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EMPLOYERS' CIRCULAR NO. 2/2019

HUMAN RESOURCES DEVELOPMENT FUND'S FIVE (5) NEW AND REVISED STRATEGIC INITIATIVES' SCHEMES TO SPEARHEAD MALAYSIA'S HUMAN CAPITAL DEVELOPMENT

1.0 PURPOSE

1.1 The purpose of this Circular is to invite registered employers of the Human Resources Development Fund (HRDF) to participate in the Fund's five (5) new and revised Strategic Initiative Schemes which were made effective on 2 April 2019.

2.0 BACKGROUND

2.1 The implementation of HRDF's Strategic Initiative Schemes which was initiated in April 2016 was suspended in June 2018 via Employers' Circular No. 6/2018, to enable the Fund to improve the execution of the aforementioned Schemes.

2.2 After a series of engagements with the Fund's key stakeholders which included employers, employer associations, training provider associations and others, HRDF is pleased to announce the restart of five (5) of these Strategic Initiatives' Schemes with revised mechanisms.

2.3 The enhanced mechanisms of these Schemes are:

- i. **Cost sharing** - the costs of these Schemes will be shared by employers through the use of their respective human resources development (HRD) levy and the Government;

- ii. **Employer centric** – these Schemes will focus on specific and teachable skills that can be defined and measured; *and*
- iii. **Outcome oriented** - the outcomes of these Schemes will stress on the delivering of commerce and/or trade targets of participating employers and Industry.

3.0 SCHEMES LAUNCHED

3.1 The five (5) Strategic Initiatives' Schemes which have been launched and their value propositions are:

- i. **Industry Certification ("INDCERT")**

- Enables businesses to move up the economic value chain through professional certification programmes for local workers of registered employers.

- ii. **SME GRADUATES' Scheme**

- Develops leadership and management skills, analytical, and creative decision-making competencies of SME business owners and Chief Executive Officers.

- iii. **Recognition of Prior Experiential Learning (RPEL)**

- Qualifies in-service local workers with a secondary and lower education level to be recognised for their current competencies and skills based on the standards determined by the Department of Skills Development, Malaysia.

- iv. **SLDN–APPRENTICESHIP Scheme**

- Increases the supply of skilled workers to the Industry by training school leavers and enabling them to be job-ready for registered employers. The programmes under this Scheme were developed based on the National

Occupational Skills Standard by Jabatan Pembangunan
Kemahiran, Malaysia.

v. **Graduates Enhancement Programme for Employability 2.0**
(GENERATE 2.0)

- Equips, develops and assists fresh and unemployed graduates with the relevant skills-set and knowledge as required by the Industry thus enhancing their potential employability through two (2) types of programmes, which are Management-Associate and Technical-based trainings.

2.2 Other new Schemes will be added in the near future as HRDF takes into account the needs of the Industry and the national agenda towards progressing the development of Malaysia's human capital.

2.3 Details and Guidelines of these five (5) Strategic Initiatives' Schemes are available on HRDF's website – www.hrdf.com.my

3.0 CLOSING

3.1 The Circular is effective from 17 April 2019 (Tuesday).

3.2 For further clarification on this Circular, kindly contact HRDF's Call Centre at toll free: 1800-88-4800 or email support@hrdf.com.my

Thank you.

PEOPLE, PROWESS, PROGRESS
SAYANGI MALAYSIA



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Human Resources Development Fund

Kumpulan Wang Pembangunan Sumber Manusia