

# CCS Insights

Something About Program  
Pengambilan Pekerja  
(PenjanaKerjaya)

*See beyond the numbers*



# 招聘奖励计划 PenjanaKerjaya



What

- 首相慕尤丁在6月5日宣布，作为经济复苏计划（PENJANA）的一部分，推出招聘奖励计划（PenjanaKerjaya）。

You

- 这项计划在6月15日正式开始实施。

Should

- Prime Minister Muhyiddin announced on June 5 that as part of the economic recovery plan (PENJANA), Malaysia's Hiring Incentive Programme (PenjanaKerjaya) was launched.

Know About

Hiring Incentive  
Programme

- The Hiring Incentive Programme officially began on June 15.

(PenjanaKerjaya)

# 招聘奖励计划 PenjanaKerjaya



What

- 这项招聘激励计划 [PenjanaKerjaya] 是由社会保险机构（SOCSSO）执行，而人力资源部将从旁协助，主要的目的是：

You

- 创造就业机会和增加就业前景。

Should

Know About

- Implemented by the Social Security Organisation (SOCSSO) and with support from the Ministry of Human Resources, PenjanaKerjaya aims at

Hiring Incentive  
Programme

- promoting job creation and increasing employment prospect.

(PenjanaKerjaya)



一问一答

Q&A





# 什么是“招聘奖励计划” What is “PenjanaKerjaya”



What

- “招聘奖励计划”，在国家经济复苏计划下主要的目的是在雇主之间，刺激就业需求以及增加就业机会，让本地求职者有就业机会。

You

- 此项计划是通过人力资源部隶下的社会保险机构实施

Should

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



by Nikki Blog

Jun 15, 2020 at 9:19 AM

Category: Human Resources, Recruitment & Hiring, Employer

## What is PenjanaKerjaya?

- **PenjanaKerjaya**, which is under the National Economic Recovery Plan (PENJANA), is aimed at boosting job demands among employers and increasing job opportunities and employability among local job seekers.
- The Ministry of Human Resources is responsible for implementing the program through the National Employment Services, SOCSO.

# “招聘奖励计划”下有些什么津贴

## What are the Incentive under the “PenjanaKerjaya”



What

- 分成四种:

You

- 1) #MyApprentice / 我的学徒:

为本地离校生或毕业生的求职者提供学徒工作的雇主，享有学徒奖励措施

Should

- 2) #HireMalaysia, 又细分成三种招聘奖励:

Know About

- 40岁以下本地求职者 [Job Seeker];

- 40岁以上本地求职者 [Job Seeker];

Hiring Incentive  
Programme

(PenjanaKerjaya)

- 弱势群体，比如：残疾人士、重返 SOCSO 工作计划的参与者

# “招聘奖励计划”下有些什么津贴

## What are the Incentive under the “PenjanaKerjaya”



What

- 分成四种:

You

- 3) Mobility Assistance/ 搬迁援助津贴:

Should

一次性支付的津贴给需要搬迁离居住地超过100公里（单向）的求职者

Know About

- 4) Training Program 培训计划:

Hiring Incentive  
Programme

根据雇主和求职者需求，提供技能再培训，包括技能再培训和技能提升

(PenjanaKerjaya)

# “招聘奖励计划”下有些什么津贴

## What are the Incentive under the “PenjanaKerjaya”



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

### 2. What are the incentives under the PenjanaKerjaya?

The incentives in **PenjanaKerjaya** are divided into two categories:

i. **#MyApprentice**: Apprenticeship Incentives for employers who offer apprenticeships to local job seekers who are school leavers and graduates.

ii. **#HireMalaysia** - There are three categories:

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's Return to Work Program participants.

*\* Note: The age of the job seeker is based on the date of birth at the time of application*

iii. **Mobility Assistance**: One-off payment to workers who are relocating further 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 PenjanaKerjaya.

