

# PENJANA KERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

## Hiring Incentive And Training Programme



### 1 What is PenjanaKerjaya 2.0?

- PenjanaKerjaya 2.0 is an enhanced version of the previously implemented Hiring Incentive Programme. Applications for PenjanaKerjaya can be made from 1 January 2021.

### 2 What is the status of PenjanaKerjaya 1.0?

- Applications for PenjanaKerjaya 1.0 closed on 20 December 2020. Employers may apply for benefits under PenjanaKerjaya 2.0 for employees recruited from 21 December 2020 onwards.
- Incentives under PenjanaKerjaya 1.0 will be paid according to the previously specified rates for applications received up to 20 December 2020.

### 3 Who are **ELIGIBLE** for PenjanaKerjaya 2.0?



Employers from all industries registered with SOCSO; and



Employers registered with SSM or registered with SOCSO; and other authorities such as ROS, ROC, Local Authorities etc

### 4 Who are **NOT ELIGIBLE** for PenjanaKerjaya 2.0?

- Private employment agencies or service outsourcing contractors who conduct placements on behalf of other enterprises i.e. they are not direct employers; and
- Public sector employers, federal and state statutory bodies, statutory bodies with segregated remuneration scheme, local authorities (PBT), embassies and the self-employed.

### 5 Which employees are **NOT ELIGIBLE** for PenjanaKerjaya 2.0 incentives?

- Employees who received or are still receiving benefits under PenjanaKerjaya 1.0, except for apprentices under PenjanaKerjaya 1.0 who were subsequently hired on a permanent / contract basis under PenjanaKerjaya 2.0.
- Employees who received or are still receiving benefits under the Wage Subsidy Programme (PSU).
- Practical students who have yet to graduate.
- Parents, spouses, siblings or children employed as employees.
- Employees who are not a citizen of Malaysia.







## PENJANAKERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

# Hiring Incentive And Training Programme



### 6 What documents are required for the application?

- The required documents are as follows:

-  Employer's bank account information (copy of the front page of Bank Statement with employer's name, bank account number, and bank's name)
-  Employer's business registration number verified by the bank (Business Registration Number - BRN)
-  Employee Verification Form signed by the employee.
-  Employee's bank account information (copy of the front page of the Bank Statement with employee's name, bank account number, identity card number, and bank's name).
-  Certificate / Self-declaration by the employer if the employee belongs to the vulnerable group (listed in table below).
-  Contract of service for the new employee(s) (a copy must be attached as proof of employment).

### 7 How are PenjanaKerjaya 2.0 benefits paid?

- Employers must apply only once for each new employee.
- The first PenjanaKerjaya 2.0 payment will be credited into the employer's account within 30 days of approval. For the Malaysianization Programme, the 20% incentive will be credited directly to the employee's account.
- The subsequent payments will be credited into the employer's account within 30-day intervals after the date of the first payment, provided SOCSO receives the previous month's contribution payment on time.

### 8 When is the deadline for the PenjanaKerjaya 2.0 application?



The deadline for the application is 30 June 2021.



If employers submit their application on 30 June 2021, they will be paid until December 2021. Under the Apprenticeship Programme, the employers will be paid until September 2021.

## PENJANAKERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

# Hiring Incentive And Training Programme



- 9 Will the employer continue to receive the PenjanaKerjaya 2.0 benefits if the employee or the apprentice resigns?**
- Incentives for the subsequent months WILL NOT BE PAID if the employee or the apprentice resigns.
  - If the employee or the apprentice resigns, the employer must update their information in the SOCSO ASSIST Portal.

- 10 How can employers check their application status?**



Employers may check their application status at <https://penjanakerjaya.perkeso.gov.my>

## B. PENJANAKERJAYA 2.0 TRAINING PROGRAMME

- 11 When can employers apply for the PenjanaKerjaya 2.0 Training Programme?**

- Employers may apply for the PenjanaKerjaya 2.0 Training Programme from 1 January 2021, once their Hiring Incentive application is approved by SOCSO.
- Only employers and employees whose PenjanaKerjaya 2.0 applications have been approved are eligible for the PenjanaKerjaya 2.0 Training Programme.
- Employers are advised to apply for the PenjanaKerjaya 2.0 Training Programme within 90 days after receiving approval for the Hiring Incentive.

