



KEMENTERIAN SUMBER MANUSIA

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# KERATAN AKHBAR KESUMA”

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# Sim walking the talk for TVET

## Minister champions hands-on training by taking top skills exam

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**KUALA LUMPUR:** In a move to champion technical and vocational education and training (TVET), Human Resources Minister Steven Sim will be sitting for the Malaysian Skills Certificate (SKM) to pave the way for its importance.

Sim is aiming to excel with some 100 industry leaders in the 5th level of the SKM, which is the highest band – for now.

The 5th level is the equivalent to receiving an advanced diploma that can secure a job placement.

"The Industrial Revolution 4.0 is a TVET revolution.

"An education programme should be training individuals for the real world by making them learn on the job and by practice," Sim said during the National Economic Forum 2025 held here yesterday.

Sim said in order to invest in a long-term strategy to enhance the value of the country's economy, there is a significant need for diverse skills and talents.

He said the Cabinet has agreed to table an amendment to the National Skills Development Act 2006 to increase the levels of SKM to 6, 7 and 8, to enhance the quality of TVET in the country.

He said these levels were equivalent to an individual receiving a degree or a master's certification.

"We want to make sure the recipients are not just stuck at level 5 (advanced diploma), but to go all out to higher levels."



**All together now:** Sim taking a group photo with delegates at the National Economic Forum 2025 in Kuala Lumpur. – ONG SOON HIN/The Star

He also hopes that the Bill would be tabled in Parliament this year.

"Through TVET, Malaysia can pivot to a high-value, innovation-driven economy by building skilled talent."

He also claimed that traditional universities are not matched for the Industrial Revolution 4.0, which exists for skills.

"An education programme for our future generations should have two components.

"First, learning on the job, and second, learning by practice.

"In other words, a skills training programme or education programme for future talent must be able to adapt to the fast-paced changes in the industry."

He highlighted a flagship programme under the ministry

known as Academy In Industry (ADI), which allows students to directly learn within the business environment, in the real world.

"Instead of sitting in classrooms, we want students to learn directly within the business environment," said Sim while announcing that the programme has almost 2,000 strategic partners from the ministry and 10,000 participants (employees).

"When this programme first started, there were about 40 participants in the first batch.

"After six months of on-the-job, hands-on training, these trainees became so skilled that their future employers said they could expect a starting salary of RM6,000 per month – which is much higher than the minimum wage."

He also pointed out the Ilham

programme, which aims to provide 20,000 structured internships focusing on job learning for a longer period without adding more time to their degree courses.

"Under this programme, we not only provide double tax deductions for all your internship expenditures, but allow small and medium enterprises (SMEs) in the outskirts to use Human Resource Development Corporation (HRD Corp) levy to pay their interns."

Meanwhile, Science, Technology and Innovation Minister Chang Lih Kang, who spoke during a plenary session, reiterated the government's commitment to exploring measures to lessen pressure on the business community amid concerns over rising operational costs and new taxes.

Responding to calls for the Sales

and Service Tax (SST) rate to be reduced to 4%, he said he would convey the concerns to the Cabinet, ensuring the Prime Minister is informed.

Acknowledging the difficulties faced by businesses, he said, "We hope we can relieve some of the burden on the business community.

"I acknowledge the situation is not easy, and discussions with my Cabinet colleagues will focus on how to achieve this."

He said this at the Chambers' Voice – Navigating Malaysia's Path Forward Fireside Dialogue with presidents of Chambers yesterday.

When asked about the perceived gap between positive economic indicators and the challenges businesses experience on the ground, Chang highlighted the importance of not solely relying on figures.

"We realise there is always a gap between the indicators and what people are feeling on the ground.

"That's why we need to engage with the business community to understand the real issues they are facing.

"While reforms are aimed at long-term benefits, we must also consider short-term pressures," he added.

Malaysia's business community has been advocating for a revision of the SST, which recently increased from 6% to 8%, alongside concerns over the rising costs of doing business such as electricity tariffs and the planned reduction of fuel subsidies for RON95.

## STRENGTHENING WORKERS' RIGHTS, ENHANCING PRODUCTIVITY

**KUALA LUMPUR:** Malaysia is firmly on track to building a more progressive and equitable labour market.

2025 marks the implementation of two key initiatives – the new Minimum Wage Order (MWO) and the Progressive Wage Policy (PWP) – aimed at strengthening workers' rights, boosting labour productivity and fostering a more inclusive and sustainable national economy.

### Progressive wages

The MWO came into effect on Feb 1 for employers with five or more employees, as well as for employers in the professional sector regardless of employee count.