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



# 谁有资格申请“招聘奖励计划”

## Who is eligible to Apply for “PenjanaKerjaya”



What

- 在2020年6月1日前，已经向马来西亚公司委员会[SSM]、社团注册局[ROS]、商业注册局[ROB]、地方政府[Local Authority/PBT]或其他机构或组织注册的雇主

You

Should

- 在2020年6月1日前，已经向马来西亚社会保险机构[PERKESO]注册的雇主

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

意思说：

- 第一：公司要有注册
- 第二：也跟 SOCSO 注册



# 谁有资格申请“招聘奖励计划” Who is eligible to Apply for “PenjanaKerjaya”



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

### 3. Who is ELIGIBLE to Apply for PenjanaKerjaya?

- Employers who have registered with the Companies Commission of Malaysia (SSM) / Department of Registrar of Societies (ROS) / Registration of Business (ROB) / Local Authority (PBT) or other organisations before 1 June 2020; and
- Employers who have registered with SOCSO by June 1, 2020.

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 谁没有资格申请“招聘奖励计划” Who is NOT eligible to Apply for “PenjanaKerjaya”



What

- 私人职业介绍所；或

You

- 劳动外包/承包商，即：提供劳动力给另一家公司（委托人）而不是招聘共本身使用；和

Should

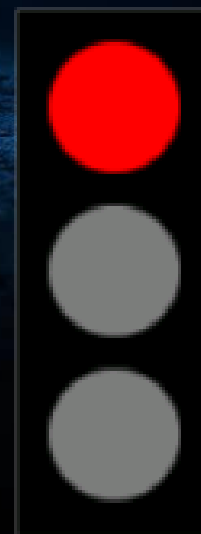
- 公共部门的工人，如：联邦和州法定机构、地方政府

Know About

Hiring Incentive  
Programme

- 自雇人士（没有雇主的，本身就是老板）

(PenjanaKerjaya)



OUT

# 谁没有资格申请“招聘奖励计划” Who is NOT eligible to Apply for “PenjanaKerjaya”



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

## 4. Who is NOT eligible to apply for PenjanaKerjaya?

- **Private Employment Agencies** or Outsourcing / Contractor for Service that provide workforce to other companies (principal) and not as direct employers; and
- Public sector employees, federal and state statutory bodies, local authorities and those who are self-employed (without employers).

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



# 哪些类别的求职者在“招聘奖励计划”下不获得津贴 Who are not qualified for “PenjanaKerjaya”



What

- 目前在就业保留计划 [ERP] 及薪金补贴计划 [WSP] 下，接受援助的员工

You

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Should

Know About

## 5. What categories of non-qualified workers are incentivized under the PenjanaKerjaya?

Hiring Incentive  
Programme

- Employees who are currently receiving assistance from the Employment Retention Program or enrolled in the Wage Subsidy Program are not eligible.

(PenjanaKerjaya)

The background features a large, horizontal, rectangular piece of dark blue, textured paper with a deckled edge. To the left of this paper are two vertical rolls of the same material. The entire scene is set against a plain white background.

招聘奖励计划

**Hiring Incentive Program**



# 在“招聘奖励计划”下，有些什么条件

## What are eligibility requirements under “PenjanaKerjaya”



What
You
Should
Know About
Hiring Incentive Programme
(PenjanaKerjaya)

项目	#MyApprentice / 我的学徒	#HireMalaysia / 招聘@马来西亚		
		40岁以下	40岁或以上	弱势族群
经济援助	RM600	RM800	RM1,000	RM1,000
条件	聘请长达6个月	员工薪水 RM1,200 或以上， 聘请长达6个月	聘请长达6个月	聘请长达6个月