- 12 What are the eligibility requirements for employers under the PenjanaKerjaya 2.0 Training Programme?**

- Employers who have hired employees / apprentices under PenjanaKerjaya 2.0 may apply to train or upskill their employees based on job requirements.
- Only courses that suit the industry needs will be approved.
- Each employee is only eligible for one (1) course. Exceptions are made if the certification or professional programmes require the completion of 2 or more courses / modules, which is subject to a maximum rate of RM7,000.

## PENJANAKERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

# Hiring Incentive And Training Programme



### 13 What are the reskilling courses offered under the PenjanaKerjaya 2.0 Training Programme?

- The courses that would prepare employees for jobs in all industries and all sectors.
- The full list of courses is available at <https://www.myfuturejobs.gov.my/list-of-trainingproviders/> and <https://penjanakerjaya.perkeso.gov.my>.

### 14 What if the employer's application is rejected?

- Employers may re-apply, by ensuring that the courses they choose meet the needs of their respective industries, for SOCSO's consideration.

### 15 Must employers / employees pay the training provider directly?

- No, training providers will be paid directly by SOCSO.

### 16 Can employers / employees directly contact the training provider?

- No, all applications must be submitted through the PenjanaKerjaya portal. SOCSO does not appoint any agents to assist employers / employees with their applications.

### 17 What can SOCSO do if the applications include false / incorrect information?

- SOCSO may take the following actions:
  - Reject applications from employers or training providers if false or incorrect details or documents are submitted; or if employers or training providers do not meet the eligibility conditions;
  - Defer or terminate payments if the applications are found to include false or incorrect information, or if employers or training providers do not meet the eligibility conditions; or
  - Take legal action to reclaim payments made to employers and training providers if the payments are found to be based on false or incorrect information from any party / if employers and training providers do not meet the stipulated conditions after receiving the payment.

For any inquiries, please call the SOCSO Customer Service hotline **03-8091 5300 / 1-300-22-8000** or email [penjanakerjaya@perkeso.gov.my](mailto:penjanakerjaya@perkeso.gov.my)

# PENJANAKERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

## Hiring Incentive And Training Programme



### PENJANAKERJAYA 2.0 INCENTIVES AND REQUIREMENTS

Requirements / Category	Apprenticeship	Aged below 40	Aged 40 and above	Vulnerable Groups	Prolonged Unemployment	Malaysianization
Definition	School leavers / graduates (18 - 30 years old) who are unemployed and have no permanent jobs	Age calculated using the National Registration Identity Card number		Locals in the following categories: a. People with disabilities(OKU) b. Participants of SOCSO's Return to Work Programme c. The homeless d. Gelandangan e. Former drug addicts / former prisoners / parolees f. The extreme poor	a. Recipients of Employment Insurance System (EIS) benefits  b. Graduates unemployed for over 180 days	Local talents taking over positions usually filled by foreign workers e.g. workers in the plantation sector, security guards, manufacturing and construction.  Applications will be considered on a case-by-case basis.
Maximum No. of Employees	N/A					
Payment Recipient	Employers					Employers and Employees

# PENJANAKERJAYA 2.0 FREQUENTLY ASKED QUESTIONS

## Hiring Incentive And Training Programme



Service Contract Duration	Minimum 3 Months	Minimum 12 Months		
Incentive Amount	RM1,000	40% of monthly salary (max. RM4,000)	60% of monthly salary (max. RM6,000)	40% of monthly salary paid to employers (max. RM4,000);  RM500 or 20% of monthly salary paid to employees whichever is higher (max. RM 2,000)
Payment Duration	3 Months	6 Months		
Mobility Assistance Payments	Work Preparation Allowance (Mobility Assistance) will be given to each employee on an one-off basis through the employer; RM500 if workplace distance from current residence is less than 100km; RM1,000 if workplace distance from current residence reaches or exceeds 100km			
Minimum Salary	Minimum RM1,200	Minimum RM1,500 and above		
Eligibility for Training Fee	Attendance Certificate or Professional Certification: Up to RM4,000 Professional Certification: Up to RM 7,000 Course duration must not exceed 60 days. Recipients must attend within 3 months from the date of approval.			



