This FAQ is to inform employers on the 1Malaysia Globally Recognised Industry and Professional Certification Programme or 1MalaysiaGRIP and to put clarity on the establishment of the programme.

The 1MalaysiaGRIP offered specialised high-level trainings that covered skills required for knowledge intensive sectors, high-tech and high value-added products and activities. This in turn increased labour supply in strategic and high impact sectors of the economy and reduced the country’s dependency on external expertise.

1. The Prime Minister announced the 1MalaysiaGRIP in the 2015 budget last year. What provision of the Act (legislation) allows this programme to use the HRDF contributions?

- The very premise of 1MalaysiaGRIP is to encourage employees to determine their own training / up-skilling / reskilling needs. The programme also helps employers to tap a larger fund, to meet high-costs of providing world-class / professional /specialized certifications.

- Having said that, it is also important to note that the PSMB Act 2001, Seksyen 4(c) states that PSMB can determine the terms and conditions under which any financial assistance or other benefits are to be given.

- Similarly, the Clauses under Seksyen 5 (m & n) further articulate:
  - PSMB can prescribe procedures to be followed in matters relating to finance and accounts of the Fund; and
  - PSMB can do such other things as may be expedient or necessary for the efficient management and administration of the Corporation and the Fund.

2. Who will benefit from the programme? Is there any guarantee that SMEs will not feel left out?

- 1MalaysiaGRIP programme will benefit all Malaysian employees of registered and non-registered HRDF employers.

- Employers, irrespective of the quantum of their payments to HRDF, will be able to tap into the fund to send their employees for professional certification programmes, which may otherwise be above their budget and/or payment value. Employers can plan their training calendar well to utilise the remaining 70% of the levy payment for future training needs.
3. **What is the role of HRDF in regards to the 1MalaysiaGRIP?**
   - As announced by the Honourable YAB Prime Minister, the allocation to implement 1MalaysiaGRIP is RM200 million of which RM100 million was raised through the 30% levy allocations from the employers and the remaining RM100 million made by the Government through the Ministry of Finance.
   - HRDF played an active role as an implementation authority for the 1MalaysiaGRIP.

4. **Are the certifications recognised by the Corporates in Malaysia? Is there any data or evidence to support?**
   - As shared earlier, much emphasis were given to courses that supports knowledge-intensive or priority economic sectors, under the 12 National Key Economic Areas (NKEAs) of the Economic Transformation Programme (ETP).
   - The training courses were made industry-relevant. It was finalised based on active inputs, feedback and recommendations from the appointed Sectorial Training Committees (STCs), which are represented by employers' associations, employers and Government agencies.
   - Certifications were from certified institutions of authority and with high acceptance levels / recognition from various industry bodies.

5. **Will the programme be able to reduce our country's dependency on external expertise?**
   - This key objectives of 1MalaysiaGRIP was to reduce the dependency of local employers on external expertise.
   - Since the programme is globally recognised through credible certification authorities/ professional bodies, those who obtained such certifications were categorised as ‘experts’ in their respective areas.

6. **How will this motivate employers to nominate their employees for this programme, especially with the SMEs’ current low take-up rates?**
   - Employers, irrespective of the quantum of their payments to HRDF, were able to tap into the RM200million to send their employees for professional certification programmes, which may otherwise been above their budget and/or payment value.

7. **Will all employees participating in the programme be guaranteed a higher salary in all employment sectors including government and their agencies? How are we positioning the programmes or their value with employees?**
   - This additional certification gave participants of the Programme better opportunities to obtain higher salary either from the current or future employer.
8. Who will be selecting the programme? Will employers be involved in the process?
   - The approval process of the courses went through two (2) layers of assessments.
   - The first layer was the technical assessment conducted by the Technical Working Committee and will subsequently evaluated by the Training Evaluation Committee comprising of General Managers from related departments under PSMB, Chairmen of the 18 STCs, representatives from the Department of Skills Development (JPK); and the Manpower Department (JTK).
   - Finally, with approval of the Chief Executive of HRDF, the recommendations were forwarded to YB Minister, Ministry of Human Resources for finalisation.