Details	#MyApprentice	#HireMalaysia		
		Age 40 & below	Age 40 & above	Persons with disability
<b>Financial Incentives</b>	<ul style="list-style-type: none"> <li>• RM 600</li> <li>• Monthly payment for a maximum period of 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• RM 800</li> <li>For employees who are paid RM1,200 and above for a maximum period of 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• RM 1,000</li> <li>• Monthly payment for a maximum period of 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• RM 1,000</li> <li>• Monthly payment for a maximum period of 6 months.</li> </ul>

Source :  
[ajobthing | blog](http://ajobthing.blogspot.com)

# 在“招聘奖励计划”下，有些什么条件

## What are eligibility requirements under “PenjanaKerjaya”



What

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

项目	#MyApprentice / 我的学徒	#HireMalaysia / 招聘@马来西亚		
		40岁以下	40岁或以上	弱势族群
优先	刚毕业或离校生	给按照求职者的学术能力、技能及经验给予同等薪水的雇主		/

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Details	#MyApprentice	#HireMalaysia		
		Age 40 & below	Age 40 & above	Persons with disability
Priority	Priority given to fresh graduates or school leavers	Priority given to employers who offer a wage that matches qualifications, skills, and experience	Priority given to employers who offer a wage that matches qualifications, skills, and experience	



# 在“招聘奖励计划”下，有些什么条件

## What are eligibility requirements under “PenjanaKerjaya”



What

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

项目	#MyApprentice / 我的学徒	#HireMalaysia / 招聘@马来西亚		
		40岁以下	40岁或以上	弱势族群
求职者 条件	需要参与学徒 计划的毕业或 离校生	本地40岁以 下的求职者	本地40岁或以 上的求职者	<ul style="list-style-type: none"> <li>本地残疾</li> <li>参与 SOCSO 重返工作计 划</li> </ul>

Details	#MyApprentice	#HireMalaysia		
		Age 40 & below	Age 40 & above	Persons with disability
<b>Eligibility Requirements</b>	Graduates or school leavers who are taken into apprenticeships	Local job seekers who are below the age of 40	Local job seekers who are 40 years old and above	<ul style="list-style-type: none"> <li>Local job seekers who are disabled.</li> <li>Those who participated in PERKESO's <i>Return to Work (RTW)</i> program</li> </ul>

Source :  
[ajobthing|blog](http://ajobthing.blog)

## 附加条件 Additional Terms



What

- 从6月15日开始，雇主必须在 MYFutureJobs [[www.myfuturejobs.gov.my](http://www.myfuturejobs.gov.my)] 又或者是在1981年私人职业介绍所法令 [Act 246] 下的平台，作出相关职位空缺的登记

You

Should

- 雇主必须聘请失业2个月或以上的员工（学徒例外）

Know About

- 以批准工作安置为目的，除了雇主需要在 MYFutureJobs 这个平台登记职位空缺，求职者也需要作出注册

Hiring Incentive  
Programme

(PenjanaKerjaya)



What

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

## Syarat Tambahan

- Majikan hendaklah mendaftar kekosongan jawatan dalam Portal **MYFutureJobs** ([www.myfuturejobs.gov.my](http://www.myfuturejobs.gov.my)) bermula **15 Jun 2020** atau mana-mana portal pekerjaan yang berdaftar di bawah Akta 246.
- Majikan yang mengambil pencari kerja yang tidak bekerja **sekurang-kurangnya 2 bulan (kecuali MyApprentice)**.
- Bagi tujuan pengesahan penempatan pekerjaan, majikan perlu mendaftarkan kekosongan pekerjaan melalui Portal [MYFutureJobs](http://www.myfuturejobs.gov.my). Pekerja yang diambil dibawah insentif ini juga perlu berdaftar dengan portal ini.

