Education*
69. *Higher Education*
70. *Other Education*
71. *Hospital Activities*
72. *Other Human Health Activities*
73. *Other Social Work Activities without Accommodation N.E.C.*

SERVICES SECTOR



OTHER SUBSECTORS UNDER THE SERVICES SECTOR

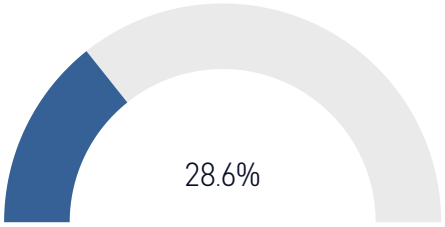
1. *Wholesale of Household Goods*
2. *Real Estate Activities with Own or Leased Property*
3. *Accounting, Bookkeeping and Auditing Activities; Tax Consultancy*
4. *Non-Specialised Wholesale Trade*
5. *Retail Sale of Food, Beverages and Tobacco in Specialized Stores*
6. *Legal Activities*
7. *Other Personal Service Activities*
8. *Retail Sale of Automotive Fuel in Specialised Stores*
9. *Retail Sale of Information and Communications Equipment in Specialised Stores*
10. *Business Support Service Activities N.E.C.*
11. *Medical and Dental Practice Activities*
12. *Wholesale of Agricultural Raw Materials and Live Animals*
13. *Real Estate Activities on a Fee or Contract Basis*
14. *Retail Sale of Cultural and Recreation Goods in Specialised Stores*
15. *Renting and Leasing of other Machinery, Equipment and Tangible Goods*
16. *Activities of Employment Placement Agencies*
17. *Other Amusement and Recreation Activities*
18. *Insurance/Takaful*
19. *Retail Sale via Stalls and Markets*
20. *Activities Auxiliary to Financial Service Activities, Except Insurance/Takaful and Pension Funding*
21. *Sports Activities*
22. *Other Human Resources Provision*
23. *Temporary Employment Agency Activities*
24. *Monetary Intermediation*
25. *Secondary Education*
26. *Educational Support Activities*
27. *Publishing of Books, Periodicals and other Publishing Activities*
28. *Repair of Computers and Communication Equipment*
29. *Fund Management Activities*
30. *Activities of Business, Employers and Professional Membership Organisations*
31. *Software Publishing*
32. *Activities of Head offices*
33. *Creative, Arts and Entertainment Activities*
34. *Activities Auxiliary to Insurance/Takaful and Pension Funding*
35. *Gambling and Betting Activities*
36. *Trusts, Funds and Similar Financial Entities*
37. *Activities of Call Centres*
38. *Reinsurance/Retakaful*
39. *Repair of Personal and Household Goods*
40. *Residential Nursing Care Facilities*
41. *Activities of other Membership Organizations*
42. *Residential Care Activities for The Elderly and Disabled*
43. *Photographic Activities*
44. *Renting and Leasing of Motor Vehicles*
45. *Renting and Leasing of Personal and Household Goods*
46. *Administration of The State and The Economic and Social Policy of the Community*
47. *Libraries, Archives, Museums and other Cultural Activities*
48. *Wholesale on a Fee Or Contract Basis*
49. *Other Residential Care Activities*
50. *Research and Experimental Development on Social Sciences and Humanities*
51. *Transport via Pipeline*
52. *Social Work Activities Without Accommodation for The Elderly and Disabled*
53. *Camping Grounds, Recreational Vehicle Parks and Trailer Parks*
54. *Pension Funding*
55. *Residential Care Activities for Mental Retardation, Mental Health and Substance Abuse*
56. *Activities of Households as Employers of Domestic Personnel*
57. *Activities of Extraterritorial Organizations and Bodies*
58. *Investigation Activities*
59. *Provision of Services to the Community as a Whole*
60. *Compulsory Social Security Activities*
61. *Activities of Trade Unions*
62. *Undifferentiated Goods-Producing Activities of Private Households for Own Use*
63. *Undifferentiated Service-Producing Activities of Private Households for Own Use*

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

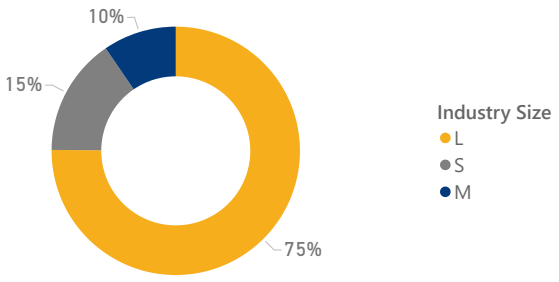
Financial Assistance	Amount (RM)	%
Course Fee	8,497,934	91%
Other Allowable Costs	792,225	9%
Total	**9,290,159**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
7,238,962	25,330,586

Training Grant Applications According to Industry Size



Total Training Places

11,086

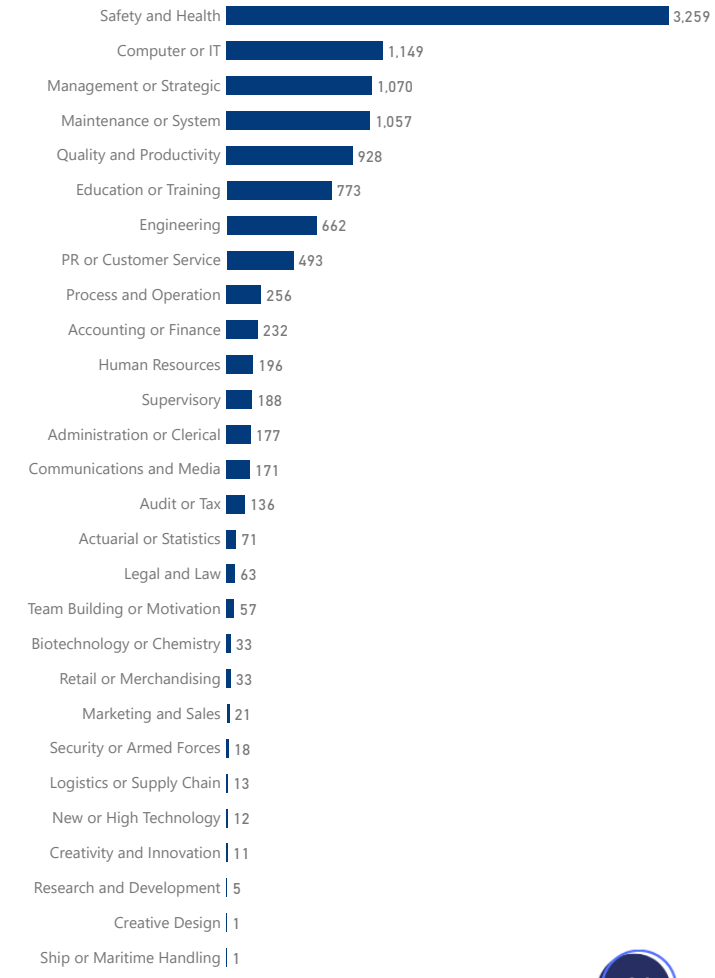
Trainees Trained

7,070

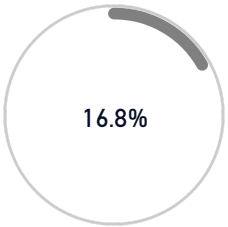
Effective Training Duration per Trainee (days)

4.4

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

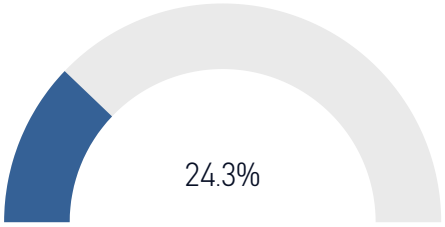
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

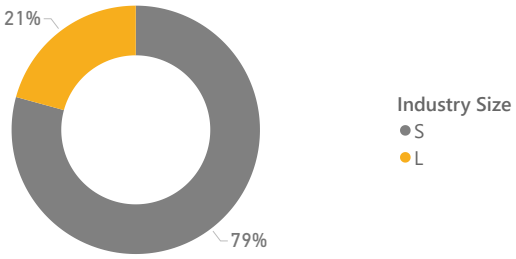
Financial Assistance	Amount (RM)	%
Course Fee	317,750	87%
Other Allowable Costs	46,274	13%
Total	**364,024**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
257,242	1,059,744

Training Grant Applications According to Industry Size



Total Training Places

563

Trainees Trained

382

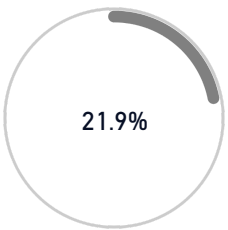
Effective Training Duration per Trainee (days)

2.9

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

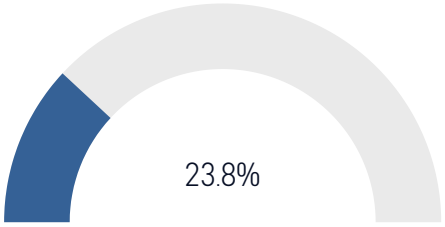
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	261,547	88%
Other Allowable Costs	36,578	12%
Total	**298,125**	

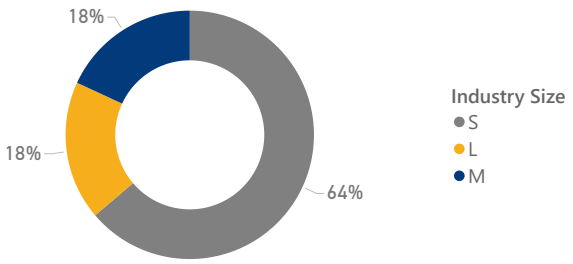
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
317,322	1,332,157

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



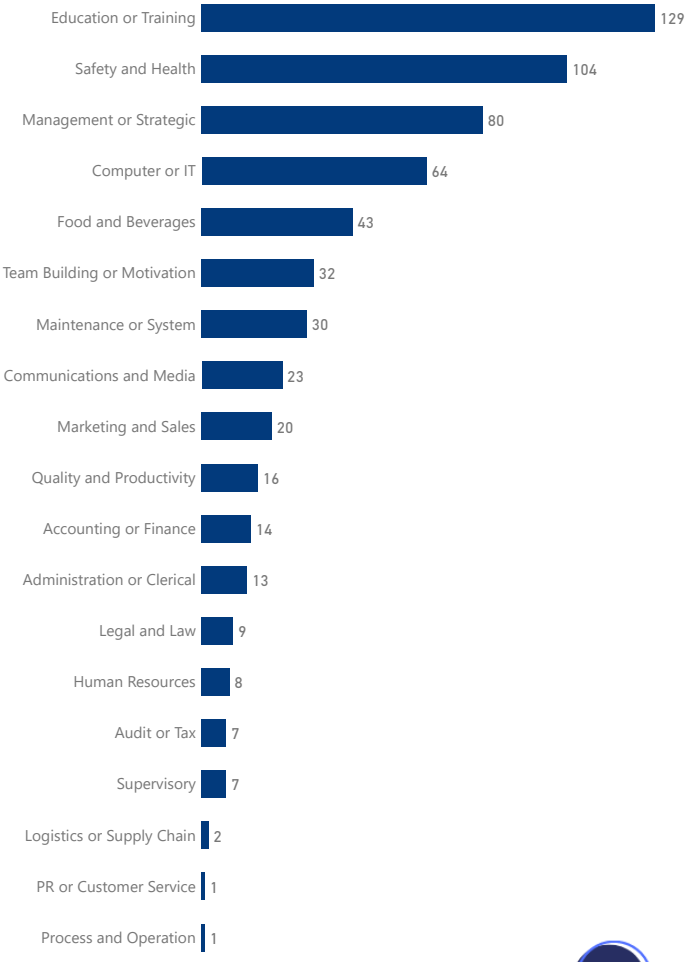
Total Training Places

603

Trainees Trained

439

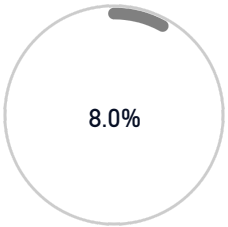
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.6

Employee Training Ratio (%)



Training Opportunity Ratio

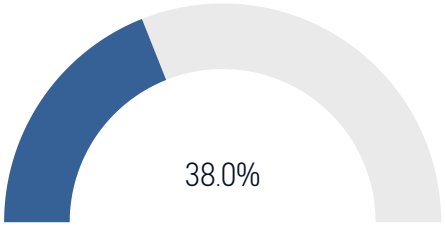
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

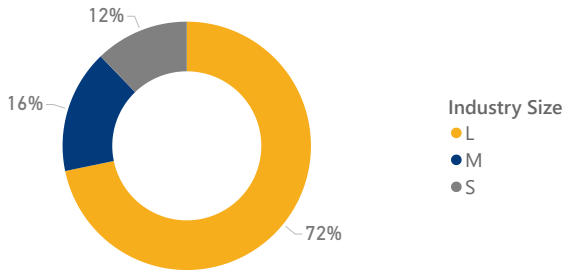
Financial Assistance	Amount (RM)	%
Course Fee	3,126,139	74%
Other Allowable Costs	1,072,380	26%
Total	**4,198,519**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,749,281	7,244,349

Training Grant Applications According to Industry Size



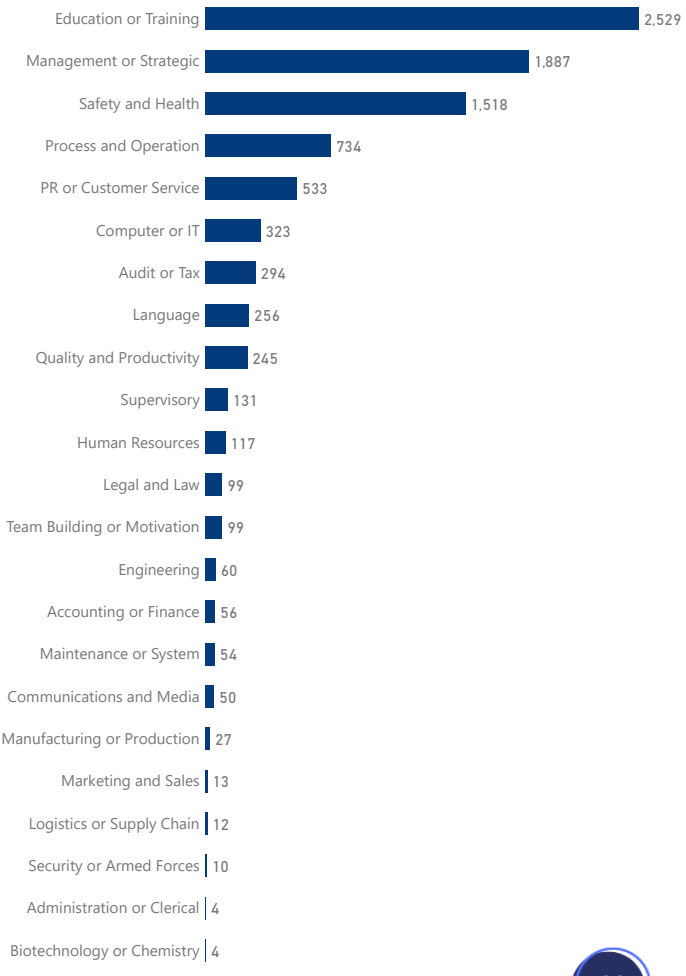
Total Training Places

9,055

Trainees Trained

4,870

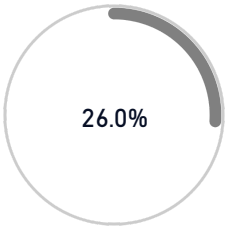
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

6.2

Employee Training Ratio (%)



Training Opportunity Ratio

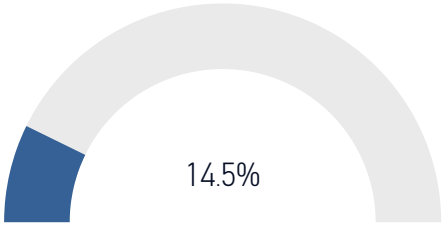
1.9

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

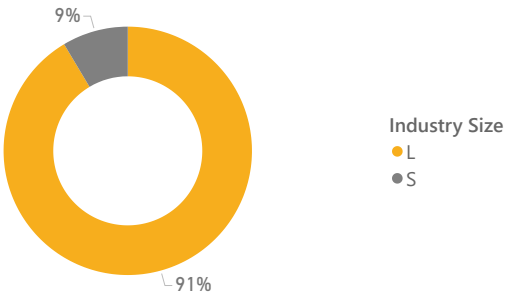
Financial Assistance	Amount (RM)	%
Course Fee	409,400	80%
Other Allowable Costs	103,950	20%
Total	**513,350**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
227,337	1,569,148

Training Grant Applications According to Industry Size



Total Training Places

893

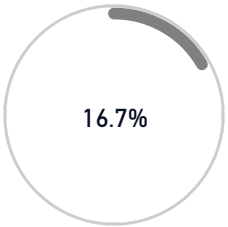
Trainees Trained

659

Effective Training Duration per Trainee (days)

2.7

Employee Training Ratio (%)



Training Opportunity Ratio

1.4

Training Participation According to Skill Areas

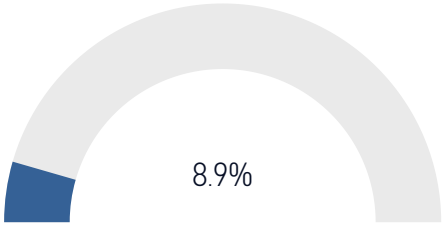


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

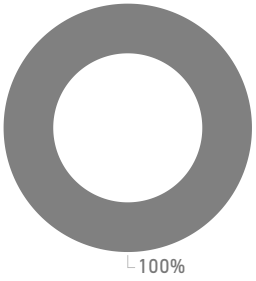
Financial Assistance	Amount (RM)	%
Course Fee	9,787	100%
Other Allowable Costs	0	0%
Total	**9,787**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
8,960	100,362

Training Grant Applications According to Industry Size



Industry Size
● S

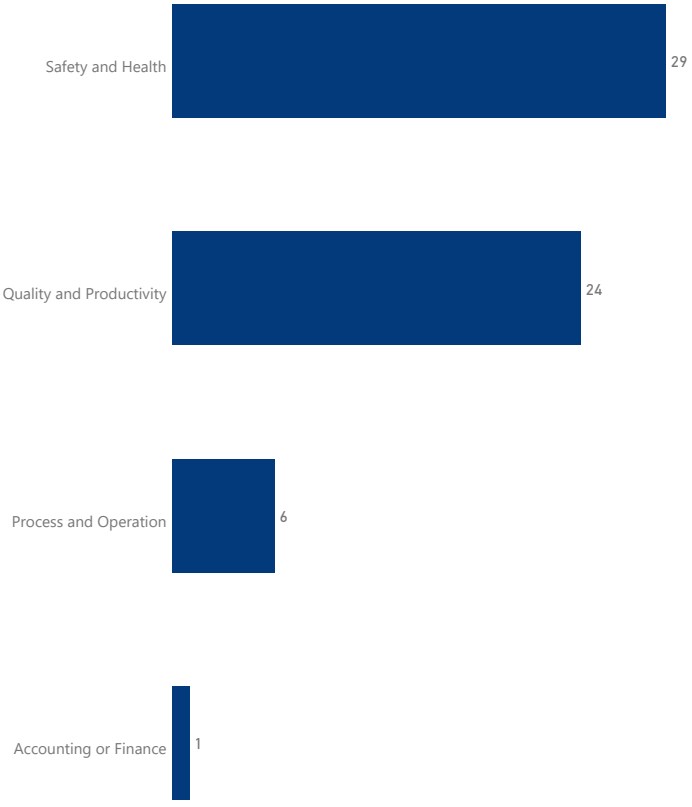
Total Training Places

60

Trainees Trained

50

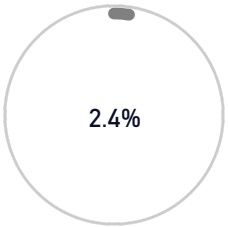
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.3

Employee Training Ratio (%)



Training Opportunity Ratio

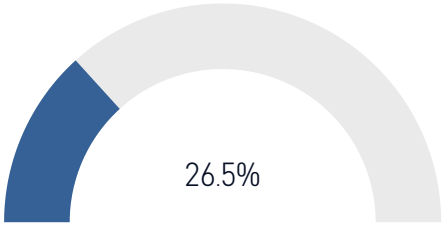
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

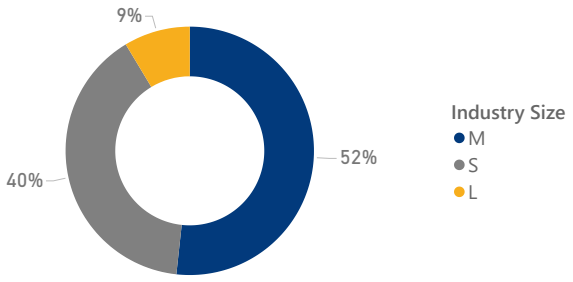
Financial Assistance	Amount (RM)	%
Course Fee	108,995	84%
Other Allowable Costs	20,114	16%
Total	**129,109**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
106,771	402,737

Training Grant Applications According to Industry Size



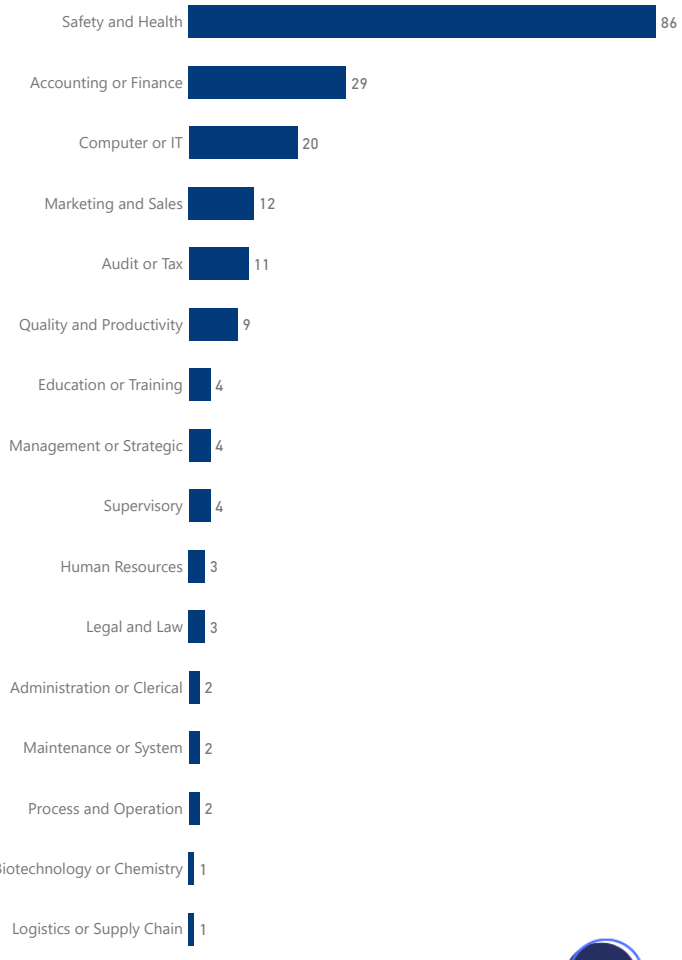
Total Training Places

193

Trainees Trained

175

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

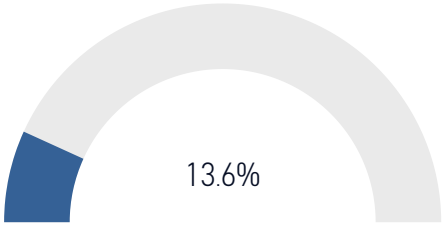
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

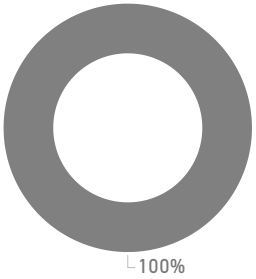
Financial Assistance	Amount (RM)	%
Course Fee	55,006	94%
Other Allowable Costs	3,303	6%
Total	**58,309**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
58,244	428,595

Training Grant Applications According to Industry Size



Industry Size
● S

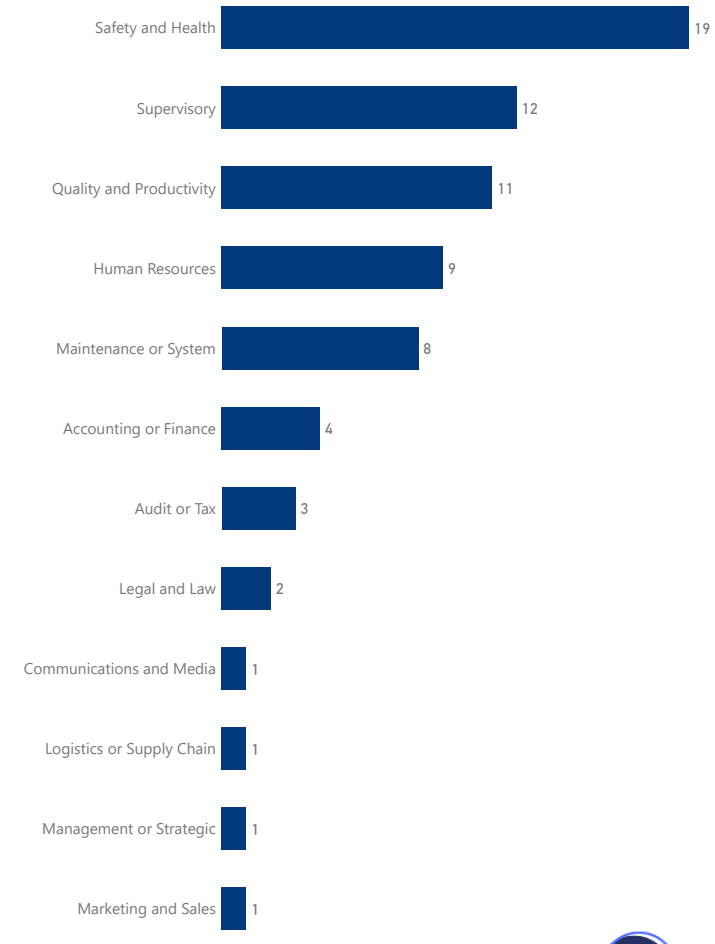
Total Training Places

72

Trainees Trained

50

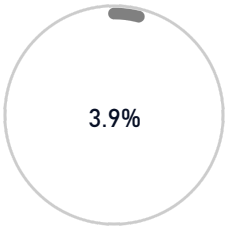
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.2

Employee Training Ratio (%)



Training Opportunity Ratio

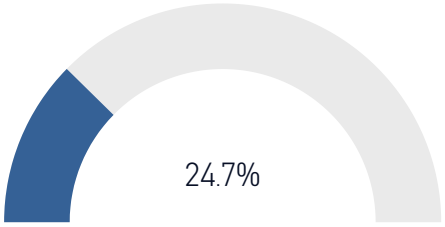
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

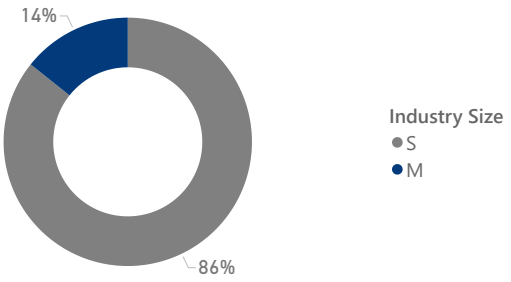
Financial Assistance	Amount (RM)	%
Course Fee	55,370	92%
Other Allowable Costs	5,110	8%
Total	**60,480**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
41,075	166,215

Training Grant Applications According to Industry Size



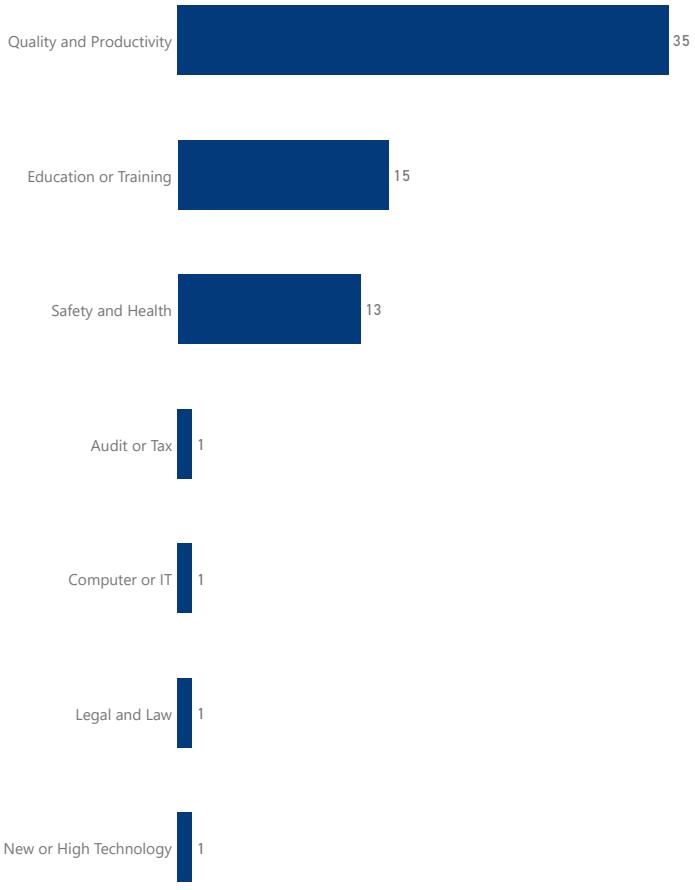
Total Training Places

67

Trainees Trained

36

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.9

Employee Training Ratio (%)



Training Opportunity Ratio

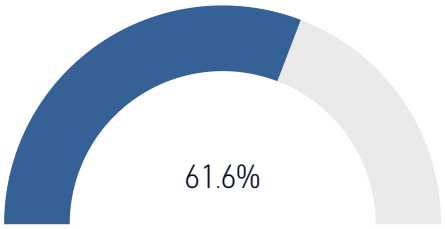
1.9

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

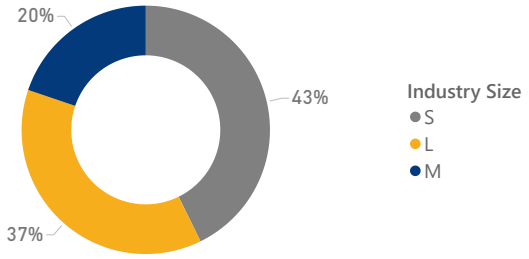
Financial Assistance	Amount (RM)	%
Course Fee	3,003,271	84%
Other Allowable Costs	577,692	16%
Total	**3,580,963**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,439,748	5,580,738

Training Grant Applications According to Industry Size



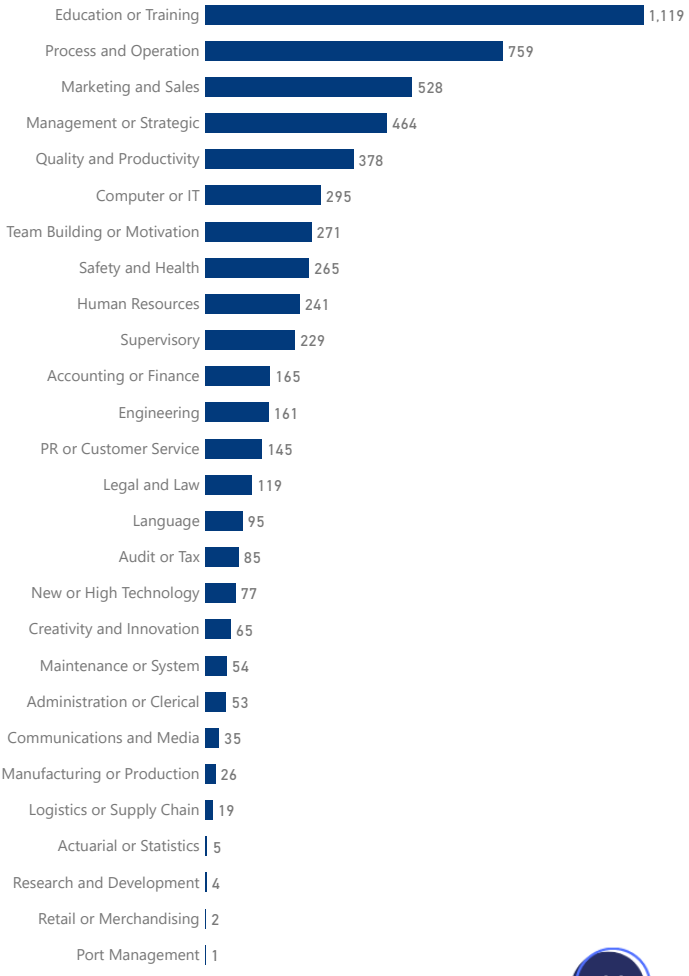
Total Training Places

5,660

Trainees Trained

3,891

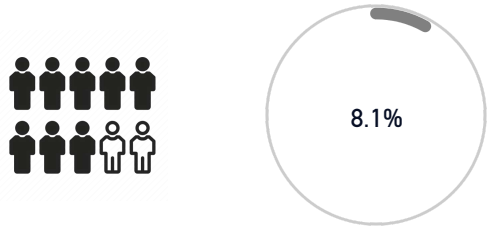
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.6

Employee Training Ratio (%)



Training Opportunity Ratio

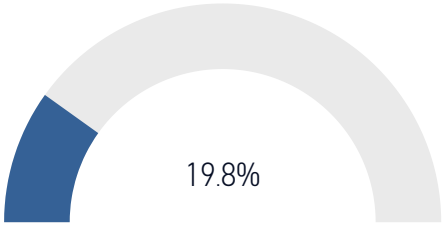
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	620,057	94%
Other Allowable Costs	40,925	6%
Total	**660,982**	

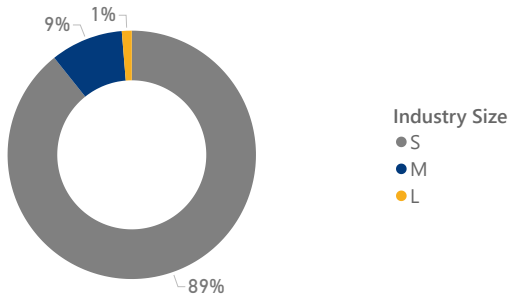
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
789,891	3,996,461

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Total Training Places

674

Trainees Trained

490

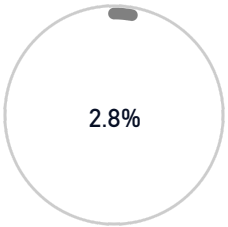
Effective Training Duration per Trainee (days)

2.2

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

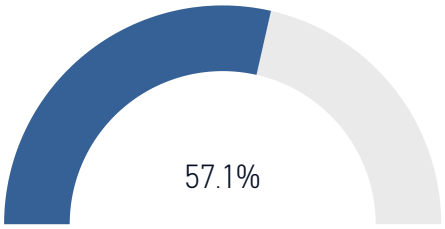
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

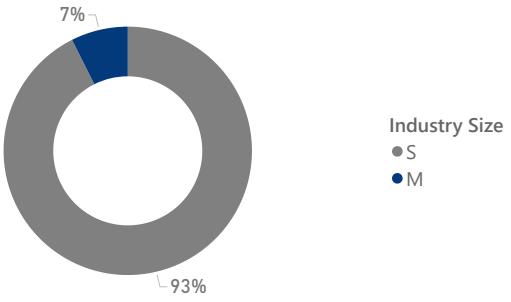
Financial Assistance	Amount (RM)	%
Course Fee	414,253	97%
Other Allowable Costs	11,957	3%
Total	**426,210**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
424,215	743,018

