

## FREQUENTLY ASKED QUESTIONS (FAQ)

# DAYA KERJAYA 3.0

JOB SUPPORT SCHEME FOR PRIVATE SECTOR AND  
GLC / GLIC TO TARGETED GROUP



### 1 What is the Daya Kerjaya 3.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- **The Daya Kerjaya 3.0 Programme** – Job Support Scheme for GLCs, GLICs, and the Private Sector is a Budget 2025 initiative providing financial incentives to employers who employ individuals from certain vulnerable groups from **1 December 2024** onwards. It is accepting applications from **1 January 2025 to 31 December 2025**.
- The vulnerable groups are ex-convicts and Person with Disabilities (PWDs), aimed at helping them secure employment and earn higher wages.
- Employers who employ such individuals and meet all eligibility conditions will receive a RM600 monthly incentive for 3 months.

### 2 What are the objectives of the Daya Kerjaya 3.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- Encourage GLCs, GLICs, and the private sector to employ individuals from vulnerable groups in high-value professions and pay them higher wages.
- Increase employment among vulnerable groups.

### 3 How can employers search for eligible candidates to hire under the Daya Kerjaya 3.0 Programme – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- There is no upper limit on the number of new hires each employer can receive incentives for.
- Employers may search for candidates from vulnerable groups on the MYFutureJobs Portal (<https://myfuturejobs.gov.my/ms/utama/>); alternatively, they may inquire at the nearest PERKESO branch.
- Employers may also participate in any career fair or open interview session organised by PERKESO to discover suitable candidates.
- Employers may seek advice from PERKESO on creating a conducive work environment for vulnerable groups. This may include providing work adjustment, psychological support, and job coaching services to new hires from these groups.

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### 4 What incentives does the Daya Kerjaya Programme 3.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector provide?

TARGET GROUP	ELIGIBILITY CONDITIONS	UNEMPLOYMENT DURATION	INCENTIVE RATE	PAYMENT DURATION	TERMS OF EMPLOYMENT
Vulnerable Groups	PWDs / PERKESO Return-to-Work (RTW) Programme participants	N/A	600 monthly per employee	3 months maximum	<ul style="list-style-type: none"> <li>The salary rate is according to the minimum wage rate set by the government</li> <li>Permanent employee / contractual employee with a minimum contract duration of 12 months</li> </ul>
	Parolees / Ex- convicts released under the Licensed Prisoner Release (OBB) Programme / Licensed free resident (PBL) /Normal ex- convicts				

### Additional Eligibility Conditions

ADDITIONAL ELIGIBILITY CONDITIONS
<ol style="list-style-type: none"> <li>Employers must have registered with or paid contributions under the Employees' Social Security Act 1969 (Act 4) or the Employment Insurance System Act 2017 (Act 800) before submitting their application.</li> <li>Employers must have registered with SSM / ROS / ROB / PBT or a similar organization before submitting their application.</li> <li>Employers must complete their MYFutureJobs profile and advertise their vacancies on MYFutureJobs.</li> <li>Employers are encouraged to recruit MYFutureJobs-registered jobseekers. If an employer opts to hire a jobseeker not registered with MYFutureJobs, s/he must ensure the new employee registers with MYFutureJobs as soon as possible</li> </ol>

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### ADDITIONAL ELIGIBILITY CONDITIONS

5. New employees must register with MYFutureJobs and complete all mandatory fields in their profile (name, IC no., address, level of education, and work experiences).
6. Employers are **encouraged** to pay new hires the salary advertised on MYFutureJobs and the salary rate is according to the minimum wage rate set by the government.
7. Employers must notify PERKESO of any changes to new hires' status by the 15th of the following month via the Kerjaya MADANI Portal or the ASSIST Portal if there are any changes of employment status.
8. Employers and employees must follow the working hours stipulated in the Employment Act 1955 and its related regulations.
9. Employers cannot retrench existing employees for the purpose of substituting them with new hires to qualify for incentives under the Daya Kerjaya Programme 3.0 – Job Support Scheme.

### SUPPORTING DOCUMENTS

PERKESO reserves the right to request any supporting documents if necessary. Employers must retain copies of the supporting documents submitted with this application for at least 3 years for PERKESO future reference.