# 附加条件 Additional Terms



What

- 在“招聘奖励计划”下被雇用的新员工，必须向社会保险机构 [PERKESO] 和就业保险计划 (SIP) 注册，并缴纳保费。

You

Should

- 雇主不能解雇现有的雇员，然后在“招聘奖励计划”下相同或新雇员代替他们 [现有的员工]。

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

<b>Syarat Tambahan</b>	<ul style="list-style-type: none"> <li>Pekerja baru yang telah digajikan di bawah insentif ini hendaklah didaftarkan dan mencarum dengan PERKESO dan SIP di <b>Sistem ASSIST PERKESO</b>.</li> <li>Majikan tidak boleh memberhentikan pekerja sedia ada dan menggantikannya (<b>substitute</b>) dengan pekerja yang sama atau yang baru di bawah <b>PenjanaKerjaya</b> (Hiring Incentive) dalam tempoh program ini.</li> </ul>
------------------------	--



# 附加条件 Additional Terms



What

- 雇主必须提供至少1年的雇佣合约 [Employment Contract]（学徒例外）

You

- 求职者必需要是60岁以下的大马公民

Should

Know About

## Syarat Tambahan

- Majikan hendaklah menawarkan pekerjaan (*employment contract*) **sekurang-kurangnya satu tahun** (salinan kontrak tidak perlu dikemukakan kepada PERKESO) kecuali kategori MyApprentice.
- Pencari kerja tempatan yang belum mencapai umur 60 tahun. yang baru di bawah **PenjanaKerjaya** (Hiring Incentive) dalam tempoh program ini.

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 生效日期

## Effective Date



- 在2020年6月15日或之后所聘请的员工和学徒，都享有在“招聘奖励计划”下的津贴
- Employment and apprenticeship that recruited on or after June 15, 2020 is eligible for the incentive under “PenjanaKerjaya”



# 截止日期 Closing Date



- “招聘奖励计划”的申请截止日期是2020年12月31日
- The deadline for application is 31 December 2020.



# 在注册前，已经作出招聘 Hiring Before Registration



What

- 如果雇主已经招聘了员工和学徒，但是还没有向 MYFutureJobs 注册，他是否有资格作出申请？

You

- 依然享有申请资格，前提是雇主必须：

Should

- 在 MYFutureJobs 平台作出职位空缺的登记

Know About

- 并确保员工也有在 MYFutureJobs 这个平台注册

Hiring Incentive  
Programme

- 任何雇主如果在“招聘奖励计划”下申请津贴，首先需要为员工在社会保险机构作出注册，并遵循接下来的问题的条款。

(PenjanaKerjaya)



# 在注册前，已经作出招聘 Hiring Before Registration



What

You

Should

- 对于已经在 MyFutureJobs 这个平台以外的平台作出职位空缺的登记的雇主，需要马上在 MYFutureJobs 作出信息更新，包括：用来处理“招聘奖励计划”的付款步骤；及

- 在 SOCSO ASSIST 平台为雇用员工缴纳社会保险的证明。

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

2. Is the employer eligible to apply for an incentive under PenjanaKerjaya for employees and apprentices who have been recruited but not yet registered with [MYFutureJobs](#)?

- **Eligible.** Provided that the employer must register the job vacancy information on MYFutureJobs Portal and ensure that the employee is registered on MYFutureJobs Portal. Any employer applying for an incentive under PenjanaKerjaya must first register the employee with SOCSO under the requirements set out in question 3; and
- For employers who have registered their job vacancies and made placement at a job portal other than the MYFutureJobs Portal, employers need to update their vacancy information at MYFutureJobs including employee registration for payment processing for Hiring Incentive Program and contribution verification purposes on SOCSO ASSIST portal.