Training Grant Applications According to Industry Size



Total Training Places

330

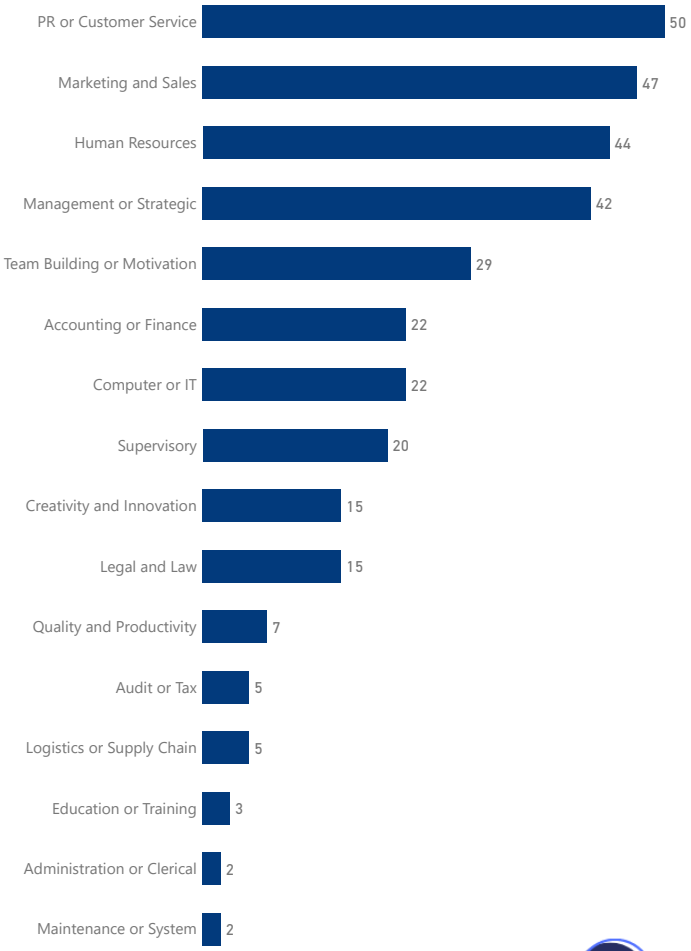
Trainees Trained

256

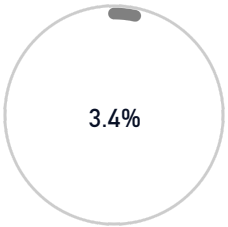
Effective Training Duration per Trainee (days)

2.7

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

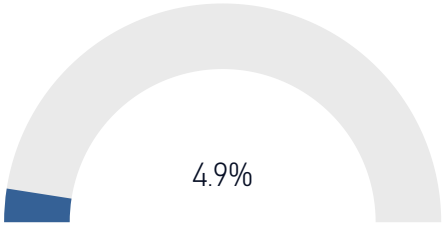
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

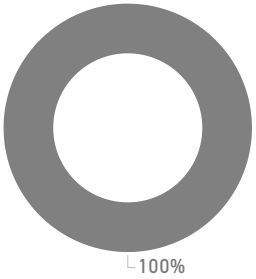
Financial Assistance	Amount (RM)	%
Course Fee	852	100%
Other Allowable Costs	0	0%
Total	**852**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
852	17,315

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

4

Trainees Trained

1

Training Participation According to Skill Areas





Effective Training Duration per Trainee (days)

4.0

Employee Training Ratio (%)



Training Opportunity Ratio

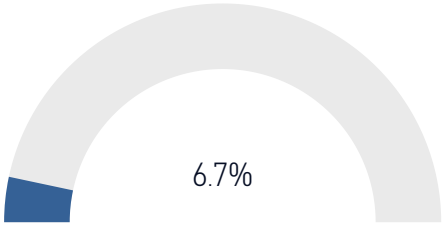
4.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	1,224	75%
Other Allowable Costs	400	25%
Total	**1,624**	

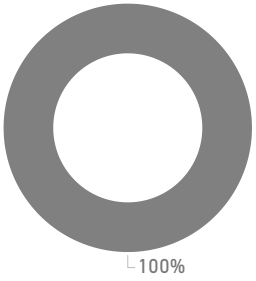
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,804	27,087

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Industry Size
● S

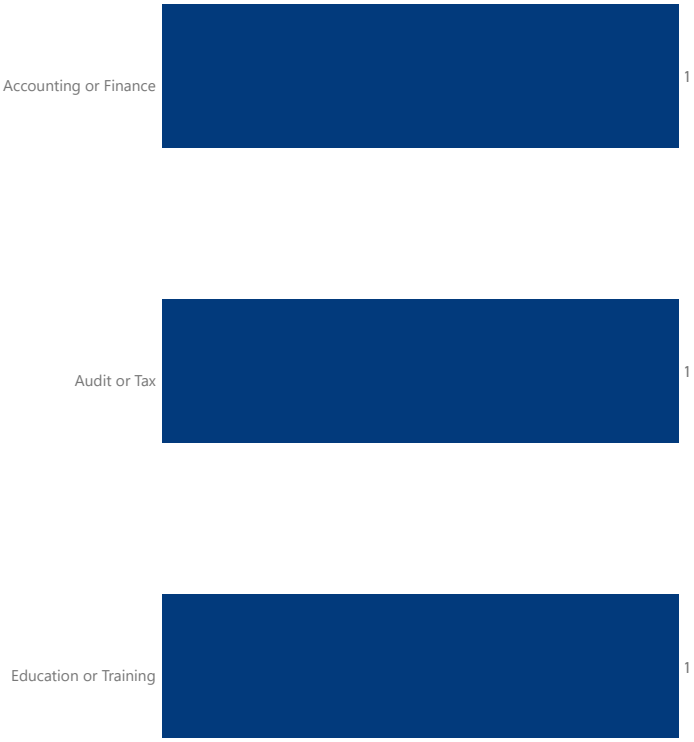
Total Training Places

3

Trainees Trained

2

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.5

Employee Training Ratio (%)



Training Opportunity Ratio

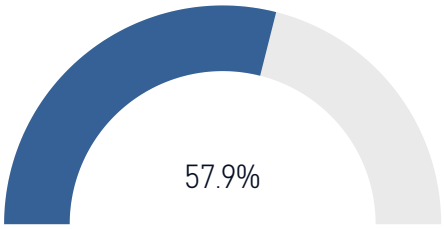
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	3,661,938	81%
Other Allowable Costs	837,332	19%
Total	**4,499,270**	

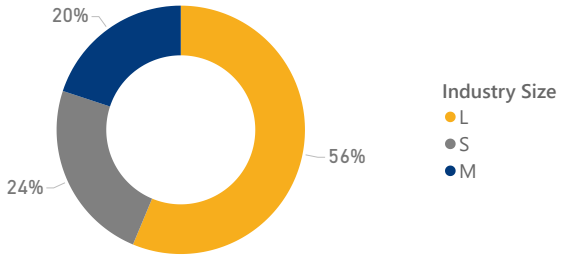
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
5,723,825	9,890,147

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



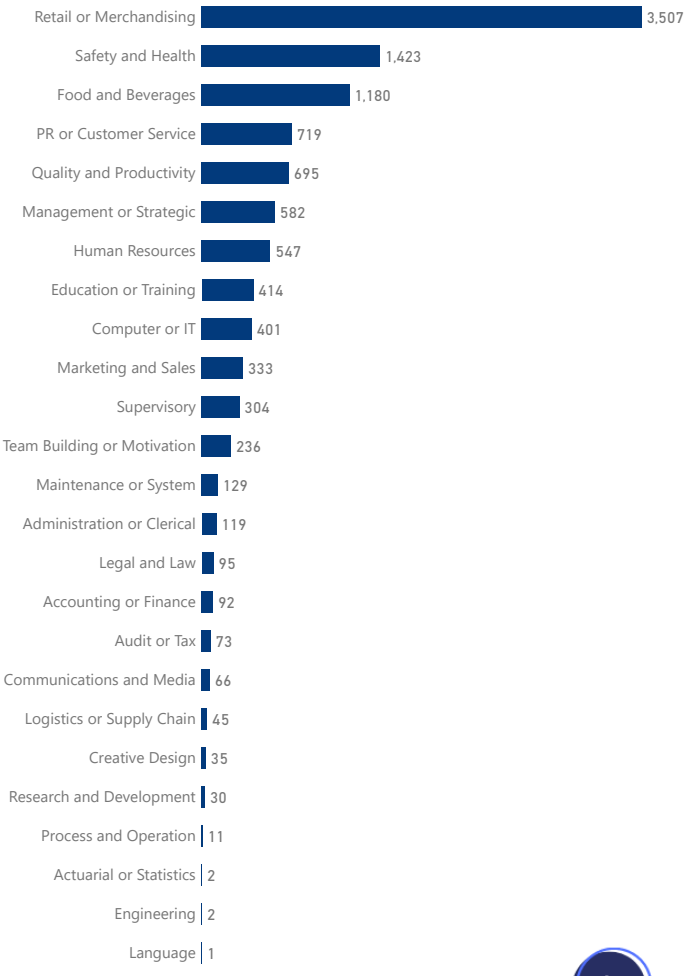
Total Training Places

11,041

Trainees Trained

6,641

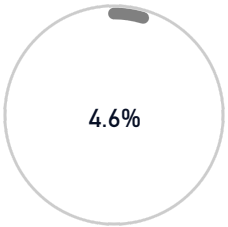
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.1

Employee Training Ratio (%)



Training Opportunity Ratio

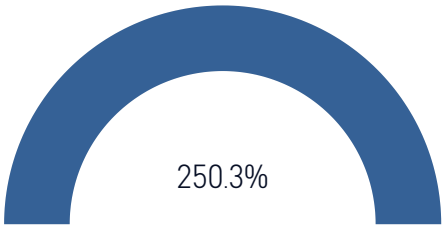
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

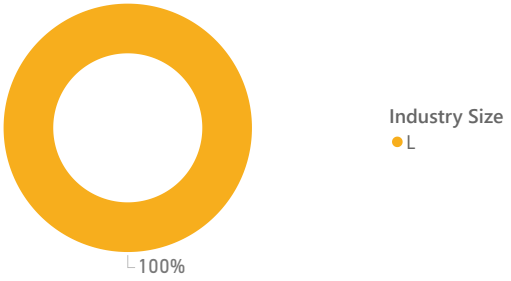
Financial Assistance	Amount (RM)	%
Course Fee	404,675	96%
Other Allowable Costs	18,850	4%
Total	**423,525**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
376,627	150,472

Training Grant Applications According to Industry Size



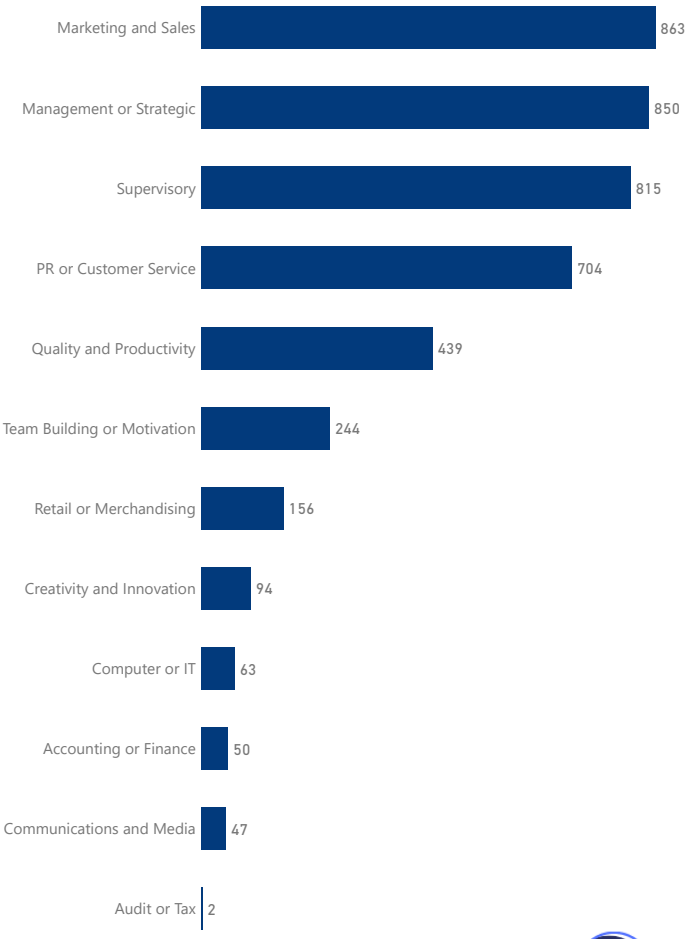
Total Training Places

4,327

Trainees Trained

1,722

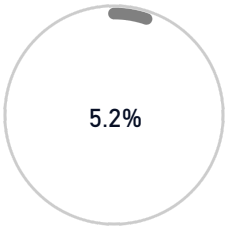
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.1

Employee Training Ratio (%)



Training Opportunity Ratio

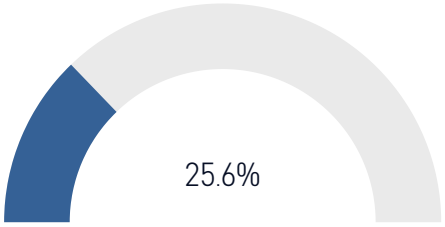
2.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

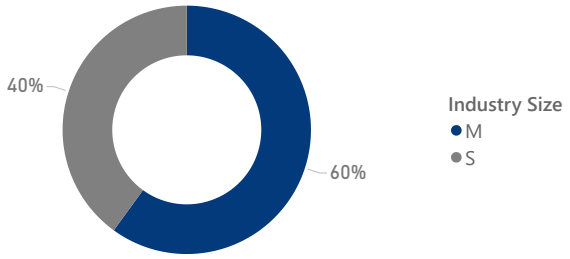
Financial Assistance	Amount (RM)	%
Course Fee	33,473	85%
Other Allowable Costs	5,800	15%
Total	**39,273**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
30,133	117,722

Training Grant Applications According to Industry Size



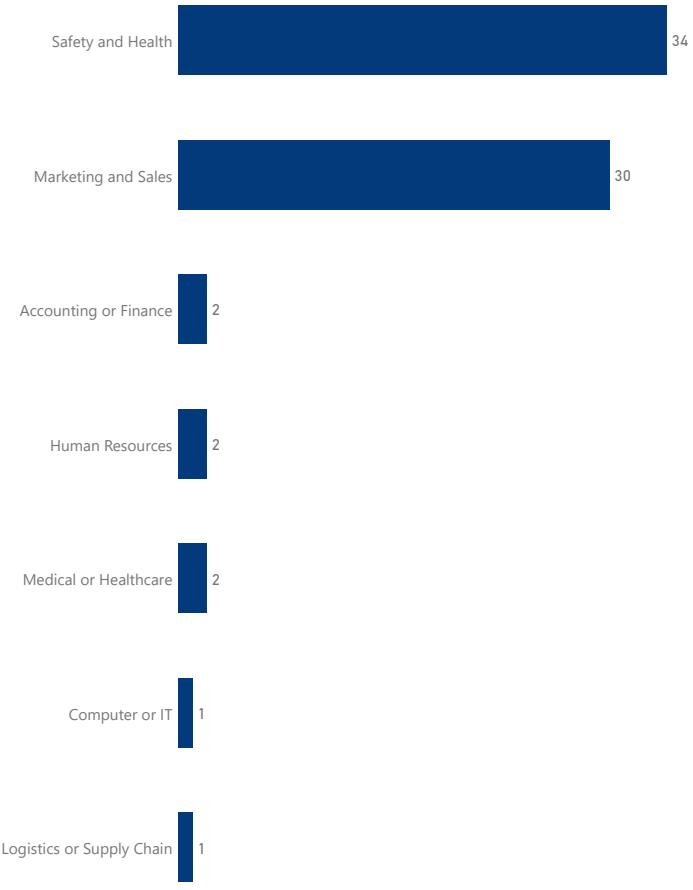
Total Training Places

72

Trainees Trained

64

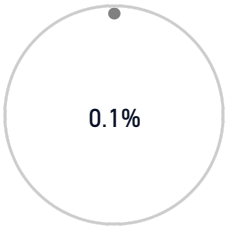
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.8

Employee Training Ratio (%)



Training Opportunity Ratio

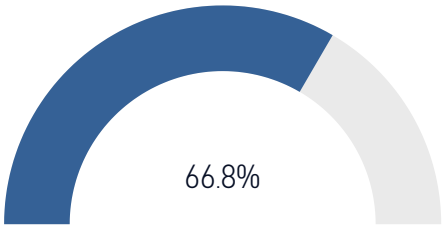
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

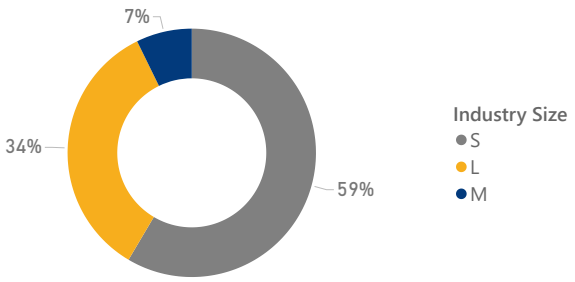
Financial Assistance	Amount (RM)	%
Course Fee	1,538,563	98%
Other Allowable Costs	33,771	2%
Total	**1,572,334**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,359,078	2,034,865

Training Grant Applications According to Industry Size



Total Training Places

2,983

Trainees Trained

1,733

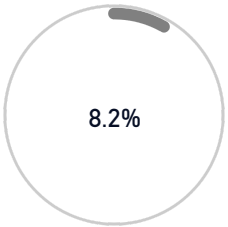
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.2

Employee Training Ratio (%)



Training Opportunity Ratio

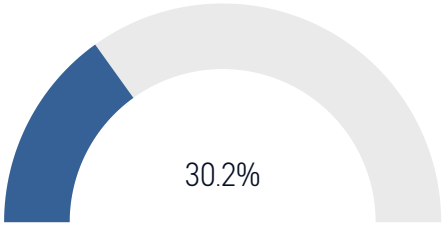
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

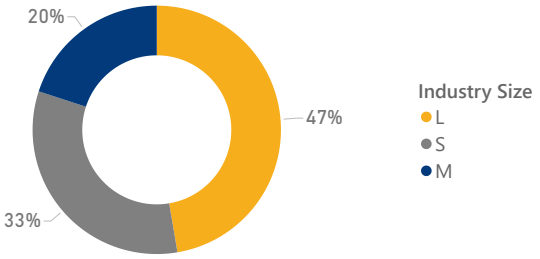
Financial Assistance	Amount (RM)	%
Course Fee	5,559,724	79%
Other Allowable Costs	1,513,139	21%
Total	**7,072,863**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
5,409,660	17,933,233

Training Grant Applications According to Industry Size



Total Training Places

16,713

Trainees Trained

9,881

Effective Training Duration per Trainee (days)

3.2

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

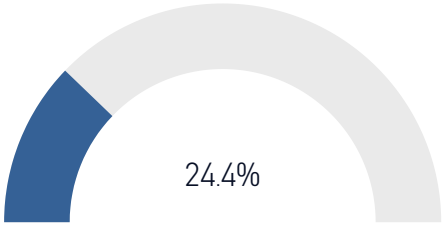
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

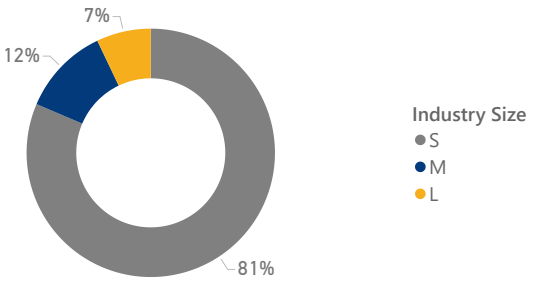
Financial Assistance	Amount (RM)	%
Course Fee	763,775	93%
Other Allowable Costs	58,990	7%
Total	**822,765**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
738,207	3,028,893

Training Grant Applications According to Industry Size



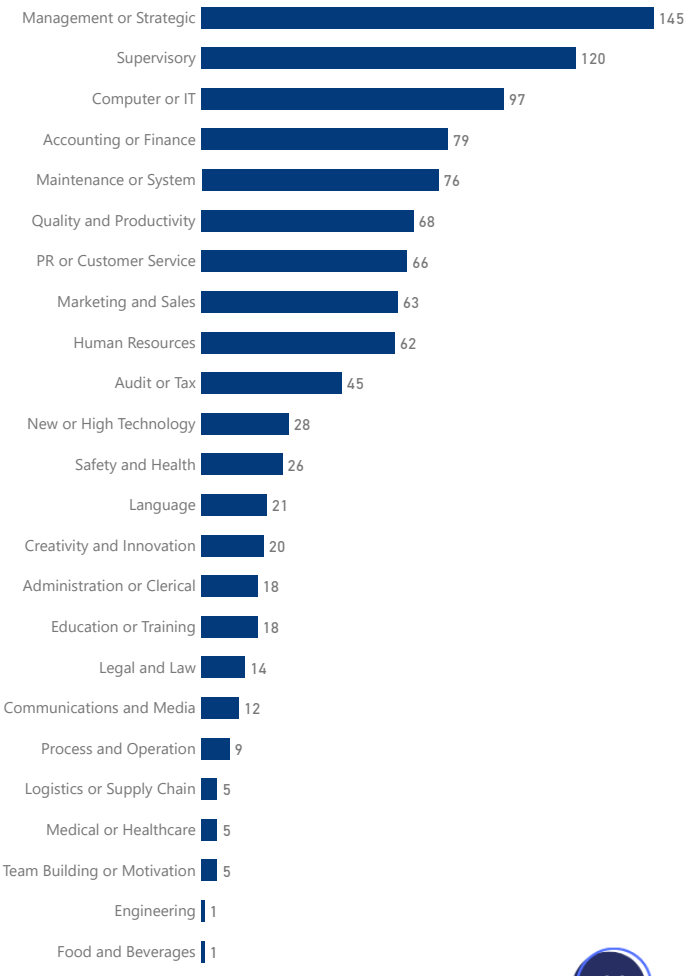
Total Training Places

1,004

Trainees Trained

735

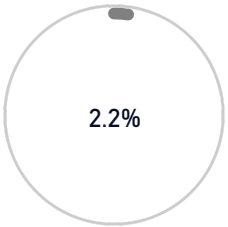
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.7

Employee Training Ratio (%)



Training Opportunity Ratio

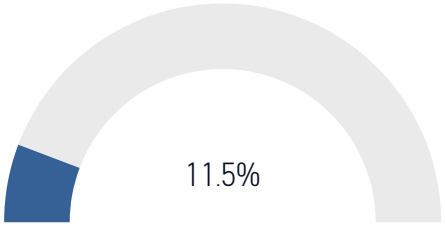
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	2,340	76%
Other Allowable Costs	720	24%
Total	**3,060**	

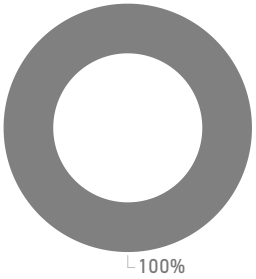
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
6,270	54,412

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

7

Trainees Trained

5

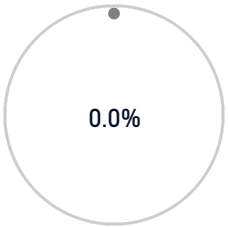
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.6

Employee Training Ratio (%)



Training Opportunity Ratio

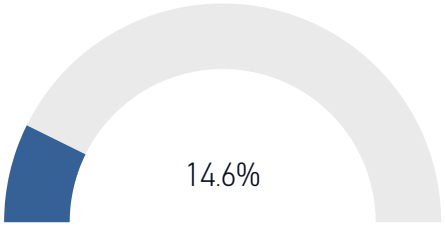
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	359,376	89%
Other Allowable Costs	46,650	11%
Total	**406,026**	

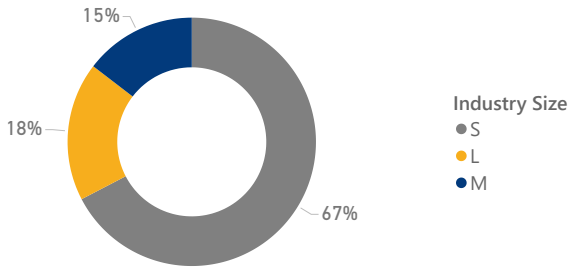
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
427,275	2,925,049

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



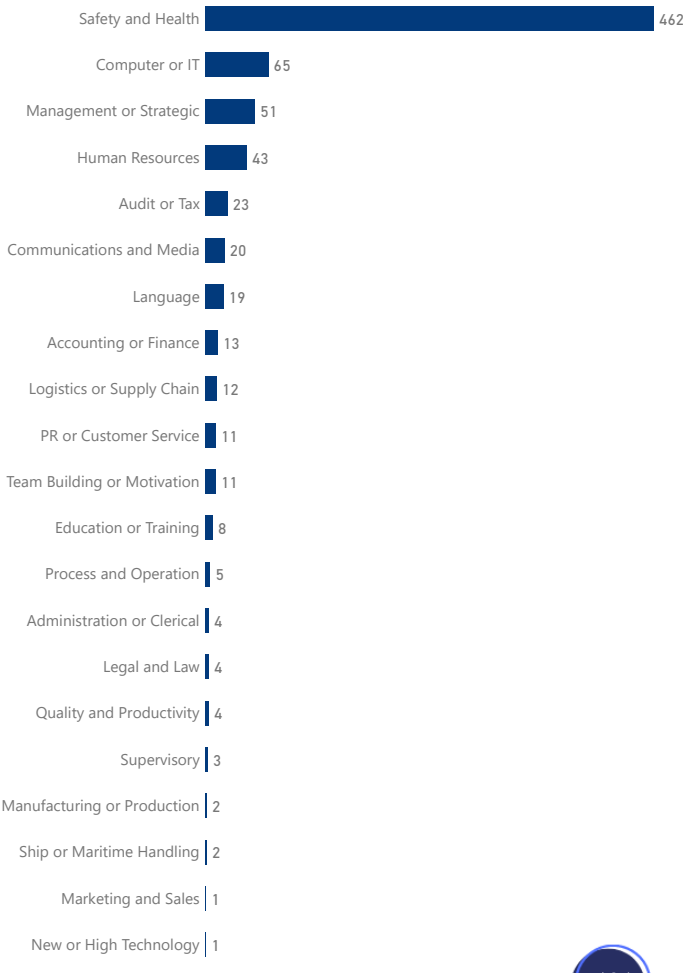
Total Training Places

764

Trainees Trained

642

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.7

Employee Training Ratio (%)



Training Opportunity Ratio

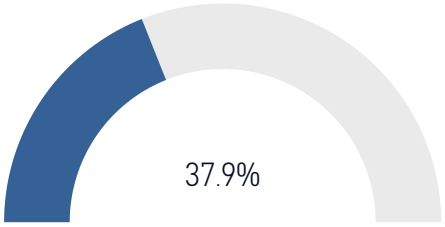
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

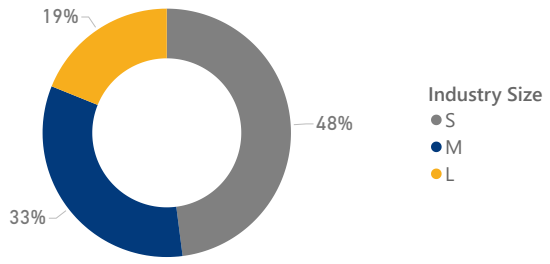
Financial Assistance	Amount (RM)	%
Course Fee	1,443,253	94%
Other Allowable Costs	90,729	6%
Total	**1,533,983**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,267,280	3,340,898

Training Grant Applications According to Industry Size



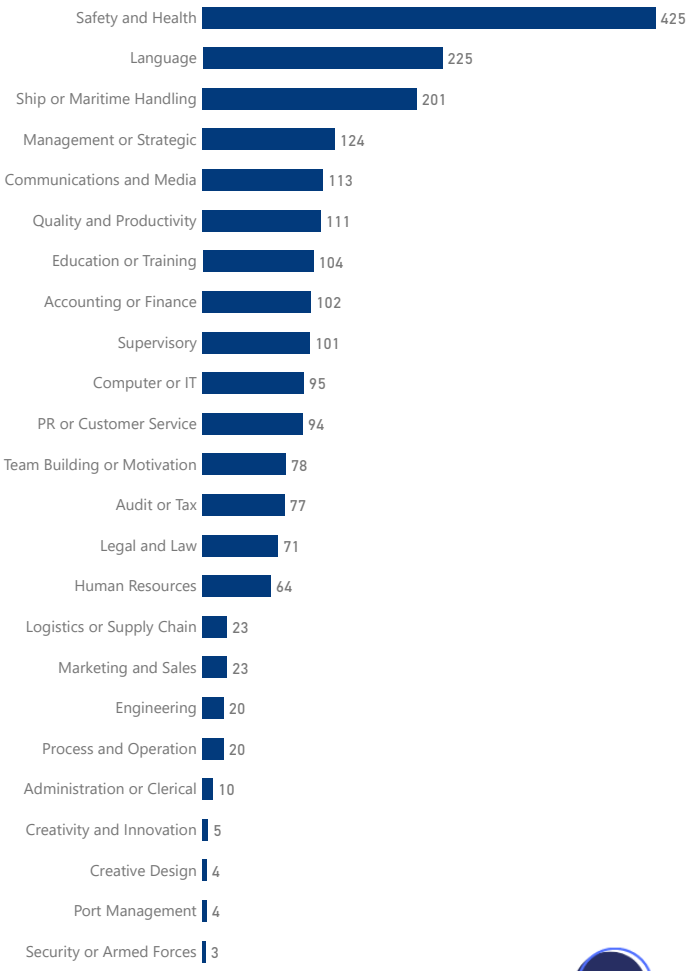
Total Training Places

2,097

Trainees Trained

1,297

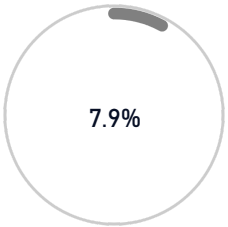
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

4.5

Employee Training Ratio (%)



Training Opportunity Ratio

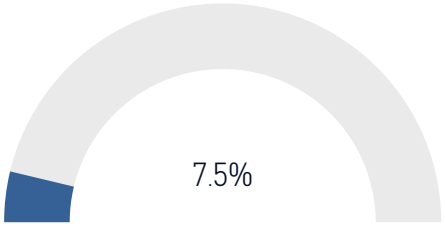
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

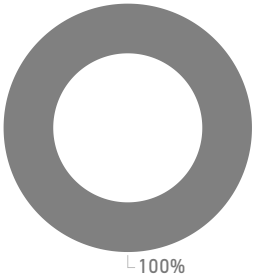
Financial Assistance	Amount (RM)	%
Course Fee	6,982	100%
Other Allowable Costs	0	0%
Total	**6,982**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
6,974	93,471

Training Grant Applications According to Industry Size



Industry Size
● S

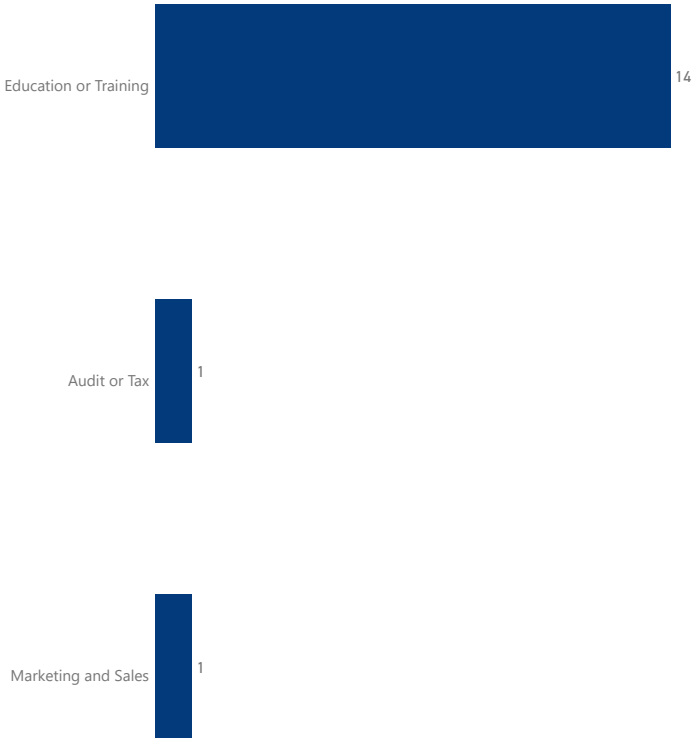
Total Training Places

16

Trainees Trained

16

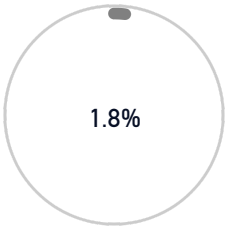
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

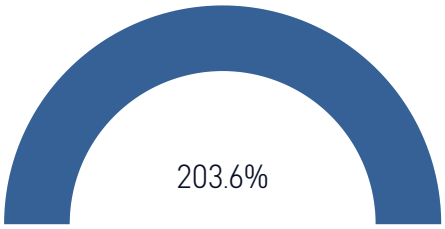
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

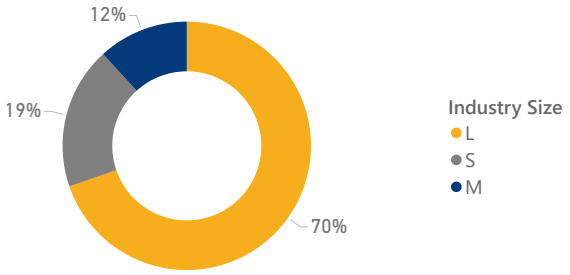
Financial Assistance	Amount (RM)	%
Course Fee	10,062,310	78%
Other Allowable Costs	2,772,725	22%
Total	**12,835,035**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
9,096,742	4,468,889

Training Grant Applications According to Industry Size



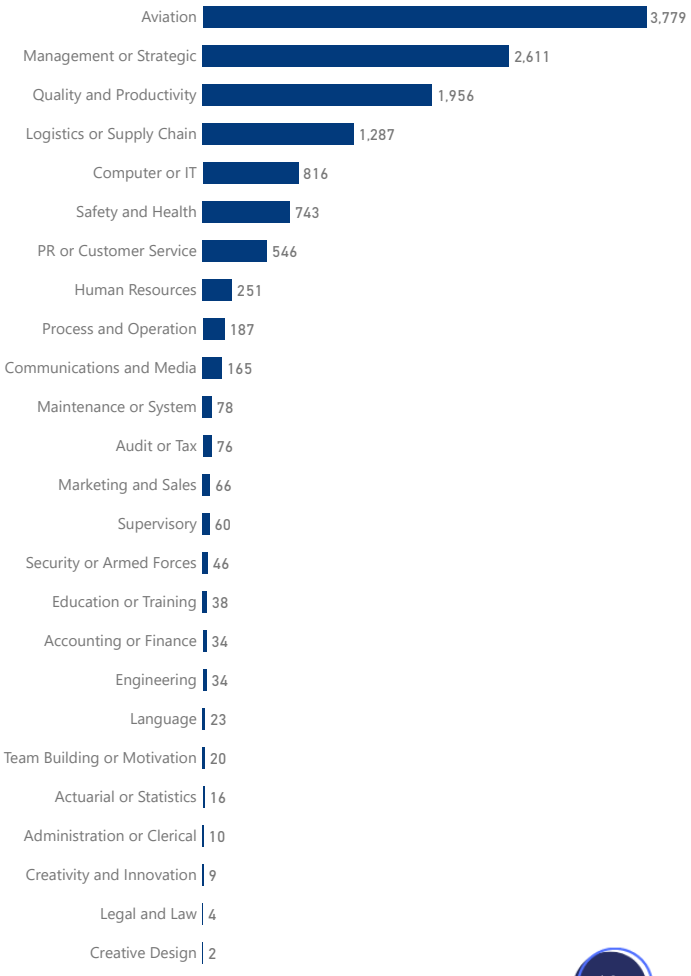
Total Training Places

12,857

Trainees Trained

8,036

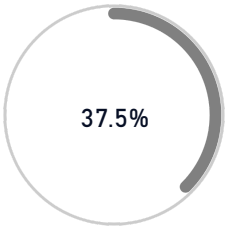
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

