

# Developing a formidable workforce

APPROXIMATELY 70% of Malaysian workers are not covered by any structured training funds or programmes, and most of them are employees of small and medium enterprises (SMEs).

According to Human Resources Development Fund (HRDF) chief executive Datuk CM Vignaesvaran, more than 80% of the HRDF's registered employers are SMEs.

"We are proud to be part of their business growth by providing the means of support to upskill, reskill and multi-skilling their talent," he said.

HRDF is an agency under the purview of the Ministry of Human Resources, envisioned to inculcate a continuous learning culture in private companies and by being a one-stop consultative centre for training needs analysis and HR solutions.

To date, HRDF has over 20,000 registered Malaysian employers with more than two million local employees covered under its Pembangunan Sumber Manusia Berhad (PSMB) Act 2001.

The PSMB Act 2001 currently covers three of the country's major economic sectors, which are manu-

facturing and services, mining and quarrying.

According to the 11th Malaysia Plan, connoted under the initiative to strengthen lifelong learning for skills enhancement, the PSMB Act 2001 is expected to expand and benefit some 2.8 million local employees by 2020.

## MyFuture Diagnostic Tool

"To identify training gaps that exist within an SME, the right profiling tools have to be put in place before embarking on any kind of training programme," said Vignaesvaran.

"HRDF has developed such a profiling tool, which is aptly called 'MyFuture Diagnostic Tool', to assess the HR maturity gaps of Malaysian SMEs and is available for free."

"MyFuture" puts its core focus on analysing SME's human resources processes and systems across several functions such as business planning, strategy, recruitment, performance and employee engagement, as well as retention.

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Log on to <http://bit.ly/2Ea9pxh> for more information on "MyFuture".

"Our mission is to catalyse the development of a competent Malaysian workforce – one that is effective, efficient, productive and innovative.

"This way, we are aligned with our country's goal of becoming an advanced and inclusive nation by the year 2020," said Vignaesvaran.

■ For more information on "MyFuture", contact 03-2096 4836 / 4957 or log on to [www.hrdf.com.my](http://www.hrdf.com.my)



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