"For employers with fewer than five employees, the effective date is Aug 1, a move that will ensure workers receive a minimum basic wage of RM1,700 per month, in line with the rising cost of living," says Human Resources Minister Steven Sim recently.

"The government introduced PWP as a comprehensive, long-term measure that takes a productivity-based approach. It links wage growth to skills development and employee contributions," he continues.

Formally implemented in January this year, the policy follows a pilot phase held between June and August last year. This shows a shift in strategy during the 12th Malaysia Plan Mid-Term Review, to raise wages and ensure a balanced income distribution.

### Opportunity in both ways

The PWP is guided by three main principles: voluntary partic-

ipation, incentive-based structure and a strong link to productivity.

Registered local companies will receive monthly cash incentives up to RM300 per employee once registered until December 2027, depending on the employee category and wage increment achieved. Entry-level workers will receive a maximum incentive of RM200 per month.

If the wage gap between the employee's current salary and the entry-level wage specified in the PWP Implementation Guideline exceeds RM200 per month, employer's must raise wages by at least RM200. If the gap is less than RM200, the wage increase must be aligned with the guideline's recommendation.

Non-entry level employees can fetch incentives up to RM300, based on their annual wage increment achieved. Employers must meet minimum 21 hours per year training requirements as one of the prerequisites for PWP incentive claims.

However, 21 hours training that were not completed in 2025 can carry forward until December 2026. This allows employees to complete a minimum of 42 hours in 2026, or have undergone Recognition of Prior Achievement (RPA).

In 2027, employees should have a minimum of 21 hours, or completion of RPA, which allows them to upskill and become more competitive. Employers will benefit from a more capable and productive workforce.

### Strategic investment

"PWP represents a smart long-



"Progressive Wages, Thriving Workers" is a call to value labour, not just as a source of productivity, but as a national asset for advancement.

term investment for employers. Besides the financial incentives, it helps companies boost operational efficiency by building a more skilled and motivated workforce," explains Sim.

Participating companies will also be recognised as Progressive Wage Employers – a status that enhances the organisation's credibility and reputation among clients, employees and industry peers.

"This will be vital for local businesses and micro, small and medium enterprises (MSMEs), which make up 97% of the country's industrial landscape. Through PWP, these businesses can strengthen their competitiveness while contributing to a more resilient and sustainable labour market," he elaborates.

### Contributing to nation's growth

In the macroeconomic viewpoint, PWP is expected to contrib-

ute significantly to national growth. Higher household incomes will stimulate domestic demand, which supports GDP growth.

A fairer wage structure will attract higher-quality investments and reduce reliance on low-paid foreign labour. With an initial RM200mil allocation under Budget 2025, the PWP aims to benefit 50,000 workers in its initial phase.

This could make Malaysia a high-income nation with the workforce as a key driver of progress, and toward a more progressive wage system.

With fairer wages, the people's purchasing power increases, companies become more competitive and result in a more balanced, inclusive national economy.

It will elevate Malaysia to the ranks of high-income nations that prioritise dignity, values and quality of life. As of July 2025, a total of 173,325 individuals have registered for the MADANI Workers'

Card, with 147,534 completed applications submitted.

And so far, 11,587 workers have successfully received their digital cards, while the rest are currently undergoing the verification process by their respective unions.

### Building the future today

PWP also sends out a clear message that Malaysia's economic growth must be underpinned by a fair and forward-looking wage system, not just minimum wage compliance or periodic salary adjustments.

"Progressive Wages, Thriving Workers" is a call to value labour, not just as a source of productivity, but as a national asset for advancement.

"PWP is an opportunity for Malaysia to build a fairer work environment where businesses can grow alongside workers, and the economy to be more competitive," stresses Sim.

"We encourage employers to join PWP, not just a social responsibility move, but a smart business strategy. Employees can also take this chance to embrace the upskilling opportunities provided.

"Only through strong collaboration between the public sector, the private and the workforce can the MADANI aspiration – of a values-based, socially just economy – be fully realised," he says.

Sim adds that a job that rewards fair wages restores not only income, but dignity and recognition for every worker.

To learn more or to register for the PWP, visit: <https://www.gajiprogresif.gov.my>.

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**P**andemik Covid-19 yang melanda dunia sejak penghujung 2019 memberi kesan besar bukan sahaja kepada kesihatan, tetapi juga ekonomi global susulan sekatan pergerakan dan penutupan sempadan negara.

Natijahnya, banyak syarikat terpaksa menstrukturkan semula operasi mereka termasuk mengecilkan saiz tenaga kerja selain ada yang gulung tikar, mengakibatkan ramai kehilangan sumber pendapatan, seterusnya menjejaskan sesoekonomi mereka.