6.9

Employee Training Ratio (%)



Training Opportunity Ratio

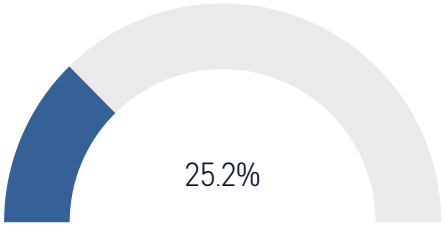
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

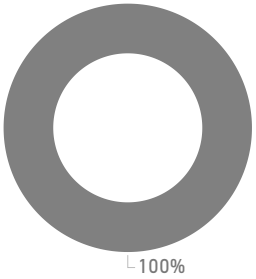
Financial Assistance	Amount (RM)	%
Course Fee	30,984	100%
Other Allowable Costs	0	0%
Total	**30,984**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
29,266	115,990

Training Grant Applications According to Industry Size



Industry Size
● S

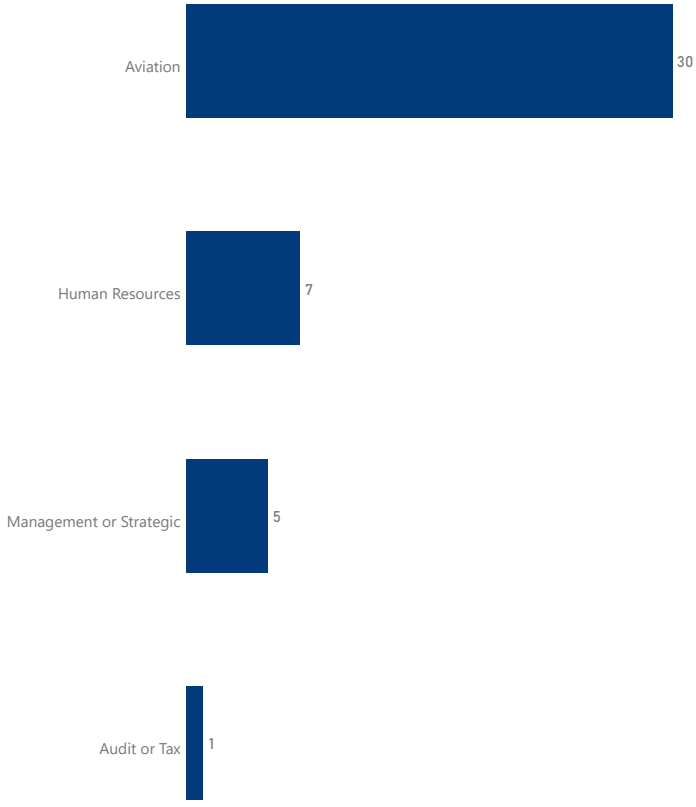
Total Training Places

43

Trainees Trained

41

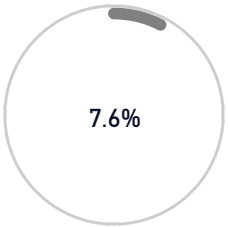
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.5

Employee Training Ratio (%)



Training Opportunity Ratio

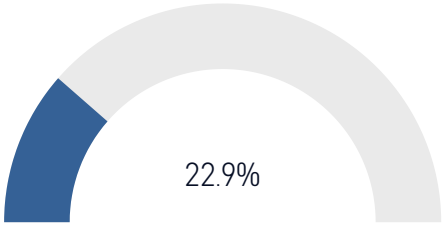
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

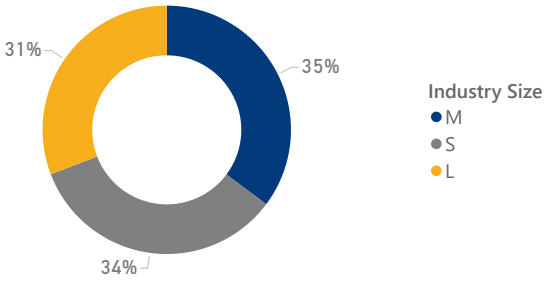
Financial Assistance	Amount (RM)	%
Course Fee	393,246	94%
Other Allowable Costs	25,404	6%
Total	**418,650**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
297,238	1,299,761

Training Grant Applications According to Industry Size



Total Training Places

1,099

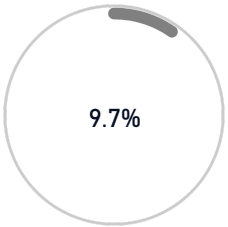
Trainees Trained

702

Effective Training Duration per Trainee (days)

2.5

Employee Training Ratio (%)



Training Opportunity Ratio

1.6

Training Participation According to Skill Areas

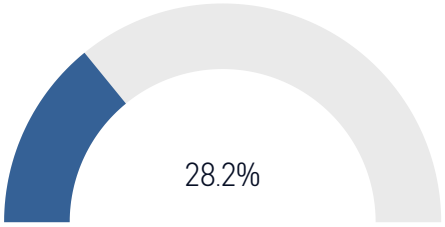


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

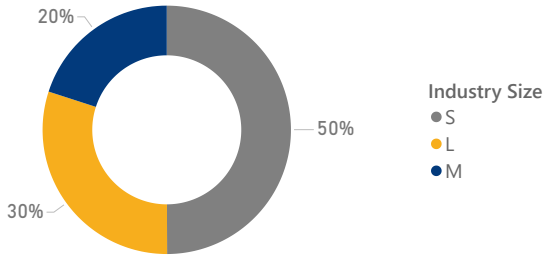
Financial Assistance	Amount (RM)	%
Course Fee	8,151,209	91%
Other Allowable Costs	762,861	9%
Total	**8,914,069**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
7,172,236	25,426,412

Training Grant Applications According to Industry Size



Total Training Places

14,866

Trainees Trained

9,700

Effective Training Duration per Trainee (days)

3.0

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

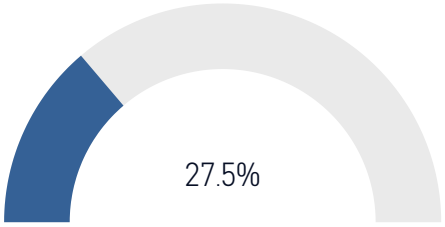
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

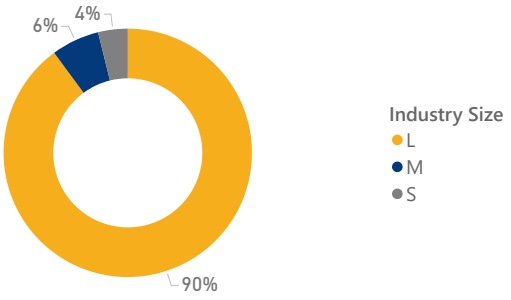
Financial Assistance	Amount (RM)	%
Course Fee	1,678,150	78%
Other Allowable Costs	473,634	22%
Total	**2,151,784**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,919,019	6,966,926

Training Grant Applications According to Industry Size



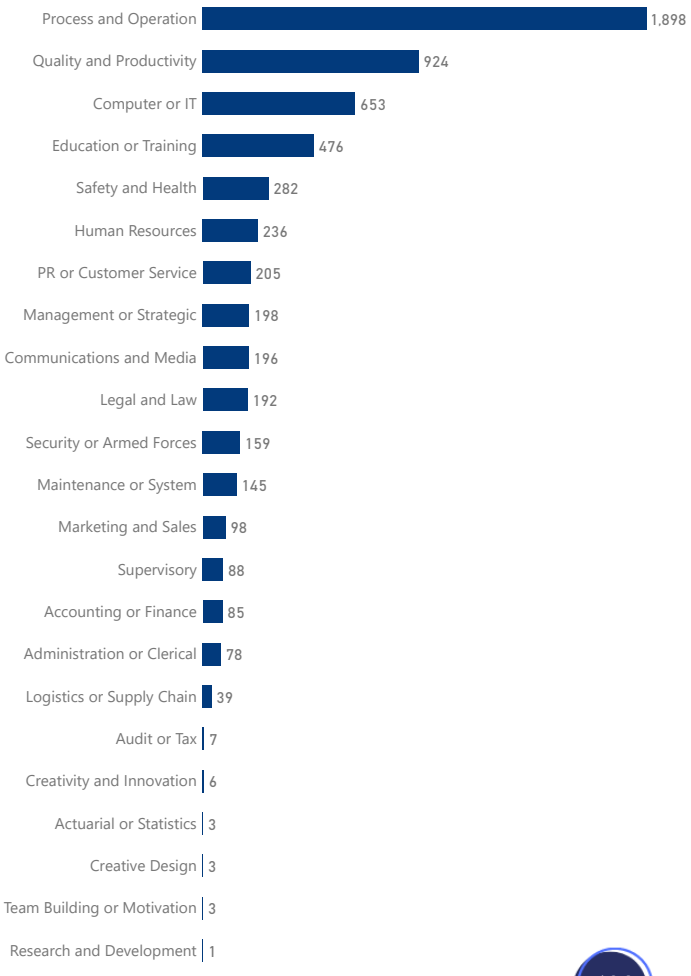
Total Training Places

5,975

Trainees Trained

4,187

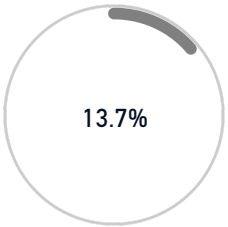
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.5

Employee Training Ratio (%)



Training Opportunity Ratio

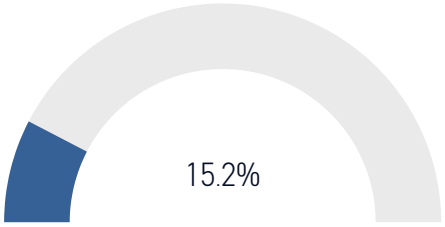
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

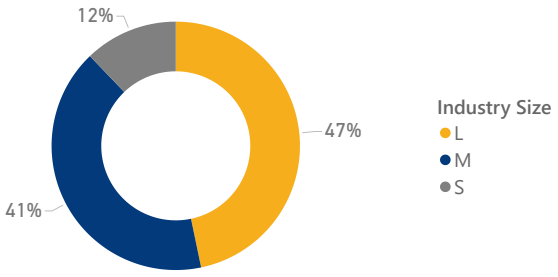
Financial Assistance	Amount (RM)	%
Course Fee	470,901	77%
Other Allowable Costs	140,650	23%
Total	**611,551**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
785,226	5,150,963

Training Grant Applications According to Industry Size



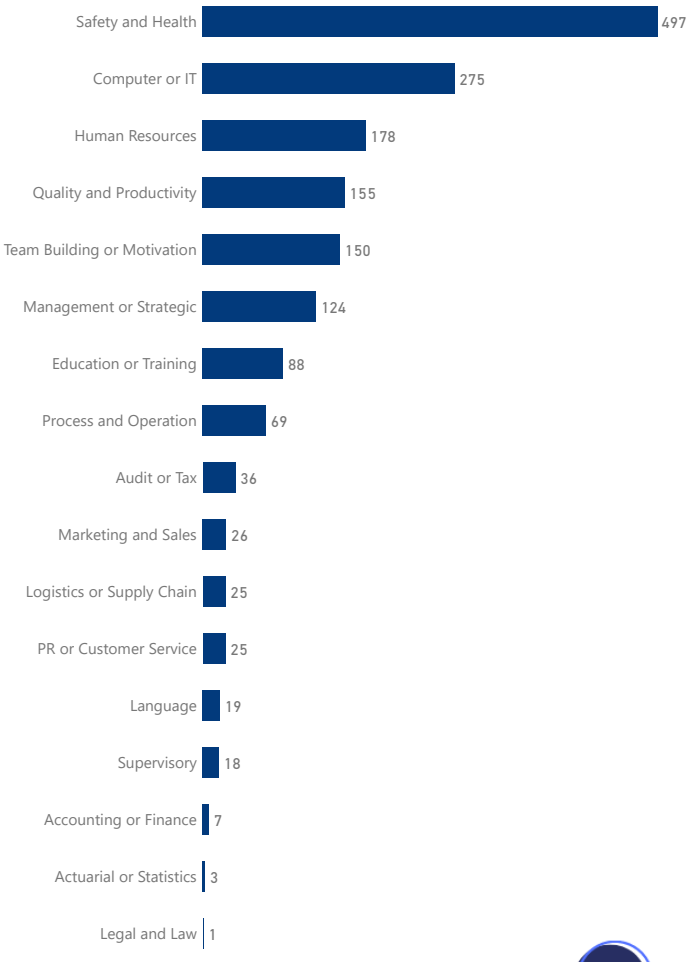
Total Training Places

1,696

Trainees Trained

1,161

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.3

Employee Training Ratio (%)



Training Opportunity Ratio

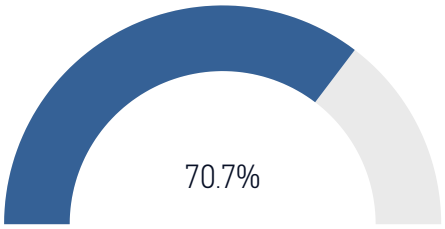
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

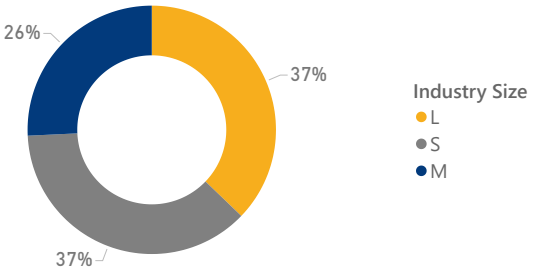
Financial Assistance	Amount (RM)	%
Course Fee	3,924,843	74%
Other Allowable Costs	1,386,189	26%
Total	**5,311,032**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
5,204,545	7,365,538

Training Grant Applications According to Industry Size



Total Training Places

9,780

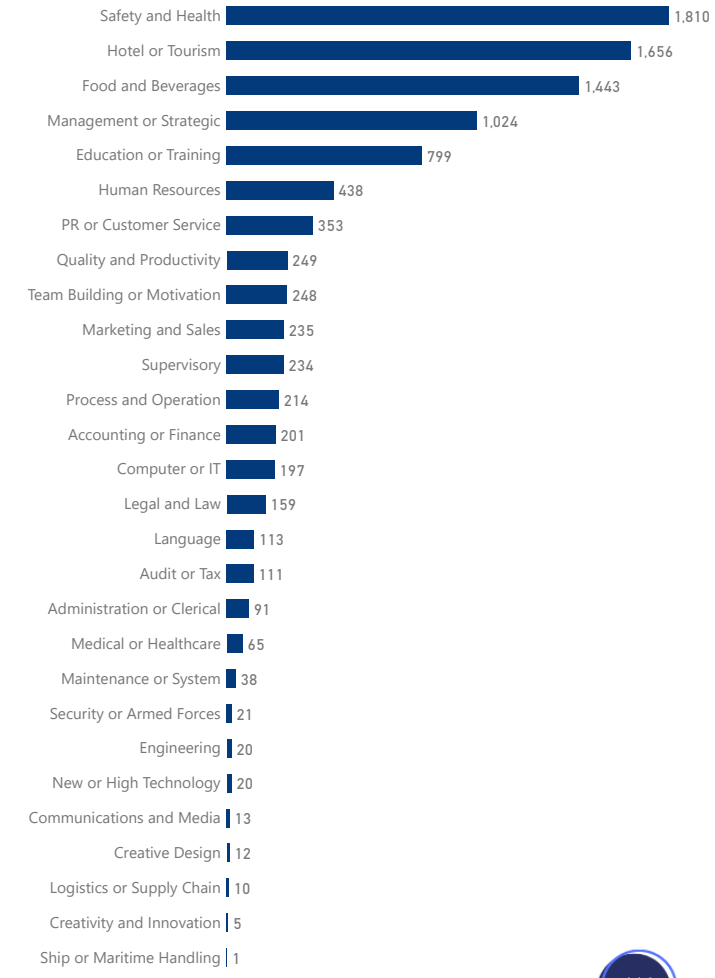
Trainees Trained

7,139

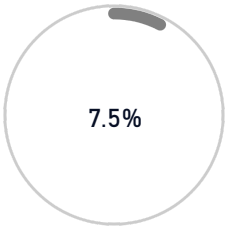
Effective Training Duration per Trainee (days)

3.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

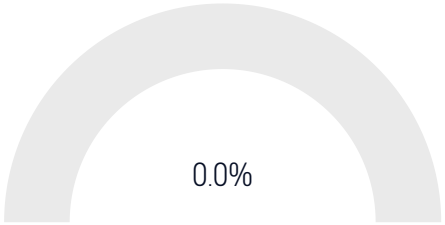
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

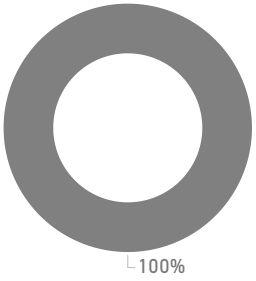
Financial Assistance	Amount (RM)	%
Course Fee	1,400	100%
Other Allowable Costs	0	0%
Total	**1,400**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	10,260

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

2

Trainees Trained

2

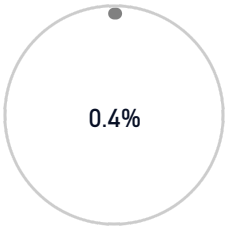
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.0

Employee Training Ratio (%)



Training Opportunity Ratio

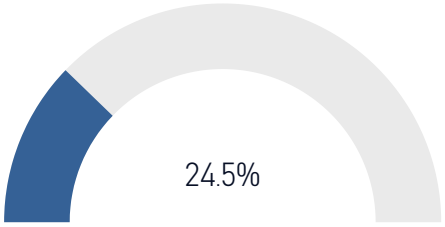
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	2,686,480	85%
Other Allowable Costs	456,943	15%
Total	**3,143,423**	

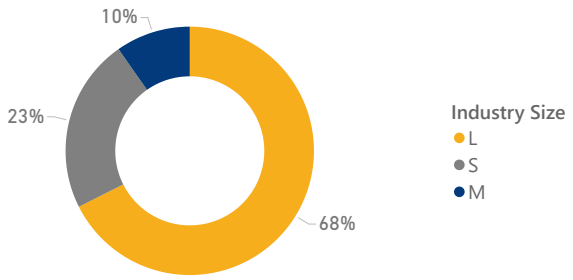
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,158,960	12,916,283

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



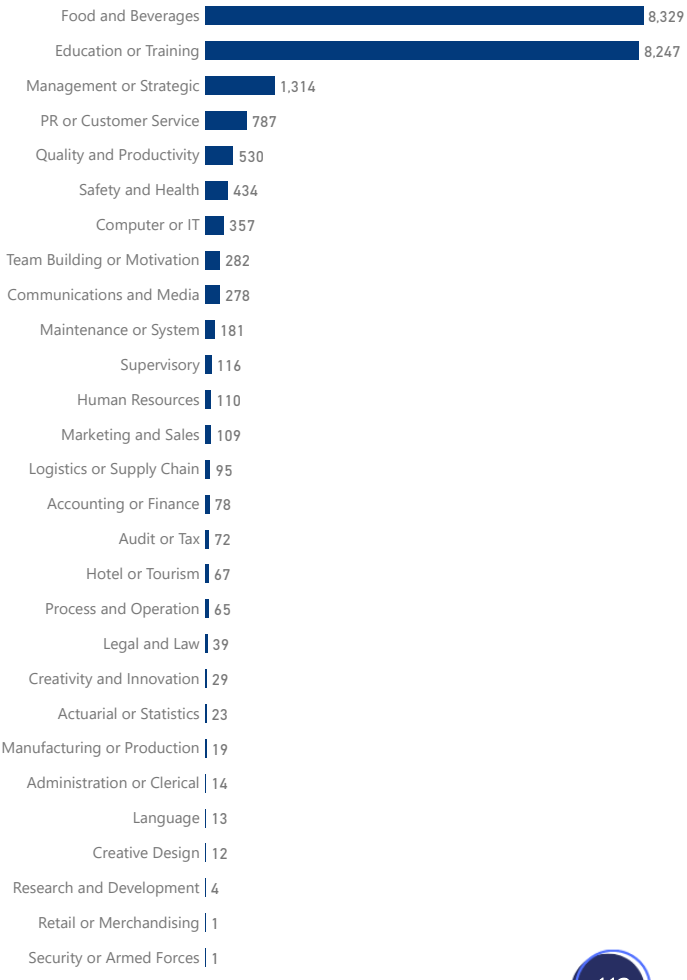
Total Training Places

21,606

Trainees Trained

8,250

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

187.2

Employee Training Ratio (%)



Training Opportunity Ratio

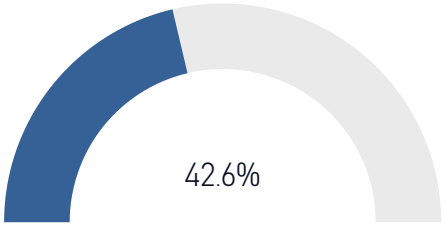
2.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

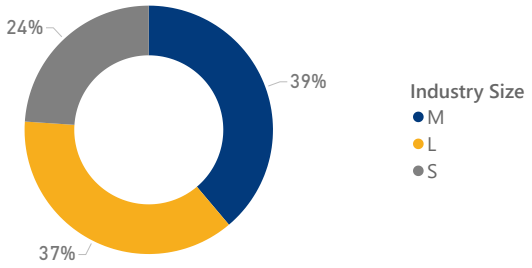
Financial Assistance	Amount (RM)	%
Course Fee	630,999	78%
Other Allowable Costs	177,930	22%
Total	**808,929**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
571,181	1,340,307

Training Grant Applications According to Industry Size



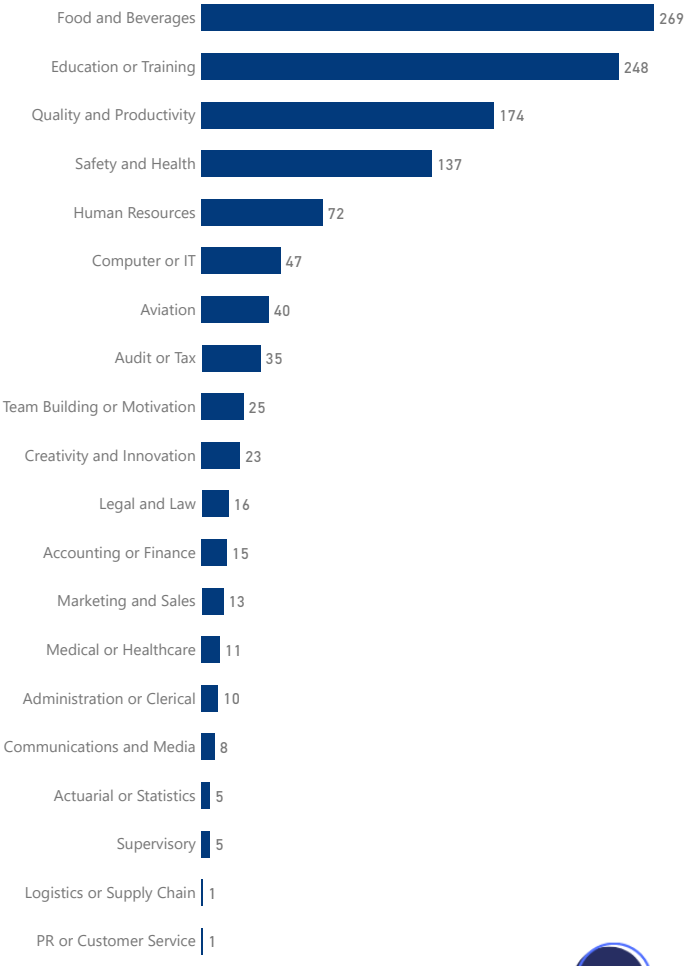
Total Training Places

1,155

Trainees Trained

659

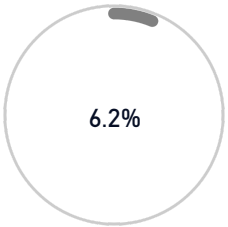
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.6

Employee Training Ratio (%)



Training Opportunity Ratio

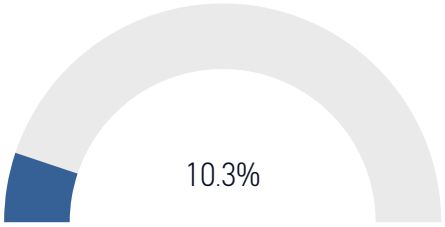
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

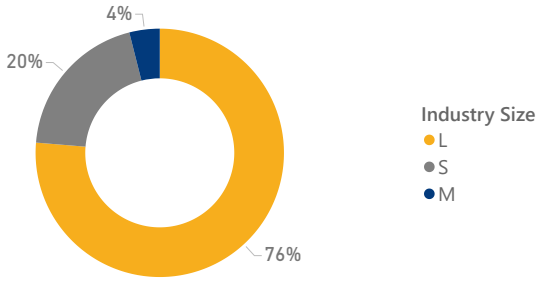
Financial Assistance	Amount (RM)	%
Course Fee	174,629	83%
Other Allowable Costs	36,050	17%
Total	**210,679**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
136,790	1,331,504

Training Grant Applications According to Industry Size



Total Training Places

890

Trainees Trained

438

Effective Training Duration per Trainee (days)

2.9

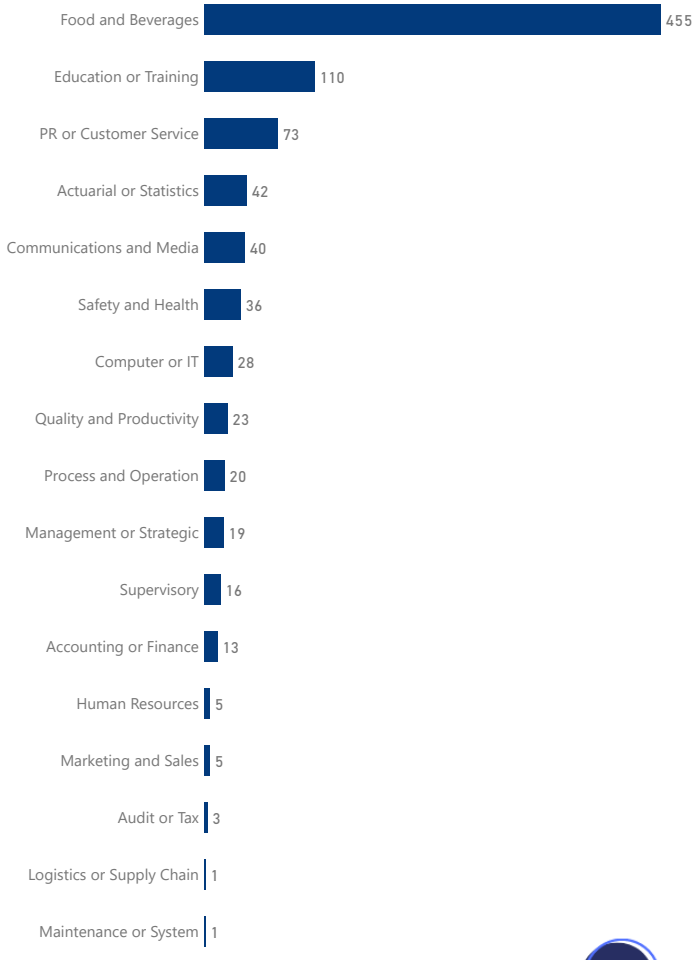
Employee Training Ratio (%)



Training Opportunity Ratio

2.0

Training Participation According to Skill Areas

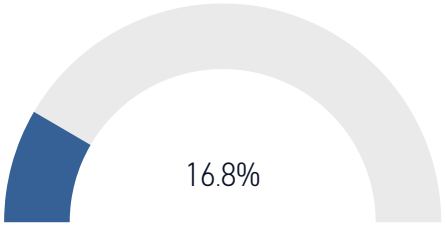


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

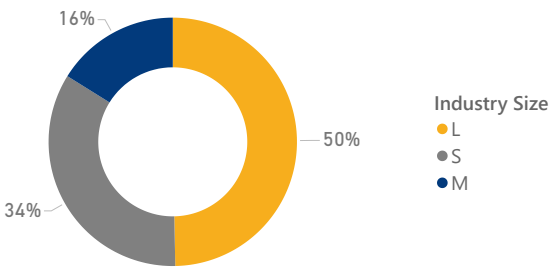
Financial Assistance	Amount (RM)	%
Course Fee	346,844	88%
Other Allowable Costs	48,775	12%
Total	**395,619**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
268,783	1,597,218

Training Grant Applications According to Industry Size



Total Training Places

1,248

Trainees Trained

751

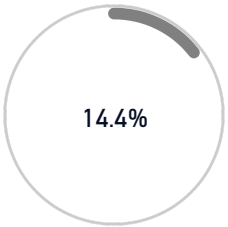
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.8

Employee Training Ratio (%)



Training Opportunity Ratio

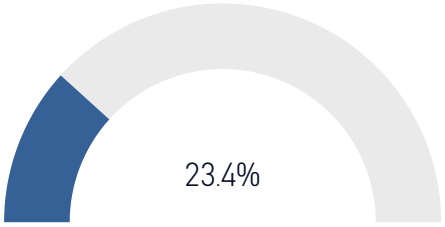
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	54,945	100%
Other Allowable Costs	0	0%
Total	**54,945**	

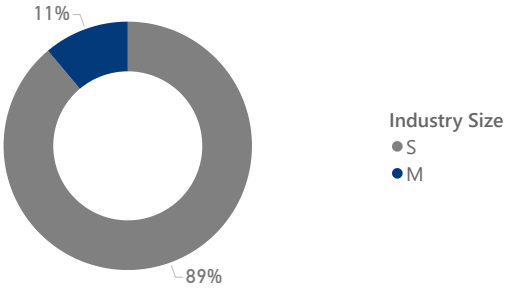
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
60,295	257,384

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



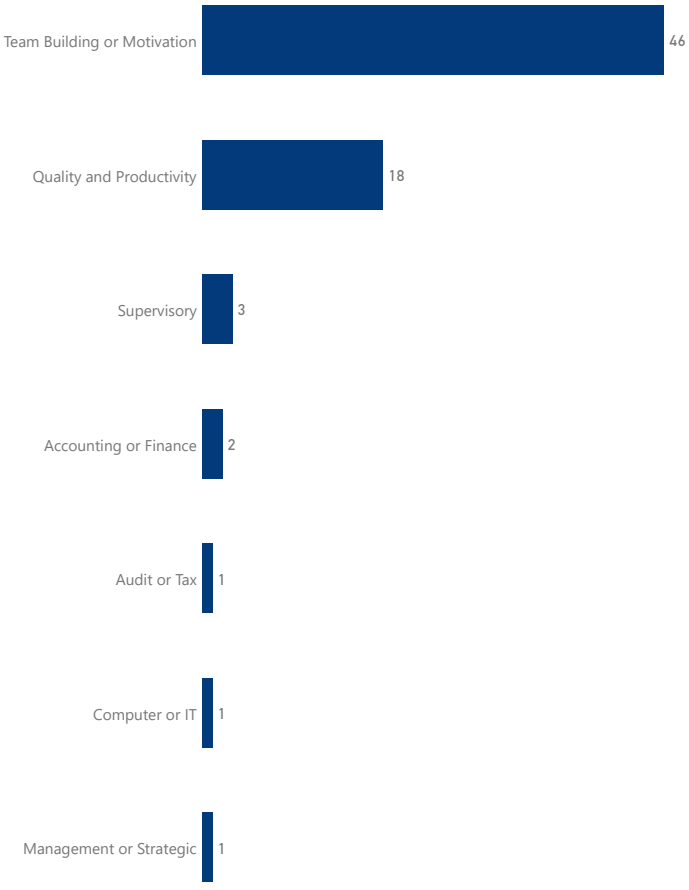
Total Training Places

72

Trainees Trained

41

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

5.0

Employee Training Ratio (%)



Training Opportunity Ratio

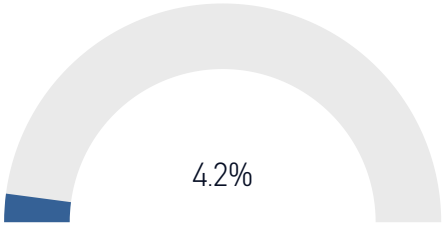
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

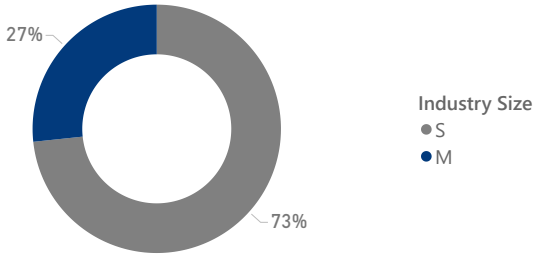
Financial Assistance	Amount (RM)	%
Course Fee	43,037	93%
Other Allowable Costs	3,400	7%
Total	**46,437**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
20,300	486,350

Training Grant Applications According to Industry Size



Total Training Places

82

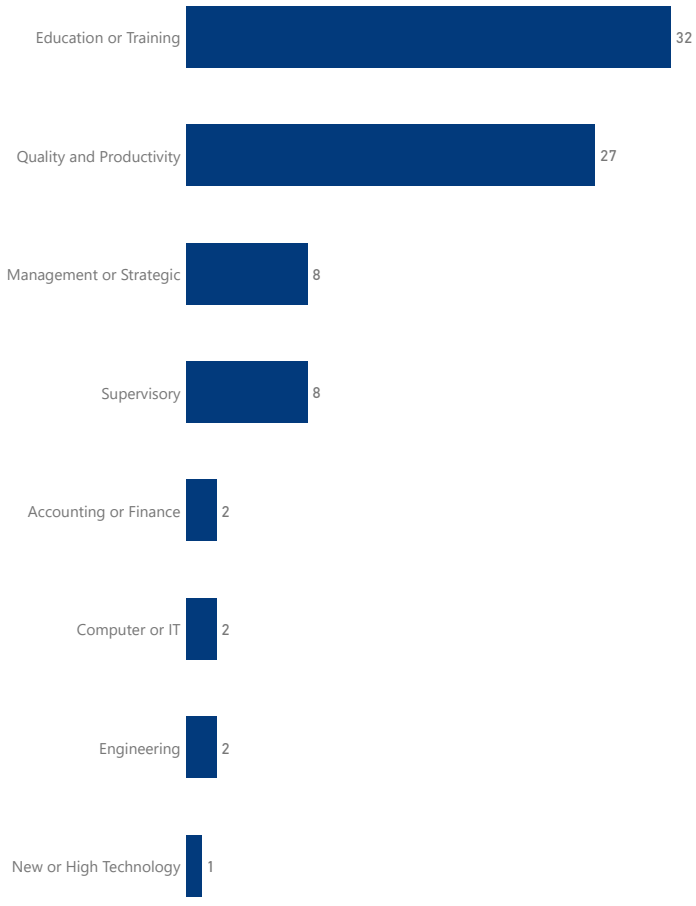
Trainees Trained

80

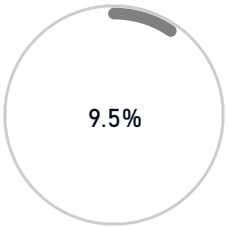
Effective Training Duration per Trainee (days)