<b>Maximum No. of Training Courses</b>	Employers can only apply for 1 course on behalf of their employee / apprentice. Exceptions are made for certifications requiring the trainee to complete more than one course / module.
<b>Malaysianization Requirements</b>	<ul style="list-style-type: none"> <li>The salary advertised on MyFutureJobs must be at least RM1,500 per month.</li> <li>Employees hired under the Malaysianization category will receive an additional incentive of 20% of the salary offered (min. RM500) e.g. if the salary is worth RM1,500, they will receive RM500, making the total salary RM2,000.</li> <li>The total salary in the example above is still subject to EPF, SOCSO and SIP deductions.</li> <li>The occupation must be traditionally filled by non-citizen workers (not Permanent Residents).</li> <li>Only employers with a record of employing foreign workers (determined by SOCSO) are allowed to apply under the Malaysianization category.</li> </ul>
<b>Eligibility Conditions</b>	<ul style="list-style-type: none"> <li>Employers must pay the salary advertised in MYFutureJobs.</li> <li>If the incentive recipient resigns, the employer must notify SOCSO within 48 hours on both ASSIST and the PenjanaKerjaya 2.0 Portal .</li> <li>Employers and employees must comply with the working hours guidelines in the 1955 Employment Act.</li> </ul>
<b>Additional Requirements</b>	<ul style="list-style-type: none"> <li>Employers must register all vacancies on MYFutureJobs (<a href="http://www.myfuturejobs.gov.my">www.myfuturejobs.gov.my</a>)</li> <li>Employers are encouraged to hire candidates registered on MYFutureJobs.</li> <li>Employers must not lay off existing employees and rehire them / replace them with new employees for the purpose of receiving PenjanaKerjaya 2.0 (Hiring Incentive) benefits.</li> </ul>

**PENJANAKERJAYA 2.0 INCENTIVES TABLE**

	Subsidy paid to the employer		Subsidy paid to the employer	Credited directly to employee's bank account
Salary offered by the employer	Age below 40 (40%)	Age 40 and above, PWDs and LTU (60%)	Malaysianization (40%)	Workers (20%)
RM1,500	RM600	RM900	RM600	RM500
RM1,600	RM640	RM960	RM640	RM500
RM1,700	RM680	RM1,020	RM680	RM500
RM1,800	RM720	RM1,080	RM720	RM500
RM1,900	RM760	RM1,140	RM760	RM500
RM2,000	RM800	RM1,200	RM800	RM500
RM2,100	RM840	RM1,260	RM840	RM500
RM2,200	RM880	RM1,320	RM880	RM500
RM2,300	RM920	RM1,380	RM920	RM500
RM2,400	RM960	RM1,440	RM960	RM500
RM2,500	RM1,000	RM1,500	RM1,000	RM500
RM2,600	RM1,040	RM1,560	RM1,040	RM520
RM2,700	RM1,080	RM1,620	RM1,080	RM540
RM2,800	RM1,120	RM1,680	RM1,120	RM560
RM2,900	RM1,160	RM1,740	RM1,160	RM580
RM3,000	RM1,200	RM1,800	RM1,200	RM600
RM3,100	RM1,240	RM1,860	RM1,240	RM620
RM3,200	RM1,280	RM1,920	RM1,280	RM640
RM3,300	RM1,320	RM1,980	RM1,320	RM660
RM3,400	RM1,360	RM2,040	RM1,360	RM680
RM3,500	RM1,400	RM2,100	RM1,400	RM700
RM3,600	RM1,440	RM2,160	RM1,440	RM720
RM3,700	RM1,480	RM2,220	RM1,480	RM740
RM3,800	RM1,520	RM2,280	RM1,520	RM760
RM3,900	RM1,560	RM2,340	RM1,560	RM780
RM4,000	RM1,600	RM2,400	RM1,600	RM800
RM4,100	RM1,640	RM2,460	RM1,640	RM820
RM4,200	RM1,680	RM2,520	RM1,680	RM840
RM4,300	RM1,720	RM2,580	RM1,720	RM860
RM4,400	RM1,760	RM2,640	RM1,760	RM880
RM4,500	RM1,800	RM2,700	RM1,800	RM900
RM4,600	RM1,840	RM2,760	RM1,840	RM920
RM4,700	RM1,880	RM2,820	RM1,880	RM940
RM4,800	RM1,920	RM2,880	RM1,920	RM960
RM4,900	RM1,960	RM2,940	RM1,960	RM980
RM5,000	RM2,000	RM3,000	RM2,000	RM1,000
RM5,100	RM2,040	RM3,060	RM2,040	RM1,020
RM5,200	RM2,080	RM3,120	RM2,080	RM1,040
RM5,300	RM2,120	RM3,180	RM2,120	RM1,060
RM5,400	RM2,160	RM3,240	RM2,160	RM1,080
RM5,500	RM2,200	RM3,300	RM2,200	RM1,100
RM5,600	RM2,240	RM3,360	RM2,240	RM1,120
RM5,700	RM2,280	RM3,420	RM2,280	RM1,140
RM5,800	RM2,320	RM3,480	RM2,320	RM1,160
RM5,900	RM2,360	RM3,540	RM2,360	RM1,180
RM6,000	RM2,400	RM3,600	RM2,400	RM1,200
RM6,100	RM2,440	RM3,660	RM2,440	RM1,220
RM6,200	RM2,480	RM3,720	RM2,480	RM1,240
RM6,300	RM2,520	RM3,780	RM2,520	RM1,260
RM6,400	RM2,560	RM3,840	RM2,560	RM1,280
RM6,500	RM2,600	RM3,900	RM2,600	RM1,300
RM6,600	RM2,640	RM3,960	RM2,640	RM1,320
RM6,700	RM2,680	RM4,020	RM2,680	RM1,340
RM6,800	RM2,720	RM4,080	RM2,720	RM1,360

