

HRDF QUICK BITE REPORT - APRIL 2019

HRDF TRAINING SCENARIO FOR MARCH 2019

Growth of HRDF Registered Employers

Overall as at
March 2019



26,968

Registered
Employers

March 2018



218

Newly Registered**
Employers

March 2019



411

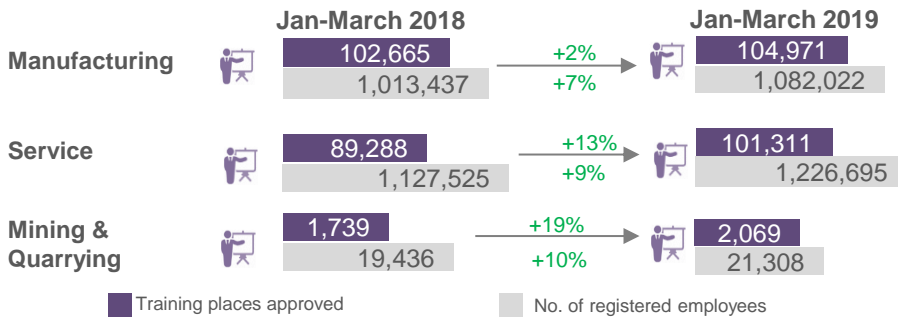
Newly Registered**
Employers

+88%

**Deregistration factor is not included

With 26,968 employers registered, the total number of employees covered under the PSMB Act is 2,330,025. Compared to the previous year, the number of employers registered with HRDF has increased by 88% to 411 employers in March 2019 from 218 employers in March 2018. Out of the total newly registered employers, 67% are employers from the Services Sector, 32% employers from the Manufacturing sector and only 1% from the Mining and Quarrying sector. Based at this statistic, there is a need for PSMB to engage with employers from Mining and Quarrying sector and encourage them to register with PSMB.

Mining and Quarrying Sector Has The Highest Growth in Training Places



The Manufacturing training trend is consistent with previous months as 2% training places were approved which is relatively less compared to other sectors. As such, PSMB should engage with the Manufacturing sector identify challenges and constraints in order to continuously enhance the knowledge and skills of their employees.

Four (4) most active* sub-sectors in March 2019

1. Telecommunication
2. Private Institution of Higher Learning
3. Manufacturer of Glass and Glass Products
4. Postal

Four (4) least active* sub-sectors in March 2019

1. Veterinary Services
2. Driving School
3. Travel Agency - Outbound
4. Travel Agency - Inbound

*Active/least active is defined by total number of training places / no. of employees

Trainings by Main Sectors in March 2019

Manufacturing Sector	RM26,386,479 44,143
Services Sector	RM28,044,340 42,489
Mining & Quarrying Sector	RM1,325,458 863

■ Financial Assistance approved ■ Training Places approved

Average training cost/ training*(RM)

	Public	In-House
Manufacturing Sector	1,812	408
Services Sector	1,729	450
Mining & Quarrying Sector	2,793	809

*The training cost was calculated for schemes related based on financial assistance/training places and not the duration of the programme or the complexity of the programme.

Top sub-sectors with higher training cost* on average (per pax/day)

1. Port Services (RM1,600)
2. Petroleum & Gas Extraction (RM1,335)
3. Petroleum Refineries (RM1,237)
4. Manufacturer of Miscellaneous Products of Petroleum and Coal (RM1,108)
5. Tobacco Manufacturers (RM1,099)
6. Production of Motion Picture, Video and Television Programme (RM1,074)

High-cost trainings under these subsectors are categorised as technical trainings that require employees to obtain relevant specialised skills in performing their jobs. The willingness to invest into training is unsurprisingly correlated to the size of industries.

*The training cost was calculated based on cost fees per pax and per day for Public type of training which does not take into account the complexity of the programme.