1.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

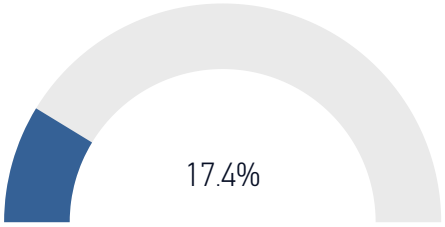
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

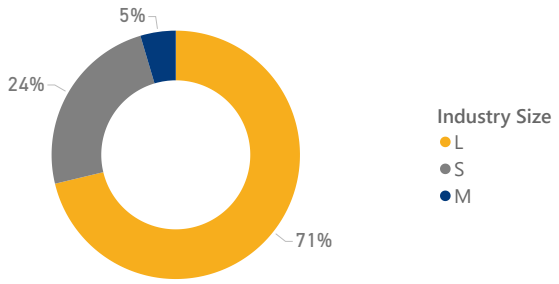
Financial Assistance	Amount (RM)	%
Course Fee	1,021,562	92%
Other Allowable Costs	84,550	8%
Total	**1,106,112**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
484,712	2,781,357

Training Grant Applications According to Industry Size



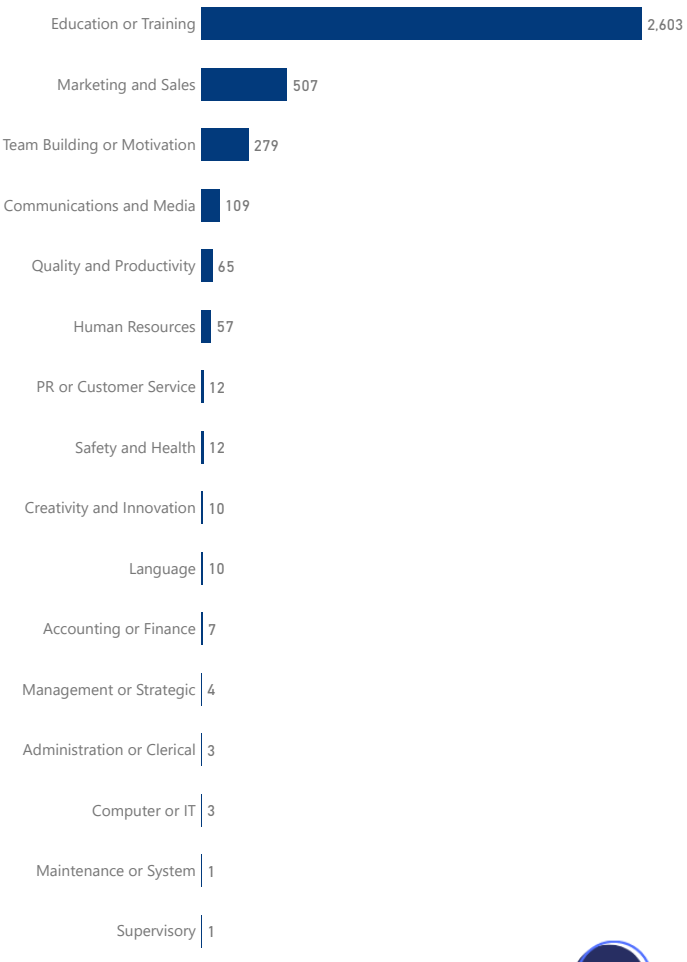
Total Training Places

3,683

Trainees Trained

2,842

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

291.5

Employee Training Ratio (%)



Training Opportunity Ratio

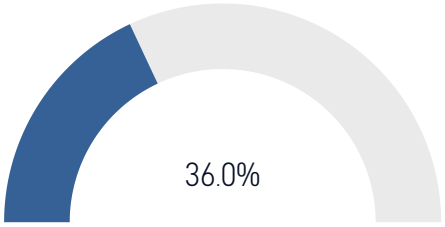
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

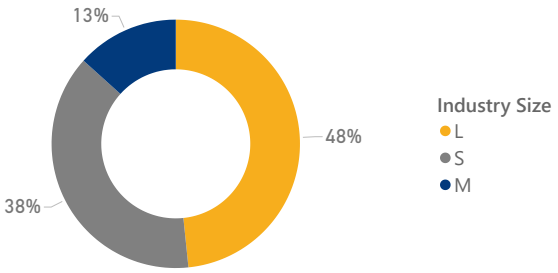
Financial Assistance	Amount (RM)	%
Course Fee	13,481,673	98%
Other Allowable Costs	270,568	2%
Total	**13,752,241**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
11,506,926	31,934,791

Training Grant Applications According to Industry Size



Total Training Places

17,166

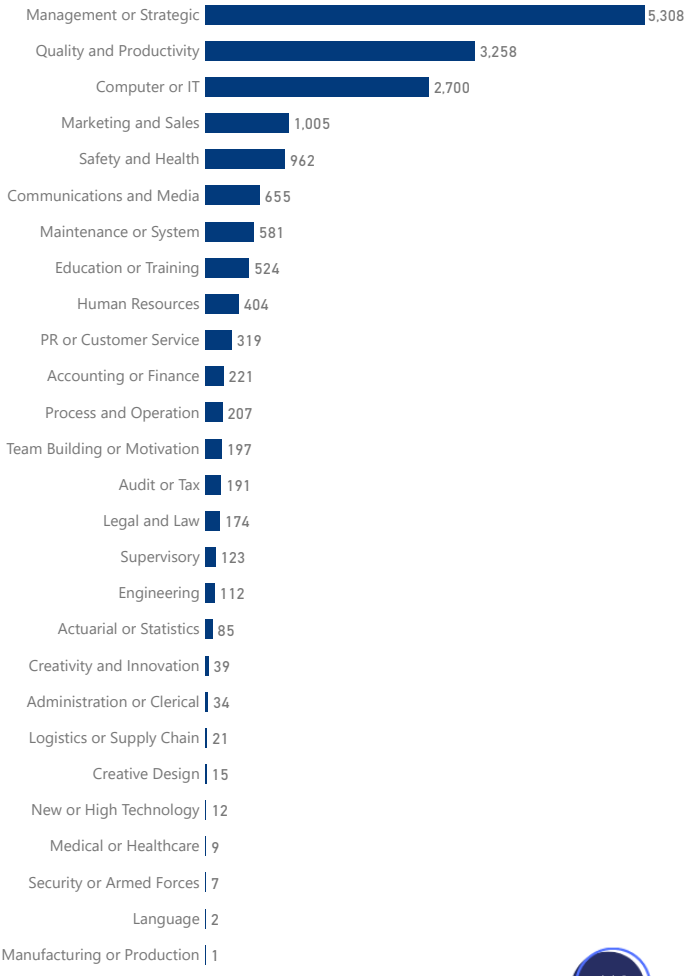
Trainees Trained

9,697

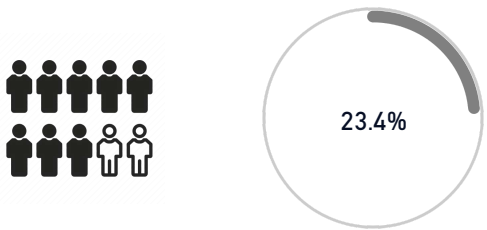
Effective Training Duration per Trainee (days)

41.5

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

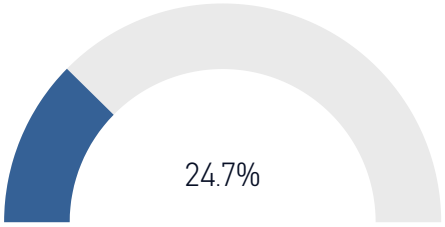
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

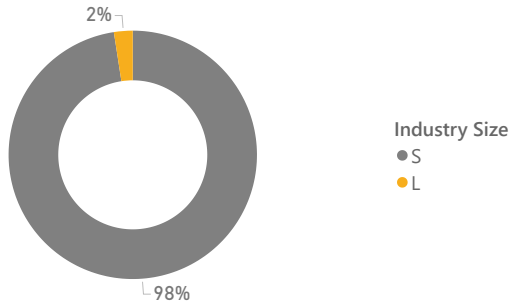
Financial Assistance	Amount (RM)	%
Course Fee	372,210	95%
Other Allowable Costs	20,175	5%
Total	**392,385**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
234,153	946,138

Training Grant Applications According to Industry Size



Total Training Places

635

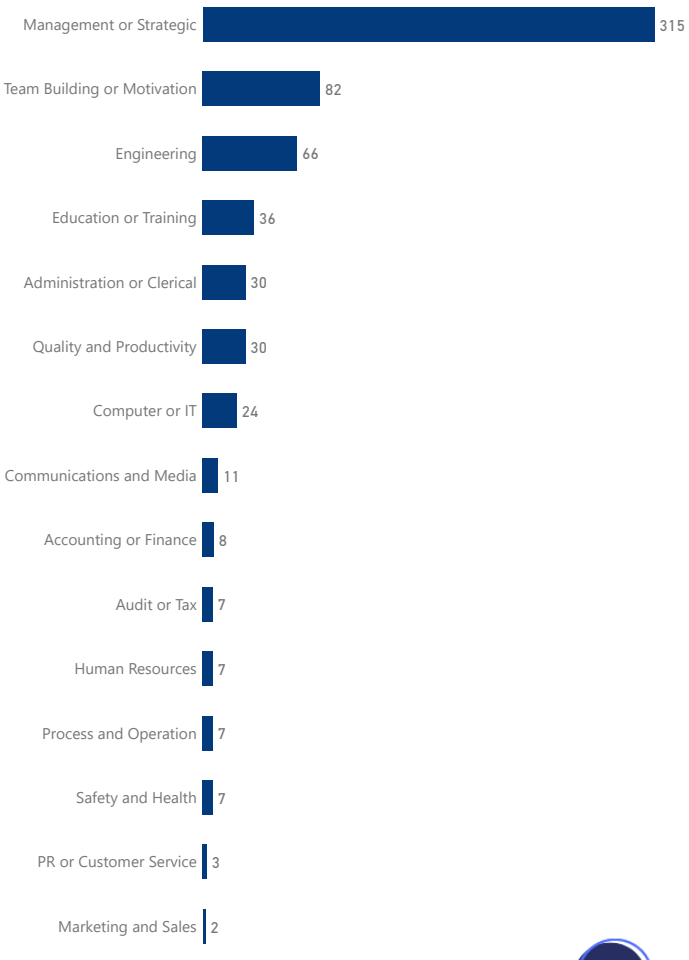
Trainees Trained

352

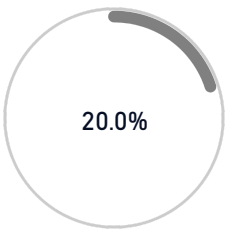
Effective Training Duration per Trainee (days)

10.2

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

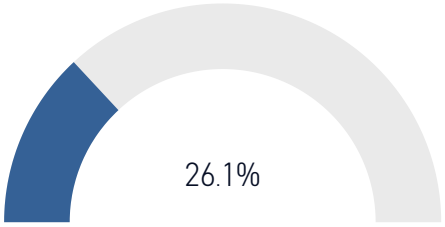
1.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

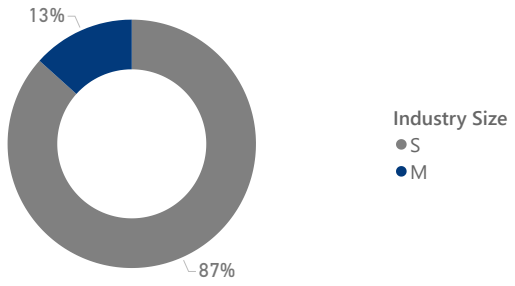
Financial Assistance	Amount (RM)	%
Course Fee	71,365	99%
Other Allowable Costs	385	1%
Total	**71,750**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
55,842	213,665

Training Grant Applications According to Industry Size



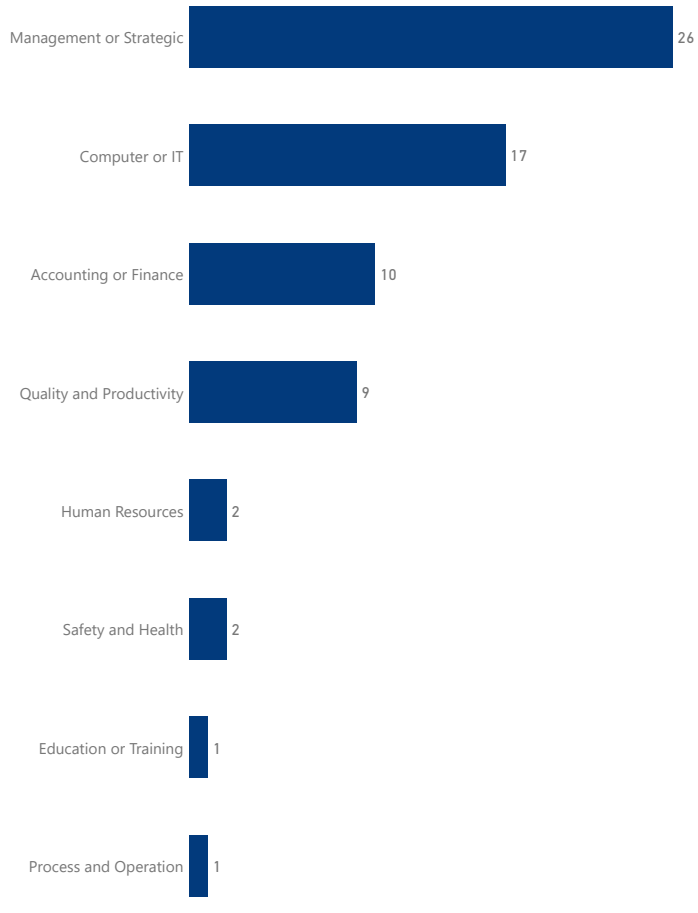
Total Training Places

68

Trainees Trained

54

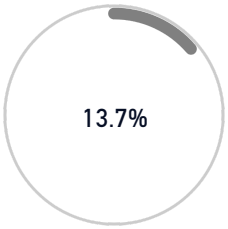
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.5

Employee Training Ratio (%)



Training Opportunity Ratio

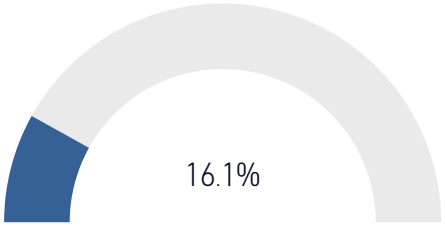
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

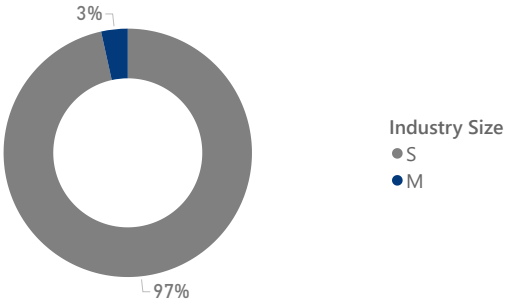
Financial Assistance	Amount (RM)	%
Course Fee	175,115	98%
Other Allowable Costs	2,950	2%
Total	**178,065**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
127,142	787,544

Training Grant Applications According to Industry Size



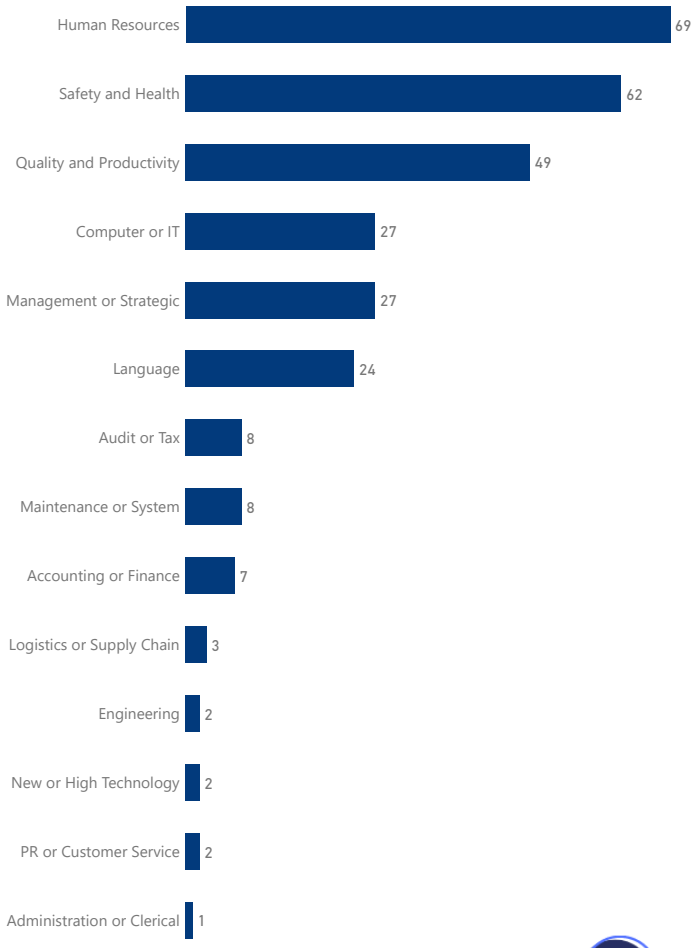
Total Training Places

291

Trainees Trained

230

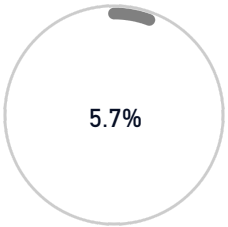
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

4.5

Employee Training Ratio (%)



Training Opportunity Ratio

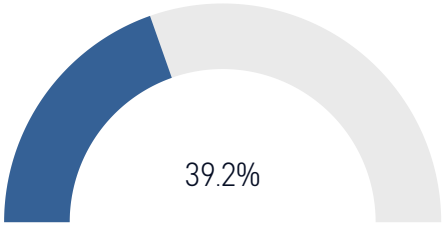
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

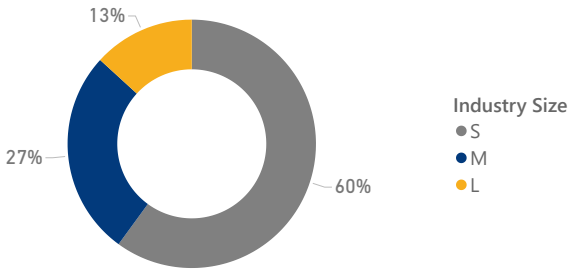
Financial Assistance	Amount (RM)	%
Course Fee	24,214,671	97%
Other Allowable Costs	759,526	3%
Total	**24,974,196**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
20,519,665	52,332,630

Training Grant Applications According to Industry Size



Total Training Places

26,138

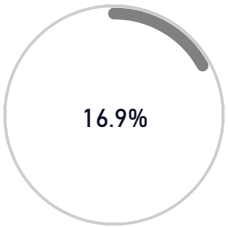
Trainees Trained

16,805

Effective Training Duration per Trainee (days)

19.2

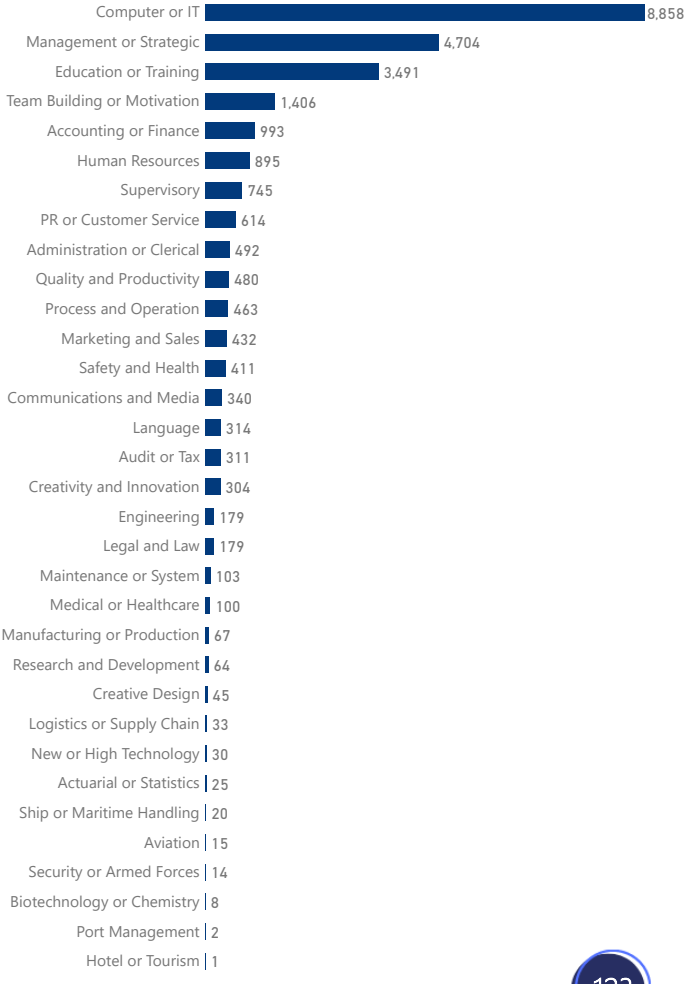
Employee Training Ratio (%)



Training Opportunity Ratio

1.6

Training Participation According to Skill Areas

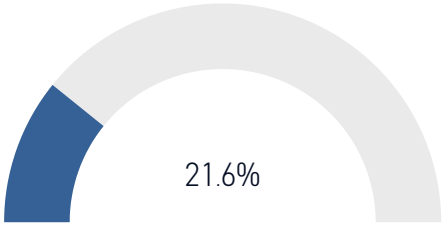


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

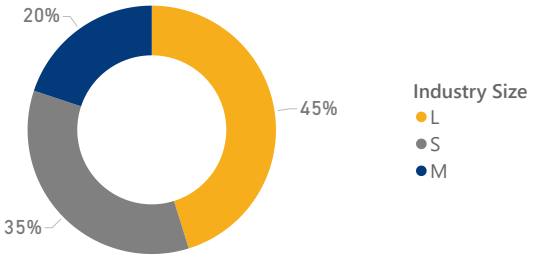
Financial Assistance	Amount (RM)	%
Course Fee	4,977,107	98%
Other Allowable Costs	90,536	2%
Total	**5,067,643**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,426,634	15,865,306

Training Grant Applications According to Industry Size



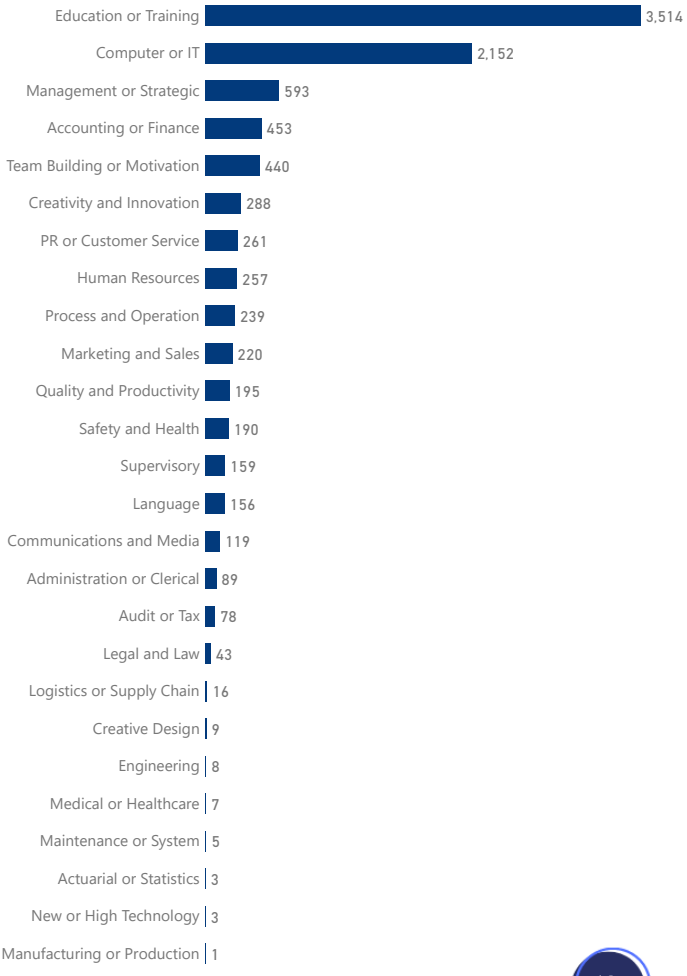
Total Training Places

9,498

Trainees Trained

5,738

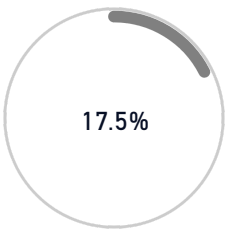
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

49.7

Employee Training Ratio (%)



Training Opportunity Ratio

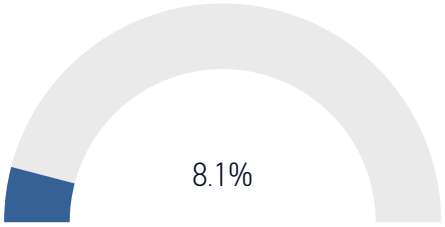
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

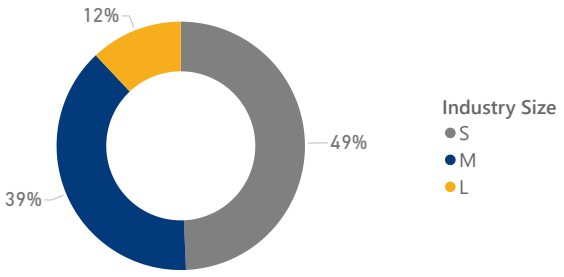
Financial Assistance	Amount (RM)	%
Course Fee	539,847	96%
Other Allowable Costs	23,619	4%
Total	**563,466**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
386,455	4,752,215

Training Grant Applications According to Industry Size



Total Training Places

556

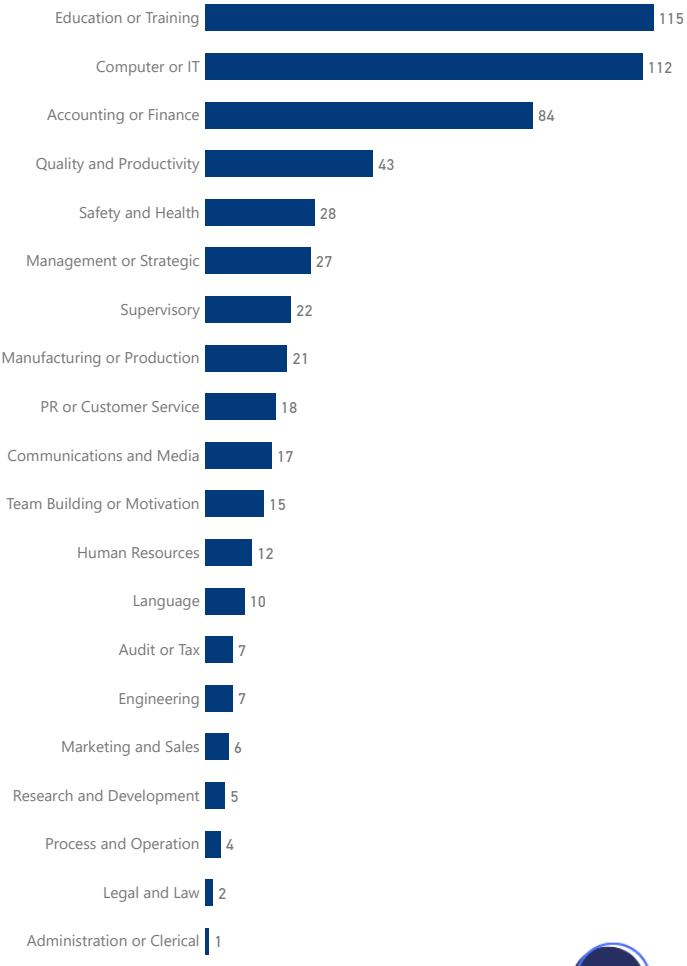
Trainees Trained

416

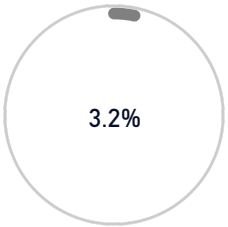
Effective Training Duration per Trainee (days)

2.7

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

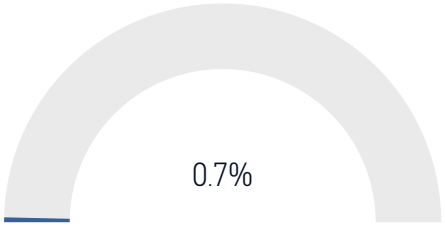
1.3

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

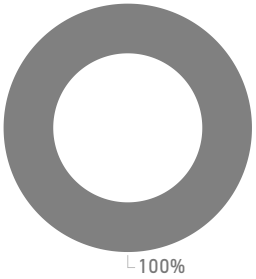
Financial Assistance	Amount (RM)	%
Course Fee	45,213	100%
Other Allowable Costs	0	0%
Total	**45,213**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,750	670,294

Training Grant Applications According to Industry Size



Industry Size
● S

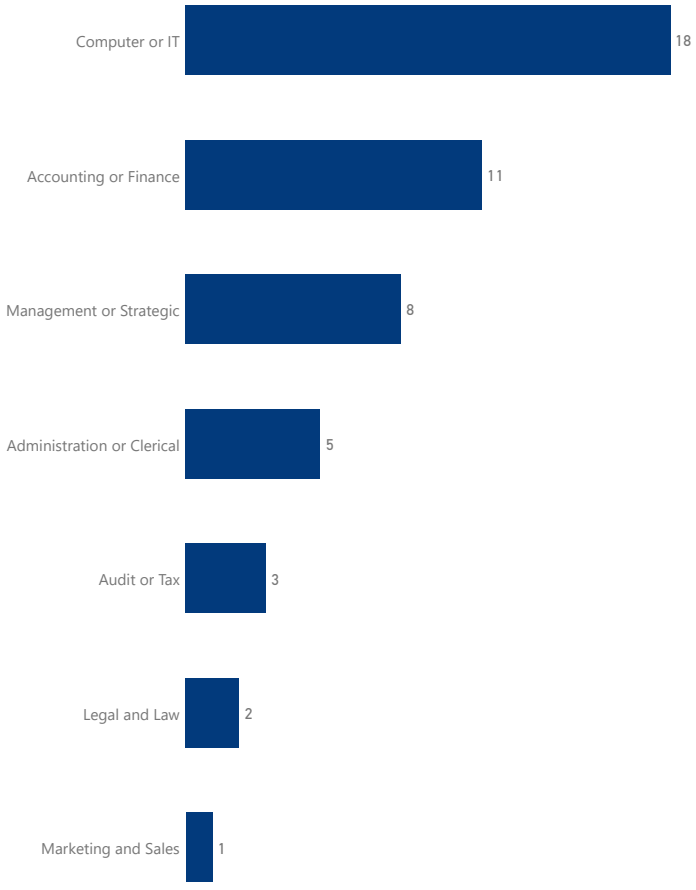
Total Training Places

48

Trainees Trained

43

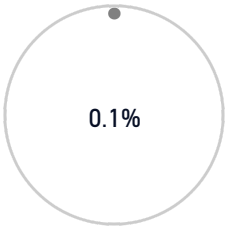
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.3

Employee Training Ratio (%)



Training Opportunity Ratio

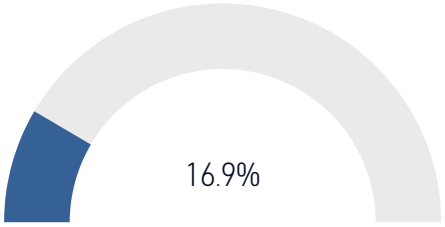
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

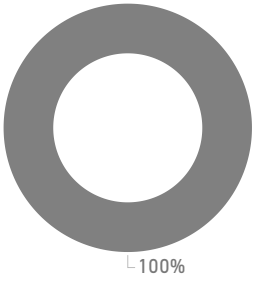
Financial Assistance	Amount (RM)	%
Course Fee	5,862	100%
Other Allowable Costs	0	0%
Total	**5,862**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,212	18,964

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

12

Trainees Trained

10

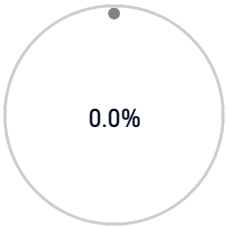
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.4

Employee Training Ratio (%)



Training Opportunity Ratio

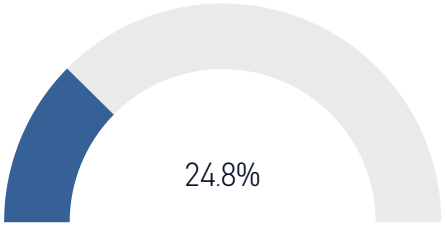
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

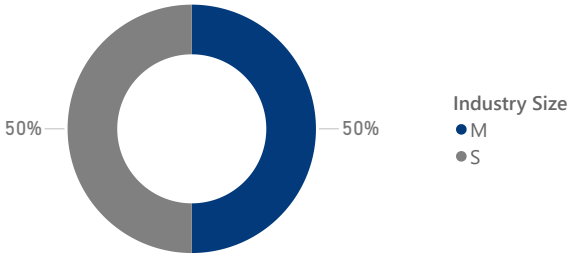
Financial Assistance	Amount (RM)	%
Course Fee	2,600	56%
Other Allowable Costs	2,050	44%
Total	**4,650**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,600	10,489

Training Grant Applications According to Industry Size



Total Training Places

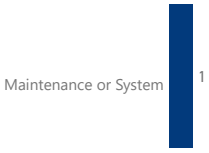
21

Trainees Trained

21

Training Participation According to Skill Areas

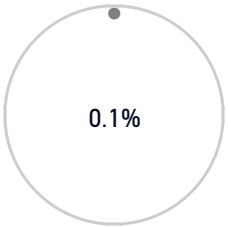




Effective Training Duration per Trainee (days)

1.0

Employee Training Ratio (%)



Training Opportunity Ratio

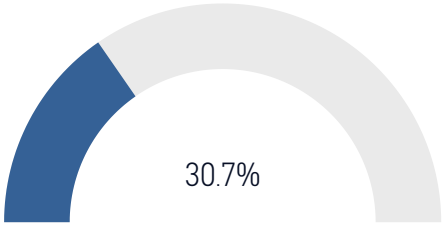
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

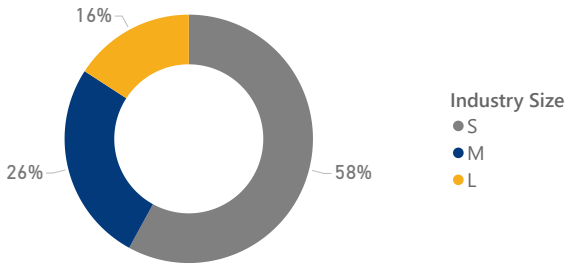
Financial Assistance	Amount (RM)	%
Course Fee	13,066,063	90%
Other Allowable Costs	1,522,923	10%
Total	**14,588,985**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
10,356,268	33,724,263

Training Grant Applications According to Industry Size



Total Training Places

20,772

Trainees Trained

14,062

Effective Training Duration per Trainee (days)

4.1

Employee Training Ratio (%)



Training Opportunity Ratio

1.5

Training Participation According to Skill Areas

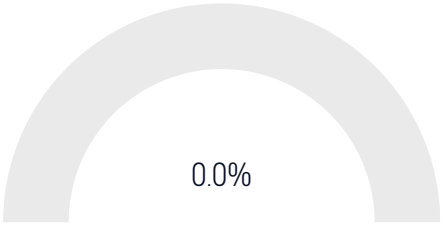


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

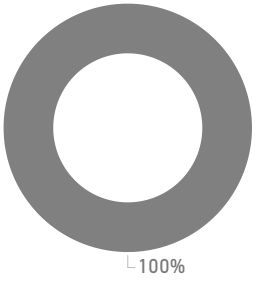
Financial Assistance	Amount (RM)	%
Course Fee	900	100%
Other Allowable Costs	0	0%
Total	**900**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	2,404

