



Criticism of RM300 fee for course certification unfair

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The HRDC set up in 1992, aimed at encouraging employers to provide learning and development for their employees. - Courtesy pic

LETTERS: The Human Resource Development Corporation (HRDC) was slammed recently by major industrial groups for its imposition of RM300 fee per trainee on the micro-credential programme organised by the HRDC.

The HRDC set up in 1992, aimed at encouraging employers to provide learning and development for their employees.

The objective was to enhance the knowledge and productivity of the workforce through the imposition and collection of a human resource development levy. Employers can make use of the levy to train their employees.

ADVERTISING

On April 13, 2022, the minister of human resources launched the HRDC Micro-credential initiative through a collaboration between the Ministry of Human Resources and Ministry of Higher Education.

The HRDC Micro-credential initiative will be delivered through guidelines set by the Malaysian Qualifications Agency (MQA) and the Department of Skills Development (DSD).

Micro-credentials are short courses designed to quickly teach new skills or upgrade existing ones have long been offered by colleges. Now, it is being offered by HRDC.

This will be done through a combination of courses offered by training providers, industry players, professional bodies, and higher learning institutions.

The HRDC initiative offers courses from a diverse range of industries, including finance and accounting, law, management, leadership, operation management, IR 4.0 and many others.

Representatives from the HRDC stressed that not all programmes and courses registered under HRDC are required to be micro-credentialled. "All other courses that do not require micro-credentials would continue as per current guidelines," he added.

The micro-credential was introduced to improve the quality of training programmes funded by the HRDC levy and to add value for employers and their employees as these short courses will come with a certification.

Therefore, the criticism about the fee was unjustified because of the misinterpretations and misunderstanding by the industrial groups and the inadequate explanation and clarification by HRDC on their micro-credential programme.

Some even went to the extent of accusing that the imposition of RM300 fee micro-credential per trainee was akin to daylight robbery.

However, given the background and reasons above, for a RM300 fee, I would see it as a very fair price to pay for certification.

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