



KEMENTERIAN SUMBER MANUSIA

“

KERATAN AKHBAR KESUMA”

RABU
7 Januari 2026





R. RAMANAN dalam Sesi Taklimat Korporat sempena lawatan rasmi ke Ibu Pejabat TalentCorp di Petaling Jaya, semalam. - UTUSAN/ISKANDAR ISHAK

Wang pendahuluan RM2,000 untuk PKS ambil pelatih

PETALING JAYA: Kerajaan menawarkan pembayaran pendahuluan sebanyak RM2,000 untuk setiap pelatih menerusi Geran 'Padanan' Latihan Industri Kecil dan Sederhana (LiKES) bagi perusahaan kecil dan sederhana (PKS) yang ingin mengambil pelatih.

Menteri Sumber Manusia, Datuk Seri R. Ramanan berkata, wang pendahuluan tersebut akan disalurkan kepada syarikat dengan proses kelulusan mengambil masa hanya 14 hari.

Katanya, ia sebagai inisiatif meningkatkan kebolehpasaran belia sekali gus memenuhi keperluan tenaga mahir industri dengan pelaksanaan bermula 1 Mac ini.

"Program ini melibatkan dana sebanyak RM30 juta untuk

tiga tahun dan akan memberi manfaat kepada 25,000 pelatih tempatan.

"Proses dia cepat, hanya mengambil tempoh 14 hari bekerja sahaja berbanding sebelum ini, 90 hari bekerja," katanya dalam sidang akhbar selepas menghadiri Sesi Taklimat Korporat sempena lawatan rasmi ke Ibu Pejabat Talent Corporation Malaysia Berhad (TalentCorp), di sini.

Pada mulanya, inisiatif LiKES yang dilancarkan pada 2024 itu menggunakan konsep bayar dan tuntutan semula (pay and claim).

Syarikat boleh memanfaatkan kemudahan itu bagi menuntut bayaran balik elau minimum bulanan untuk program latihan industri dengan tempoh

minimum selama 10 minggu.

Tambah Ramanan, jaminan pekerjaan kepada pelatih turut diperkenalkan menerusi MyMahir Future Skills Talent Council (FSTC) yang diiktiraf Pertubuhan Buruh Antarabangsa (ILO).

Katanya, pendekatan bertasarkan industri itu memastikan keperluan kemahiran ditentukan oleh industri, sekali gus mengurangkan ketidakpadanan kemahiran dan meningkatkan gaji permulaan.

"Keseluruhannya, ini merupakan satu ekosistem bakat bersepadu yang menyokong rakyat Malaysia daripada memasuki alam pekerjaan, membina kemahiran, hinggalah kekal bekerja," katanya.

Nasional

Rabu, 7 Januari 2026

Tempoh lulus program LiKES kini 14 hari bekerja

Langkah tingkat kebolehasaran belia, penuhi keperluan tenaga mahir industri

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Petaling Jaya: Kementerian Sumber Manusia mempercepatkan proses kelulusan program Latihan Industri Kecil dan Sederhana (LiKES) kepada hanya 14 hari bekerja, berbanding 90 hari sebelum ini sebagai usaha meningkatkan kebolehasaran belia dan memenuhi keperluan tenaga mahir industri.

Menterinya, Datuk Seri R Ramanan, berkata selain mempercepat proses kelulusan itu, kerajaan turut memperkenalkan bayaran pendahuluan RM2,000 untuk setiap pelatih yang akan disalur melalui syarikat terbabit.

"Program ini menggunakan konsep bayar dan tuntutan semula. Pelaksanaan pembayaran pendahuluan RM2,000 ini akan bermula 1 Mac ini dan syarikat boleh menerima bayaran dalam tempoh 14 hari bekerja.

"Bagaimanapun, ia tertakluk kepada pematuhan syarat dan dokumen lengkap yang ditetapkan Talent Corporation Malaysia Berhad (TalentCorp)," katanya pada sidang media di Ibu Pejabat TalentCorp, di sini, semalam.

Mengulas lanjut, Ramanan memaklumkan bahawa program berkenaan membabitkan peruntukan RM30 juta bagi tempoh tiga tahun dengan sasaran bakal memberi manfaat kepada 25,000 pelatih tempatan.