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

1

Trainees Trained

1

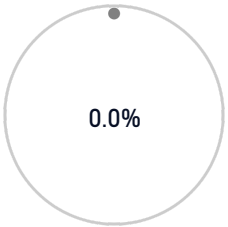
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

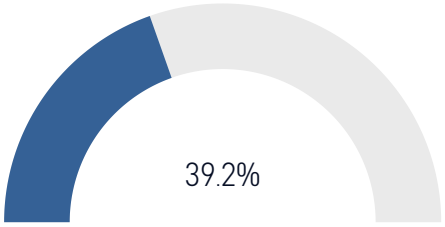
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

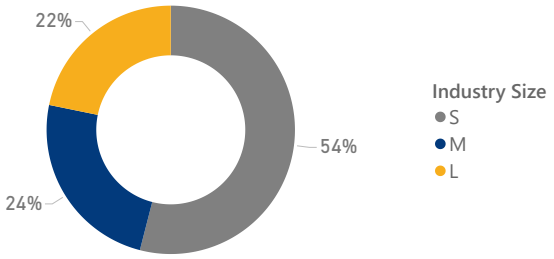
Financial Assistance	Amount (RM)	%
Course Fee	2,335,213	95%
Other Allowable Costs	110,640	5%
Total	**2,445,853**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,986,865	5,072,152

Training Grant Applications According to Industry Size



Total Training Places

3,735

Trainees Trained

2,233

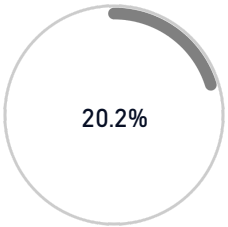
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

10.5

Employee Training Ratio (%)



Training Opportunity Ratio

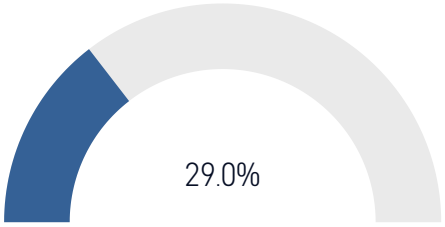
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

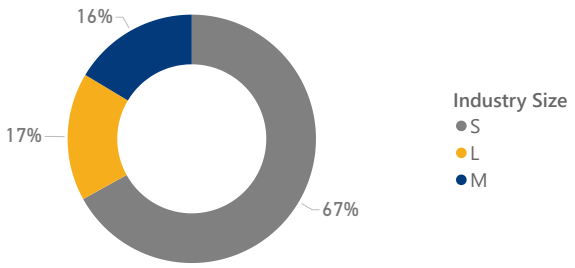
Financial Assistance	Amount (RM)	%
Course Fee	1,477,247	97%
Other Allowable Costs	49,340	3%
Total	**1,526,587**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
1,384,776	4,766,965

Training Grant Applications According to Industry Size



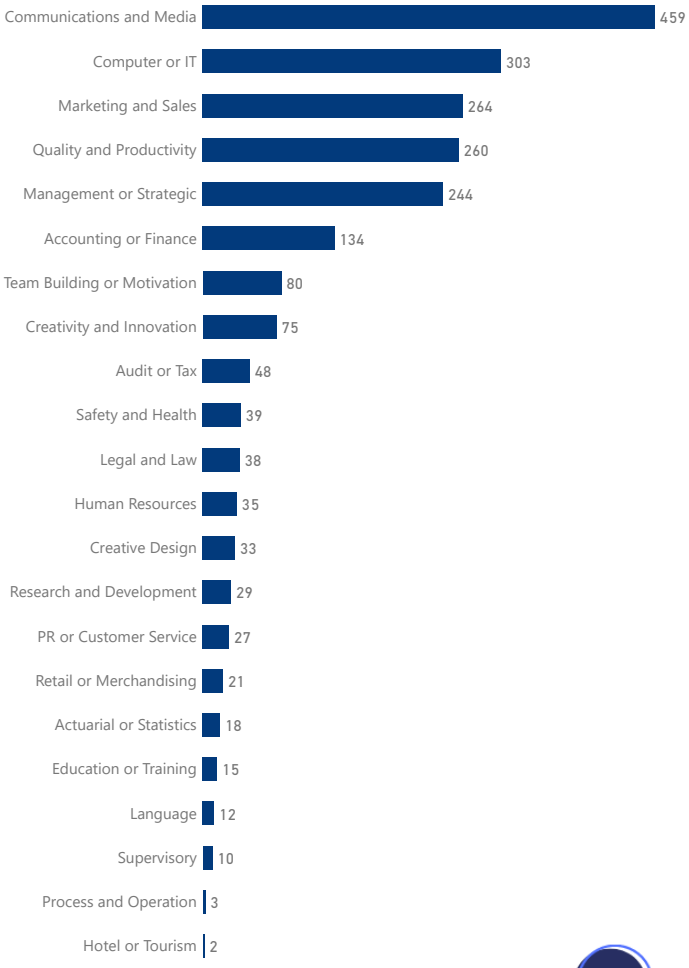
Total Training Places

2,149

Trainees Trained

1,549

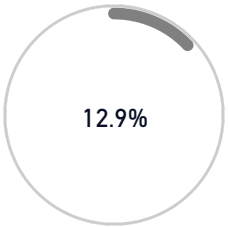
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.5

Employee Training Ratio (%)



Training Opportunity Ratio

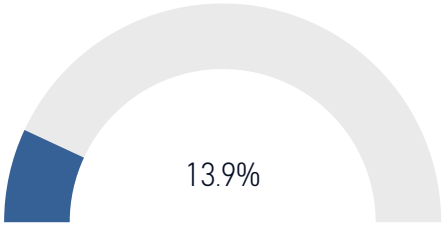
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

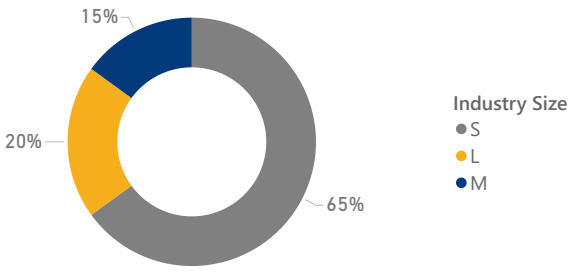
Financial Assistance	Amount (RM)	%
Course Fee	91,396	98%
Other Allowable Costs	1,500	2%
Total	**92,896**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
87,340	630,584

Training Grant Applications According to Industry Size



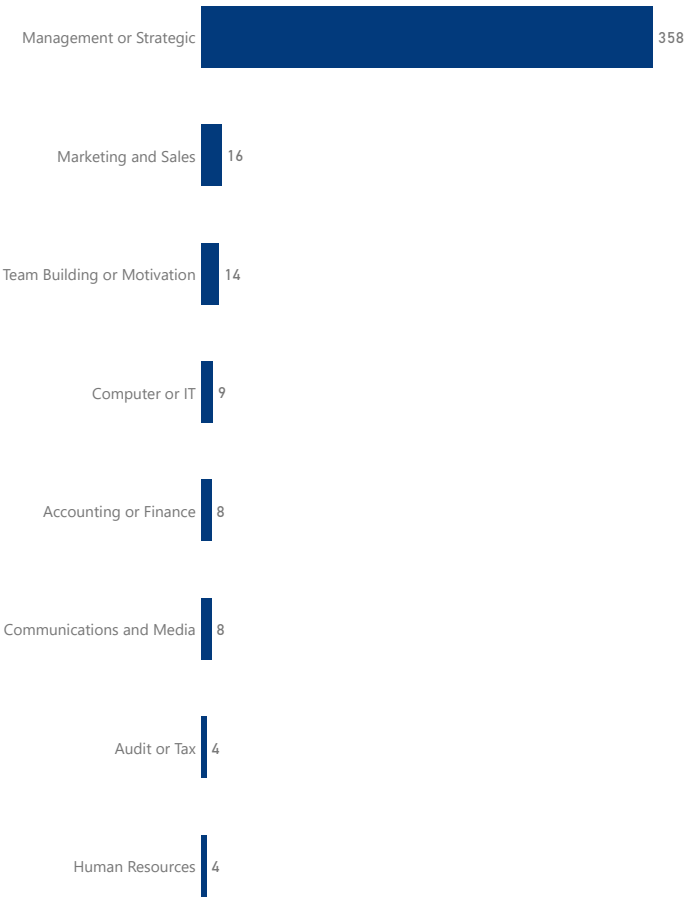
Total Training Places

421

Trainees Trained

404

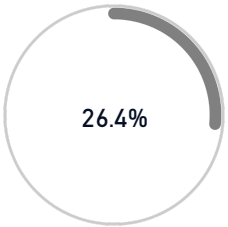
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.1

Employee Training Ratio (%)



Training Opportunity Ratio

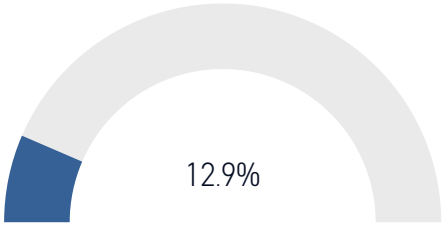
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

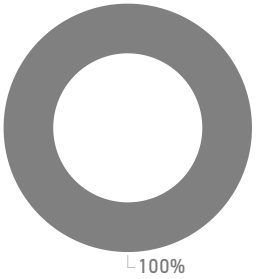
Financial Assistance	Amount (RM)	%
Course Fee	700	100%
Other Allowable Costs	0	0%
Total	**700**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
700	5,408

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

1

Trainees Trained

1

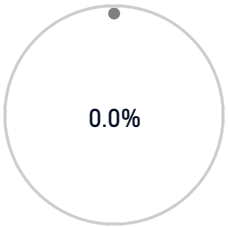
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.0

Employee Training Ratio (%)



Training Opportunity Ratio

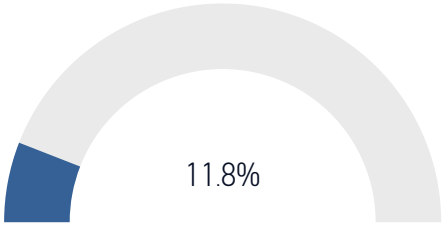
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

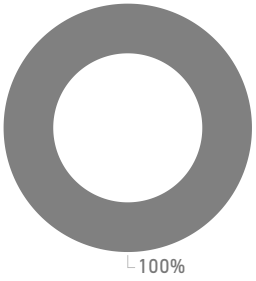
Financial Assistance	Amount (RM)	%
Course Fee	350	100%
Other Allowable Costs	0	0%
Total	**350**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
350	2,956

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

1

Trainees Trained

1

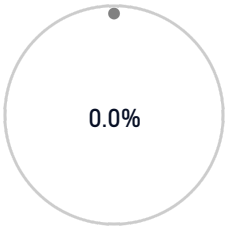
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.0

Employee Training Ratio (%)



Training Opportunity Ratio

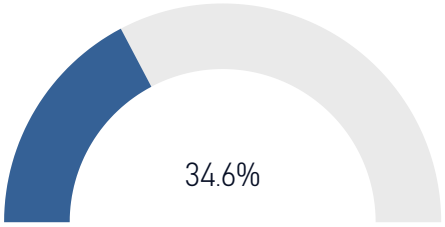
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

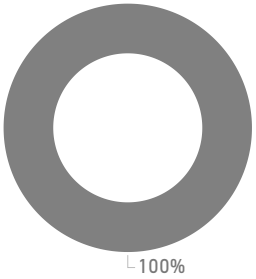
Financial Assistance	Amount (RM)	%
Course Fee	29,855	39%
Other Allowable Costs	47,350	61%
Total	**77,205**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
63,441	183,552

Training Grant Applications According to Industry Size



Industry Size
● S

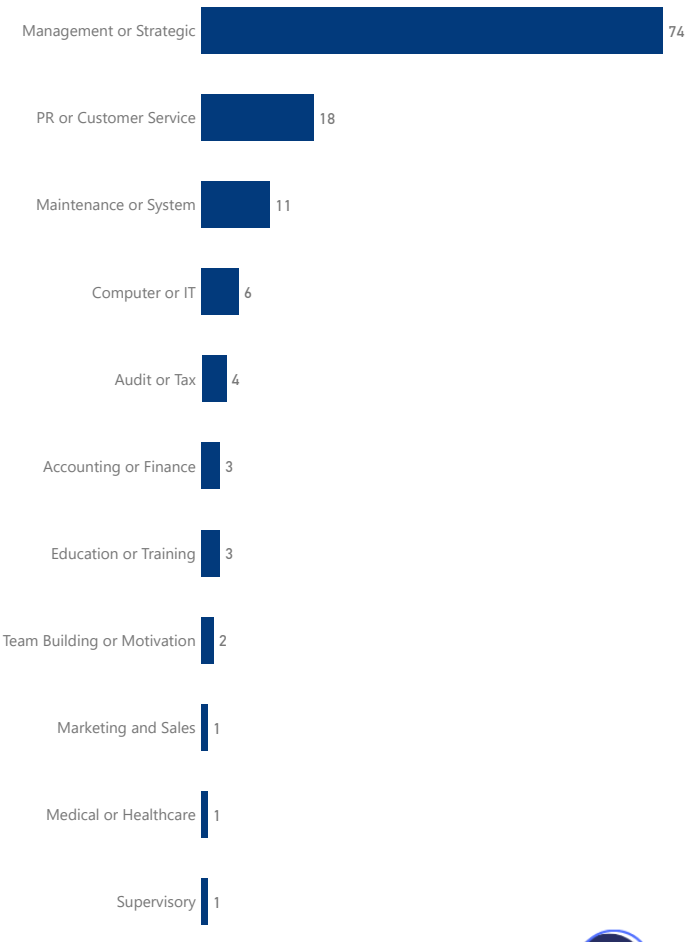
Total Training Places

124

Trainees Trained

67

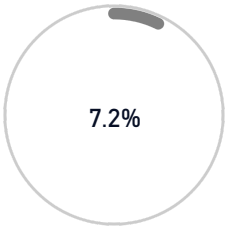
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

6.4

Employee Training Ratio (%)



Training Opportunity Ratio

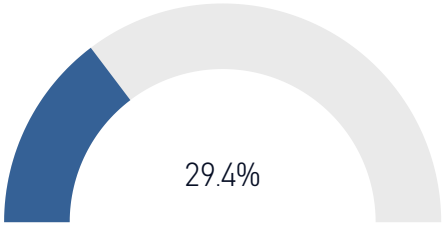
1.9

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

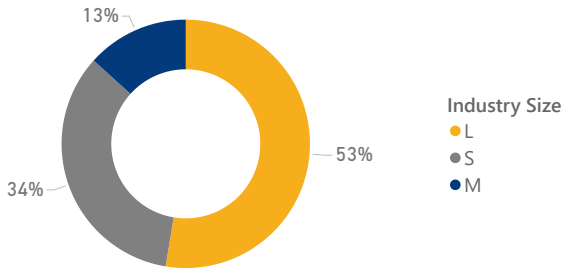
Financial Assistance	Amount (RM)	%
Course Fee	583,222	95%
Other Allowable Costs	27,950	5%
Total	**611,172**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
509,610	1,734,704

Training Grant Applications According to Industry Size



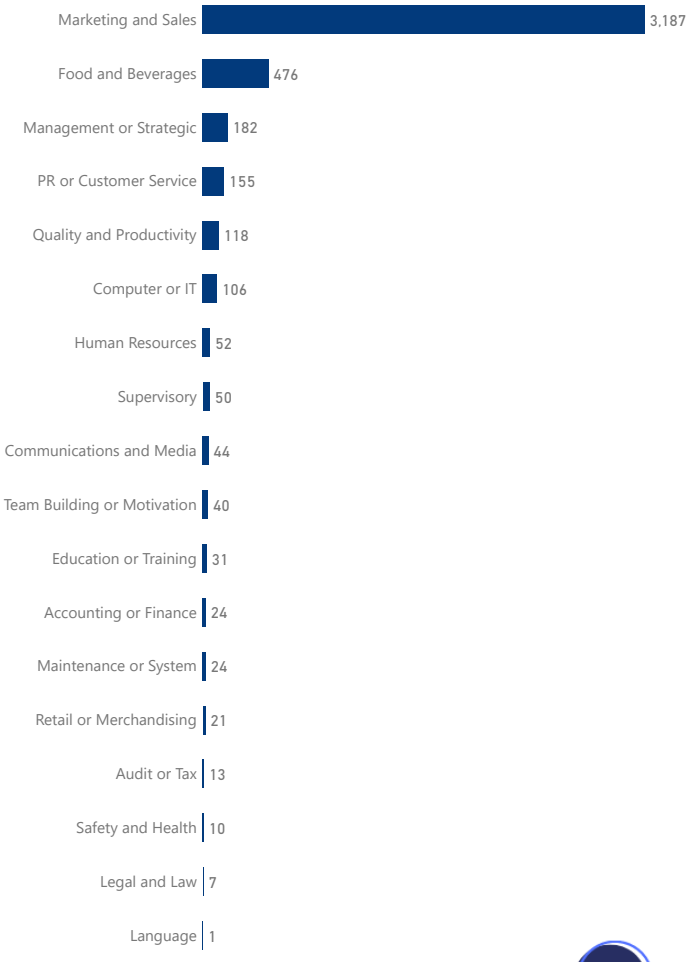
Total Training Places

4,541

Trainees Trained

1,202

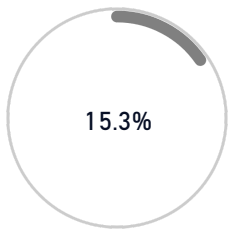
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

5.0

Employee Training Ratio (%)



Training Opportunity Ratio

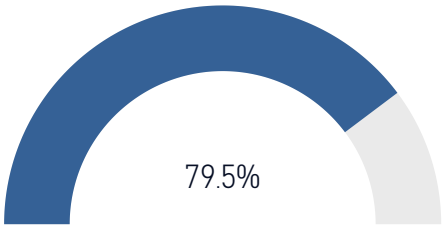
3.8

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

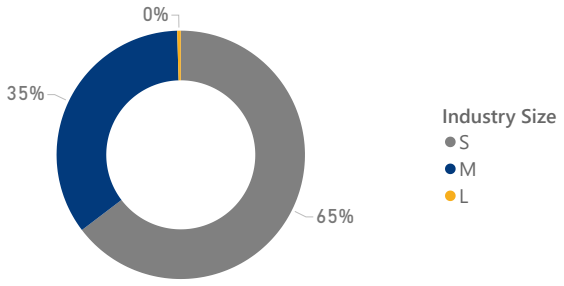
Financial Assistance	Amount (RM)	%
Course Fee	484,852	95%
Other Allowable Costs	23,920	5%
Total	**508,772**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
452,668	569,459

Training Grant Applications According to Industry Size



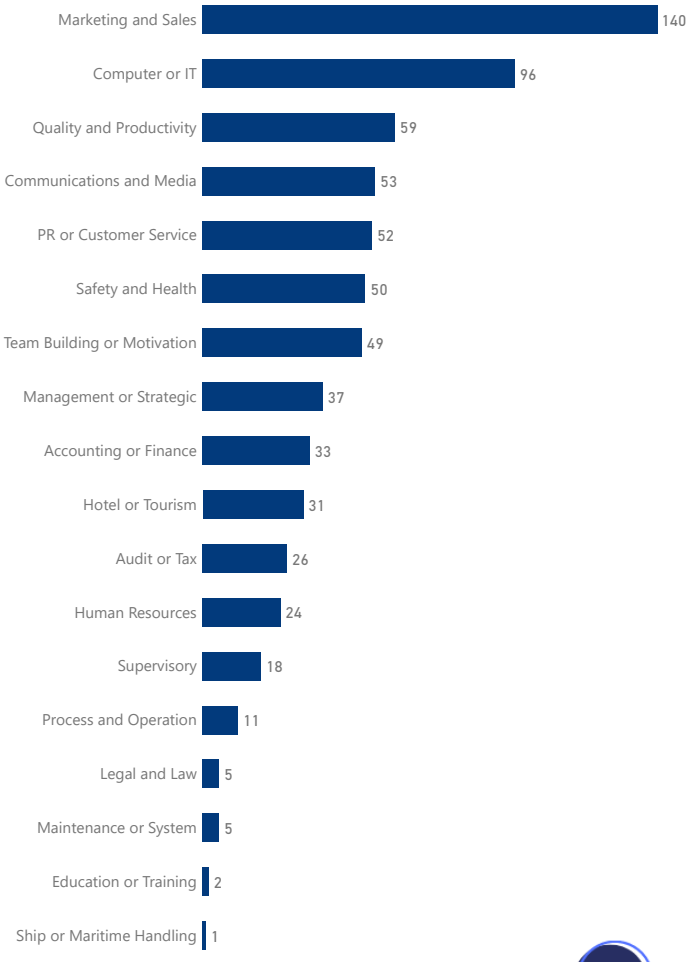
Total Training Places

692

Trainees Trained

427

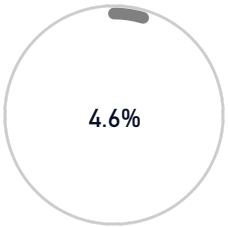
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.6

Employee Training Ratio (%)



Training Opportunity Ratio

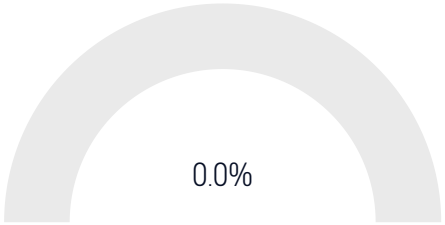
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

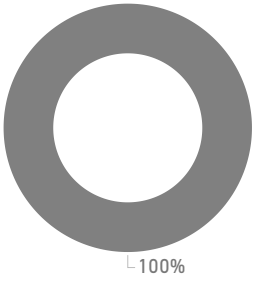
Financial Assistance	Amount (RM)	%
Course Fee	450	100%
Other Allowable Costs	0	0%
Total	**450**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	10,931

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

1



Trainees Trained

1

Training Participation According to Skill Areas



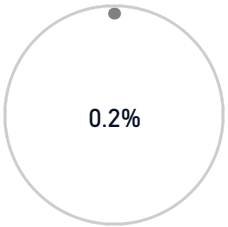
Effective Training Duration per Trainee (days)

1.0



Employee Training Ratio (%)





Training Opportunity Ratio

1.0

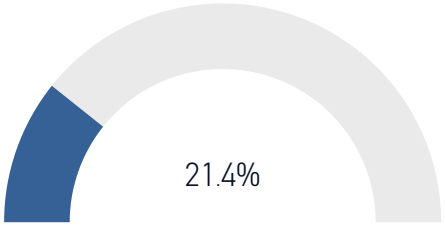


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

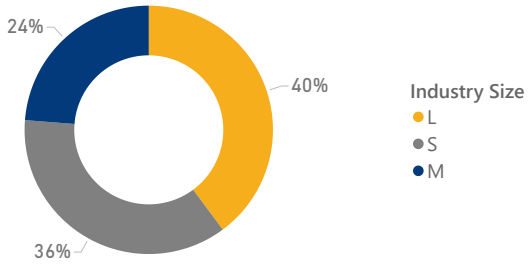
Financial Assistance	Amount (RM)	%
Course Fee	3,216,949	85%
Other Allowable Costs	560,706	15%
Total	**3,777,655**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,787,091	13,002,523

Training Grant Applications According to Industry Size



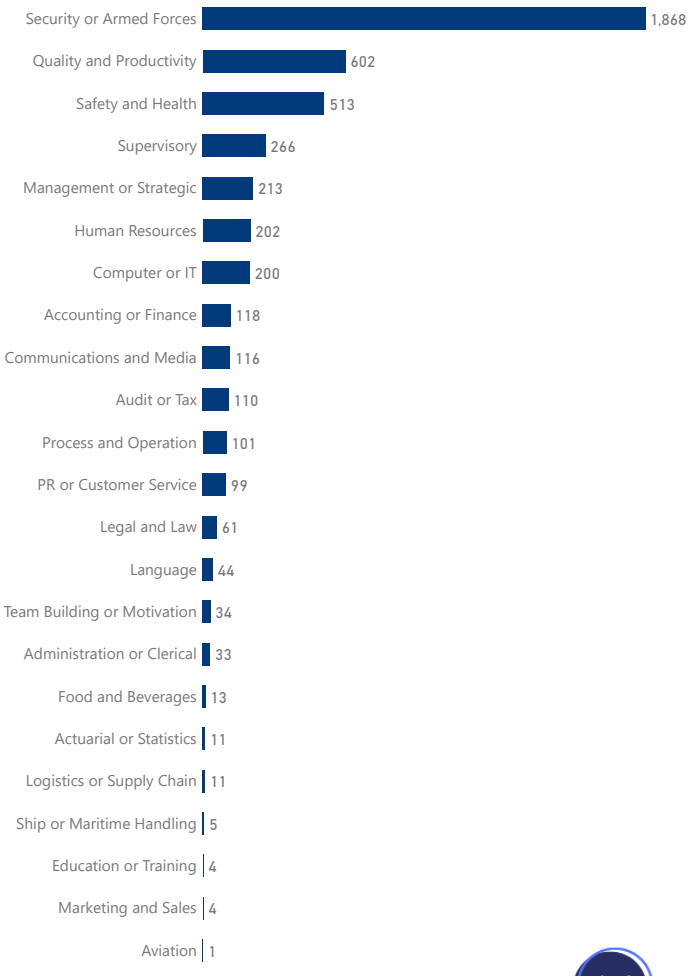
Total Training Places

4,629

Trainees Trained

3,285

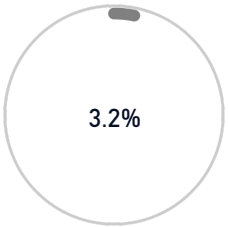
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.0

Employee Training Ratio (%)



Training Opportunity Ratio

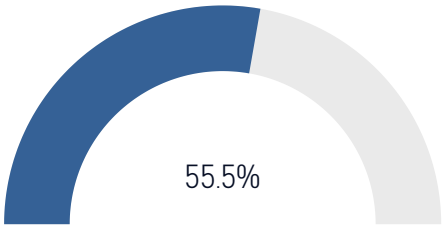
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

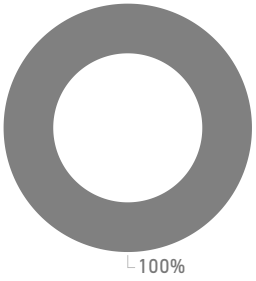
Financial Assistance	Amount (RM)	%
Course Fee	3,350	100%
Other Allowable Costs	0	0%
Total	**3,350**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,700	4,862

Training Grant Applications According to Industry Size



Industry Size
● S

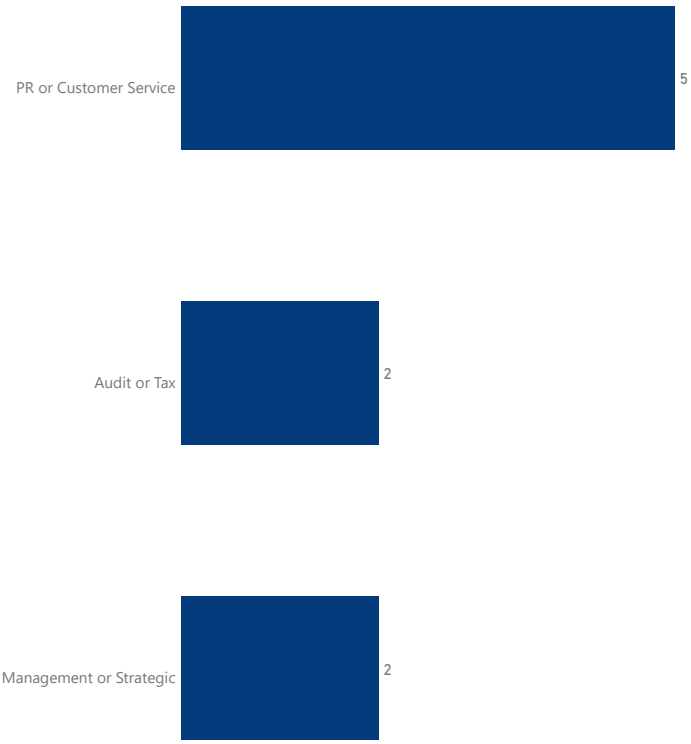
Total Training Places

9

Trainees Trained

8

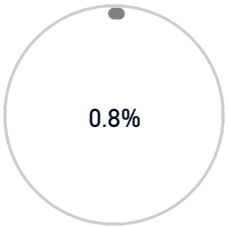
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.1

Employee Training Ratio (%)



Training Opportunity Ratio

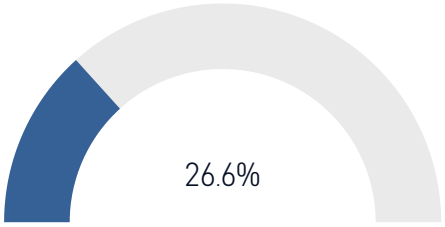
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

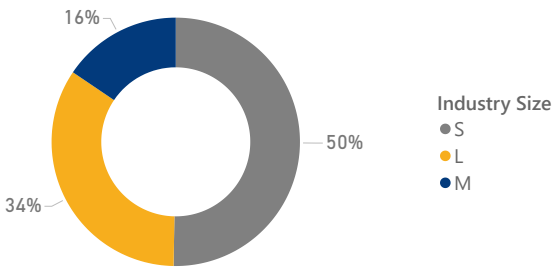
Financial Assistance	Amount (RM)	%
Course Fee	1,179,897	86%
Other Allowable Costs	189,563	14%
Total	**1,369,460**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
924,891	3,479,657

Training Grant Applications According to Industry Size



Total Training Places

1,729

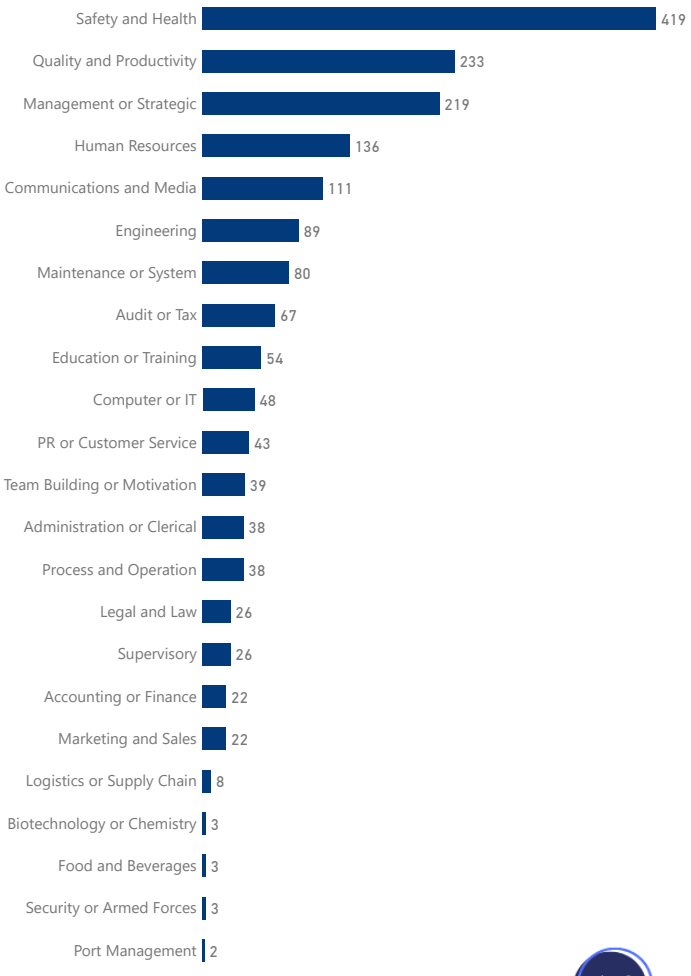
Trainees Trained

1,185

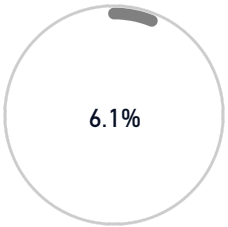
Effective Training Duration per Trainee (days)

3.4

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

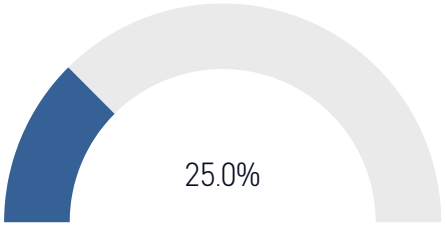
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

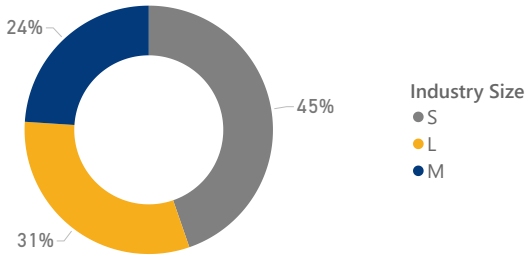
Financial Assistance	Amount (RM)	%
Course Fee	678,690	89%
Other Allowable Costs	86,151	11%
Total	**764,841**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
525,380	2,099,346

Training Grant Applications According to Industry Size



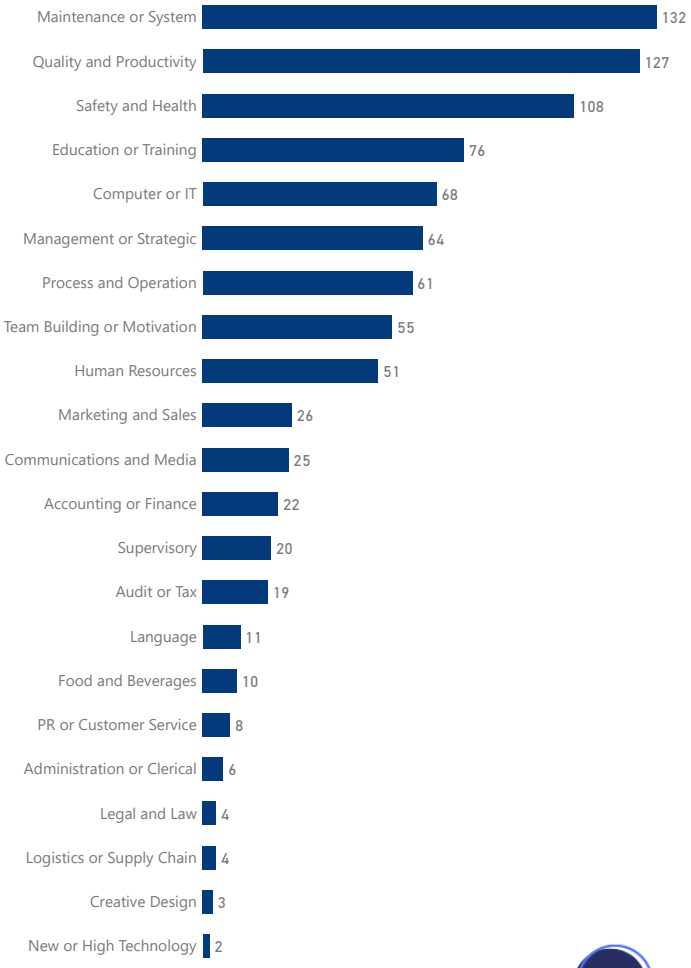
Total Training Places

902

Trainees Trained

623

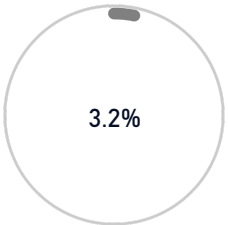
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

