

Hiring Incentive and Training Programme

#PENJANAKERJAYA

2020



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Introduction of the PenjanaKerjaya Programme

The Hiring Incentive Programme, PenjanaKerjaya, is an economic recovery initiative under the Ministry of Human Resource, administered by SOCSO's National Employment Services to promote job creation among employers while increasing employment prospects.

Employment Generators under the National Economic Rebuilding Plan (PENANT) are aimed at boosting job demand among employers and increasing job opportunities and employment among local job seekers.

- Employer cannot retrench or substitute existing workforce with new employee under **PenjanaKerjaya (Hiring Incentive)** in this program duration.
- Employer must offer an employment contract for a **duration of at least one year** (A copy of contract is not required to be submitted to Perkeso).

Who is eligible to apply for PenjanaKerjaya?

- Employers who have registered with the
 - a) Companies Commission of Malaysia (SSM)
 - b) Department of Malaysian Registration (ROS)
 - c) Business Registration (ROB)
 - d) Local Authorities (Local Authorities)
 - e) or other organizations before 1 June 2020; and
- Employers who have registered with SOCSO by 1 June 2020

Who is not eligible to receive incentives under PenjanaKerjaya?

Employees who are currently receiving assistance from the Employment Retention Program or enrolled in the Wage Subsidy Program are not eligible (including resigned staff since April 2020).



Incentives Categories

What are the incentives under PenjanaKerjaya?

- i. **#MyApprentice** : Apprenticeship Incentives for employers who take local job seekers apprentice among school leavers and graduates.
- ii. **#HireMalaysia** - There are three categories **(must not work at least 2 months)**:
 - a) Employment Incentives that hire local job seekers **under 40**;
 - b) Employment Incentives that hire local job seekers **aged 40 and above**; and
 - c) Employment Incentives that hire local job seekers among **vulnerable groups** including the disabled, and SOCSO Return to Work Program participants.
- iii. **Mobility Assistance**: one-off payment to workers moving more than 100km (one way) from the location of the job-seeker's residence;
- iv. **Training Program**: provides reskilling and upskilling, including place and train programs based on employer and employee requirements taken under the Employer Generator.

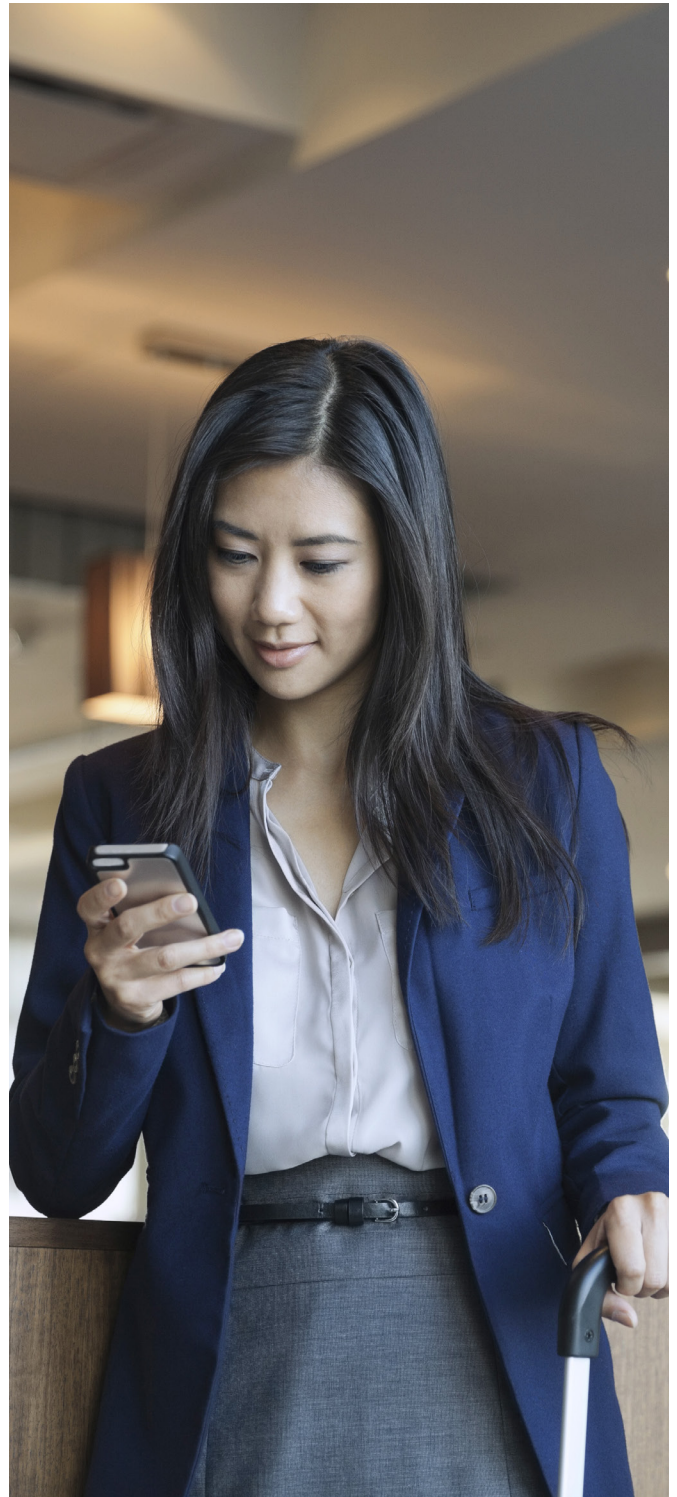
Note: The age of the job seekers is based on the date of birth at the same time of application