Ramanan (kiri) pada sesi taklimat korporat sempena lawatan rasmi ke Ibu Pejabat TalentCorp di Petaling Jaya, semalam. (Foto Hari Anggara/BH)

Menurutnya, pemberian pendahuluan RM2,000 itu dilihat dapat membantu membantu syarikat, khususnya perusahaan kecil dan sederhana (PKS) untuk menampung kos latihan pada peringkat awal.

Ramanan berkata, MyMahir Future Skills Talent Council (FS-TC) turut memperkenalkan pendekatan berasaskan industri, di mana keperluan kemahiran ditentukan oleh industri sendiri dalam usaha memastikan latihan benar-benar membawa kepada peluang pekerjaan.

"Rangka kerja ini sudah diiktiraf Pertubuhan Buruh Antarabangsa (ILO) dan terbukti menurangkan ketidakpadanan kemahiran serta meningkatkan gaji permulaan peserta.

"Syarikat mencalonkan pelatih adalah pihak yang akan menyeras mereka semula selepas la-

hian. Ini bukan sekadar latihan, tetapi satu laluan terus kepada pekerjaan," katanya.

Inisiatif itu selari komitmen kementeriannya untuk memperkukuh ekosistem bakat negara dan menggalakkan golongan belia merebut peluang latihan berasaskan industri.

Bina industri bernilai tinggi

Dalam perkembangan lain, Ramanan berkata, kerajaan kini menumpukan usaha menarik semula warga Malaysia yang bekerja di luar negara dengan menawarkan peluang pekerjaan berkemahiran tinggi dan gaji standing.

Inisiatif itu sebahagian daripada strategi membina industri bernilai tinggi di negara ini, selain meningkatkan daya saing negara pada peringkat antarabangsa.

"Isu ini bukan berkaitan gaji minimum, tetapi pekerjaan berkemahiran tinggi dan latihan khusus. Kos hidup mereka di luar negara lebih tinggi, jadi gaji memang lebih tinggi.

"Namun, kami mengambil beberapa langkah untuk melatih dan membawa bakat kembali ke Malaysia," katanya.

Sementara itu, Pengerusi Lembaga Pengarah TalentCorp, Won Katang Shu Qi, berkata pihaknya memastikan graduan dan pekerja berkemahiran tinggi yang pulang ke tanah air menerima latihan relevan sebelum diambil bekerja oleh syarikat tempatan dan antarabangsa.

"Bakat Malaysia di luar negara akan kembali apabila peluang sesuai muncul. Kami tidak memaksa mereka, tetapi memberi insentif menarik, termasuk gaji kompetitif," katanya.

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BOOSTING GLOBAL COMPETITIVENESS

STRATEGY TO WOO TALENT BACK HOME

Competitive pay, perks, high-value jobs part of initiative, says Ramanan

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THE government is focusing on attracting Malaysians working abroad to return home by offering high-skilled jobs with competitive salaries.

Human Resources Minister Datuk Seri R. Ramanan said the initiative was part of a strategy to build high-value industries and boost Malaysia's global competitiveness.

"This is not about minimum wages but about high-skilled jobs and specialised training. Living costs overseas are higher, so salaries there are higher too.

"We are taking steps to train and bring talent back to Malaysia," he said at TalentCorp's headquarters here yesterday.

Present were Deputy Minister Datuk Khairul Firdaus Akbar Khan, TalentCorp Board chairman Wong Shu Qi and TalentCorp Group chief executive officer Edward Ling.

Wong said returning graduates and skilled professionals would receive relevant training before joining local or international companies.

"Malaysian talents abroad will

return when opportunities arise. We provide attractive incentives, including competitive salaries.

"Productivity improvements and easier business processes will create more high-value jobs."

Wong stressed the importance of providing opportunities in technology, digital and high-skill industries to keep Malaysia competitive with neighbours such as Singapore and Thailand.

"Jobs are not just about pay. They involve career development, family and experience that can boost skills," she said.

Meanwhile, Bernama reported that Ramanan said 25,000 trainees were set to benefit from the Internship Placement Matching Grant for Small and Medium Enterprises (LIKES), a government initiative aimed at empowering industrial training and enhancing youth employability.