61.7

Employee Training Ratio (%)



Training Opportunity Ratio

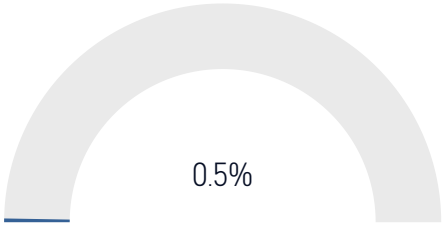
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

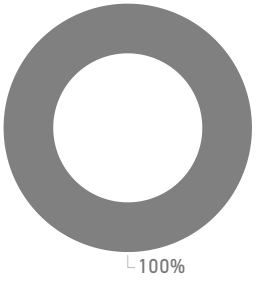
Financial Assistance	Amount (RM)	%
Course Fee	600	100%
Other Allowable Costs	0	0%
Total	**600**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
200	36,652

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

3

Trainees Trained

3

Training Participation According to Skill Areas

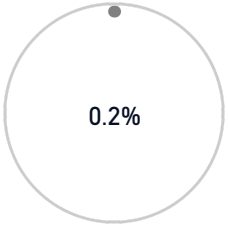




Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

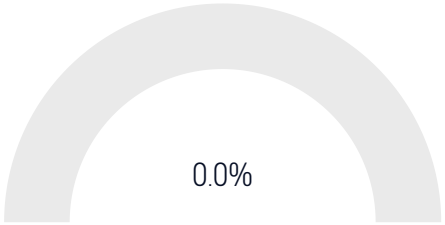
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

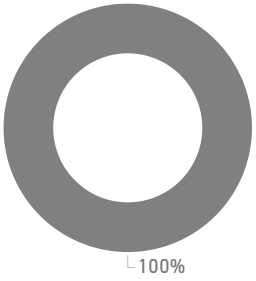
Financial Assistance	Amount (RM)	%
Course Fee	1,300	76%
Other Allowable Costs	400	24%
Total	**1,700**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
0	2,295

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

1

Trainees Trained

1

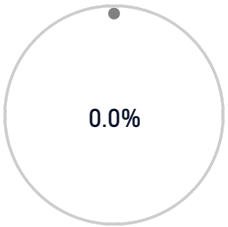
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.0

Employee Training Ratio (%)



Training Opportunity Ratio

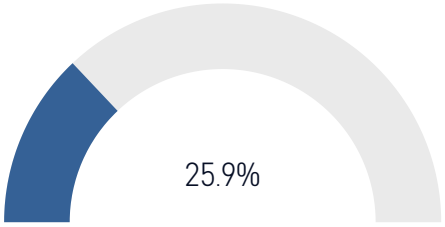
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

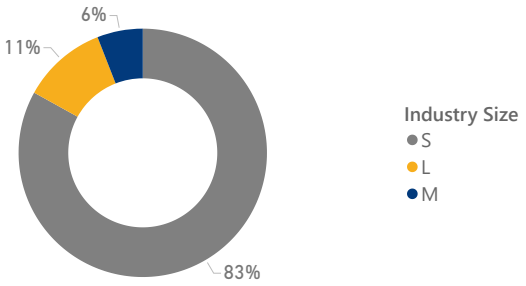
Financial Assistance	Amount (RM)	%
Course Fee	317,815	91%
Other Allowable Costs	32,137	9%
Total	**349,952**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
299,794	1,157,306

Training Grant Applications According to Industry Size



Total Training Places

613

Trainees Trained

443

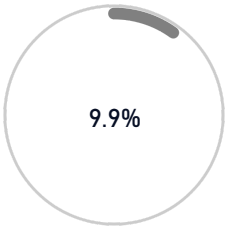
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.6

Employee Training Ratio (%)



Training Opportunity Ratio

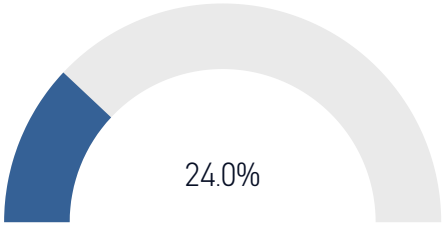
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

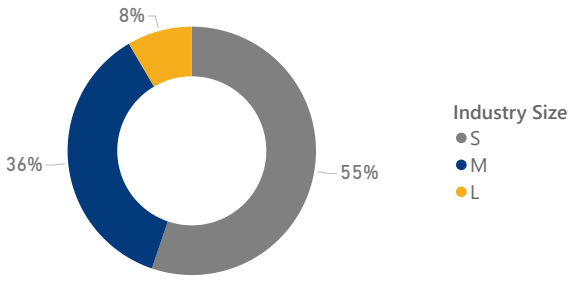
Financial Assistance	Amount (RM)	%
Course Fee	808,235	80%
Other Allowable Costs	198,306	20%
Total	**1,006,541**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
792,340	3,302,043

Training Grant Applications According to Industry Size



Total Training Places

3,360

Trainees Trained

2,368

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.5

Employee Training Ratio (%)



Training Opportunity Ratio

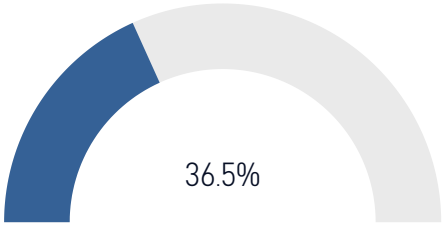
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

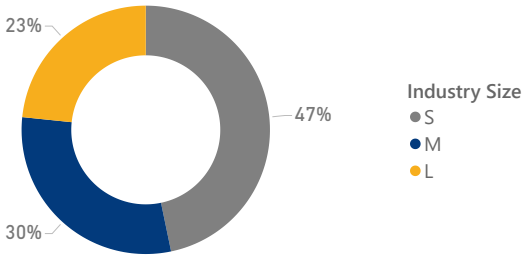
Financial Assistance	Amount (RM)	%
Course Fee	7,659,887	89%
Other Allowable Costs	987,783	11%
Total	**8,647,670**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
6,874,756	18,839,324

Training Grant Applications According to Industry Size



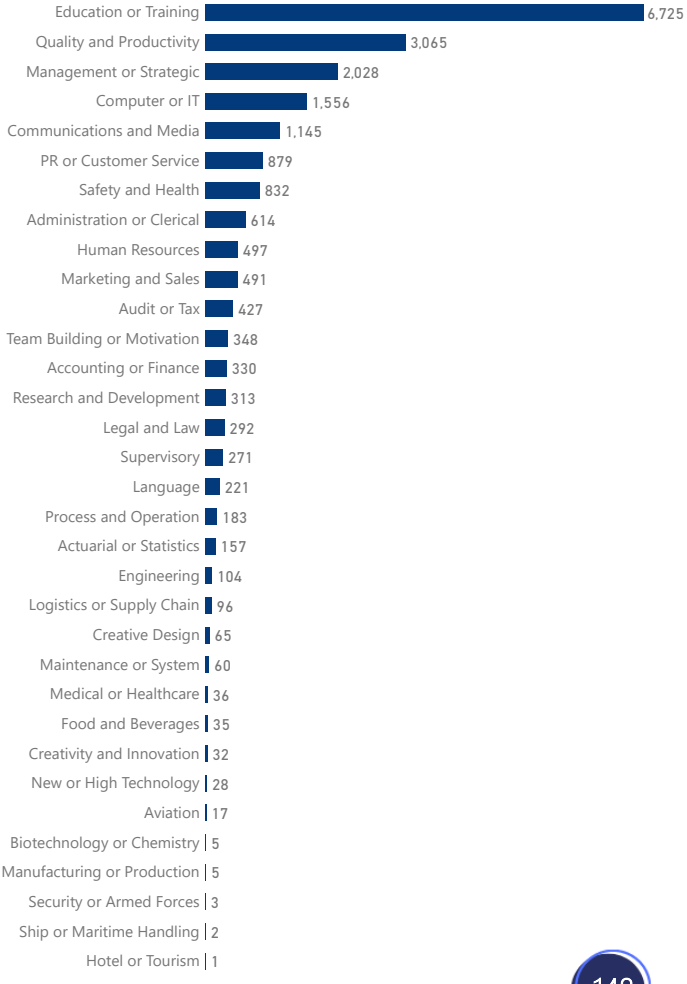
Total Training Places

20,863

Trainees Trained

12,576

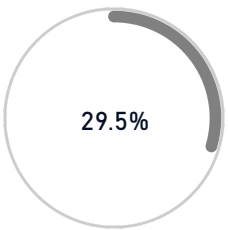
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

5.7

Employee Training Ratio (%)



Training Opportunity Ratio

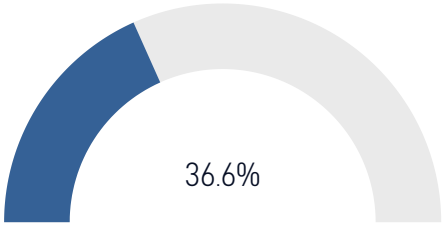
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

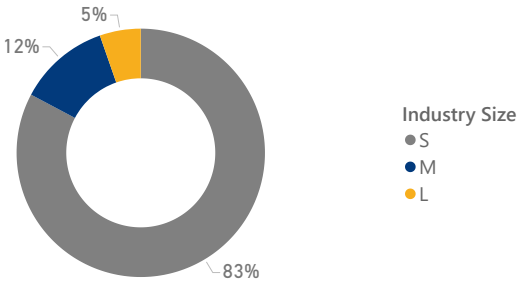
Financial Assistance	Amount (RM)	%
Course Fee	3,413,489	92%
Other Allowable Costs	278,854	8%
Total	**3,692,343**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,723,135	7,436,647

Training Grant Applications According to Industry Size



Total Training Places

5,219

Trainees Trained

3,218

Effective Training Duration per Trainee (days)

3.6

Employee Training Ratio (%)



Training Opportunity Ratio

1.6

Training Participation According to Skill Areas

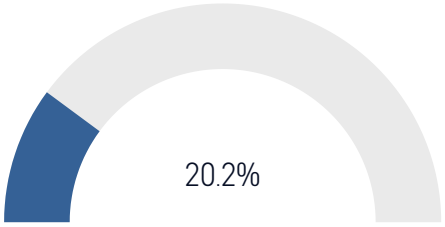


Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

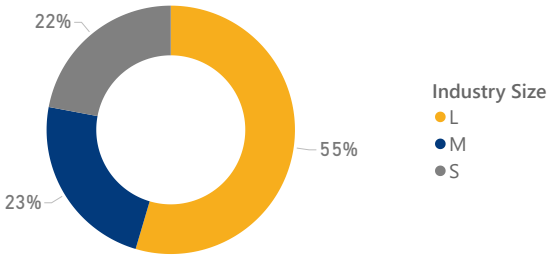
Financial Assistance	Amount (RM)	%
Course Fee	5,189,314	87%
Other Allowable Costs	789,774	13%
Total	**5,979,088**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,601,636	22,730,668

Training Grant Applications According to Industry Size



Total Training Places

13,586

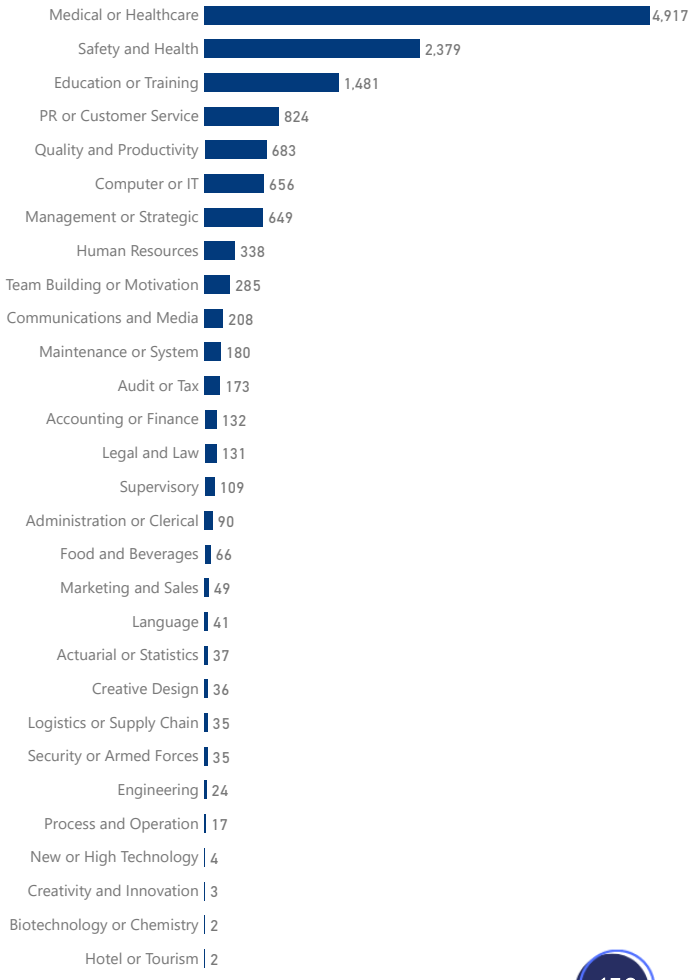
Trainees Trained

9,489

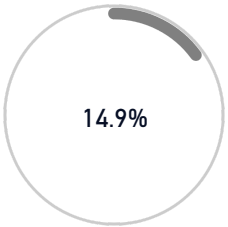
Effective Training Duration per Trainee (days)

3.0

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

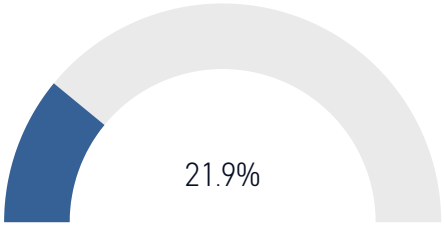
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

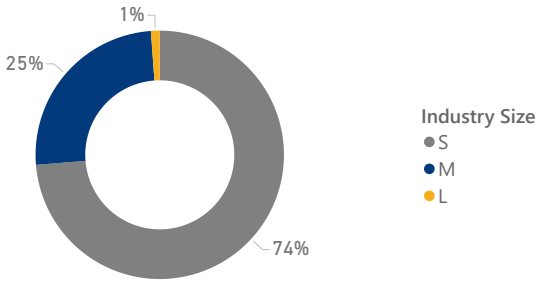
Financial Assistance	Amount (RM)	%
Course Fee	734,339	96%
Other Allowable Costs	31,505	4%
Total	**765,844**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
604,921	2,763,145

Training Grant Applications According to Industry Size



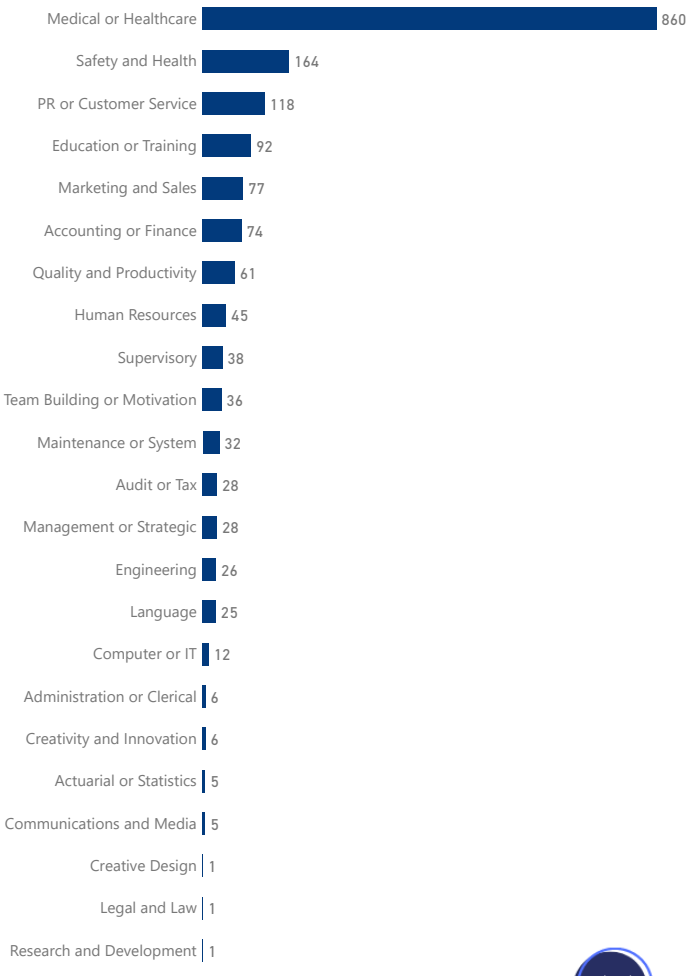
Total Training Places

1,741

Trainees Trained

1,042

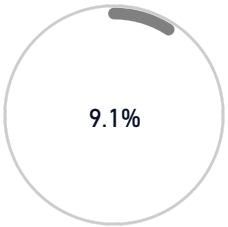
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.3

Employee Training Ratio (%)



Training Opportunity Ratio

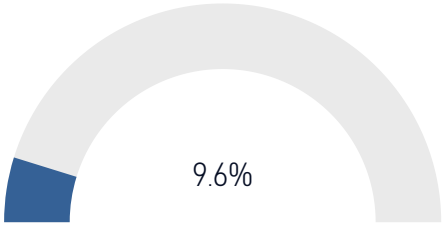
1.7

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	18,743	100%
Other Allowable Costs	0	0%
Total	**18,743**	

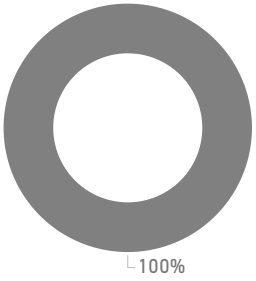
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
20,920	218,570

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



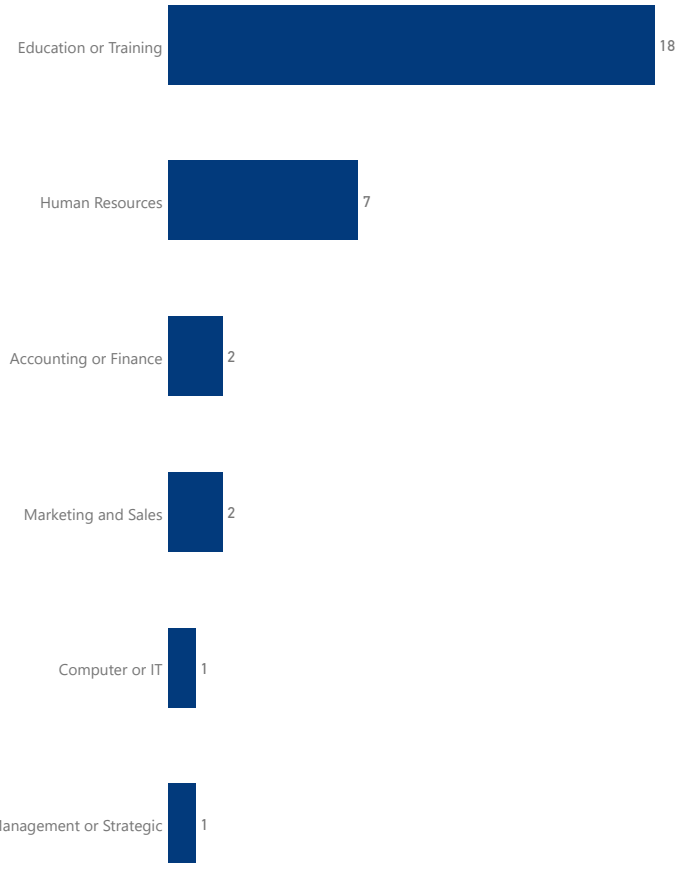
Total Training Places

31

Trainees Trained

26

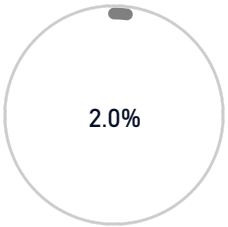
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.7

Employee Training Ratio (%)



Training Opportunity Ratio

1.2

OTHER SUBSECTORS UNDER THE SERVICES SECTOR

This section highlights the subsectors under the Services Sector which did not utilise their levy for training in 2021. Most of the subsectors listed below are the newly covered subsectors following the expansion of the PSMB Act 2001.

Below are the number of registered employers and total levy collected throughout the year.

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
1. Wholesale of Household Goods	2110	19,204
2. Real Estate Activities with Own or Leased Property	786	(74,482)
3. Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	739	580
4. Non-Specialised Wholesale Trade	545	1,645
5. Retail Sale of Food, Beverages and Tobacco in Specialised Stores	535	33,079
6. Legal Activities	408	2,563
7. Other Personal Service Activities	388	1,154
8. Retail Sale of Automotive Fuel in Specialised Stores	361	2,044
9. Retail Sale of Information and Communications Equipment in Specialized Stores	352	12,209
10. Business Support Service Activities N.E.C.	291	1,570
11. Medical and Dental Practice Activities	288	2,250
12. Wholesale of Agricultural Raw Materials and Live Animals	277	336
13. Real Estate Activities on a Fee or Contract Basis	207	0
14. Retail Sale of Cultural and Recreation Goods in Specialised Stores	178	0
15. Renting and Leasing of other Machinery, Equipment and Tangible Goods	148	1,407
16. Activities of Employment Placement Agencies	148	8,790
17. Other Amusement and Recreation Activities	140	0
18. Insurance/Takaful	139	595
19. Retail Sale via Stalls and Markets	110	0
20. Activities Auxiliary to Financial Service Activities, Except Insurance/Takaful and Pension Funding	110	0
21. Sports Activities	110	0
22. Other Human Resources Provision	93	353
23. Temporary Employment Agency Activities	71	0
24. Monetary Intermediation	64	0
25. Secondary Education	62	0
26. Educational Support Activities	55	0
27. Publishing of Books, Periodicals and other Publishing Activities	53	470
28. Repair of Computers and Communication Equipment	51	0
29. Fund Management Activities	48	0
30. Activities of Business, Employers and Professional Membership Organisations	46	148
31. Software Publishing	44	331
32. Activities of Head offices	41	64,504
33. Creative, Arts and Entertainment Activities	41	0
34. Activities Auxiliary to Insurance/Takaful and Pension Funding	38	0
35. Gambling and Betting Activities	35	171
36. Trusts, Funds and Similar Financial Entities	33	0
37. Activities of Call Centres	33	0
38. Reinsurance/Retakaful	28	0
39. Repair of Personal and Household Goods	27	327
40. Residential Nursing Care Facilities	21	0
41. Activities of other Membership Organisations	18	0
42. Residential Care Activities for the Elderly and Disabled	17	0

OTHER SUBSECTORS UNDER THE SERVICES SECTOR

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
43. Photographic Activities	16	0
44. Renting and Leasing of Motor Vehicles	11	1,174
45. Renting and Leasing of Personal and Household Goods	10	0
46. Administration of the State and the Economic and Social Policy of The Community	6	0
47. Libraries, Archives, Museums and other Cultural Activities	6	0
48. Wholesale on a Fee or Contract Basis	4	0
49. Other Residential Care Activities	4	0
50. Research and Experimental Development on Social Sciences and Humanities	3	0
51. Transport via Pipeline	2	0
52. Social Work Activities without Accommodation for the Elderly and Disabled	2	0
53. Camping Grounds, Recreational Vehicle Parks and Trailer Parks	1	0
54. Pension Funding	1	0
55. Residential Care Activities for Mental Retardation, Mental Health and Substance Abuse	1	0
56. Activities of Households As Employers of Domestic Personnel	1	0
57. Activities of Extraterritorial Organizations and Bodies	1	0
58. Investigation Activities	0	0
59. Provision of Services to the Community as a Whole	0	0
60. Compulsory Social Security Activities	0	0
61. Activities of Trade Unions	0	0
62. Undifferentiated Goods-Producing Activities of Private Households for Own Use	0	0
63. Undifferentiated Service-Producing Activities of Private Households for Own Use	0	0

MINING AND QUARRYING SECTOR



SUBSECTORS THAT **ACTIVELY** UTILISED LEVY FOR TRAINING IN 2021

1. *Extraction of Crude Petroleum*
2. *Extraction of Natural Gas*
3. *Mining and Quarrying N.E.C.*
4. *Mining of Hard Coal*
5. *Mining of Iron Ores*
6. *Mining of Non-Ferrous Metal Ores*
7. *Quarrying of Stone, Sand and Clay*
8. *Support Activities for Petroleum and Natural Gas Extraction*

OTHER SUBSECTORS UNDER THE MINING & QUARRYING SECTOR

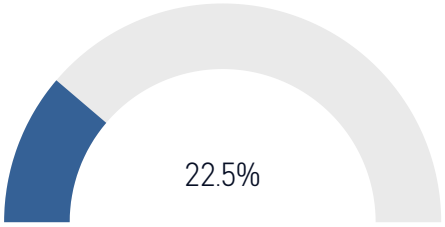
1. *Mining of Lignite*
2. *Support Activities for other Mining and Quarrying*

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

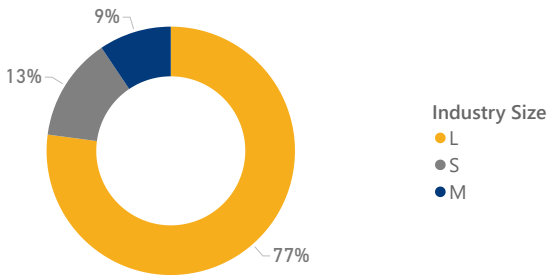
Financial Assistance	Amount (RM)	%
Course Fee	3,309,140	84%
Other Allowable Costs	628,789	16%
Total	**3,937,929**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
3,816,675	16,985,281

Training Grant Applications According to Industry Size



Total Training Places

3,130

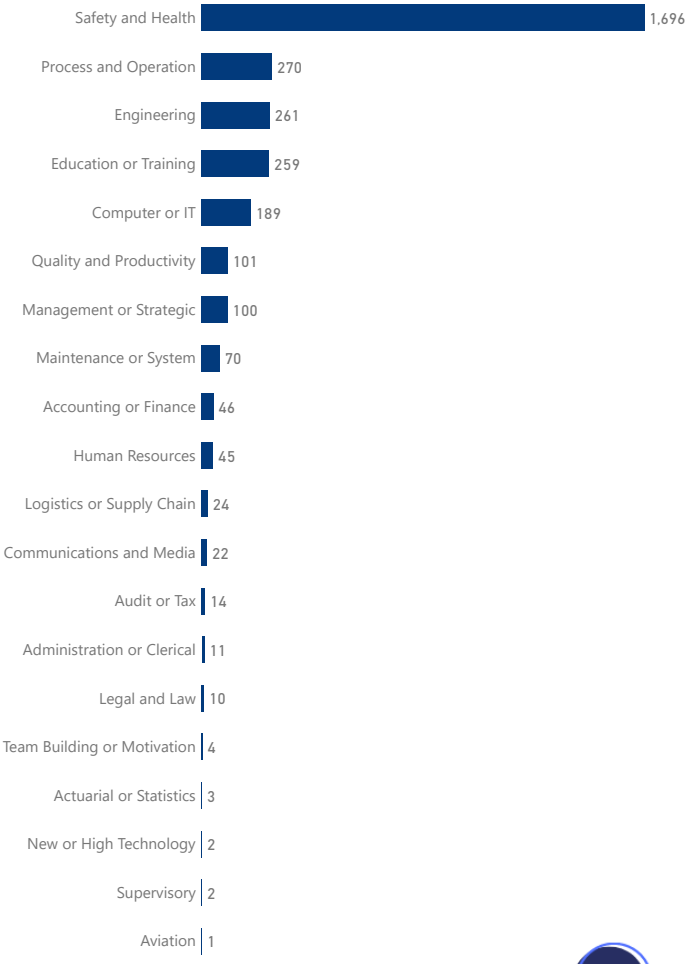
Trainees Trained

2,146

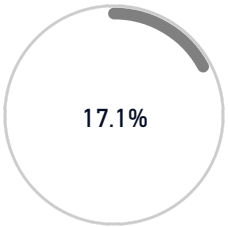
Effective Training Duration per Trainee (days)

3.1

Training Participation According to Skill Areas



Employee Training Ratio (%)



Training Opportunity Ratio

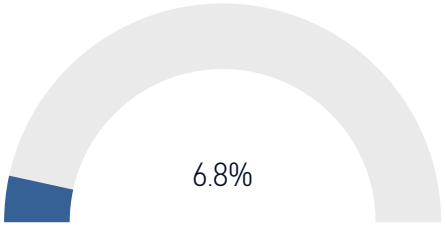
1.5

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

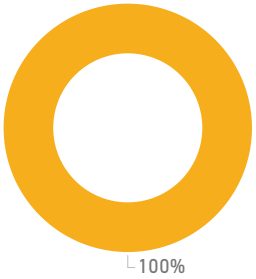
Financial Assistance	Amount (RM)	%
Course Fee	7,602	61%
Other Allowable Costs	4,800	39%
Total	**12,402**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
4,056	59,443

Training Grant Applications According to Industry Size



Industry Size
● L

Total Training Places

15

Trainees Trained

14

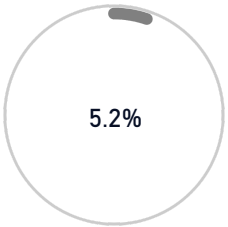
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.4

Employee Training Ratio (%)



Training Opportunity Ratio

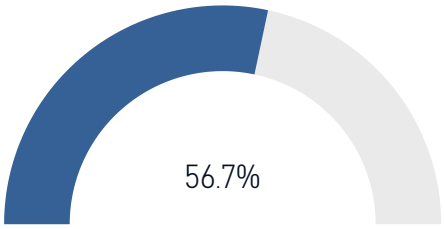
1.1

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

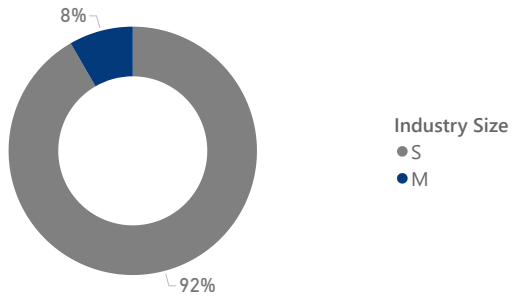
Financial Assistance	Amount (RM)	%
Course Fee	70,268	98%
Other Allowable Costs	1,200	2%
Total	**71,468**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
65,395	115,413

Training Grant Applications According to Industry Size



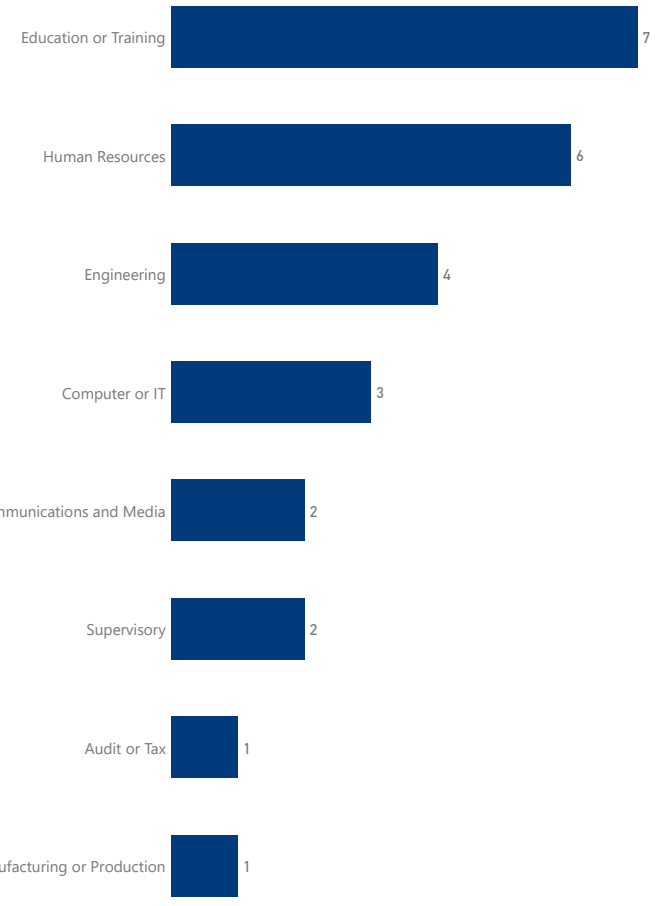
Total Training Places

26

Trainees Trained

16

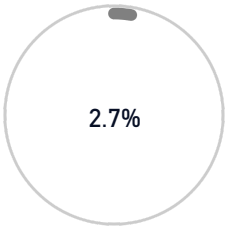
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

6.5

Employee Training Ratio (%)



Training Opportunity Ratio

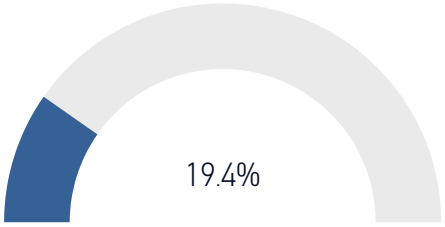
1.6

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

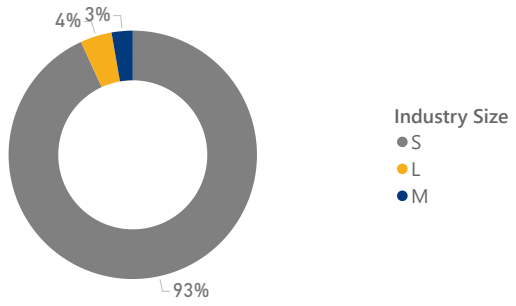
Financial Assistance	Amount (RM)	%
Course Fee	126,333	84%
Other Allowable Costs	24,600	16%
Total	**150,933**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
105,409	542,120

Training Grant Applications According to Industry Size



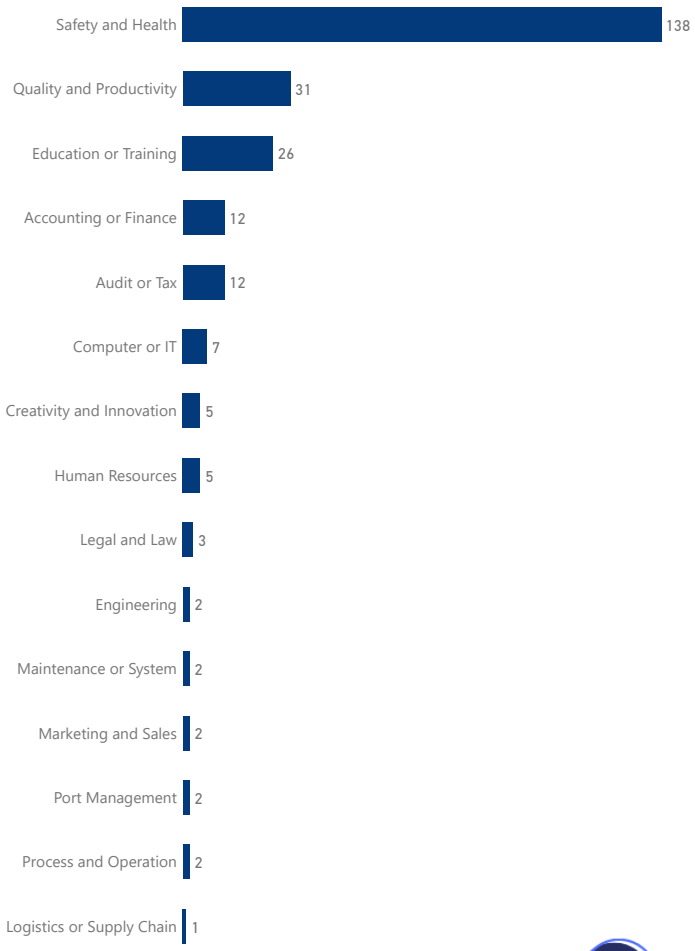
Total Training Places

250

Trainees Trained

181

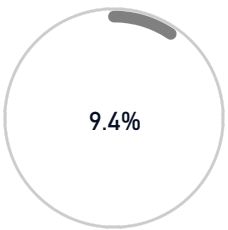
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.1