# 如何申请“招聘奖励计划”下的津贴

## How To Apply This Incentive under “PerjanaKerjaya”?



What

- 必须在 MYFutureJobs 注册职位空缺，即使已经在其它平台注册过。

You

- 如果聘请新员工，在员工报到的30天内，雇主必须向 ASSIST PERKESO 为该雇员作出注册。

Should

- 从 2020年6月15日开始，雇主可以通过以下官方网站注册“雇主资料”。
  - <https://penjanakerjaya.perkeso.gov.my/>

Know About

Hiring Incentive  
Programme

- 从 2020年7月1日开始，雇主可以根据所雇佣的员工，申请“招聘津贴”。

(PenjanaKerjaya)

# 如何申请“招聘奖励计划”下的津贴

## How To Apply This Incentive under “PerjanaKerjaya”?



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

### 3. How do I apply for an incentive under PenjanaKerjaya?

- Job vacancies need to be registered on MYFutureJobs Portal even though the job vacancies have been registered at another job portal;
- In the event of a new hire, the employer must register the employee in the SOCSO ASSIST system within 30 days from the date the employee reports.
- Beginning June 15, 2020, employers can register their employer profile on PenjanaKerjaya Portal through the employment <https://penjanakerjaya.perkeso.gov.my/>; and
- Beginning July 1, 2020, employers can apply for the Hiring Incentive Program for employees hired under this incentive.

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 申请“招聘奖励计划”的津贴，需要准备什么文件？ What are those Documents needed?



What

- 雇主的银行户口资料:

You

- 银行结单或存折首页副本，显示这些资料：雇主姓名、银行号码、银行名称

Should

- 雇主的商业注册号码（Business Registration Number- BRN）

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

## 4. What are the documents required to apply for the Hiring Incentive Program under PenjanaKerjaya?

The required evidence and documents are as follows:

- (i). Employer's bank account information (front page copy of Bank Statement/front page of bank booklet containing employer name, employer account number and bank name)
- (ii). Business Registration Number (BRN) Information

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

*Note: Employers are advised to review both of the above documents correctly to avoid any delay in payment processing.*



# 商业注册号码是什么来的？ What Does it mean by Business Registration Number?



What

- “商业注册号码”是雇主在开设公司银行户口时所注册的商业注册号码 [也就是公司号码在银行的记录]。

You

Should

- 为了确保所提供的 BRN 正确无误，雇主应该联系各自的银行，以获取相关号码。

Know About

- 要求提供公司的银行户口号码及商业注册号码等信息，是为了通过电子资金转帐（Electronic Fund Transfer, EFT）将津贴直接付款到雇主户口。

Hiring Incentive  
Programme

(PenjanaKerjaya)

## 5. What does it mean by Business Registration Number (BRN) information that needs to be obtained from the bank?

- BRN is an employer's business registration number information which is registered by the employer during the opening of the company's current bank account.
- Employers should contact their respective banks to ensure that the BRNs provided are correct and accurate.
- The company's bank account and BRN information above is required for direct payment to the employer account by Electronic Fund Transfer (EFT).

Source :  
[ajobthing | blog](http://ajobthing.blog)

# 如何发放津贴?

## How will this incentive be made?



What

- 在确认雇主有向社会保险机构 [SOC SO] 缴纳保费后的下一个, 开始每月发放津贴给雇主。

You

Should

- 搬迁援助津贴是通过雇主, 一次性支付给符合条件的员工的一项津贴, 在收到由社会保险机构发放津贴的7天内, 雇主必须支付给员工。

Know About

- 只有在符合所有条件后 [请参考之前的问答题], 才会发放津贴。

Hiring Incentive  
Programme

- 举例子: 员工和学徒在7月1人被聘请, 但是雇主在7月15日才为员工向社会保险机构注册和缴纳保费, 津贴的发放从2020年8月 [下一个月] 开始。

(PenjanaKerjaya)

# 如何发放津贴? How will this incentive be made?



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

## 6. How will the incentive payment under the PenjanaKerjaya be made?

- Incentive payments under PenjanaKerjaya are made monthly to employers after compulsory contribution payments such as SOCSO have been made(next month);
- One-off Mobility Assistance paid to employees through the employer must be paid to eligible employees within 7 days from the date of payment received from SOCSO; and
- Incentive payments will only be made after all of the conditions in question 3 are met including SOCSO's monthly contribution which is credited directly to the employer bank account. (Example: employee or apprentice hired on July 1, 2020, but employer registered and contributed the employee with SOCSO on July 15, 2020, incentive payments can only be made from August 2020 and so on).