Mengulas isu itu, Ketua Pegawai Eksekutif Kumpulan Pertubuhan Keselamatan Sosial (Perkeso) Datuk Seri Dr Mohammed Azman berkata, Covid-19 memberi impak besar secara langsung kepada kesejahteraan pekerja dan masyarakat.

"Pandemik memperlihatkan kepada benta ping yang memiliki sistem perlindungan sosial yang kukuh untuk menyokong pekerja dalam menghadapi ketidakpastian ekonomi. Di Perkeso, kami komited menjadi benteng yang melindungi pekerja dan keluarga mereka," katanya dalam temubual eksklusif dengan Bernama baru-baru ini.

Katanya, bagi menghadapi krisis tidak terduga, Perkeso tampil sebagai pelindung sosial utama buat golongan pekerja di Malaysia.

"Sebagai contoh, pada 2017, Perkeso merangka langkah ke depan dengan memperkenalkan Akta Sistem Insurans Pekerjaan 2017 (Akta 800), dua tahun sebelum pandemik merebak bagi menyediakan perlindungan kepada pekerja yang kehilangan pekerjaan akibat situasi luar jangka.

"Akta 800 memastikan pekerja terjamin, terutama dalam keadaan luar jangka seperti pandemik, dapat kembali ke pasaran kerja lebih cepat. Program seperti Subsidi Upah bukti bagaimana insurans sosial menyelaikan perniagaan dan pekerjaan," katanya.

**Perlindungan pekerja untuk sektor tidak formal**

Namun, walaupun ekonomi Malaysia semakin pulih pascapandemik, krisis sosial dan ekonomi akibat perubahan struktur pekerjaan masih terasa.

Data terkini Jabatan Perangkaan Malaysia menunjukkan, jumlah pekerja dalam sektor tidak formal meningkat kepada 3.45 juta

**PERKESO PELINDUNG SOSIAL UTAMA GOLONGAN PEKERJA**

**Benteng krisis tak terduga**



PERKESO berperanan sebagai benteng utama menangani krisis sosial dan ekonomi negara, selain memastikan tiada golongan pekerja terpinggir akibat dinamik perubahan dunia pekerjaan.

orang pada 2023.

Pekerja dalam sektor seperti p-hailing, e-hailing dan pelbagai platform ekonomi gig menghadapi cabaran besar, terutama dari segi jaminan sosial dan keselamatan pekerjaan.

Menyadari kepentingan memperluas perlindungan sosial kepada golongan itu, Dr Mohammed Azman berkata, Perkeso memperkenalkan Skim Perlindungan Keselamatan Sosial Pekerjaan Sendiri (SKSPS).

"Sektor tidak formal terus berkembang, namun pekerja dalam sektor ini masih terdedah kepada risiko besar. Justeru, kami memperkenalkan SKSPS bagi memastikan mereka mendapat keselamatan sosial sepatutnya.

"Selain itu, Skim Keselamatan Sosial Suri Rumah (SKSSR) diperkenalkan sebagai pengiktirafan terhadap wanita dalam sektor ekonomi ihsan, terutama suri rumah yang tiada pendapatan tetap, namun berdepan risiko pekerjaan seperti kemalangan dan kecenderaan," katanya.

**Pendekatan intervensi awal dan pemulihan pekerjaan**

Perkeso turut melaksanakan inisiatif penting dalam menangani risiko kehilangan pekerjaan melalui pendekatan intervensi awal dengan kerjasama agensi lain seperti Jabatan Tenaga Kerja.

Dr Mohammed Azman berkata, Perkeso mengenal pasti majikan yang mahu

memberhentikan pekerja atau mengecilkan saiz operasi syarikat seterusnya menyediakan taklimat serta program sokongan bagi pekerja terabai.

"Pendekatan intervensi awal penting kerana ia membolehkan kami memberikan sokongan kepada pekerja lebih awal sebelum mereka hilang pekerjaan. Ini memberi mereka peluang bersedia dan mencari kerja baharu tanpa tekanan besar," katanya.

Melalui Akta 800, individu yang hilang pekerjaan diberi sokongan melalui pengurusan kes dan program latihan semula yang membolehkan mereka mendapatkan kerja baharu

dalam masa enam bulan. Perkeso juga memberi elauan kepada pekerja yang kehilangan pekerjaan seperti Elauan Mencari Pekerjaan (EMP) dan Elauan Pendapatan Berkurangan (EPB), sementara mereka mencari kerja baharu.