### Supporting Documents for Each Target Group:

TARGET GROUP	SUPPORTING DOCUMENTS
Person with Disabilities (PWDs) / PERKESO Return To Work (RTW) participants	PWDs : A copy of the OKU card RTW participants : A copy of the Identification Card (IC) Card
Parolee (ODP) / Licensed free person (OBB) / Licensed free resident (PBL) / Ex- prisoner	Written confirmation from the Prison Department and the Ministry of Home Affairs

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## 5 When do applications open for the Daya Kerjaya 3.0 Programme - Job Support Scheme?

- The Programme is accepting applications from **1 January 2025** to 31 December 2025 for **placements made from 1 December 2024 onwards**.
- Applications close on **31 December 2025**; however, the closing date is subject to **fund availability** and **policy decisions from the Federal Government**.

## 6 What is meant by Parolee (ODP) / License free person (OBB) / License free resident (PBL) / Ex-convicts?

- **Parolees\*** are prisoners who have been offered early release through the PAROL System and need to undergo Rehabilitation in the community.
- **Licensed free person\*** are prisoners released on license and required to undergo rehabilitation in the community (work) for early release (Full control by Parole Officer).
- **Licensed free occupants (PBL)\*** is an early release Program for Henry Gurney School inmates who undergo rehabilitation in the community (working and being in the employer's dormitory and fully controlled by the Parole Officer).
- **Ex-prisoners\*** are prisoners who have completed their sentences.

*\*Definitions are according to the Malaysian Prisons Department and National Anti-Drug Agency (AADK). Any changes are subject to the latest information from the Malaysian Prisons Department and AADK.*

## 7 How does PERKESO define PERKESO RTW programme participants?

- PERKESO RTW programme participants are PERKESO contributors who participate in disability management program to maintain or reintegrate them back to paid employment at an earlier stage in a healthy and safe manner.
- For applications under this category, participants from the PERKESO RTW programme must fulfill the following criteria:
  - PERKESO (RTW) Programme participants who do not have a PWD card
  - Participating in the PERKESO job placement programme under the National Employment Portal MYFutureJobs

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iii. Meeting the disability criteria outlined by PERKESO authorities

## 8 What must employers and new hires do to receive this incentive?

- Employers must ensure that the new hires are registered with MYFutureJobs Portal and complete all mandatory fields in their profile (name, IC no., address, level of education, and work experience).

## 9 Who is NOT ELIGIBLE for the Daya Kerjaya Programme 3.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector?

- Private employment agencies and outsourcing agencies are not eligible when they facilitate job placements on behalf of other employers. However, private employment agencies and outsourcing agencies may be eligible when they recruit new workers as the principal employer responsible for all matters relating to wage payments and PERKESO contributions.
- Employers who are **NOT** registered with or paid contributions under the Employees' Social Security Act 1969 (Act 4) and the Employment Insurance System Act 2017 (Act 800) as of the time of application.
- Employers who are **NOT** registered with SSM / ROS / ROB / the relevant local authorities as of the time of application.
- Employees currently receiving PERKESO benefits under the Hiring Incentive Programme (Daya Kerjaya 2.0) under the Budget 2024.
- Employees who are **NOT** listed in the target group. (Refer Question 4)
- Parents, spouses, siblings, and children of the employer, hired as employees.
- Employees who are **NOT** Malaysian citizens, permanent residents, or temporary residents.
- Employees who were retrenched or who voluntarily resigned after joining this Programme for the express purpose of claiming incentives.
- Employees who were retrenched by, or who voluntarily left, the employer submitting the application before the application was submitted.

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- Business proprietors claiming incentives on their own behalf (i.e. not for a new employee).
- All public sector employees in state and federal agencies, including employees of statutory bodies and local authorities; as well as self-employed individuals.

### 10 Which supporting documents must employers submit along with their Daya Kerjaya Programme 3.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector application?

- A copy of the employer's bank account statement, which must display the employer's name and account number in addition to the name of the bank.
- A copy of the employer's Business Registration Number (BRN), certified by the bank.
- A copy of the employer's SSM (Companies Commission of Malaysia) registration certificate.
- A copy of the employee's IC (front and back).
- A copy of the employee's employment contract under this programme.
- The *Borang Pengesahan Pekerja*, signed by both the employer and the employee.
- Daya Kerjaya 3.0 - Job Support Scheme portal already contains documentation on employers who previously successfully applied for the Daya Kerjaya Hiring Incentive Programme. However, these employers should be prepared to submit additional supporting documents if requested by PERKESO.