9. What is the criterion for those who seek to apply for the programme? What are the requirements for eligibility?
   - Target group for the 1MalaysiaGRIP programmes was local employees in service, Malaysian employees who were striving to upgrade their skills and knowledge through upskilling and reskilling programmes and have fulfilled the prerequisites/requirement(s) set by the respective qualification framework/awarding body of the certification.

10. How are the training providers selected? Is there an assessment process that can be seen as credible by employers?
   - HRDF registered training providers were invited to propose courses under this programme through a Request for Proposal (RFP) process.
   - The approval process of the courses involved Technical Working Committee as well as the Training Evaluation Committee (Response to Question 14).

11. If an employee attended a programme in the past and wants to apply for another programme, would it be possible? Can one employee attend more than one programme?
   - Applicant who attended any training programme conducted by HRDF i.e. Graduate Training Schemes, PSMB-ACCP, Train and Place, STAR or any training schemes by the Government is eligible to participate in the 1MalaysiaGRIP Programme.
   - However, applicants who have participated in the 1MalaysiaGRIP under current implementation are not eligible to join in the same programme (1MalaysiaGRIP) for the next three (3) years.

12. Can one employer nominate any number of employees for the programme or there is a limit?
   - There is no limit to nominate but it was subjected to one employee for one approved programme only. The application is made by employees through approved training providers.
13. All this while, employers were benefitting in value equivalent to 100% of their levy contributions. Why all of a sudden, 30% is being allocated for a Government programme?

- This Government initiative aims to increase skilled labour supply in strategic and high impact areas that have been identified to reduce the country's dependency on external expertise as well as accelerate the mission of achieving developed nation status by the year 2020.

14. If an employee chooses to attend a programme that may not be relevant to their current job or scope, how can the approval process/authorities help discourage such applications?

- Training providers were responsible to filter and select the participants based on the requirements needed to attend a particular programme.

15. What happens if an employee registered for the training, but did not attend? How will the employer be able to track, if they are allowed to approach directly?

- The application was directly from employees through training providers. Training providers were not be able to claim the fees, if the participant/s failed to attend/complete the training programme.

16. Are they going to be any programmes catered for handicapped employees?

- The programmes are catered to all Malaysian employees based on individual job competencies, with no bar.

17. Will this programme continue after 2016?

- To gauge the effectiveness of these programmes, a study was conducted in the middle of the implementation year, followed by another study after the programme.
- Future direction or sustainability of this programme will depend on the outcomes of the study.
- As at 2016, the allocation of funds for the programme has been fully utilized.
18. The introduction of HRDF Pool Fund.

- To encourage its registered employers to continuously and systematically upskill their local employees, thus increasing their level of productivity and global competency, HRDF established the HRDF Pool Fund in April 2016.
- The approved strategic programmes under HRDF Pool Fund:
  - **1Malaysia Outplacement Centre**: up-skilling and reskilling retrenched Malaysian workers for ease of re-entering the local workforce
  - **Train and Replace Programme**: aimed at the replacement of foreign workers with Malaysians in skilled areas of responsibility in major economic sectors
  - **Up-skilling and reskilling programmes**: aimed at employers and employees of Small Medium Enterprises
  - **Programmes for Future Workers**: aimed to facilitate trainees with high end skills and competencies that are required by the industries
  - Certification and value added programmes identified by the Sectorial Training Committees as well as special fund for industrial association programmes
- The main objectives of the HRDF Pool Fund are to:
  i. Support the national aspiration of a 35 per cent skilled Malaysian workforce by Year 2020;
  ii. Encourage HRDF registered employers to train their local employees through certification programmes recognized by professional bodies;
  iii. Shift the activities of the industry from labour-intensive to knowledge- and innovation-based economic activities; and
  iv. Assist the industry in identifying trainings and up-skilling activities that suit their respective market needs and demands.

*Due to the full utilisation of the fund for 1MalaysiaGRIP, the programme is currently being phased out.

For any enquiry, please contact our toll free line: 1800-88-4800 or email us at support@hrdf.com.my