Menurut Dr Mohammed Azman, bagi tempoh 2020 hingga Mei 2023, lebih 36,000 individu mengambil bahagian dalam program peningkatan kemahiran dan latihan semula melalui sistem insurans pekerjaan.

"Daripada jumlah itu, lebih 16,000 orang dapat pekerjaan selepas latihan," katanya.

Menurutnya, langkah itu bagi memastikan perlindungan disediakan relevan dengan keadaan pasaran pekerjaan semasa, khususnya buat pekerja dalam sektor tidak formal.

"Dengan kenaikan had gaji, kami harap dapat beri lebih banyak perlindungan kepada pekerja dalam sektor ekonomi gig. Kami sentiasa berusaha memastikan perlindungan ditawarkan selaras perkembangan pasaran pekerjaan," katanya.

Selain itu, Dr Mohammed Azman berkata, prog-

ram seperti MYFutureJobs memainkan peranan penting membantu pekerja daripada sektor tidak formal beralih ke sektor formal yang lebih stabil.

"Melalui Program Transisi Pekerjaan Informal kepada Formal, Perkeso bantu pekerja gig dan peniaga dalam talian mendapatkan pekerjaan lebih terjamin dan dilindungi sistem keselamatan sosial," katanya.

Memperkasakan ekonomi gig dan keusahawanan Dr Mohammed Azman berkata, Perkeso turut mengorak langkah memperkasakan ekonomi gig dan keusahawanan melalui program Kerjaya Ekonomi Gig dan Keusahawanan.

Katanya, program itu merangkumi latihan untuk meningkatkan kemahiran perniagaan serta kerjasama dengan pelbagai platform digital gig bagi membantu pekerja memperkasakan kemahiran mereka dan menjana pendapatan melalui ekonomi digital.

"Selain itu, Perkeso melaksanakan program Bina Kerjaya yang menyediakan latihan kemahiran semula bagi pekerja dalam sektor tidak formal. Sejak dimulakan, lebih 7,900 individu menerima latihan dengan peruntukan RM13.6 juta.

"Ekonomi gig sebahagian daripada masa depan pekerjaan di Malaysia. Melalui program seperti ini, kami harap dapat berikan pekerja peluang tingkatan kemahiran mereka dan mengakses peluang pekerjaan lebih baik," katanya.

**Sinergi sosial dan pendekatan rentas agensi**

Dr Mohammed Azman berkata, satu daripada inisiatif terbaru diperkenalkan Perkeso ialah Program Sinergi Sosial yang melibatkan lebih 350 agensi kerajaan, bukan kerajaan dan swasta.

Menurutnya, platform itu bertujuan mengintegrasikan bantuan sosial di bawah satu sistem lebih terelax dan mudah diakses masyarakat.

"Kerjasama dengan lebih 350 agensi ini contoh komitmen kami dalam memastikan bantuan dan sokongan disalurkan lebih efisien. Sistem MySynergy membantu mempercepatkan proses ini," katanya.

Melalui sistem MySynergy, Dr Mohammed Azman berkata, lebih 4,000 penelaras di seluruh negara dilatih mengendalikannya program itu meliputi bantuan pekerjaan, keusahawanan, pembasmian kemiskinan dan perlindungan insurans sosial.

"Sistem ini membolehkan penyaluran bantuan lebih pantas dan efisien kepada mereka yang memerlukan, melalui pendekatan end-to-end strategy membatik kunjungan ke rumah dan penyelesaian masalah serta-merta," katanya.

**Ke depan: Mengharungi gelombang 'Tsunami Emas'**

Melihat ke depan, katanya, ekosistem keselamatan sosial Malaysia perlu terus berkembang agar relevan dengan perubahan demografi dan ekonomi global.

Katanya, fenomena 'Tsunami Emas' yang merujuk peningkatan populasi warga emas di seluruh dunia termasuk Malaysia, memerlukan penekanan khusus pada kelestarian dana persaraan dan penjagaan kesihatan warga tua.

"Kami perlu menyiapkan diri menghadapi perubahan demografi yang besar. Perlindungan sosial untuk warga emas serta kelestarian dana persaraan menjadi fokus utama dalam perancangan masa depan.

"Perkeso sedia berperanan sebagai benteng utama menangani krisis sosial dan ekonomi negara, selain memastikan tiada golongan pekerja terpinggir akibat dinamik perubahan dunia pekerjaan," katanya.