Mobility Assistance

What are the requirements for Mobility Assistance under PenjanaKerjaya?

- Employees and apprentices hired by employers under the program are entitled to claim RM 600 through the employer when they move more than 100km (one way) from their residence.
- **New joiner can claim from employer, and employer can claim from Perkeso**
- If the transfer take place from Sabah to Sarawak to Peninsular Malaysia or otherwise, RM1,000 can be claimed through the employer
- Mobility Assistance will be paid to employees through the employer one-off; and
- Employees are only entitled to one-time Mobility Assistance throughout the duration of the program



Hiring Incentive

Details	My Apprentice	Hire Malaysia	
		Local job seekers under 40	Local job seekers aged 40 and above /OKU
Financial Incentives	<ul style="list-style-type: none"> RM 600 Monthly payment for a maximum period of 6 months	<ul style="list-style-type: none"> RM 800 For employees paid RM1,200 (salary) and above for a maximum of 6 months	<ul style="list-style-type: none"> RM 1,000 For employees paid RM1,200 (salary) and above for a maximum of 6 months
Priority	Priority is given to graduates or school leavers <ul style="list-style-type: none"> With no experience Not practical student 	Priority is given to employers who offer equal pay to their qualifications, skills and experience At least two months not in employment	
Requirements	School leavers or graduates taken in apprenticeships	Local job seekers under 40 years of age	Local job seekers above 40 years of age or OKU
Additional Terms	<ul style="list-style-type: none"> Employers must register for positions in the MYFutureJobs Portal (www.myfuturejobs.gov.my) beginning 15 June 2020 or any employment portal registered under Act 246. Employers who have been hiring for at least 2 months (except fresh graduates). For the purpose of approving a job placement, the employer must register a job vacancy through the MYFutureJobs Portal. Employees hired under this incentive must also be registered with this portal. New employees who have been hired under this incentive must register and contribute with SOCSO and SIP in the SOCSSO ASSIST System. Employers cannot terminate existing employees and replace them with existing or new employees under the Hiring Incentive during this program. New joiner cannot be terminated in one year unless there are disciplinary issues. Employer must offer employment contract for at least one year (copy of contract need not be submitted to SOCSO) except fresh graduates category. Local job seekers who are under 60. 		
Effective Date	Employment made on or after 15 June 2020 are eligible for all of the above incentives.		
Application Deadline	The deadline for applications under PenjanaPekerja is 31 December 2020 .		