Employee Training Ratio (%)



Training Opportunity Ratio

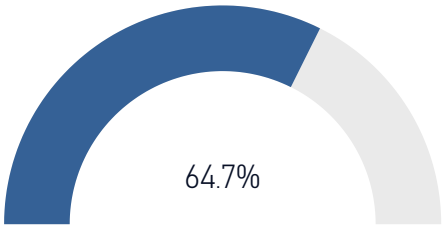
1.4

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

Financial Assistance	Amount (RM)	%
Course Fee	164,358	90%
Other Allowable Costs	17,900	10%
Total	**182,258**	

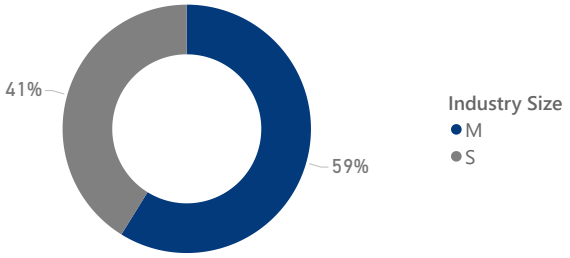
Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
187,085	289,161

**The amount of Levy Claimed is higher than the Financial Assistance as it accumulates from the previous years of training conducted.*

Training Grant Applications According to Industry Size



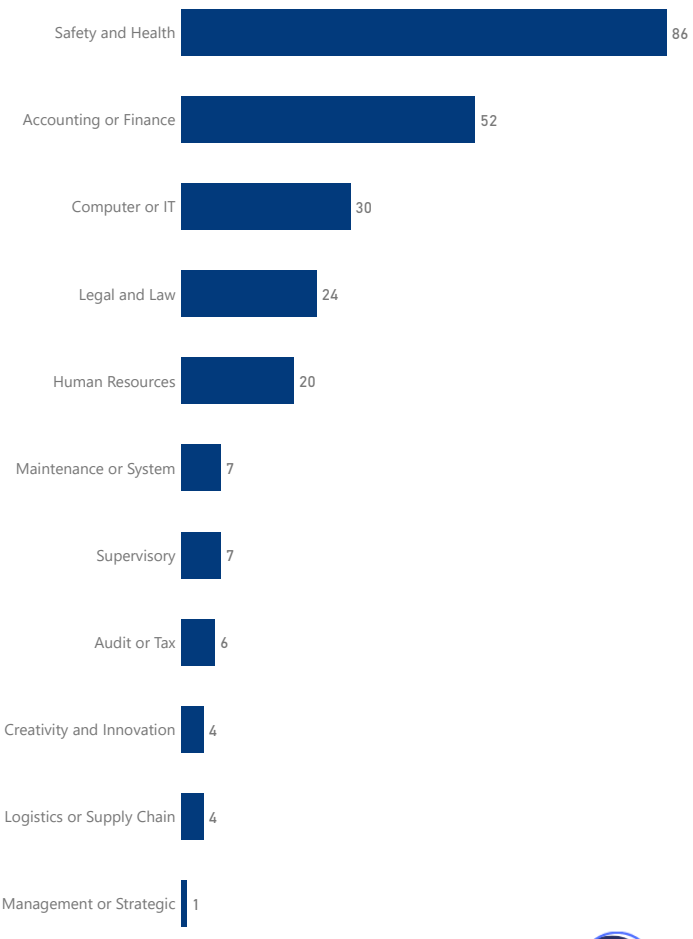
Total Training Places

241

Trainees Trained

123

Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

3.3

Employee Training Ratio (%)



Training Opportunity Ratio

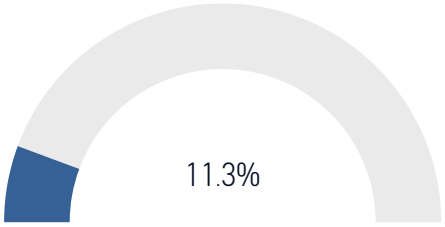
2.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

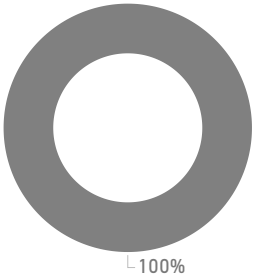
Financial Assistance	Amount (RM)	%
Course Fee	2,800	100%
Other Allowable Costs	0	0%
Total	**2,800**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
2,800	24,775

Training Grant Applications According to Industry Size



Industry Size
● S

Total Training Places

2

Trainees Trained

2

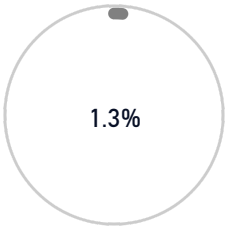
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

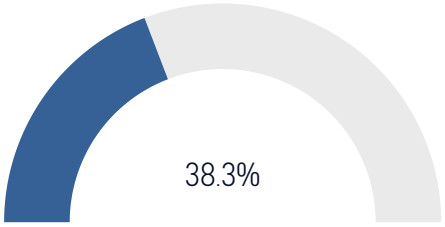
1.0

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

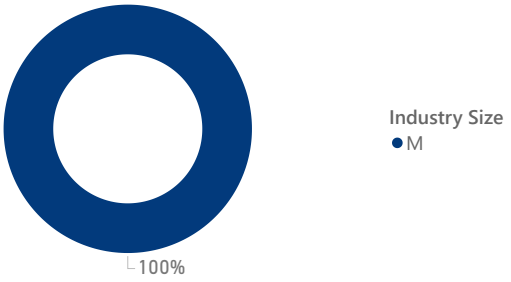
Financial Assistance	Amount (RM)	%
Course Fee	122,503	76%
Other Allowable Costs	38,375	24%
Total	**160,878**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
81,112	211,508

Training Grant Applications According to Industry Size



Total Training Places

299

Trainees Trained

242

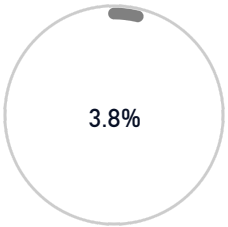
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

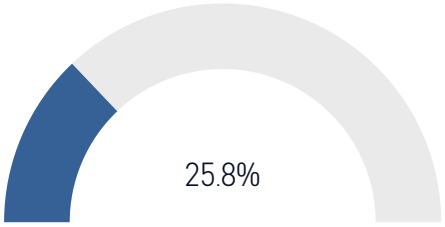
1.2

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

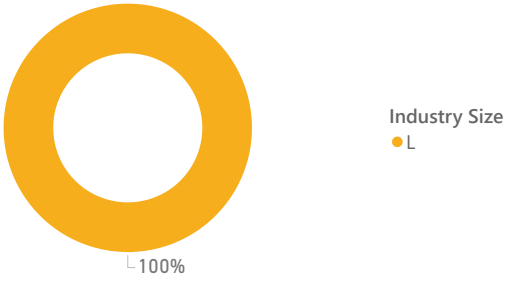
Financial Assistance	Amount (RM)	%
Course Fee	9,750	98%
Other Allowable Costs	200	2%
Total	**9,950**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
9,750	37,799

Training Grant Applications According to Industry Size



Total Training Places

21

Trainees Trained

21

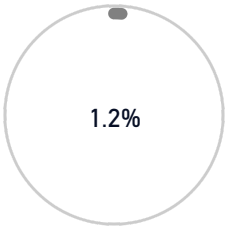
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

1.2

Employee Training Ratio (%)



Training Opportunity Ratio

1.0

OTHER SUBSECTORS UNDER THE MINING & QUARRYING SECTOR

This section highlights the subsectors under the Mining & Quarrying Sector which did not utilise their levy for training in 2021. Most of the subsectors listed below are the newly covered subsectors following the expansion of the PSMB Act 2001.

Below are the number of registered employers and total levy collected throughout the year.

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
1. Support Activities for other Mining and Quarrying	17	686
2. Mining of Lignite	1	2,817

AGRICULTURE, FORESTRY & FISHING SECTOR



SUBSECTORS THAT **ACTIVELY** UTILISED LEVY FOR TRAINING IN 2021

1. *Plant Propagation*

OTHER SUBSECTORS UNDER THE AGRICULTURE, FORESTRY AND FISHING SECTOR

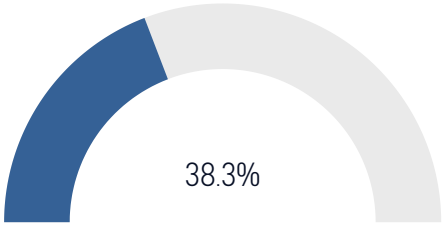
1. *Growing of Perennial Crops*
2. *Support Activities to Agriculture and Post-Harvest Crop Activities*
3. *Animal Production*
4. *Mixed Farming*
5. *Logging*
6. *Growing of Non-Perennial Crops*
7. *Aquaculture*
8. *Support Services to Forestry*
9. *Fishing*
10. *Silviculture and other Forestry Activities*
11. *Gathering of Non-Wood Forest Products*
12. *Hunting, Trapping and Related Service Activities*

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

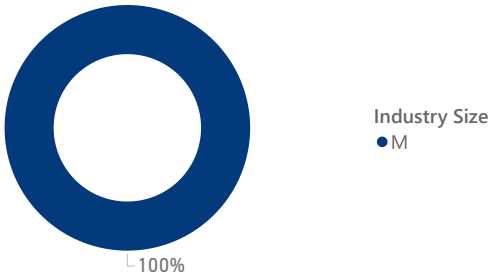
Financial Assistance	Amount (RM)	%
Course Fee	122,503	76%
Other Allowable Costs	38,375	24%
Total	**160,878**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
81,112	211,508

Training Grant Applications According to Industry Size



Total Training Places

299

Trainees Trained

242

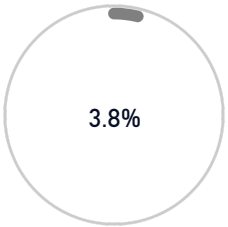
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.0

Employee Training Ratio (%)



Training Opportunity Ratio

1.2

OTHER SUBSECTORS UNDER THE AGRICULTURE, FORESTRY & FISHING SECTOR

This section highlights on the subsectors under the Agriculture, Forestry & Fishing Sector which did not utilise their levy for training in 2021. Most of the subsectors listed below are the newly covered subsectors following the expansion of the PSMB Act 2001.

Below are the number of registered employers and total levy collected throughout the year.

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
1. Growing of Perennial Crops	831	873
2. Support Activities to Agriculture and Post-Harvest Crop Activities	219	0
3. Animal Production	171	3,280
4. Mixed Farming	140	912
5. Logging	106	376
6. Growing of Non-Perennial Crops	75	264
7. Aquaculture	71	959
8. Support Services to Forestry	43	0
9. Fishing	35	0
10. Silviculture and other Forestry Activities	22	0
11. Gathering of Non-Wood Forest Products	14	0
12. Hunting, Trapping and Related Service Activities	1	0

CONSTRUCTION SECTOR



SUBSECTORS THAT ACTIVELY UTILISED LEVY FOR TRAINING IN 2021

1. *Electrical, Plumbing and other Construction Installation Activities*

OTHER SUBSECTORS UNDER THE CONSTRUCTION SECTOR

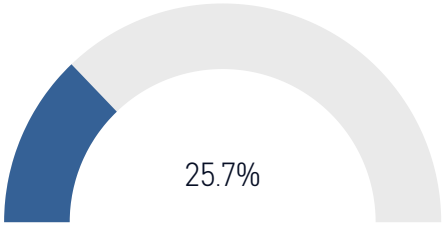
1. *Construction of Buildings*
2. *Other Specialised Construction Activities*
3. *Construction of other Civil Engineering Projects*
4. *Building Completion and Finishing*
5. *Construction of Roads and Railways*
6. *Construction of Utility Projects*
7. *Demolition and Site Preparation*

Financial Assistance (RM)

(Course Fee & Other Allowable Costs)

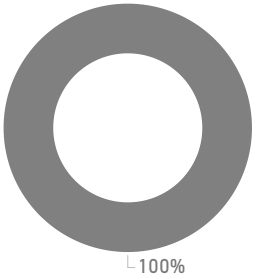
Financial Assistance	Amount (RM)	%
Course Fee	30,883	100%
Other Allowable Costs	0	0%
Total	**30,883**	

Levy Utilisation Rate (%)



Levy Claimed (RM)	Levy Collected (RM)
15,434	60,112

Training Grant Applications According to Industry Size



Industry Size
● S

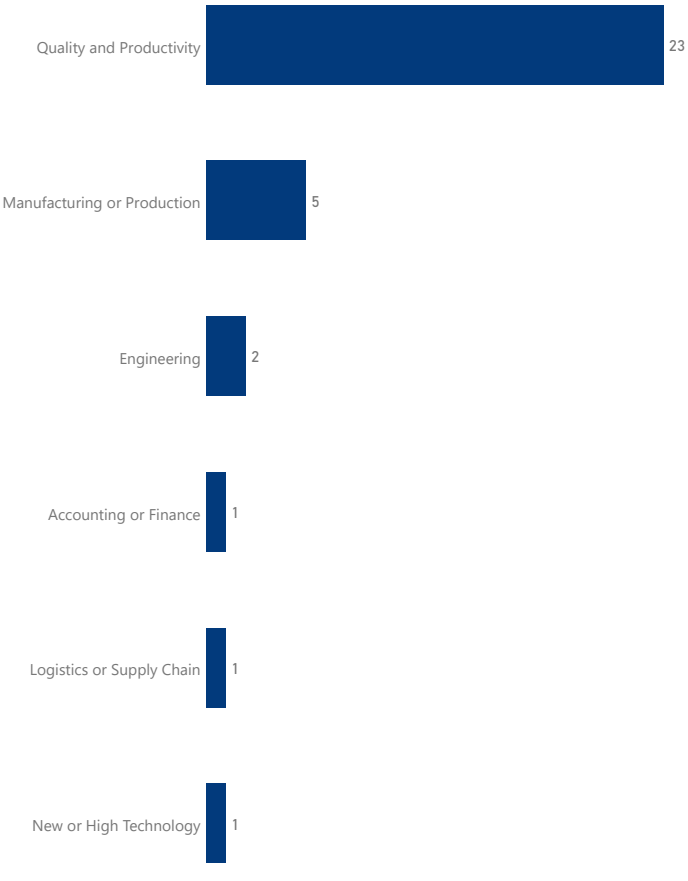
Total Training Places

33

Trainees Trained

31

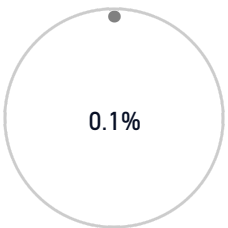
Training Participation According to Skill Areas



Effective Training Duration per Trainee (days)

2.4

Employee Training Ratio (%)



Training Opportunity Ratio

1.1

OTHER SUBSECTORS UNDER CONSTRUCTION SECTOR

This section highlighted the subsectors under the Construction Sector which have not applied for or utilised their levy for training in 2021. Most of the subsectors listed below are the newly covered subsectors following the expansion of the PSMB Act 2001.

Below are the number of registered employers and total levy collected throughout the year.

SUBSECTORS	NO. OF REGISTERED EMPLOYERS	LEVY COLLECTED (RM)
1. Construction of Buildings	1,684	1,481
2. Other Specialised Construction Activities	887	2,137
3. Construction of other Civil Engineering Projects	613	1,089
4. Building Completion and Finishing	303	690
5. Construction of Roads and Railways	262	3,882
6. Construction of Utility Projects	143	572
7. Demolition and Site Preparation	72	0

07 TRAINING PARTICIPATION ANALYSIS BY STATES

INDICATORS

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

7.1 Effective Training Duration

Number of days employees are trained.

- **Overal States Analysis (2021)**

7.2 Employees Trained Ratio

Percentage of employees' participation in training.

- **Overal States Analysis (2021)**

7.3 Training Opportunity Ratio

Average number of trainings an employee gets to attend.

- **Overal States Analysis (2021)**

7.4 Training Places Approved

Frequency of training participation by employees attending training courses.

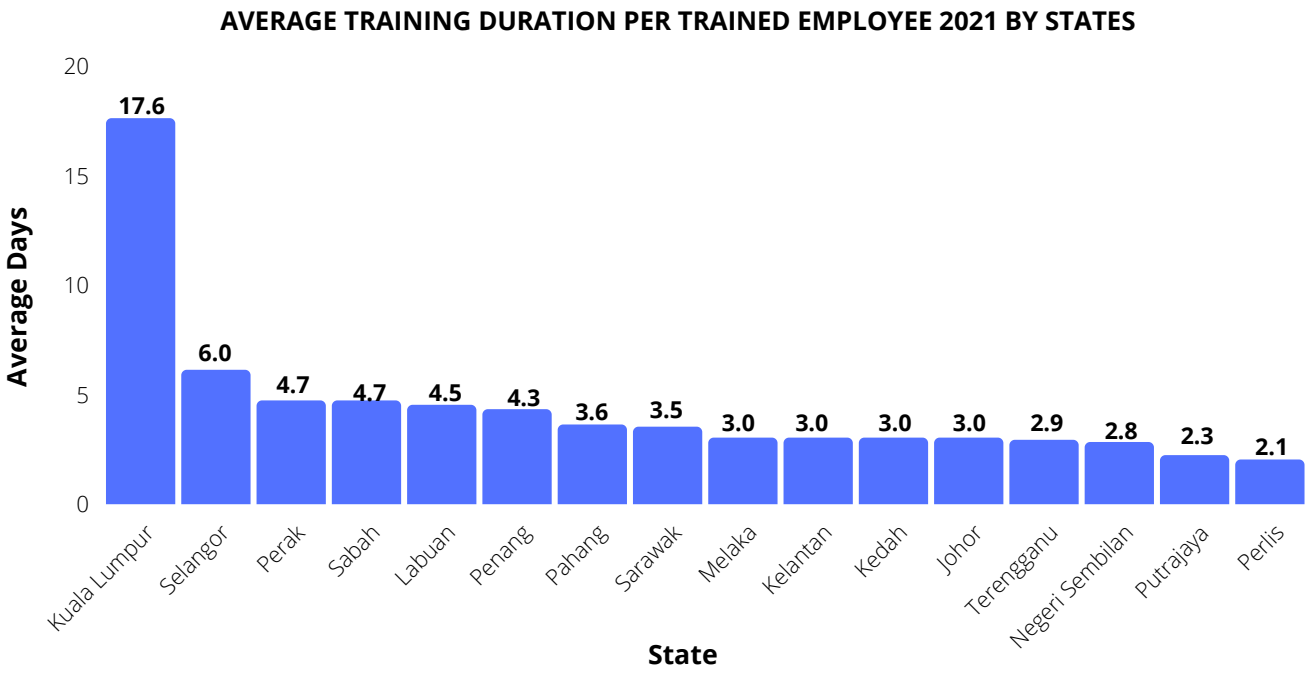
- **Overal States Analysis (2021)**

7.5 Industry Investment on Training using Human Resource Development Corporation (HRD Corp) Levy

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

- **Overal States Analysis (2021)**

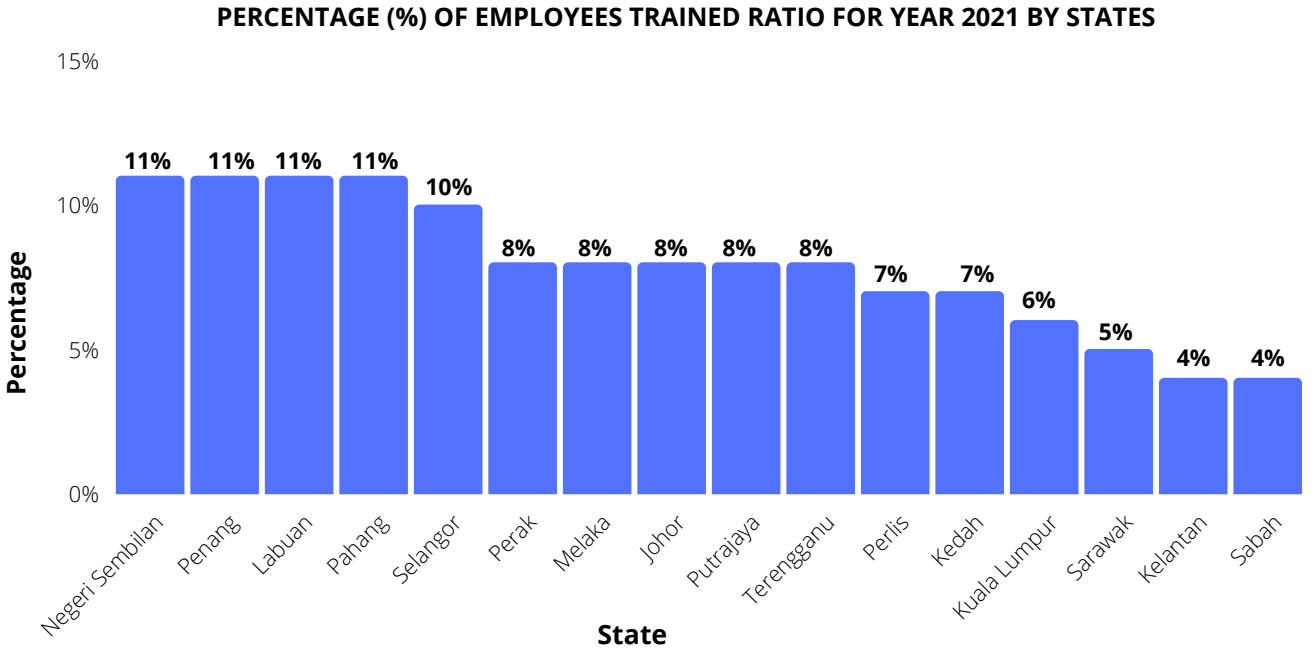
7.1 ANALYSIS OF EFFECTIVE TRAINING DURATION (DAYS) PER TRAINEE FOR YEAR 2021 BY STATES



The overall average training duration per employee for all states is 6.9 days

Kuala Lumpur had the highest number of training days with 17.6 days per trainee. This is 3 times higher than the second highest state, Selangor, which recorded an average of 6.0 training days. On the flip side, Perlis recorded the lowest average training days in 2021, at only 2.1 days.

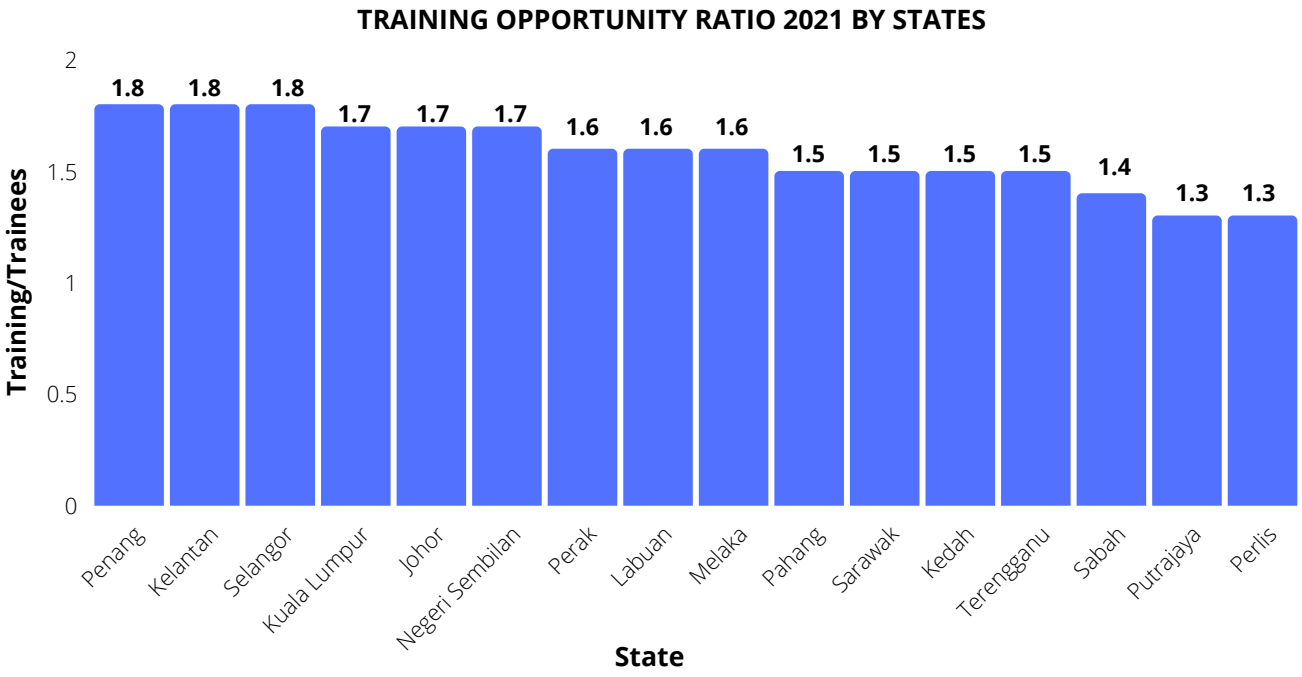
7.2 ANALYSIS OF EMPLOYEES TRAINED RATIO FOR YEAR 2021 BY STATES



An average of 9.1% of employees were trained in 2021

From the 3,578,691 employees covered under HRD Corp in 2021, only 324,483 received training.

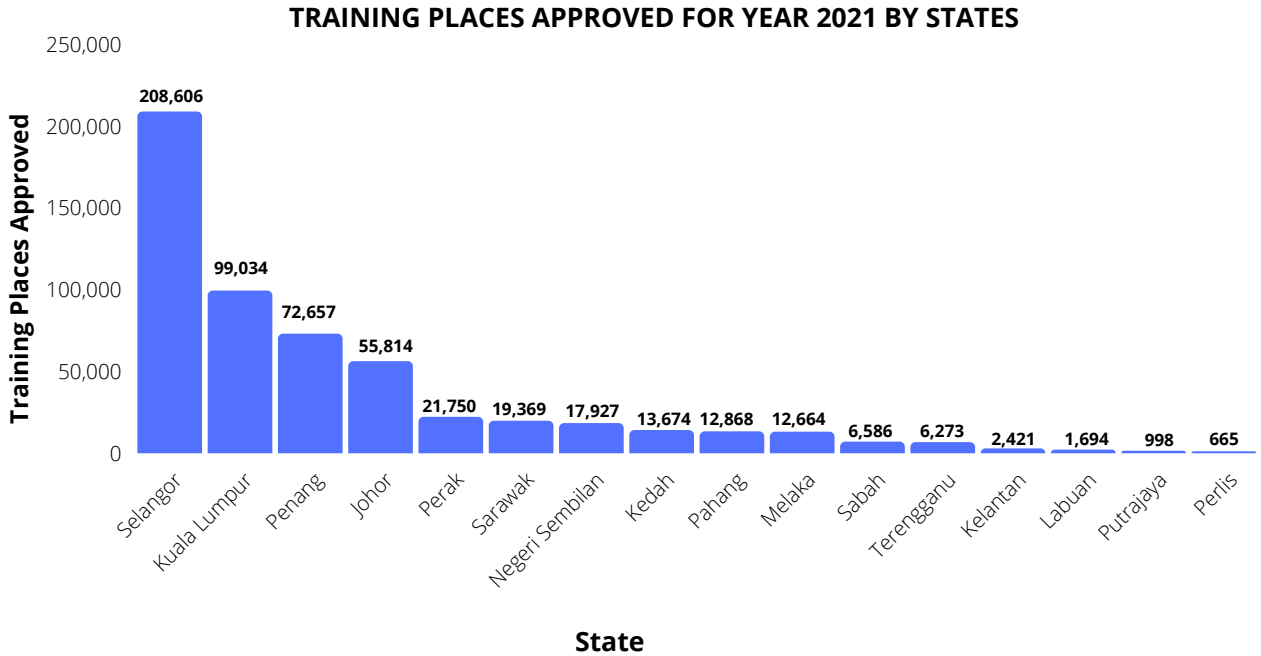
7.3 ANALYSIS OF TRAINING OPPORTUNITY RATIO FOR YEAR 2021 BY STATES



On average, an employee attended about 1 - 2 trainings in 2021

There is no significant difference amongst the states in training opportunity ratio when it comes to mean deviation. The highest average for employees training attendance is 1.8 for Penang, Kelantan and Selangor. Meanwhile, the states with the lowest average for employee training attendance is Putrajaya and Perlis at 1.3.

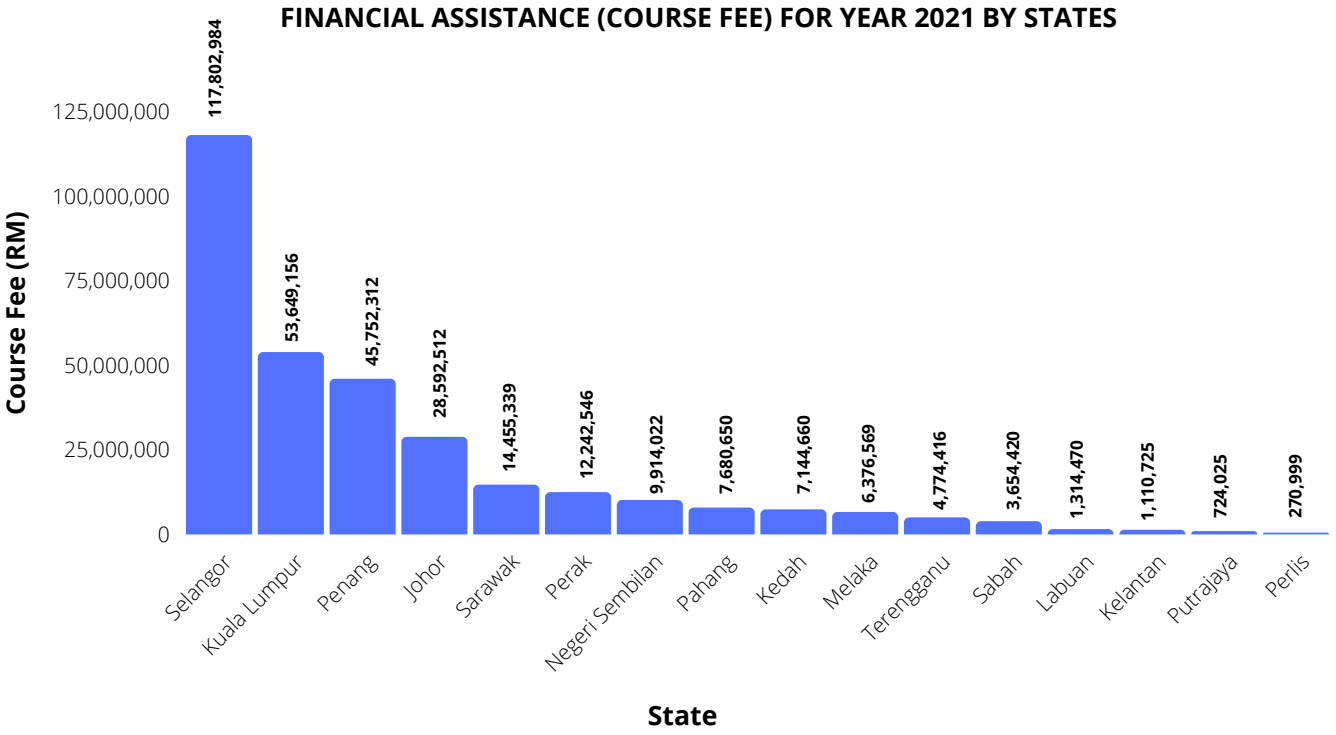
7.4 ANALYSIS OF TRAINING PLACES APPROVED FOR YEAR 2021 BY STATES



Overall, 553,009 training places were approved in 2021

The highest number of training places approved remains concentrated in states with the most robust economic activities, such as Selangor, Kuala Lumpur and Penang.

7.5 Industry Investment on Training using Human Resource Development Corporation (HRD Corp) Fund



Overall, RM316 million was invested for training in 2021

As business activities in Malaysia centres on states like Selangor, Kuala Lumpur and Penang, a significant portion of training investment (RM217 million) was made in these states. On the other hand, Putrajaya and Perlis recorded the lowest amount of training investments, as these two states also have the lowest number of HRD Corp registered employers.

08 BEST PRACTICES

Best Practices segment aims to address a selected employer who garnered among the highest count of grant training applications for all types of HRD Corp training schemes, based on HRD Corp internal database for the year 2021. An interview was carried out with one of the top active employers in 2021. This section exhibits details of the interviews:

8.1 SARAWAK ENERGY BERHAD

TOP EMPLOYER IN TRAINING FOR 2021
LARGE EMPLOYER CATEGORY (SERVICES SECTOR)

1.What is the preferred training method for your organisation? (e.g., online training, face-to-face)

Our preferred mode of training since the first Movement Control Order (MCO) was enforced in March 2020, is online, or more specifically, synchronous online training, which facilitated dialogue and sharing amongst participants. In 2021, 94% of our employees' learning hours came from online or virtual learning.

COVID-19 reinforced the importance of being flexible in our Learning & Development (L&D) initiatives, and we responded by transitioning nimbly into digital and virtual learning. This was guided by an openness to experimentation while adopting the 70:20:10 methodology (on-job-training: social learning: formal learning).

Additionally, our people actively organised technical and non-technical knowledge sharing activities through our Microsoft Teams platform, thereby optimising access to learning.

As a result, Sarawak Energy logged in about 182,000 formal learning hours, of which 35% was through online knowledge sharing sessions organised by our various Business Lines. Consequently, the company spent about RM5 million on training last year. This is not inclusive of the costs of internal training delivery by our own resources.

2. 1.What are the more popular courses that are well-attended by your employees?

Courses which are classified as mandatory to ensure compliance with regulatory requirements and corporate governance, are generally the most well attended.

The following is the breakdown of the type of courses attended by our employees based on the total recorded learning hours:

- 35% on mandatory compliance courses - Anti-Bribery & Corruption, Code of Ethics, Conflict of Interests, Cyber-Security, etc.
- 31% on Health, Safety & Environment (HSSE) - Regulatory Certifications, Technical Competence Certification, Safety Critical Training, Defensive Driving, etc.
- 13% on Business Skills - Commercial Acumen, Project Management, Contracts & Procurement, Finance, etc.
- 10% Technical - Generation, Transmission, Distribution, Retail, Project Delivery, Renewables, ICT, etc.
- 9% Leadership - Soft Skills, Supervisory, Front-Line Leaders, Emerging Leaders, Senior Leaders.
- 2% Conferences - Regional & Global Industry, Leadership and Strategy Conferences.

08 BEST PRACTICES

8.1 SARAWAK ENERGY BERHAD

3. Is longer training duration more effective?

For self-paced online learning, our preference is for 15-30-minute learning nuggets that can be selected as menu items by individual staff based on their respective interests and needs.

For facilitated online learning, our preference is for short courses that run for 2-3 hours per training, or 3-4 hours per day for longer courses.

For face-to-face/classroom delivery, our preference is 1 day for skills-based courses, and 2-4 days for deeper understanding. This is to optimise the cost and time investment in travel, as well as the networking and relationship building opportunities that is present in physical events of this nature.

We do not believe that longer training duration necessarily translates to greater effectiveness. Instead, an optimal training duration needs to be established based on the course objectives. The consideration is based on a balance of depth of scope or syllabus to be covered, versus the attention span of participants (particularly for online delivery).