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 如果员工或学徒辞职呢? What if employee or apprentice resigns?



What

- 如果员工和学徒离职或停职，接下来的月份，津贴就会停止发放。

You

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Should

7. Will the employer receive an incentive under PenjanaKerjaya if the employee or apprentice resigns or is terminated?

- Subsequent incentives under PenjanaKerjaya are **NOT PAID** to the employer if the employee or apprentice resigns or is terminated.

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



# 员工的定义是什么？ Definition of employee?



What

- 在“招聘奖励计划”下，员工的定义是根据2017年就业保险计划法令 [EIS] 的诠释。

You

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Should

8. What is the definition of the employee that is meant in PenjanaKerjaya's incentive?

- An employee that is meant in PenjanaKerjaya's incentive follows the definition of 'pekerja' under the Employment Insurance System Act (Act 800).

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 如何查询申请状态? How to check the status of the application?



What

- 雇主可以在以下官方网站查询申请状态:

You

- <https://penjanakerjaya.perkeso.gov.my/>

Should

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

## 9. How can employers check the application status?

- Employers can check the status of applications on PenjanaKerjaya Portal at [penjanakerjaya.perkeso.gov.my](https://penjanakerjaya.perkeso.gov.my).

Hiring Incentive  
Programme

(PenjanaKerjaya)

# 雇主需要每月提出申请吗？ Do employers need to apply every month?



What

- 不需要，不过雇主必须确保每月都有按时向社会保险机构缴纳保费。

You

- 如果员工或学徒被解雇/辞职，雇主首先需要更新 ASSIST PERKESO 系统中有关员工/学徒信息。

Should

Know About

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Hiring Incentive  
Programme

## 10. Do employers need to apply every month?

- **Not necessary.** Employers only need to make sure their contribution payments to SOCSO are made each month to qualify for a monthly incentive.
- If the employee or apprentice is terminated/resigned, the employer is required to update the employee/apprentice information in the SOCSO ASSIST system first.

(PenjanaKerjaya)

# 加上雇主不支付我薪水呢? What if employer don't pay me Salary?



What

- 员工如果没有收到工资或被雇主扣工资，可以向劳工局投诉。

You

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Should

Know About

11. What action should an employee take against an employer who receives an incentive under the Employer Generator if the employee does not receive a monthly salary or their employer deducts their pay?

- Employees who have complaints not receiving their monthly wage or their wage is deducted can refer to the Department of Labor.

Hiring Incentive  
Programme

(PenjanaKerjaya)



# 加上雇主不支付我薪水呢? What if employer don't pay me Salary?



What

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



Pelan Jana Semula Ekonomi Negara

## 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](http://www.myfuturejobs.gov.my)



#### 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](http://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](http://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.



#### 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](http://penjanakerjaya.perkeso.gov.my)



#### 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 RM1000 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.

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

IN COLLABORATION WITH



 @eisperkeso  [perkeso@perkeso.gov.my](mailto:perkeso@perkeso.gov.my)  03- 8091 5300 / 1-300-22-8000



搬迁援助津贴

**Mobility Assistance**



# “招聘奖励计划”下的搬迁援助津贴有什么条件？

## What are the requirements for Mobility Assistance?



What

✓在“招聘奖励计划”下被聘请的员工和学徒，如果需要搬迁到离自己居住地方超过100公里（单向），可通过雇主申请 600令吉的搬迁援助津贴。

You

Should

✓如果员工或许图需要从沙巴搬迁到砂拉越或西马，又或者是从砂拉越搬迁到沙巴或西马，又或者是从西马搬迁到砂拉越或沙巴，可通过雇主申请 1000令吉的搬迁援助津贴。

Know About

✓搬迁援助津贴是通过雇主，一次性支付给员工或学徒。

Hiring Incentive  
Programme

✓在整个“招聘奖励计划”中，员工只能获得一次的搬迁援助津贴

(PenjanaKerjaya)