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Top listing relevant job-based training programmes for March 2019 by Sub-sectors

A) MANUFACTURING SECTOR

- 1) FOOD MANUFACTURING & BEVERAGE INDUSTRIES**
 - Food Handler Course
 - Food Defense & Food Fraud Prevention
 - Pest Awareness Training
- 2) IRON AND STEEL BASIC INDUSTRIES**
 - Safe Operation Of Forklift Training
 - Calibration & Maintenance of Measuring and Test Equipment
 - Critical and Analytical Thinking
- 3) MANUFACTURE OF FURNITURE AND FIXTURES EXCEPT PRIMARILY OF METAL**
 - Principles of Industrial Safety Management
 - SST Inhouse Training
 - Measurement & Calibration Techniques
- 4) MANUFACTURER OF ELECTRICAL MACHINERY, APPARATUS APPLIANCES AND SUPPLIES**
 - Measurement System Analysis
 - GDT - Geometric Dimensioning & Tolerancing
 - Statistical Process Control
- 5) MANUFACTURER OF GLASS AND GLASS PRODUCTS**
 - Advanced Product Quality Planning (APQP) and Production Part Approval Process (PPAP)
 - IATF 16949:2016 Standard Interpretation and Application
 - Statistical Process Control
- 6) MANUFACTURER OF INDUSTRIAL CHEMICALS & OTHER CHEMICAL PRODUCTS**
 - Fire Chemical & Pool Fire Training
 - Cooling Water Training for Utility and Urea Operation
 - Operate Facilities Work Process (OFWP)
- 7) MANUFACTURER OF LEATHER & PRODUCTS OF LEATHER, LEATHER SUBSTITUTES & FUR, EXCEPT FOOTWEAR & WEARING APPAREL**
 - Environmental Management Systems (EMS)
 - Effective Production Planning, Scheduling & Control
 - ISO14001:2015, ISO 45001:2018 Requirements
- 8) MANUFACTURER OF MACHINERY EXCEPT ELECTRICAL**
 - CORE MODULE: CMC Safety Health & Fire Safety
 - CORE MODULE: CMC Environment Management System
 - Geometric Dimensioning & Tolerancing (GD & T)
- 9) MANUFACTURER OF MISCELLANEOUS PRODUCTS OF PETROLEUM & COAL**
 - Electrical Engineering for Non Electricians
 - Data Management with Pivot Tables
 - FMM Certificate in Boiler man
- 10) MANUFACTURER OF NON-METALLIC MINERAL PRODUCTS**
 - Hydraulic System Training
 - Electrical Safety
 - Safe & Efficient Blasting Course : Orica-CCM
- 11) MANUFACTURER OF PAPER AND PAPER PRODUCTS**
 - ISO 22000:2018 Training Course
 - RoHS and REACH Compliance
 - Understanding Pumps And Compressors
- 12) MANUFACTURER OF PLASTICS PRODUCTS**
 - Industrial Automation KJP 4: Electrical, Electronic System Assembly And Soft skill
 - Industrial Automation KJP 5: Pneumatics and Hydraulics System
 - MODULE MMC 007 PLC System 2
- 13) MANUFACTURER OF PROFESSIONAL AND SCIENTIFIC & MEASURING AND CONTROLLING EQUIPMENT N.E.C. AND OF PHOTOGRAPHIC AND OPTICAL GOODS & OTHERS MANUFACTURING IND.**
 - Process Automation via Programming
 - Gage Repeatability & Reproducibility (GR&R)
 - Project Management
- 14) MANUFACTURER OF RUBBER PRODUCTS**
 - Self Directed Work Team (SDWT)
 - SMETA 6.0 Best Practice Guide
 - Business Ethic, integrity & Human Right Covering UNGP.
- 15) MANUFACTURER OF TEXTILES & WEARING APPAREL, EXCEPT FOOTWEAR**
 - Spring 2019 Product Launch Training
 - Grooming Class
 - The 7QC Tools
- 16) MANUFACTURER OF TRANSPORT EQUIPMENT**
 - New Product Development System Program
 - PSA Excellence System in Production
 - Overhead Crane Safety Training
- 17) MANUFACTURER OF WOOD & WOOD PRODUCTS AND CORK, EXCEPT FURNITURE**
 - Environmental Aspects & Impact Register
 - Good Manufacturing practice for Moulded Timber & Painting Programme
 - Self-Monitored Scrubber System & Waste Management
- 18) NON-FERROUS METAL BASIS INDUSTRIES & FABRICATED METAL**
 - Chemical Spill and Flood Control Drills Training
 - Statistical Process Control
 - ISO 22000:2018 Awareness In House IMS Internal Audit ISO 9001:2015 & ISO 22000:2018
- 19) PETROLEUM REFINERIES**
 - Shift Learning Events
 - Authorized Entrant & Standby Person for Confined Space (Refresher)
 - Pump Operation Level 2 Training
- 20) PRINTING, PUBLISHING AND ALLIED INDUSTRIES**
 - Essential English Communication Skills
 - Internal Digital Training
 - Data Journalism Workshop
- 21) MANUFACTURER OF POTTERY, CHINA AND EARTHENWARE**
 - Beginner Mandarin Course
 - Industrial Accident Prevention Program Safe Operation Of Forklift At Workplace