RM6,900	RM2,760	RM4,140	RM2,760	RM1,380
RM7,000	RM2,800	RM4,200	RM2,800	RM1,400
RM7,100	RM2,840	RM4,260	RM2,840	RM1,420
RM7,200	RM2,880	RM4,320	RM2,880	RM1,440
RM7,300	RM2,920	RM4,380	RM2,920	RM1,460
RM7,400	RM2,960	RM4,440	RM2,960	RM1,480
RM7,500	RM3,000	RM4,500	RM3,000	RM1,500
RM7,600	RM3,040	RM4,560	RM3,040	RM1,520
RM7,700	RM3,080	RM4,620	RM3,080	RM1,540
RM7,800	RM3,120	RM4,680	RM3,120	RM1,560
RM7,900	RM3,160	RM4,740	RM3,160	RM1,580
RM8,000	RM3,200	RM4,800	RM3,200	RM1,600
RM8,100	RM3,240	RM4,860	RM3,240	RM1,620
RM8,200	RM3,280	RM4,920	RM3,280	RM1,640
RM8,300	RM3,320	RM4,980	RM3,320	RM1,660
RM8,400	RM3,360	RM5,040	RM3,360	RM1,680
RM8,500	RM3,400	RM5,100	RM3,400	RM1,700
RM8,600	RM3,440	RM5,160	RM3,440	RM1,720
RM8,700	RM3,480	RM5,220	RM3,480	RM1,740
RM8,800	RM3,520	RM5,280	RM3,520	RM1,760
RM8,900	RM3,560	RM5,340	RM3,560	RM1,780
RM9,000	RM3,600	RM5,400	RM3,600	RM1,800
RM9,100	RM3,640	RM5,460	RM3,640	RM1,820
RM9,200	RM3,680	RM5,520	RM3,680	RM1,840
RM9,300	RM3,720	RM5,580	RM3,720	RM1,860
RM9,400	RM3,760	RM5,640	RM3,760	RM1,880
RM9,500	RM3,800	RM5,700	RM3,800	RM1,900
RM9,600	RM3,840	RM5,760	RM3,840	RM1,920
RM9,700	RM3,880	RM5,820	RM3,880	RM1,940
RM9,800	RM3,920	RM5,880	RM3,920	RM1,960
RM9,900	RM3,960	RM5,940	RM3,960	RM1,980
RM10,000	RM4,000	RM6,000	RM4,000	RM2,000
RM10,500	RM4,000	RM6,000	RM4,000	RM2,000

\*PWDs - Person with Disabilities

\*LTU- Long Term Unemployed