Is the employer eligible to apply for an incentive under the Employer Generator for employees and apprentices who have been recruited but not yet registered with MYFutureJobs?

Provided that the employer must register the job vacancy information in the MYFutureJobs Portal and ensure that the employee is registered in the MYFutureJobs Portal.

Training Program

a) What are the requirements of the training program under PenjanaKerjaya

- Employers who hire workers (except apprentices) through PenjanaKerjaya are eligible to apply for retraining or skill-building (re-skilling & upskilling) based job or industry requirements; For fresh graduates, they are not qualified for training.
- List of training courses certified by SOCSO will be listed in detail www.penjanakerjaya.perkeso.gov.my and to be updated from time to time; and a maximum training fee of RM4,000 for a worker taken under PenjanaKerjaya.

b) When does the Training Program under PenjanaKerjaya come into force?

- Training Programs under PenjanaKerjaya are open for applications effective 1 July 2020.

c) How to get an employer to apply for a course employees under this Training Program?

- Employers can choose the courses listed under the Training Program Career Generation on the job site at www.jobsite.perkeso.gov.my and require the approval or approval of SOCSO.

*Approval from Perkeso is required prior training. Upon approval, training fees can be claimed.



Snapshot of PenjanaKerjaya



Hiring Incentive Programme (PenjanaKerjaya)

The Hiring Incentive Programme, PenjanaKerjaya, is an economic recovery initiative under the Ministry of Human Resource, administered by SOCSO's National Employment Services to promote job creation among employers while increasing employment prospects.

Steps to Apply for the Hiring Incentive and Training Programme

1 Jobseeker Registration

- Register and update your profile on MYFutureJobs through www.myfuturejobs.gov.my

MYFutureJobs
Your National Employment Services Provider

2 Have a vacancy to offer?
(Refer to Terms and Condition in the FAQ)

- Register and post your vacancy on MYFutureJobs through www.myfuturejobs.gov.my or other job portals from **15th June onwards**.



3 Apply for the Hiring Incentive Programme (PenjanaKerjaya)

- Go to penjanakerjaya.perkeso.gov.my to register your employer profile from **15th June onwards**.
- Select newly hired employee registered with ASSIST (hiring date 15th June onwards) listed for this incentive from **1st July onwards**.

7 Incentive Payment

- Incentive payment will be made upon confirmation of receiving contributions paid to SOCSO
- Subsequent monthly payment is based on active working status and contributions received by SOCSO.



Example:
Hired employee: 1st July 2020
SOCSO Contribution paid: 15th August 2020
Hiring Incentive payment: early September

6 Employers require training for hired employees? (Applicable for hireMalaysia only)

- The employer may browse courses from selected training providers for suitable training programs through penjanakerjaya.perkeso.gov.my

IN COLLABORATION WITH
HRDF

5 Require Mobility Assistance?

- The employee is eligible for mobility assistance of RM600 (Peninsular) and RM1,000 (Sabah & Sarawak)
- One-off payment will be made to newly hired employee eligible via employers.

4 Select categories available under Hiring Incentive

- #MYApprentice**
Hiring Incentive of RM600 per month up to 6 months applicable for employers who hire jobseekers seeking apprenticeships or traineeships.

- #hireMalaysia**
 - #hireMalaysia40** Incentive of RM800 per month up to 6 months and training, applicable for employers who employ local jobseekers aged **40 years and below**.
 - #hireMalaysia40+** Incentive of RM 1000 per month up to 6 months and training, applicable for employers who employ local jobseekers aged **40 years and above**.
 - #hireMalaysiaOKU** Incentive of RM1000 per month up to 6 months and training, applicable for employers who employ local jobseekers including **Persons with Disabilities and SOCSO's Return to Work Program participants**.



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