B) SERVICES SECTOR

- 1) ADVERTISING**
 - Google Analytics Fundamentals
 - WYETH Merchandiser Nationwide Training
- 2) AIR TRANSPORT**
 - Essential Occupational First Aid, CPR & AED Training
 - Aviation Ground Accidents/Incidents Investigation Course
 - Conversion Training for Online Cabin Crew
- 3) BONDED WAREHOUSE**
 - Lean Warehousing and Distribution Operations
 - BD AI Cage (Artificial Insemination)
 - Rigging & Slings
- 4) BUILDING AND LANDSCAPE SERVICES**
 - Account Management Training
 - Lean Six Sigma Green Belt Training - Measure Phase Tollgate Training
 - Supervisor Capability Development Module
- 5) COMPUTER INDUSTRY**
 - EduSpace Premium
 - Leveraging Digital Footprint
 - ISMS Training – Change Management SOP
- 6) DIRECT SELLING**
 - Going for Profit Business Simulation
 - Brand Confidence Skills
 - Digital Marketing Workshop
- 7) DRIVING SCHOOL**
 - *Kursus Pensijilan Pengajar Institut Memandu (SPIM) Kelas D*
 - HR For Non HR - Essential Knowledge in Malaysian Employment Laws
 - Customer Service
- 8) EARLY CHILDHOOD EDUCATION**
 - "Engraving Quran in Out Hearts: Key to Success"
 - Knowing yourself to meet positive Work Habit
 - Achieve outstanding performance in Premium Kindergarten
- 9) ENGINEERING SUPPORT & MAINTENANCE**
 - Oil & Gas Safety Passport
 - Slow Speed Operation_CV620 , CV630
 - Introduction & Understanding of Safety Circuit
- 10) EVENT MANAGEMENT SERVICES**
 - Exhibition and Compliance
 - Turning Strategy into Reality using balance Scorecard
- 11) FOOD AND BEVERAGE SERVICES**
 - Food Handler Training
 - Shift Supervisory skills Workshop
 - Excellence Customer Service Corporate Training
- 12) FRANCHISE**
 - Excellent Customer Service
 - Food Handling Class (MOH)
 - Microsoft Excel 2010 Advanced
- 13) FREIGHT FORWARDER**
 - Safe Handling Of Material Handling Equipment (MHE) Trucks
 - Defensive driving training
 - Chemical Handling Awareness
- 14) GAS, STEAM & AIR-CONDITIONING SUPPLY**
 - Kursus Emergency Response Team (ERT)
 - Authorised Entrant and Stand by Person for Confined Space (Refresher)
 - Steam Boiler Engineer Grade 2 & 1
- 15) HEALTH SUPPORT SERVICES**
 - Kidney Health For Everyone Everywhere
 - Phlebotomy Workshop
 - Training for MSGH Hospital Accreditation Standards
- 16) HOTEL INDUSTRY**
 - Misconduct in Employment & Disciplinary Procedures
 - Amazing Guest Experience
 - My Excellence Customer Service Program
- 17) HYPERMARKET/SUPERMARKET/DEPARTMENTAL STORE**
 - Branch Operation Training
 - Cashier Operation & Customer Service
 - Intensive Hygiene Programme
- 18) INFORMATION SERVICE**
 - Report Simplified
 - Financial Modeling using Excel
 - Alterxy Designer
- 19) LAND TRANSPORT**
 - Construction/Plant Machinery & Equipment Inspection Training
 - Accelerating Energy Efficiency Through Industry 4.0
 - Advance Heavy Vehicle – Driver Competency Programme
- 20) PORT SERVICES**
 - Catenary Trolley Support System
 - Terminal Tractor Module Training
 - Water Survival
- 21) POSTAL**
 - Driver and Rider Development Program
 - Express Link to Reporting: Via Ms. Excel
 - Excellent Customer Service
- 22) POWER (ENERGY)**