# “招聘奖励计划”下的搬迁援助津贴有什么条件? What are the requirements for Mobility Assistance?



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

## B. MOBILITY ASSISTANCE

### 1. What are the requirements for Mobility Assistance under the PenjanaKerjaya?

- i. Employees and apprentices hired by employers under the Hiring Incentive Program that need to relocate more than 100km (one way) from the job seeker's previous location are eligible to claim RM600 through the employer;
- ii. If the transfer involves territories from Sabah to Sarawak or Peninsular Malaysia or vice versa, they are eligible to claim RM1,000 through the employer;
- iii. Mobility Assistance will be paid to employees through the employer on a one-off basis; and
- iv. Employees are only entitled to one Mobility Assistance throughout the program.





培训计划

**Training Program**



# “招聘奖励计划”下的培训津贴有什么条件?

## What are the requirements for Training Allowance?



What

- 根据雇主和求职者（不包括学徒）需求，提供技能再培训，包括技能再培训和技能提升，雇主就享有申请培训津贴资格

You

- 经过社会保险机构 [SOC SO] 认证的培训课程清单，都在以下的官方网站上详细列出

Should

Know About

- <https://penjanakerjaya.perkeso.gov.my/>

Hiring Incentive  
Programme

- 每位员工可享有高达RM4,000的培训津贴。

(PenjanaKerjaya)

# “招聘奖励计划”下的培训津贴有什么条件?

## What are the requirements for Training Allowance?



What

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

You

Should

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)

### C. TRAINING PROGRAM

#### 1. What are the requirements of the training program under PenjanaKerjaya?

- i. Employers who hire employees (**except apprentices**) under the PenjanaKerjaya are eligible to apply for re-skilling & upskilling based on their job or industry requirements;
- ii. The list of training courses certified by SOCSO will be listed in detail at <https://penjanakerjaya.perkeso.gov.my/> and will be updated from time to time; and
- iii. Maximum training fee of RM4,000 per employee taken under PenjanaKerjaya.

# 培训计划何时实行? When Training Program come into force?



What

- 培训计划将从7月1日起开放申请。

You

All English Translation  
Source : <https://www.ajobthing.com/blog> [Credit to them]

Should

Know About

## 2. When does the Training Program under PenjanaKerjaya come into force?

Hiring Incentive  
Programme

- The Training Program under PenjanaKerjaya is open for applications beginning July 1, 2020.

(PenjanaKerjaya)



# 雇主如何为员工申请培训计划? When Training Program come into force?



What

- 雇主可以透过以下官方网站选择相关培训课程，不过前提是需要获得社会保险机构的批准。

You

- <https://penjanakerjaya.perkeso.gov.my/>

Should

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

Hiring Incentive  
Programme

### 3. How can an employer apply for a course for employees under this Training Program?

- Employers can choose the courses listed under the PenjanaKerjaya Training Program at <https://penjanakerjaya.perkeso.gov.my/> and employees must acquire approval from SOCSO.

(PenjanaKerjaya)

# 在这计划下，什么课程符合资格？ Under this program, what courses are eligible?



What

- 只提供获得社会保险机构批准，并列在“招聘奖励计划”下的课程

You

Should

Know About

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Hiring Incentive  
Programme

## 4. What are the courses offered under this program?

- Only courses that have been approved by SOCSO and listed under **PenjanaKerjaya** are offered.

(PenjanaKerjaya)

# 培训计划的申请，由谁提出？ Who should apply for this training program?



What

- 根据所聘请的员工的需要，由雇主提出申请

You

Should

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

Hiring Incentive  
Programme

## 5. Who needs to apply for the Training Program?

- Employers are required to submit training applications based on the needs of the employees under this incentive.