He said the LIKES approval process had been shortened to 14 working days from the previous 90, with an advance payment of RM2,000 introduced for each eligible company.

He added that the programme was being implemented through TalentCorp on a pay-and-claim basis, with an allocation of RM30 million over three years starting in 2024.

"The RM2,000 payment will be disbursed from March 1, and companies can expect to receive it in 14 working days, subject to conditions set by TalentCorp.

"Small and medium enterprises and startups should make the



Human Resources Minister Datuk Seri R. Ramanan speaking to the press at TalentCorp's headquarters in Petaling Jaya yesterday. NSTP PIC BY HARI ANGGARA

most of this opportunity.

"It's a very good opportunity for interns to train themselves, boost their skills and better prepare (for the workforce)," he said.

On another matter, Ramanan said the implementation of the Gig Workers Act, which was gazetted on Dec 31, was expected to be finalised soon.

He said that although the ministry had prepared the draft of the

act, its implementation was still under discussion, including an additional allocation of RM100 million announced on Monday by Prime Minister Datuk Seri Anwar Ibrahim through the Skills Development Fund Corporation.

On the RM50 million allocation for upgrading Tamil national-type schools, also announced by Anwar, Ramanan said open tenders would be rolled out in phases

for each school once the initial process was completed.

"There were six schools announced previously, five of which are under the Yayasan Didik Negara list.

"To start the renovation work, you have to wait for the bill of quantities before the open tender process can start," he said in his capacity as the minister responsible for Indian community affairs.



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Bid to woo Malaysians abroad to return home for work

PETALING JAYA: Malaysians working abroad can return home at any time, with jobs and career guidance available through Talent Corporation Malaysia Bhd (TalentCorp) initiatives, says Human Resources Minister Datuk Seri R. Ramanan.

The government, he said, is planning further measures to ensure stability for returning professionals.

"We are working on initiatives to have better opportunities for Malaysians to work in their home country," he said during a corporate briefing at the TalentCorp office yesterday.

Ramanan said that neighbouring countries like Singapore are offering higher pay but their cost of living is high.

"We (the ministry) cannot view this situation on one aspect alone in terms of high salaries, but rather take a holistic approach in addressing the challenge of bring-

ing in local talents back from abroad."

Ramanan also highlighted a platform called MyNext, which helps students and job seekers identify suitable careers through psychometric assessments.

The platform, which is provided by TalentCorp, could help them explore career options, he said.

"You may graduate without knowing which path to take. MyNext helps you identify suitable careers and placements," he said, when asked about the job market for young graduates.

TalentCorp group chief executive officer Edward Ling said MyNext evaluates the person's skills, values and suitability for different roles.

"For example, if you aspire to be an artificial intelligence engineer, the platform can show you which skills you need to upskill and whether your profile fits that role."

Ling stressed that MyNext is not

limited to students or fresh graduates but those who are already in the job market seeking a career change can also use the platform to explore new opportunities.

TalentCorp chairman Wong Shu Qi highlighted the concept of "brain circulation", referring to Malaysians working overseas who will come back to Malaysia with the knowledge they gain from abroad and with a job placement here.

"Our vision and mission now is to build industry in the country that is of high value and high growth to offer better wages and long-term opportunities so that they can return," she said.

Wong reiterated that returning to work in Malaysia is not just about the salary but also an opportunity to be with family.

"So, we hope that with more comprehensive initiatives, we can offer far more opportunities to our talents who are considering

whether they want to return to Malaysia," she added.

TalentCorp has an existing research and report that helps industries identify persistent labour shortages in Malaysia with the annual report of MyMahir Malaysia Critical Occupations List (MyCOL).

This report by TalentCorp provides insights for Malaysians, expatriates and investors into occupations that are critical to the country's economic transformation and remain difficult to fill.

For the 2024/2025 edition, which marks the eighth instalment of the report, 66 critical occupations were identified nationwide, including details on the states where these roles are most needed.

Wong noted that attracting Malaysians abroad to return home also depends on creating the right economic conditions.

"For example, last year,

TalentCorp contributed to improving Malaysia's competitiveness and ease of doing business," she said, adding that this helped draw both foreign and domestic investments.