 - Electrical Engineering for Non Electrical Engineers
 - SSCTA (FT) - Grow with heart : CEM Culture Transformation Program
 - Authorised Entrant and Standby Person for Confined Space Refresher
- 23) PRIVATE BROADCASTING SERVICES**
 - ABU Digital Broadcasting Symposium 2019
 - Documenting with Google Docs
 - Excelling with Google Sheets G1
- 24) PRIVATE HOSPITAL**
 - Basic Life Support
 - Service Quality Management
 - Back Pain Management
- 25) PRIVATE INSTITUTION OF HIGHER LEARNING**
 - Bullying Prevention
 - Latihan Pengubalian Soalan Peperiksaan
 - (MIMET) Curriculum Review Workshop
- 26) PRODUCTION OF MOTION PICTURE, VIDEO & TELEVISION PROGRAMME, SOUND RECORDING & MUSIC PUBLISHING**
 - Customer Service
 - Gamification and Intellectual Property
 - 1-Day Training on Facebook and Instagram Marketing
- 27) RESEARCH & DEVELOPMENT**
 - ISO/IEC 17025:2017 Quality Awareness
 - Optical Encoder Design & Technology
 - Big Data Foundation
- 28) SALE & REPAIR OF MOTOR VEHICLES**
 - X-Trail Facelift Product Training
 - Embracing Human Resource Management Through Digitalization
 - Nissan Customer Experience Program - MOVE toward 2022
- 29) SECURITY FIRMS**
 - Certified Security Guard (CSG)
 - Firearms Training
 - *Bengkel Penulisan Dokumen Rasmi*
- 30) SEWERAGE**
 - SAP Enterprise Asset Management/Plant Maintenance
 - Driver Familiarisation Training & Safety & Eco-cien Driver Training
- 31) SHIPPING**
 - Business English Communication (BEC)
 - Blockchain in Logistics and Transportation
 - Transhipment Loading Process
- 32) TELECOMMUNICATION**
 - HCBF CF_ Webinar Session
 - UYS Course 100: Achieving Superior Service
 - Tmpoint Back to Basic
- 33) TRAINING PROVIDER**
 - Organisational Culture Transformation Course
 - Customised Hospitality and Client Centric Training
 - Adapting to new corporate ecosystem
- 34) TRAVEL AGENCY – INBOUND**
 - Business Plan Program
 - Advanced Social Media Techniques
- 35) TRAVEL AGENCY – OUTBOUND**
 - Consultative Selling & Managing Difficult Customers
 - Training on Tour Packages
- 36) WASTE MANAGEMENT AND MATERIAL RECOVERY SERVICES**
 - Professional Grooming and Business Mindset
 - Formulation & Implementation of Corporate & Departmental Scorecard
 - Commuting Safety Support System (CSSP)
- 37) WATER TREATMENT AND SUPPLY**
 - *Program Pengurusan Kerja & Aset Bagi Sistem TAMS - Modul WAMS untuk End User*
 - *Latihan HIMA & RMA bagi spot meter reading system (SMRS) kepada Pembaca Meter (Kuantan, Bentong & Maran)*
 - *Kursus Sistem Telemetri Paip*

C) MINING & QUARRYING SECTOR

- 1) MINERAL & STONE QUARRY**
 - Schedule Waste Management
 - Safe Chemical Handling and Waste Management
 - Hazard Identification, Risk Assessment and Risk Control (HIRARC) Training
- 2) PETROLEUM & GAS EXTRACTION**
 - Helicopter Landing Officer (HLO)
 - Authorised Gas Tester Course
 - LQ Maintenance and RBWS Guideline (MRG)

Disclaimer: This list were derived from a key word analysis in the training title. It may have limitations if the training titles were keyed in wrongly by the employers. This document is for HRDF's internal use only.

Reference: HRDF Internal Database