### 11 Does the employer need to submit a new application for subsequent claims after the Daya Kerjaya 3.0 application is approved?

- Employers do not need to submit a new Daya Kerjaya 3.0 application for subsequent months.
- Employers must notify PERKESO of any changes to new hires' status by the 15th of the following month via the Kerjaya MADANI Portal or the ASSIST Portal if there are any changes of employment status.
- Employers are required to pay contributions in accordance with the provisions of Act 4 and Act 800. If PERKESO determines that no contributions have been paid, PERKESO reserves the right to suspend or terminate the payment of this incentive.

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### 12 How are Daya Kerjaya Programme 3.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector incentives paid to employers?

- Eligible employers will receive a notification with a list of approved employees within 14 days of PERKESO receiving their application, complete with all supporting documents and meeting the eligibility requirements.
- The first incentive payment will be **credited to the employer's bank account within 14 days after the application is approved**. Subsequent payments will be credited to the employer's bank account by the 15<sup>th</sup> of each month.
- Payments are credited to the **employer's business account** if the application meets the requirements and has been approved.

### 13 Will employers continue to receive the Daya Kerjaya Programme 3.0 – Job Support Scheme for GLCs, GLICs, and the Private Sector incentives if an employee voluntarily resigns?

- Employers will only receive the incentive during the months the employee remains employed. Please note contractual employees should be **employed under a contract that is at least 12 months in duration**.
- Employers do not need to resubmit their application after the first month. However, they must update PERKESO on the Kerjaya MADANI (Daya Kerjaya 3.0) Portal in the event of **changes to their operation status or the employee's employment status** by the **15<sup>th</sup> of the subsequent month**.
- Applications with incomplete or inaccurate information will be assigned 'Query' status pending further action. Employers should ensure all information provided is complete and accurate to prevent delays.

### 14 Can employers retrench new hires before the 12-month employment contract expires?

- **No**. Employers are prohibited from retrenching new hires before the 12-month employment contract expires. If the employer decides to retrench a new hire regardless, s/he must return the **FULL SUM** received in Daya Kerjaya 3.0 Programme incentives.

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- If a new hire resigns voluntarily, the employer must update his / her list of approved employees by the **15<sup>th</sup> of the subsequent month**. Failure to do so may result in **legal action** against the employer and PERKESO has the right to suspend or terminate the payment of this incentive.

### 15 What action can employees take if their employer refuses to pay wages, pays less than the advertised wage, forces them to take unpaid leave, or terminates their employment?

- Employees may contact the Labour Department at 03-8890 3404, 03-8886 2409, or [jtksm@mohr.gov.my](mailto:jtksm@mohr.gov.my) for all other labour-related inquiries.

### 16 How can employers check their application status?

- Employers and employees may check their application status on the Kerjaya MADANI (Daya Kerjaya 3.0) Portal via this link: <https://kerjayamadani.perkeso.gov.my>
- PERKESO will also inform applicants of their application status through relevant medium registered.

### 17 Will PERKESO review successful applications or monitor successful applicants?

- Yes. PERKESO reserves the right to review successful applications or monitor successful applicants (employers and employees alike) at any time following the appropriate procedures. PERKESO may then take action based on its findings if necessary.
- PERKESO may monitor employers by requesting additional supporting documentation or via conducting sudden inspections of employers' business premises.



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### 18 What action can PERKESO take if it discovers an application contains information that is false, misleading, or included for fraudulent purposes?

PERKESO reserves the right to:

- **Reject all applications, delay payment, or withhold payment** if the employer is found to have provided false or misleading information at any point in time; or if the employer does not fulfil any of the eligibility conditions stated above.
- **Suspend all applications** from employers currently being investigated for providing false or misleading information.
- **Take legal action to recoup the payments** already made to the employer if the employer is found to have provided false or misleading information at any point in time; or if the employer is found to not fulfil eligibility conditions after receiving payment.

### 19 How do I obtain more information about this Programme?

- Please contact a PERKESO Customer Service Officer at 1-300-22-8000 or submit a complaint at [perkeso@perkeso.gov.my](mailto:perkeso@perkeso.gov.my)

**SOCIAL SECURITY ORGANISATION (PERKESO)**

**6 JANUARY 2025**

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## DIAGRAM 1 – DAYA KERJAYA PROGRAMME APPLICATION PROCEDURES