"This, in turn, creates more jobs with higher wages, making it more viable for Malaysian professionals aiming for well-paying roles to return."

Expatriates are also welcomed to further fill in critical skill gaps and open more job opportunities in Malaysia.

TalentCorp and the Malaysian immigration have established the Malaysia Expatriate Services Centre (MYXpats) to ease the application process.

"Previously, the application process for an employment pass would take six months. With enhancements to the MYXpats programme, the process has now been shortened to just five days for applicants," said Wong.

RM2,000 perk for hiring interns

TalentCorp's LIKES incentive to spearhead better training, remuneration

By DIVYA THERESA RAVI
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PETALING JAYA: Small and medium enterprises (SME) will receive RM2,000 for each intern hired under the Talent Corporation Malaysia Bhd's (TalentCorp) SME Industrial Training Matching Grant (LIKES), says Human Resources Minister Datuk Seri R. Ramanan.

He said companies would receive a one-off RM2,000 per intern employed starting from March 1 and will receive the funds within a two-week period.

This would allow training of up to 25,000 Malaysian interns, he said, adding that the programme involves a fund of RM30mil for three years.

"The LIKES approval process has been reduced to 14 working days, unlike the 90-day period previously," he said of the programme which was first introduced in 2024.

Ramanan, who was at TalentCorp headquarters here yesterday for a corporate briefing, encouraged companies to apply for this grant as it would allow better training for interns.

It would ensure interns have meaningful workplace exposure and learning opportunities, and possibly be hired after the train-



Great headstart: Ramanan encouraged firms to apply for LIKES as it would allow better training for interns. — AZMAN GHANI/The Star

ing, he said.

LIKES also serves as a fund to help businesses grow as form of resources besides giving remuneration for their interns.

When SME apply for this grant, they are required to have a structured internship programme and provide reports to TalentCorp as well understand how the fund has been utilised.

Also present with Ramanan yesterday were Deputy Human Resources Minister Datuk Khairul Firdaus Akbar Khan, TalentCorp chairman Wong Shu Qi and group

chief executive officer Edward Ling.

On a separate note, Ramanan said the implementation of the Gig Workers Act, which was gazetted on Dec 31, is expected to be decided in the near future.

He explained that its implementation is still under discussion, including an additional allocation of RM100mil through the Skills Development Fund Corporation.

Ramanan also commented on the RM50mil allocation for the upgrading of Tamil national-type

MyMahir Malaysia Critical Occupations List (MyCOL)

MyCOL guides policymakers, educators and industries in responding to labour shortages.

As of 2024/2025 there are nine persistent occupations since 2015



Source: TalentCorp

TheStargraphics

schools (SJKT), saying his ministry would announce open tenders in phases according to each school once the preliminary processes are completed.

"Six schools were announced earlier, with five listed under the Yayasan Didik Negara.

"To begin repair works, we need to wait for the BQ (bill of quantities), such as for SJKT

Klebang, before proceeding with the open tender process," he said this as his capacity as a minister responsible for Indian community affairs.

On Monday, Prime Minister Datuk Seri Anwar Ibrahim announced an increase in the annual allocation for Tamil schools nationwide from RM30mil to RM50mil, starting this year.



● ரா.தங்கமணி

பெட்டாலிங் ஜெயா, ஜன. 7 - வெளிநாடுகளில் பணிபுரியும் மலேசியர்களுக்கு திறமைக்கேற்ற வேலை வாய்ப்பும் அணுகல்மான சம்பளமும் வழங்குவதன் வழி அவர்களை மீண்டும் தாயகத்திற்கு திரும்பச் செய்வதற்கான முயற்சிகளில் அரசாங்கம் கவனம் செலுத்துகிறது என்று மனிதவள அமைச்சர் டத்தோஸ் ரமணன் ராமகிருஷ்ணன் தெரிவித்தார்.

உலகளவில் மலேசியாவின் தொழில்துறைகளில் போட்டித்தன்மை அதிகரிப்பதோடு, நாட்டில் அதிக மதிப்புள்ள தொழில்களை உருவாக்குவதற்கான நடவடிக்கையின் ஓர் அங்கமாக இம்முயற்சி அமைந்துள்ளது.