**"Sektor tidak formal terus berkembang pesat, namun pekerja dalam sektor ini masih terdedah kepada risiko besar"**

Dr Mohammed Azman

## Kesuma dalam proses pinda Akta 652, perkukuh TVET aras tinggi

**KUALA LUMPUR** - Kementerian Sumber Manusia (Kesuma) dalam proses meminda Akta Pembangunan Kemahiran Kebangsaan 2006 (Akta 652) bagi membolehkan pengambilan pelatih dan pekerja yang memiliki Sijil Kemahiran Malaysia (SKM) Tahap Enam, Tujuh dan Lapan.

Menteri Sumber Manusia, Steven Sim berkata, akta itu kini hanya membenarkan pengambilan individu yang mempunyai kelayakan SKM sehingga Tahap Lima.

Menurutnya, pindaan itu penting untuk meningkatkan status Pendidikan dan Latihan Teknikal dan Vokasional (TVET) serta mengukuhkan industri berasaskan kemahiran Malaysia.

"Kami berharap rang undang-undang itu dapat dibentangkan di Parlimen tahun ini," katanya semasa berucap pada Forum Ekonomi Kebangsaan (NEF) 2025 di sini pada Khamis.

Pada September tahun lepas, Timbalan Perdana Menteri, Datuk Seri Dr Ahmad Zahid Hamidi mengumumkan kerajaan pada dasarnya bersetuju untuk mengiktiraf SKM Tahap Enam hingga Lapan sebagai setara dengan ijazah sarjana muda.

Sebagai antara langkah menekankan bahawa TVET adalah setanding dengan pendidikan tinggi yang lain, Steven turut mengumumkan bahawa beliau sendiri akan menjalani latihan SKM di Institut Latihan Perindustrian (ILP) di Melaka.

"Kerana saya ingin menunjukkan bahawa TVET adalah pilihan yang berdaya maju. Namun, bayangkan, jika pemimpin seperti anda, pemimpin korporat, majikan, anda sedar bagaimana TVET memainkan peranan kerana anda sedang melakukannya.

"Anda mungkin akan mengambil lebih ramai lulusan daripada aliran TVET selepas mengetahui cara ia berfungsi," katanya sambil mengajak sektor awam dan swasta untuk menyertai inisiatifnya itu.

Tambahnya, kerajaan kini membelanjakan kira-kira RM6 bilion hingga RM7 bilion setahun untuk pendidikan TVET dan apabila digabungkan dengan sumbangan daripada levi Pembangunan Sumber Manusia (HRD), jumlah perbelanjaan boleh mencecah hampir RM10



STEVEN

bilion setahun untuk pendidikan kemahiran.

"Jika kita dapat menyatukan dan menyusun strategi, saya fikir kita pasti boleh menyediakan ekonomi kita, industri kita dan pekerja kita - rakyat Malaysia - untuk masa depan," ujarnya.

Sementara itu, Steven turut menggariskan visi Kesuma untuk membangunkan ekosistem pembelajaran TVET berkualiti tinggi, berdasarkan tiga tonggak utama, yang dirujuk sebagai 'Triple A' - kebolehcapaian, kebolehsuain dan kekaguman (*accessibility, adaptability and admirability*).

Mengenai kebolehcapaian, katanya, portal dalam talian sehati dibangunkan secara dalaman oleh kementerian tahun lepas untuk memudahkan proses permohonan program TVET di seluruh negara, yang membawa kepada peningkatan 30 peratus pendaftaran berbanding pada tahap prapandemik.

Berhubung kebolehsuain, Steven mengetengahkan program Akademi dalam Industri (ADI), suatu inisiatif utama

yang menerapkan latihan dalam suasana industri sebenar berbanding secara tradisional di kelas.

Jelasnya, setakat ini, kementerian telah bekerjasama dengan hampir 2,000 syarikat, mewujudkan lebih 5,000 penempatan yang membolehkan pelatih menerima latihan langsung, dibayar dan memperoleh pensijilan yang diiktiraf di peringkat kebangsaan.

Beliau turut menyebut mengenai program Insentif Latihan Amali atau Iltam Kesuma, yang bertujuan mewujudkan 20,000 peluang latihan amali berstruktur setiap tahun, meletakkan kementerian itu sebagai satu daripada penyedia latihan amali terbesar di negara ini.

Bagi kekaguman, yang merujuk kepada menggalakkan penyertaan industri yang lebih besar, ujarnya, Kesuma menerusi TalentCorp menawarkan potongan cukai dua kali ke atas perbelanjaan berkaitan latihan.

Selain itu, kementerian juga menyediakan geran sepadana untuk perusahaan kecil dan sederhana (PKS) terutamanya di kawasan luar bandar dan fleksibiliti dalam menggunakan levi HRD Corp untuk membayar elaun pelatih. - *Bernama*