(PenjanaKerjaya)

# 培训期会多长时间呢?

## How long is the training period under this Program?



What

- “招聘奖励计划”下的培训课程的时间长短，取决于所需要的技能，这包括：软技能、硬技能、可转移技能、职业-特定和混合

You

- 一般是不超过30天。

Should

All English Translation

Source : <https://www.ajobthing.com/blog> [Credit to them]

Know About

Hiring Incentive  
Programme

### 6. How long is the training period under PenjanaKerjaya?

- The duration of training under PenjanaKerjaya depends on the types of courses which include soft skill, hard skill, transferable skill, occupation-specific and hybrid not exceeding 30 days.

(PenjanaKerjaya)



# 选择课程后，雇主和培训提供者需要做什么？ What do employer and training providers need to do?



What

- 当培训课程结束后，社会保险机构 [SOC SO] 将建议和发出认证书给培训提供者。

You

Should

- 培训提供者需要提交所有培训相关文件，例如：出席证明等等给社会保险机构 [SOC SO]，以领取其培训费。

Know About

- 雇主有责任确保其雇员全程参与课程，直到完成为止。

Hiring Incentive  
Programme

(PenjanaKerjaya)

## 7. What do employers and training providers need to do after choosing a course?

- SOC SO will recommend approval and issue a guarantee letter to be provided to the training provider.
- The training provider is responsible for submitting all such documents as proof of attendance and other purposes for payment to the training provider.
- Employers are responsible for ensuring that their employees follow the course until completion.

Source :  
[ajobthing | blog](http://ajobthing.blog)



更多问题

**Further Questions**



## 更多问题 Further Questions



What

- 如何疑问，可联络社会保险机构：

You

- 电话：03-8091 5300 / 1-300-22-8000

Should

- 电邮：[penjanakerjaya@perkeso.gov.my](mailto:penjanakerjaya@perkeso.gov.my)

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



上述常见问题解答是由国文翻译成  
中文/英文以方便大家理解与参考。

对于任何的误差，应以国文版为标  
准。

# Disclaimer



## 更多问题 Further Questions



What

- For any inquiries, please contact the SOCSO Customer Service Officer

You

- at 03-8091 5300 / 1-300-22-8000 or

Should

- email to [penjanakerjaya@perkeso.gov.my](mailto:penjanakerjaya@perkeso.gov.my)

Know About

Hiring Incentive  
Programme

(PenjanaKerjaya)



上述常见问题解答是由国文翻译成  
中文/英文以方便大家理解与参考。

对于任何的误差，应以国文版为标  
准。

# Disclaimer



**For further consultation, please contact:**

**Chin Chee Seng**

Partner

+6012 365 4331

cschin@ccs-co.com

**Jared Low**

Assurance Manager

+6018 763 4813

jared@ccs-co.com

**Wong Woei Teng**

Audit Manager

+6017 237 8233

woeiteng@ccs-co.com

**Vivian Lim**

HR Manager

+6012 618 6220

vivian@ccs-co.com

**Yap Huey Shan**

Assistant Audit Manager

+6012 369 7222

hueyshan@ccs-co.com

**CCS & Co**

© 2020 CCS. All rights reserved. Not for further distribution without the permission of CCS & Co. “CCS” refers to the network of member firms of CCS & Co. The information contained in the slides represents the views of CCS and does not constitute the provision of professional advice of any kind. The information contained in the slides is based on our interpretation of existing legislation as at the published date. While CCS makes reasonable efforts to provide information which we believe to be reliable, we make no representations or warranties that the information provided is complete, accurate, up to date or non-misleading. The information provided herein should not be used as a substitute for consultation with professional advisers. Before making any decision or taking any action, you should consult a professional adviser who has been provided with all the pertinent facts relevant to your particular situation. No responsibility for loss occasioned to any person action or refraining from action as a result from using the information in the slides can be accepted by CCS.