நம் நாட்டைச் சேர்த்த பலர் வெளிநாடுகளுக்கு வேலை தேடிச் செல்கின்றனர். திருணத்துவம் வாய்ந்தவர்களோ சாதாரண தொழிலைச் செய்வார்களோ அவர்கள் வேறு நாடுகளுக்குச் செல்வதன் வழி இங்கு தேவைப்படுகின்ற மனித மூலதனம் கேள்விக்குறியாகிறது.

அவர்கள் இல்லாத வெற்றிடத்தை திரும்புவதற்கு நாம் பிற நாட்டினரை ஈழிவார்க்கக் கொண்டுவர வேண்டிய அவலநிலையை ஈதிநோக்கிக் கொண்டுவருகிறோம்.

வெளிநாடுகளில் பணிபுரியும் மலேசியர்களை

தாயகம் கொண்டுவர அரசாங்கம் முயற்சி



TalentCorp
GROUP OF COMPANIES

- டத்தோஸ் ரமணன்

வெளிநாடுகளுக்கு வேலை செய்யப்படுகின்ற அனைவரும் திறமையான சம்பளத்தைப் பெற்றுக் கொண்டு சொகுசு வாழ்க்கை வாழ்வதில்லை. அங்கு அவர்களுக்கான வாழ்க்கைச் செலவீனங்கள் அதிகமாக உள்ளன. அதற்கேற்பதான் அவர்களின் ஊதியமும் அதிகமாக உள்ளது.

இங்கு நாம் ஈதிநோக்குவது குறைந்தபட்ச சம்பளம் அல்ல. அதையும் தாண்டி பிற தேவைகளுக்காகவும் மலேசியர்கள் வெளிநாடுகளுக்கு வேலைக்குச் செல்கின்றனர். இருப்பினும் தகுதி வாய்ந்த மலேசியர்களை பரிந்துவித்து அவர்களை மீண்டும் நாட்டிற்கு கொண்டு வருவதற்கான நடவடிக்கைகள் எடுக்கப்பட்டு வருவதாக நேற்று மனிதவள அமைச்சின் கீழ் இயங்கும் தொண்டகோப் களப்பேரேன் திறமையான தலைமையகத்தில் நடைபெற்ற செய்தியாளர் சந்திப்பில் டத்தோஸ் ரமணன் இவ்வாறு கூறினார்.

நாடு திரும்பும் மலேசியர்களால் நாட்டின் மனித மூலதனம் மேம்படுவதோடு அது நாட்டின் பொருளாதாரத்திலும் வேலைச் சந்தைகளிலும்

மிகப்பெரிய தாக்கத்தை ஏற்படுத்தும் என்று அவர் மேலும் சென்றார்.

இதற்கிடையில், நாடு திரும்பும் பட்டதாரிகள், திருணத்துவம் வாய்ந்த திறமையான தொழிலாளர்கள் உள்ளூர், அனைத்துலக திறமையாளர்களில் பணியமர்த்தப்படுவதற்கு முன்பு பொருத்தமான பயிற்சி வழங்கப்படுவதை தனது தரப்பு உறுதி செய்யும் என்று தொண்டகோப் வாரியத் தலைவர் வேங் ஈ கியு தெரிவித்தார்.

வெளிநாடுகளில் உள்ள மலேசியர்கள் நாடு திரும்ப வேண்டும் என்று உட்பட பயப்படுத்தவில்லை. ஆனால் சம்பளம் உட்பட பல அணுகல்கள் வழங்கப்படாமல் திறமை வாய்ந்த மலேசியர்கள் நிச்சயம் நாடு திரும்புவர்.

அதே நேரத்தில், சிங்கப்பூர், தாய்லாந்து போன்ற அண்டை நாடுகளுடன் முடிபெறும்போது மலேசியப் போட்டித்தன்மையுடன் இருக்க வேண்டும். ஊட்டில், உயர் திறன் கொண்ட தொழில் துறைகளில் முக்கியமான திறமையாளர்களுக்கு வாய்ப்புகளை திறந்து விடுவதன் முக்கியத்துவத்தையும் ஈ கியு வலியுறுத்தினார்.