4. What is the percentage of your employees' training participation in 2021?

93% of our 5,442 staff attended at least 1 formal training event in 2021. The breakdown for the types of trainings attended are as follows:

- 85% attended at least 1 technical and functional learning event
- 58% attended at least 1 soft skills or leadership event
- 35% attended at least 1 ICT-related training session

5. Is there any limitation in the number of training courses an employee can attend per year?

There is no limitation set on the number of trainings or the costs of such trainings per individual employee. Our training budget is set at the division level, rather than individual and a division can comprise anything between 5 to 50 employees.

As a guide, Sarawak Energy's corporate L&D budget is benchmarked at about 7% of payroll. Additionally, the company contributes 1% from our payroll budget to the HRD Corp levy.

Beyond that, the company also has a separate budget allocation for scholarships for employees who are interested in obtaining higher education qualifications above their current academic achievements, on a part time basis. The scholarship generally covers diploma, degree, master's, or PhD.

08 BEST PRACTICES

8.1 SARAWAK ENERGY BERHAD

6. What are some of the criteria or limitations that Sarawak Energy has established for employees to conduct or enrol in trainings (e.g., course fee, budget, participation rate)?

We have established the following criteria to ensure strong corporate governance and financial prudence:

- Trainings must be in line with our business needs and be relevant to the employee's current or future roles.
- Prior discussion and agreement on staff's formal Individual Development Plan (IDP) must be made and recorded in Sarawak Energy People System (SEPS) before enrolment in any training.
- Approval by relevant level of authority must be obtained for any courses requiring travel (i.e., domestic, regional, transatlantic).
- Availability of adequate division or team training budget. If budget is inadequate, the HOD's approval is required to proceed.

Due to the pandemic restrictions since March 2020, we introduced an additional criterion to ensure the wellbeing and peace of mind for staff and their family members.

- For any face-to-face training, the HOD's approval is required to ensure that the physical attendance is business essential and cannot be deferred.

7. Did you observe any significant changes in employees' productivity, knowledge, or skills upon completing their training?

Our formal training programmes are premised on the following criteria:

- Necessary skilling and assessment against corporate and regulatory requirements such as Electrical Inspectorate Unit Sarawak (EIU), Department of Occupational Safety and Health (DOSH), Construction Industry Development Board (CIDB), etc.
- Development needs of staff, as a consequence of competency assessment against the appropriate standards, use of specific job tools or methods, staff performance and development discussions (including annual staff feedback survey and 360 feedback).
- Business needs of the division, department, and corporation to meet required technical capabilities and licence to operate (both current and future).

Therefore, staff are expected to practice what they have learnt immediately, which then translate to better business case understanding, scope planning, options selection, and results delivery.

We believe that by adopting this, Sarawak Energy will achieve its goal of driving a high-performance culture, improving focus on value creation, creating better employee value proposition due to continuous professional development, and elevating pride and believe amongst staff that Sarawak Energy is a responsible corporate citizen and a Great Place to Work.

08 BEST PRACTICES

8.1 SARAWAK ENERGY BERHAD

8. How important is On-the-Job Training (OJT) for the development of your employees?

Sarawak Energy strongly advocates the 70:20:10 development model, where capability building is based on 70% experiential (on the job), 20% social (peer network, community of practice, coaching, mentoring) and 10% formal learning or training.

We have established programmes to assist in structuring focused development for selected staff groups, with the objective of accelerating the time to attain the desired competency or autonomy.

These includes:

- **Technician Foundation programmes** – aimed at accelerating learning and providing clarity to new technicians through theoretical knowledge and practical experience. The programme utilises a logbook approach with assessments and verification to track progress, which eventually leads to confirmation of service and progression upon completion.
- **Business Support bridging programmes** – a similar structure is being developed for business support and administrative staff (i.e., clerks, admin assistants, secretaries, etc.), where eligibility is extended to all interested non- executive staff, with the objective of preparing them towards progression into executive level roles.
- **Young Professional Programme (YPP)** – aimed at fresh graduate hires as part of their onboarding programme, where they are supported in transitioning from their student to work life. This includes helping them apply their knowledge in their new roles at Sarawak Energy. The completion of the programme will be done upon assessment, after which the staff is ready for progression to their next job level. The programme takes an average of 2-3 years to complete.
- **Advanced Professional Programme (APP)** – a programme after the YPP, aimed at developing candidates to their full professional potential, based on their skillsets (i.e., becoming a professional engineer, accountant, etc.). Individuals should aim to achieve 2 progression levels within 3-4 years.
- **Accelerated Development Programme** – aimed at candidates that are soon to be ready for senior SG roles such as GM and above. Candidates are required to shadow the leaders of positions for which they are aspiring towards, for a period of 3 to 6 months, to acquaint them to the scope, and jointly reassess their readiness with their sponsors.

In addition to all the above, we have also established several technical 'academies' including Generation Academy and Project Delivery Academy. These academies are aimed at reinforcing the 70:20:10 model while helping our employees build core technical capabilities. This also promotes structured staff development planning, knowledge sharing, community of practice and job rotations.

Our programmes and initiatives emphasise on-the-job experience and assessment against performance requirements, which is very important to Sarawak Energy.

08 BEST PRACTICES

8.1 SARAWAK ENERGY BERHAD

8. How important is On-the-Job Training (OJT) for the development of your employees? (*cont.)*

Additionally, we are partnering with Universiti Tenaga (UniTEN) on a pilot electrical diploma programme, where we will be sponsoring 30 students on an academia cum work experience-tailored syllabus. This is aimed at having the graduates complete the course with not just its academic certificate, but also work assessments and qualifications (e.g., LV chargeman). This will expedite the onboarding of graduates by about 12-18 months, as they no longer need to go through the corporate Technician Foundation Programme outlined earlier.

9. How has your company encouraged employees to attend training?

Sarawak Energy has established the Individual Development Plan (IDP) that is reviewed and refreshed annually. This is recorded in the Sarawak Energy People System (SEPS). The completion of the IDP refresh is included as an annual compulsory KPI for all staff and managers.

The IDP comprises a review of each staff member's job aspirations, mobility and departure window. It reviews every staff member's current capability and needs for the next role and culminates in identifying the 70:30:10 interventions – specifically on-the-job experience, coaching and training.

Beyond that, Sarawak Energy also has a formal Learning & Development Policy as well as Procedure & Guidelines (PPG) that describe our commitment, roles, and responsibilities towards employee development and how the 70:20:10 methodology will be delivered. We are happy happy to share this with other industry players if it is useful.

08 BEST PRACTICES

8.1 SARAWAK ENERGY BERHAD

10. Can you suggest ways for HRD Corp to encourage more training activities for employers and their employees?

HRD Corp already has a robust and clear process in place and has proven itself to be adaptive and agile in meeting changing circumstances (such as your quick adjustments during the MCO).

Having said that, we believe that HRD Corp can adopt the following in order to strengthen its processes and encourage more employers to send their employees for training:

- Allow the batching of HRD Corp levy and recovery for business entities under a parent company (for group of companies) so as to allow for short to mid-term assignments that can increase exposure and improve interfaces or synergies between subsidiary companies.
- Fund coaching and mentoring activities by reviewing and accrediting employers' C&M programmes (accreditation to ensure that bona fide and robust schemes are in place). Alternatively, accredit both external and internal coaches and mentors similar to accrediting HRD Corp trainers.
- Establish a scheme to reward role model companies that achieves HRD Corp's objectives (e.g., winners of RDC Awards). Examples may be quantitative or based on percentage of reimbursement from their HRD Corp levy contribution.
- Encourage internal capability building by increasing allowance and allocation for internal trainings on the basis that internal delivery will enhance internal capability in developing more employees and increasing knowledge transfer.
- Simplify the claim administrative process such as removing the need for employers to sign off on attendance records and applications.

09 RECOMMENDATIONS

Malaysia is gradually recovering from the harshest effects of the pandemic, with the economy growing at 3.1% in 2021, rebounding from 5.6% in the previous year (Latiff R. and Chu M.M., 2022). This trend is expected to continue and increase in 2022.

While companies have already transformed the way they do business in the past two years, the emergence of new COVID-19 variants could continue to dampen global and domestic recovery, requiring companies to continue to evolve and reframe their business approaches and models moving forward.

This must be done while taking the new working culture into consideration. Remote and hybrid working have become the norm and will continue to be the foundation of the future of work moving forward. As a result, companies have also had to reinvent their learning and development strategies in order to help employees grow in this reconfigured online workspace. According to the LinkedIn Workplace Learning Report 2021, which surveyed global Learning and Development professionals, upskilling and reskilling was at the top of the list in employer and employee priorities for the new workplace.

More trainings should be conducted to build digital literacy and resilience skills among employees, so that they can keep pace with the technological changes that are reshaping all industries. Training providers should consider investing in remote online learning methods, platforms and solutions such as Augmented Reality (AR) and Virtual Reality (VR). This can minimise the need for physical trainings and provide employees with more avenues for self-paced upskilling and reskilling. Employers should play a significant role in encouraging their workers to sign up and get their skills certified through courses provided by the government or private training agencies. This will help in increasing the number of trained workforce in all industries.

To support employers and industries in achieving this aim, the government has given out various financial assistance and grants for training and development. These are also geared towards strengthening our labour market and eventually driving the country's economic recovery efforts in a structured manner. HRD Corp has also played an instrumental role in the government's aspirations in this area. In December 2021, we launched Upskill Malaysia, the national single window platform that provides access to upskilling, reskilling, multi-skilling and cross-skilling programmes offered and funded by various government ministries and agencies. Upskill Malaysia aims to train 220,000 Malaysians by the end of 2022.

Besides that, in 2021, HRD Corp went beyond its registered employers and developed more initiatives to support more Malaysians in their training, development, employment and income-generation efforts. These included Second Chances and Opportunities for People to Excel (SCOPE), e-LATiH and HRD Corp Signature Programmes which help employees to upskill themselves across HRD Corp's nine (9) priority areas. Employers should take advantage of these programmes to support their employees' personal and professional development as these can help them grow their business without sacrificing their bottom line.

10 CONCLUSION

The Expansion of the PSMB Act 2001 provided more opportunities for employees to be trained under HRD Corp's training schemes and initiatives. With the addition of the 238 subsectors, the Industry Training Participation Report 2021 was able to highlight the training performance for all industries covered under the PSMB Act 2001, for this year.

Industry training participation in 2021 was mixed at best. Levy utilisation was lower than the previous year due to the lower available levy balance, following the levy exemption offered to all registered employers between June to August 2021. At the same time the higher number of new registered employers recorded, also contributed to the lower utilisation, as most had just started paying levy or received an exemption from paying levy till December of 2021.

Therefore, they did not have enough or any levy balance to utilise towards employee training. Besides that, some newly registered employers may not be familiar with the claims and levy utilisation process yet and this led them to not applying for training grants and sending their employees for training.

As a result, in 2021, HRD Corp did not observe any significant difference in the five (5) indicators outlined within the training landscape. The two new economic sectors added as part of the expansion of the PSMB Act 2001, Agriculture, Forestry and Fishing, and Construction also recorded slower training participation amongst employers. On the flip side however, training applications rose by 89% in Q4 of 2021 as the MCO was lifted and economic activities resumed.

The findings also showed that the overall average training duration per employee for all 5 sectors decreased to 3.1 days in 2021 compared to 3.3 days in 2020. The results however, differ slightly when looking at individual sectors. For example, the Services sector saw an increase of training duration to 5.4 days in 2021, compared to 4.0 days in 2020.

This overall increase in the Services sector could be attributed to the fact that employers under the Television Programming and Broadcasting Activities and Restaurants and Mobile Food Service Activities provided their employees with long-term courses in the past year. For Agriculture, Forestry and Fishing and Construction, the majority of courses attended were for 2 days and these are mostly related to Education or Training, Manufacturing or Production and Management skills.

The Manufacturing and Mining & Quarrying sectors also recorded declines in the percentage of employees training participation. The former recorded 14% in 2020 and 10% in 2021 while the latter went from 12% in 2020 to 8% this year.

Manufacturing subsectors record the highest employees trained ratio at 10%. This is followed by Services subsectors at 9%. Construction recorded the lowest figure in this category at 0.1%. This could be attributed to the fact that industries within Construction require more physical trainings, and this was significantly hindered by the repeated lockdowns last year.

10 CONCLUSION

Employers invested about 1 to 2 trainings per employee in a year which is the same trend as the past two years. The average is considered as an ideal number of trainings per employee among employers as most employees prefer a flexible training period and short courses which can be undertaken during working hours.

As the number of registered employers and employees under HRD Corp increased by more than 100%, it was projected that the number of training places will increase as well. However the increase in training places was only 10% in 2021, which isn't proportional to the increase in the number of registered employer. Nevertheless, industry investment in training increased by about 100% in the fourth quarter of 2021 totalling at RM132 million. This is in line with the rise in Malaysia's Gross Domestic Product (GDP) of 3.6% from October to December 2021 (Department of Statistics Malaysia, February 2022).

This trend is expected to rise in 2022 as the growth trajectory is based on further expansion in global and domestic economic activities. Almost all economic sectors are projected to expand on the supply side, led by the Service and Manufacturing sectors, accounting for more than 80% of the economy (Economic Outlook 2022). With this forecast, industry players are expected to invest more in upskilling and reskilling their workers to ensure that the national targets can be achieved.

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12 APPENDIX

Summary of Training Participation Analysis According to Subsectors in 2021

Manufacturing Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
1	Building of Ships and Boats	0.0	0.0%	0.0	-	-
2	Casting of Metals	0.0	0.0%	0.0	-	-
3	Installation of Industrial Machinery and Equipment	0.0	0.0%	0.0	-	-
4	Manufacture of Air and Spacecraft and related Machinery	0.0	0.0%	0.0	-	-
5	Manufacture of Articles of Fur	0.0	0.0%	0.0	-	-
6	Manufacture of Basic Chemicals, Fertilizers and Nitrogen Compounds, Plastics and Synthetic Rubber in Primary Forms	3.0	17.3%	1.7	21,798	11,813,530
7	Manufacture of Basic Iron and Steel	4.2	10.1%	1.4	5,620	3,558,012
8	Manufacture of Basic Precious and Other Non-Ferrous Metals	1.7	0.7%	1.0	3	2,175
9	Manufacture of Batteries and Accumulators	0.0	0.0%	0.0	-	-
10	Manufacture of Beverages	3.7	4.8%	1.6	34	15,323
11	Manufacture of Bodies (Coachwork) For Motor Vehicles; Manufacture of Trailers and Semi-Trailers	0.0	0.0%	0.0	-	-
12	Manufacture of Coke Oven Products	2.5	10.5%	1.2	227	219,717
13	Manufacture of Communication Equipment	0.0	0.0%	0.0	-	-
14	Manufacture of Computers and Peripheral Equipment	1.8	31.2%	1.8	78	16,292
15	Manufacture of Consumer Electronics	1.7	10.6%	1.3	69	21,669
16	Manufacture of Dairy Products	0.0	0.0%	0.0	-	-
17	Manufacture of Domestic Appliances	0.0	0.0%	0.0	-	-
18	Manufacture of Electric Lighting Equipment	0.0	0.0%	0.0	-	-
19	Manufacture of Electric Motors, Generators, Transformers and Electricity Distribution and Control Apparatus	4.5	12.8%	1.9	75,182	48,116,377
20	Manufacture of Electronic Components and Boards	3.4	11.4%	1.7	5,616	3,411,792
21	Manufacture of Footwear	2.7	13.1%	1.6	317	155,977
22	Manufacture of Furniture	3.0	5.6%	1.5	2,050	1,952,582
23	Manufacture of Games and Toys	0.0	0.0%	0.0	-	-
24	Manufacture of General-Purpose Machinery	3.1	11.8%	1.6	8,499	4,797,339
25	Manufacture of Glass and Glass Products	2.5	10.9%	1.6	1,541	801,018
26	Manufacture of Grain Mill Products, Starches and Starch Products	0.0	0.0%	0.0	-	-
27	Manufacture of Irradiation, Electromedical and Electrotherapeutic Equipment	0.0	0.0%	0.0	-	-
28	Manufacture of Jewellery, Bijouterie and related Articles	1.9	2.8%	1.1	65	46,197
29	Manufacture of Knitted and Crocheted Apparel	0.0	0.0%	0.0	-	-
30	Manufacture of Magnetic and Optical Media	0.0	0.0%	0.0	-	-
31	Manufacture of Man-Made Fibres	0.0	0.0%	0.0	-	-
32	Manufacture of Measuring, Testing, Navigating and Control Equipment; Watches and Clocks	0.0	0.0%	0.0	-	-
33	Manufacture of Medical and Dental Instruments and Supplies	1.1	3.6%	1.1	18	6,500
34	Manufacture of Military Fighting Vehicles	0.0	0.0%	0.0	-	-
35	Manufacture of Motor Vehicles	4.5	16.1%	2.0	20,883	8,949,690
36	Manufacture of Musical Instruments	0.0	0.0%	0.0	-	-
37	Manufacture of Non-Metallic Mineral Products N.E.C.	2.7	12.6%	1.6	7,731	4,182,628
38	Manufacture of Optical Instruments and Photographic Equipment	0.0	0.0%	0.0	-	-
39	Manufacture of Other Chemical Products	2.4	1.1%	1.5	21	10,042

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Summary of Training Participation Analysis According to Subsectors in 2021

Manufacturing Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
40	Manufacture of Other Electrical Equipment	2.5	1.3%	1.1	9	9,465
41	Manufacture of Other Fabricated Metal Products; Metalworking Service Activities	1.9	1.3%	1.9	78	13,603
42	Manufacture of Other Food Products	1.6	1.4%	1.4	100	29,383
43	Manufacture of Other Textiles	0.0	0.0%	0.0	-	-
44	Manufacture of Paper and Paper Products	2.6	10.2%	1.7	5,695	2,608,072
45	Manufacture of Parts and Accessories For Motor Vehicles	2.6	6.8%	2.0	252	70,462
46	Manufacture of Pharmaceuticals, Medicinal Chemical and Botanical Products	2.8	1.2%	1.3	12	7,784
47	Manufacture of Plastics Products	3.1	10.5%	1.7	13,856	7,804,784
48	Manufacture of Prepared Animal Feeds	0.0	0.0%	0.0	-	-
49	Manufacture of Products of Wood, Cork, Straw and Plaiting Materials	0.0	0.0%	0.0	-	-
50	Manufacture of Railway Locomotives and Rolling Stock	0.0	0.0%	0.0	-	-
51	Manufacture of Refined Petroleum Products	3.0	29.8%	1.6	6,425	4,255,044
52	Manufacture of Rubber Products	3.9	14.4%	1.8	18,881	8,438,780
53	Manufacture of Special-Purpose Machinery	2.9	3.8%	1.5	31	23,427
54	Manufacture of Sports Goods	0.0	0.0%	0.0	-	-
55	Manufacture of Structural Metal Products, Tanks, Reservoirs and Steam Generators	3.3	10.6%	1.7	16,496	9,752,527
56	Manufacture of Tobacco Products	6.9	24.8%	2.1	440	375,395
57	Manufacture of Transport Equipment N.E.C.	2.5	13.5%	1.2	38	13,600
58	Manufacture of Vegetable and Animal Oils and Fats	2.0	0.9%	1.4	26	17,461
59	Manufacture of Weapons and Ammunition	0.0	0.0%	0.0	-	-
60	Manufacture of Wearing Apparel, Except Fur Apparel	0.0	0.0%	0.0	-	-
61	Manufacture of Wiring and Wiring Devices	0.0	0.0%	0.0	-	-
62	Other Manufacturing N.E.C.	2.4	0.9%	1.2	31	21,086
63	Printing and Service Activities related To Printing	4.6	10.2%	3.2	8,505	2,691,478
64	Processing and Preserving of Fish, Crustaceans and Molluscs	1.1	13.4%	1.0	28	3,679
65	Processing and Preserving of Fruit and Vegetables	0.0	0.0%	0.0	-	-
66	Processing and Preserving of Meat	3.0	14.3%	1.7	38,501	18,886,861
67	Repair of Fabricated Metal Products, Machinery and Equipment	0.0	0.0%	0.0	-	-
68	Reproduction of Recorded Media	0.0	0.0%	0.0	-	-
69	Sawmilling and Planing of Wood	4.0	5.6%	1.4	2,179	1,481,159
70	Spinning, Weaving and Finishing of Textiles	3.0	6.9%	1.5	2,329	1,578,488
71	Tanning and Dressing of Leather; Manufacture of Luggage, Handbags, Saddlery and Harness; Dressing and Dyeing of Fur	3.8	24.9%	2.4	1,384	677,511

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Summary of Training Participation Analysis According to Subsectors in 2021

Services Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
1	Accounting, Bookkeeping and Auditing Activities; Tax Consultancy	0.0	0.0%	0.0	-	-
2	Activities Auxiliary to Financial Service Activities, Except Insurance/Takaful and Pension F	0.0	0.0%	0.0	-	-
3	Activities Auxiliary to Insurance/Takaful and Pension Funding	0.0	0.0%	0.0	-	-
4	Activities of Business, Employers and Professional Membership Organizations	0.0	0.0%	0.0	-	-
5	Activities of Call Centres	0.0	0.0%	0.0	-	-
6	Activities of Employment Placement Agencies	0.0	0.0%	0.0	-	-
7	Activities of Extraterritorial Organizations and Bodies	0.0	0.0%	0.0	-	-
8	Activities of Head Offices	0.0	0.0%	0.0	-	-
9	Activities of Holding Companies	2.3	0.1%	1.1	48	45,213
10	Activities of Households as Employers of Domestic Personnel	0.0	0.0%	0.0	-	-
11	Activities of Other Membership Organizations	0.0	0.0%	0.0	-	-
12	Activities of Trade Unions	0.0	0.0%	0.0	-	-
13	Administration of The State and The Economic and Social Policy of The Community	0.0	0.0%	0.0	-	-
14	Advertising	3.5	12.9%	1.4	2,149	1,526,587
15	Architectural and Engineering Activities and related Technical Consultancy	4.1	12.2%	1.5	20,772	14,588,985
16	Beverage Serving Activities	2.9	5.8%	2.0	890	210,679
17	Business Support Service Activities N.E.C.	0.0	0.0%	0.0	-	-
18	Camping Grounds, Recreational Vehicle Parks and Trailer Parks	0.0	0.0%	0.0	-	-
19	Cleaning Activities	61.7	3.2%	1.4	902	764,841
20	Combined Facilities Support Activities	3.4	6.1%	1.5	1,729	1,369,460
21	Compulsory Social Security Activities	0.0	0.0%	0.0	-	-
22	Computer Programming, Consultancy and related Activities	19.2	16.9%	1.6	26,138	24,974,196
23	Courier Activities	2.3	3.5%	1.5	1,696	611,551
24	Creative, Arts and Entertainment Activities	0.0	0.0%	0.0	-	-
25	Data Processing, Hosting and related Activities; Web Portals	49.7	17.5%	1.7	9,498	5,067,643
26	Educational Support Activities	0.0	0.0%	0.0	-	-
27	Electric Power Generation, Transmission and Distribution	4.4	16.8%	1.6	11,086	9,290,159
28	Event Catering and Other Food Service Activities	3.6	6.2%	1.8	1,155	808,929
29	Freight Air Transport	1.5	7.6%	1.0	43	30,984
30	Fund Management Activities	0.0	0.0%	0.0	-	-
31	Gambling and Betting Activities	0.0	0.0%	0.0	-	-
32	Higher Education	5.7	29.5%	1.7	20,863	8,647,670
33	Hospital Activities	3.0	14.9%	1.4	13,586	5,979,088
34	Inland Water Transport	2.0	1.8%	1.0	16	6,982
35	Insurance/Takaful	0.0	0.0%	0.0	-	-
36	Investigation Activities	0.0	0.0%	0.0	-	-
37	Landscape Care and Maintenance Service Activities	2.0	0.2%	1.0	3	600
38	Leasing of Intellectual Property and Similar Products, Except Copyrighted Works	5.0	15.3%	3.8	4,541	611,172
39	Legal Activities	0.0	0.0%	0.0	-	-
40	Libraries, Archives, Museums and Other Cultural Activities	0.0	0.0%	0.0	-	-
41	Maintenance and Repair of Motor Vehicles	2.2	2.8%	1.4	674	660,982
42	Management Consultancy Activities	1.0	0.1%	1.0	21	4,650
43	Manufacture of Gas; Distribution of Gaseous Fuels Through Mains	2.9	21.9%	1.5	563	364,024
44	Market Research and Public Opinion Polling	2.1	26.4%	1.0	421	92,896
45	Materials Recovery	2.2	3.9%	1.4	72	58,309
46	Medical and Dental Practice Activities	0.0	0.0%	0.0	-	-
47	Monetary Intermediation	0.0	0.0%	0.0	-	-
48	Motion Picture, Video and Television Programme Activities	2.8	14.4%	1.7	1,248	395,619
49	Non-Specialized Wholesale Trade	0.0	0.0%	0.0	-	-
50	Office Administrative and Support Activities	1.0	0.0%	1.0	1	1,700

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Summary of Training Participation Analysis According to Subsectors in 2021

Services Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
51	Organization of Conventions and Trade Shows	2.6	9.9%	1.4	613	349,952
52	Other Accommodation	1.0	0.4%	1.0	2	1,400
53	Other Amusement and Recreation Activities	0.0	0.0%	0.0	-	-
54	Other Education	3.6	11.2%	1.6	5,219	3,692,343
55	Other Financial Service Activities, Except Insurance and Pension Funding Activities	2.4	0.0%	1.2	12	5,862
56	Other Human Health Activities	3.3	9.1%	1.7	1,741	765,844
57	Other Human Resources Provision	0.0	0.0%	0.0	-	-
58	Other Information Service Activities	2.7	3.2%	1.3	556	563,466
59	Other Land Transport	1.7	3.0%	1.2	764	406,026
60	Other Personal Service Activities	0.0	0.0%	0.0	-	-
61	Other Professional, Scientific and Technical Activities N.E.C.	1.0	0.0%	1.0	1	350
62	Other Reservation Service and related Activities	1.0	0.2%	1.0	1	450
63	Other Residential Care Activities	0.0	0.0%	0.0	-	-
64	Other Social Work Activities Without Accommodation N.E.C.	3.7	2.0%	1.2	31	18,743
65	Other Specialized Wholesale	2.5	0.0%	1.5	3	1,624
66	Other Telecommunications Activities	4.5	5.7%	1.3	291	178,065
67	Passenger Air Transport	6.9	37.5%	1.6	12,857	12,835,035
68	Pension Funding	0.0	0.0%	0.0	-	-
69	Photographic Activities	0.0	0.0%	0.0	-	-
70	Postal Activities	3.5	13.7%	1.4	5,975	2,151,784
71	Pre-Primary and Primary Education	3.5	10.9%	1.4	3,360	1,006,541
72	Private Security Activities	3.0	3.2%	1.4	4,629	3,777,655
73	Provision of Services to The Community as A Whole	0.0	0.0%	0.0	-	-
74	Publishing of Books, Periodicals and Other Publishing Activities	0.0	0.0%	0.0	-	-
75	Radio Broadcasting	1.5	9.5%	1.0	82	46,437
76	Real Estate Activities on A Fee or Contract Basis	0.0	0.0%	0.0	-	-
77	Real Estate Activities with Own or Leased Property	0.0	0.0%	0.0	-	-
78	Reinsurance/Retakaful	0.0	0.0%	0.0	-	-
79	Remediation Activities and Other Waste Management Services	2.9	5.4%	1.9	67	60,480
80	Renting and Leasing of Motor Vehicles	0.0	0.0%	0.0	-	-
81	Renting and Leasing of Other Machinery, Equipment and Tangible Goods	0.0	0.0%	0.0	-	-
82	Renting and Leasing of Personal and Household Goods	0.0	0.0%	0.0	-	-
83	Repair of Computers and Communication Equipment	0.0	0.0%	0.0	-	-
84	Repair of Personal and Household Goods	0.0	0.0%	0.0	-	-
85	Research and Experimental Development on Natural Sciences and Engineering	10.5	20.2%	1.7	3,735	2,445,853
86	Research and Experimental Development on Social Sciences and Humanities	0.0	0.0%	0.0	-	-
87	Residential Care Activities For Mental Retardation, Mental Health and Substance Abuse	0.0	0.0%	0.0	-	-
88	Residential Care Activities For The Elderly and Disabled	0.0	0.0%	0.0	-	-
89	Residential Nursing Care Facilities	0.0	0.0%	0.0	-	-
90	Restaurants and Mobile Food Service Activities	187.2	11.7%	2.6	21,606	3,143,423
91	Retail Sale in Non-Specialized Stores	3.1	4.6%	1.7	11,041	4,499,270
92	Retail Sale of Automotive Fuel in Specialized Stores	0.0	0.0%	0.0	-	-
93	Retail Sale of Cultural and Recreation Goods in Specialized Stores	0.0	0.0%	0.0	-	-
94	Retail Sale of Food, Beverages and Tobacco in Specialized Stores	0.0	0.0%	0.0	-	-
95	Retail Sale of Information and Communications Equipment in Specialized Stores	0.0	0.0%	0.0	-	-
96	Retail Sale of Other Goods in Specialized Stores	1.8	0.1%	1.1	72	39,273
97	Retail Sale of Other Household Equipment in Specialized Stores	3.1	5.2%	2.5	4,327	423,525
98	Retail Sale via Stalls and Markets	0.0	0.0%	0.0	-	-
99	Retail Trade Not in Stores, Stalls or Markets	3.2	8.2%	1.7	2,983	1,572,334
100	Sale of Motor Vehicle Parts and Accessories	2.7	2.2%	1.4	1,004	822,765

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Summary of Training Participation Analysis According to Subsectors in 2021

Services Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
101	Sale of Motor Vehicles	3.6	8.1%	1.5	5,660	3,580,963
102	Sale, Maintenance and Repair of Motorcycles and related Parts and Accessories	2.7	3.4%	1.3	330	426,210
103	Satellite Telecommunications Activities	2.5	13.7%	1.3	68	71,750
104	Sea and Coastal Water Transport	4.5	7.9%	1.6	2,097	1,533,983
105	Secondary Education	0.0	0.0%	0.0	-	-
106	Security Systems Service Activities	1.1	0.8%	1.1	9	3,350
107	Sewerage	2.7	16.7%	1.4	893	513,350
108	Short Term Accommodation Activities	3.5	7.5%	1.4	9,780	5,311,032
109	Social Work Activities Without Accommodation For The Elderly and Disabled	0.0	0.0%	0.0	-	-
110	Software Publishing	0.0	0.0%	0.0	-	-
111	Sound Recording and Music Publishing Activities	5.0	10.6%	1.8	72	54,945
112	Specialized Design Activities	1.0	0.0%	1.0	1	700
113	Sports Activities	0.0	0.0%	0.0	-	-
114	Steam and Air Conditioning Supply	2.6	8.0%	1.4	603	298,125
115	Support Activities For Transportation	3.0	10.4%	1.5	14,866	8,914,069
116	Technical Testing and Analysis	2.0	0.0%	1.0	1	900
117	Television Programming and Broadcasting Activities	291.5	63.2%	1.3	3,683	1,106,112
118	Temporary Employment Agency Activities	0.0	0.0%	0.0	-	-
119	Transport via Pipeline	0.0	0.0%	0.0	-	-
120	Transport via Railways	3.2	13.2%	1.7	16,713	7,072,863
121	Travel Agency and Tour Operator Activities	3.6	4.6%	1.6	692	508,772
122	Trusts, Funds and Similar Financial Entities	0.0	0.0%	0.0	-	-
123	Undifferentiated Goods-Producing Activities of Private Households For Own Use	0.0	0.0%	0.0	-	-
124	Undifferentiated Service-Producing Activities of Private Households For Own Use	0.0	0.0%	0.0	-	-
125	Veterinary Activities	6.4	7.2%	1.9	124	77,205
126	Warehousing and Storage	2.5	9.7%	1.6	1,099	418,650
127	Waste Collection	1.3	2.4%	1.2	60	9,787
128	Waste Treatment and Disposal	2.0	10.4%	1.1	193	129,109
129	Water Collection, Treatment and Supply	6.2	26.0%	1.9	9,055	4,198,519
130	Wholesale of Agricultural Raw Materials and Live Animals	0.0	0.0%	0.0	-	-
131	Wholesale of Food, Beverages and Tobacco	4.0	0.0%	4.0	4	852
132	Wholesale of Household Goods	0.0	0.0%	0.0	-	-
133	Wholesale of Machinery, Equipment and Supplies	1.6	0.0%	1.4	7	3,060
134	Wholesale on A Fee or Contract Basis	0.0	0.0%	0.0	-	-
135	Wired Telecommunications Activities	41.5	23.4%	1.8	17,166	13,752,241
136	Wireless Telecommunications Activities	0.0	20.0%	1.8	635	392,385

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Summary of Training Participation Analysis According to Subsectors in 2021

Mining & Quarrying Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
1	Extraction of Crude Petroleum	3.1	17.1%	1.5	3,130	3,937,929
2	Extraction of Natural Gas	1.4	5.2%	1.1	15	12,402
3	Mining and Quarrying N.E.C.	6.5	2.7%	1.6	26	71,468
4	Mining of Hard Coal	2.1	9.4%	1.4	250	150,933
5	Mining of Iron Ores	3.3	13.1%	2.0	241	182,258
6	Mining of Lignite	0.0	0.0%	0.0	-	-
7	Mining of Non-Ferrous Metal Ores	2.0	1.3%	1.0	2	2,800
8	Quarrying of Stone, Sand and Clay	4.3	9.8%	1.3	1,046	1,258,656
9	Support Activities for Other Mining and Quarrying	0.0	0.0%	0.0	-	-
10	Support Activities for Petroleum and Natural Gas Extraction	1.2	1.2%	1.0	21	9,950

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Summary of Training Participation Analysis According to Subsectors in 2021

Agriculture, Forestry & Fishing Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
1	Animal Production	0.0	0.0%	0.0	-	-
2	Aquaculture	0.0	0.0%	0.0	-	-
3	Fishing	0.0	0.0%	0.0	-	-
4	Gathering of Non-Wood Forest Products	0.0	0.0%	0.0	-	-
5	Growing of Non-Perennial Crops	0.0	0.0%	0.0	-	-
6	Growing of Perennial Crops	0.0	0.0%	0.0	-	-
7	Hunting, Trapping and related Service Activities	0.0	0.0%	0.0	-	-
8	Logging	0.0	0.0%	0.0	-	-
9	Mixed Farming	0.0	0.0%	0.0	-	-
10	Plant Propagation	2.0	3.8%	1.2	299	160,878
11	Silviculture and Other Forestry Activities	0.0	0.0%	0.0	-	-
12	Support Activities to Agriculture and Post-Harvest Crop Activities	0.0	0.0%	0.0	-	-
13	Support Services to Forestry	0.0	0.0%	0.0	-	-

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Summary of Training Participation Analysis According to Subsectors in 2021

Construction Sector

No.	List of Subsectors	Effective Training Duration	Employees Trained Ratio	Training Opportunity Ratio	Training Places Approved	Industry Investment on Training
1	Building Completion and Finishing	0.0	0.0%	0.0	-	-
2	Construction of Buildings	0.0	0.0%	0.0	-	-
3	Construction of Other Civil Engineering Projects	0.0	0.0%	0.0	-	-
4	Construction of Roads and Railways	0.0	0.0%	0.0	-	-
5	Construction of Utility Projects	0.0	0.0%	0.0	-	-
6	Demolition and Site Preparation	0.0	0.0%	0.0	-	-
7	Electrical, Plumbing and Other Construction Installation Activities	2.4	0.1%	1.1	33	30,883
8	Other Specialized Construction Activitie	0.0	0.0%	0.0	-	-

KEMENTERIAN SUMBER MANUSIA

HRD CORP
HUMAN RESOURCE DEVELOPMENT CORPORATION

PEMBANGUNAN SUMBER MANUSIA BERHAD,
Wisma HRD Corp, Jalan Beringin,
Damansara Heights,
50490 Kuala Lumpur