



EDUUNITOUR & TRAVELS SDN.BHD.

905216-K

Date: 12 December 2022

Yang Berusaha Puan Nor Hafizah Mohd Arop

Pengarah,
Malaysia Productivity Corporation Negeri Sarawak
894, Lorong Demak Laut 3A,
Demak Laut Industrial Park,
93050 Kuching, Sarawak

Puan,

COLLABORATION PROPOSAL IN EXECUTING PRODUCTIVITY-LINKED WAGE SYSTEM (PLWS) TRAINING THROUGH HRD CORP CLAIMABLE COURSES (SBL-KHAS) SCHEME.

With reference to the above, pleased be informed that Eduunitour & Travels Sdn.Bhd (905216-K), a registered Training Provider of HRD Corporation. The company would like to collaborate with Malaysia Productivity Corporation (MPC) Negeri Sarawak in executing Productivity-Linked Wage System (PLWS) Training through HRD Corp Claimable Courses (SBL-KHAS) Scheme.

This programme aims to guide companies to develop A Wage System based on the productivity and sharing prosperity with the employees. This concept is realigning with Malaysia Shared Prosperity Vision 2030.

Eduunitour & Travels Sdn.Bhd has a pool of qualified trainers who are HRD Corp accredited Trainer as well as MPC accredited Trainer in PLWS.

Please be informed that Eduunitour & Travels Sdn.Bhd is committed to provide the best quality services in accordance with MPC PLWS Certification Requirement, Specification and Standards.

Attached herewith the proposed PLWS Proposal, programme detail, Company Profile and Trainers' profile for your kind perusal

We look forward to receiving positive feedback from MPC soon.

Thank you.

Yours Sincerely

ISVARAN A/L P RAMASAMY
MANAGING DIRECTOR

COURSE PROPOSAL



PRODUCTIVITY-LINKED WAGE SYSTEM (PLWS)



HRD CORP CLAIMABLE COURSES (SBL-KHAS) SCHEME.

COURSE PROPOSED BY:

EDUUNITOUR & TRAVELS SDN.BHD.

905216-K HRDF Registered



OBJECTIVES OF PLWS TRAINING:

- To Inculcate Knowledge On Productivity-Linked Wage System (PLWS) And Shared Prosperity Organization Certification
- To Enhance Knowledge On Productivity Performance.
- To Understand The Importance Of SWOT & SMART Application In PLWS
- To Understand PLWS Models, Components & Elements And It's Principles
- To Understand The The Impact Of PLWS Toward Green And Sustainability
- To Familiarise Of Steps In Developing PLWS For The Company

PROGRAMME SCHEDULE

| Day | Title |
|------------|--|
| 1 | Enhancing Competitiveness Through Productivity Measurement |
| | Wage Transformation Through PLWS |
| 2 | Creating Conducive Environment |
| | Establishing PLWS |
| 3 | Green & Sustainability Impact of PLWS |
| 4 | Implement PLWS |
| | Workshop on Developing PLWS of the Company |
| 5 | Presentation of PLWS by the company |
| | Conclusion |
| | Way Forward |
| | eSPO online Certification |

| MPC'S ROLE & COMMITMENT | | |
|------------------------------------|--|---|
| PLWS Certification | Certificate Issued by: Malaysia Productivity Corporation MPC | 1. eSPO Certificate (e-Shared prosperity Organisation) for company 2. PLWS Certificate for the company 3. PLWS Certificate of attendance for each participant |

| EDUUNITOUR & TRAVELS SDN.BHD'S ROLE AND COMMITMENT | | |
|---|--|---|
| Training Provider | EDUUNITOUR & TRAVELS SDN.BHD 905216-K HRDF Registered Training Provider | 2 Trainers Who Have Completed "Train The Trainer" Training of MPC PLWS |
| Funding of PLWS Training | HRD Corp - Human Resource Development Corporation | HRD Corp Claimable Courses (SBL-KHAS) Scheme |
| Training Content | "Train The Trainer" Training of MPC PLWS Department Module Content | Training Implementation: 5 Days Physical Class |
| Trainers | MPC PLWS Department Registered Trainers | HRDF TOT Registered Trainers |
| Venue and Ground Handling of the Training | HRDF Employers' Who Pay Levy as Participating Company Will Manage the Venue and Ground Handling | HRDF Employers' Who Pay Levy as a PLWS Course Participating Company May claim (SBL-KHAS) Scheme grant for Venue and Ground Handling expenditure |
| Course Participant and Number of Participant for PLWS Course One Company | HRDF Registered Employers' (Company) Who Pay Levy in Malaysia | Executive and Managerial Level 12 And Below Per session 2 Participant from - HR Department 2 Participant from – Finance Department 2 Participant from – Project Department 2 Participant from - Operation Department 2 Participant from – Sales Department 1 Participant from – Procurement Department |

Justification For The Collaboration between MPC and EDUUNITOUR & TRAVELS SDN.BHD

| BENEFIT TO MPC | | |
|--|--|--|
| JUSTIFICATION | BENEFIT | OUTCOME |
| No Funding Commitment From MPC | The Entire Course Execution Expenditure Paid Through HRD Corp Claimable Courses (SBL-KHAS) Scheme | Employers' Who Pay HRDF Levy Will Benefit And Gain New Management Approach And Knowledge Of PLWS From MPC |
| PLWS Can Be Introduce To The Entire Nation Utilizing Human Resource Fund | Sufficient Number Of Management Team In One Company Can Be Inculcate With The PLWS Knowledge And Its Benefit To Achieve Optimum Impact Instead Of Only One Or Two HR Personnel Been Trained | MPC PLWS Training Course And Its Approach May Transformed To More Management Human Capital Which Will Benefit The Employee Throughout Nation |
| No Man Power Required From MPC To Implement PLWS Throughout Nation Except For The Monitoring And Coordination Of Certificate And Certification Issuance | EDUUNITOUR & TRAVELS SDN.BHD 905216-K HRDF Registered Training Provider Will Execute And Implement PLWS Course In Accordance With MPC Requirement, Specification And Standard Operational Procedure Compliance. | Professionally Trained Tot PLWS Trainers Who Successfully Completed Sarawak PLWS Training May Use Their Skill Knowledge And Expertise To Assist MPC To Train HRDF Companies Or Employers' Who Pay Levy With Self-Funding Instead Of MPC Bearing The Training Course. |

| EDUUNITOUR & TRAVELS SDN.BHD 905216-K HRDF REGISTERED TRAINING PROVIDER EXPERTISE IN PLWS TRAINING | | |
|---|--|--|
| JUSTIFICATION | PROJECT COMPLITION WITH MPC By Training Provider | OUTCOME |
| Training Provider Team Has Been Working With MPC On Many Project Including PLWS | <p>Eduunitour & Travels Sdn.Bhd 905216-K HRDF Registered Training Provider Managing Director Isvaran P Ramasamy Have Involved In MPC Project With Great Success Story Such As:</p> <p>1. MPC Tourism Productivity Nexus (TPN) Inbound Tourism Boothcamp (ITB) Training Module Developer And Master Trainer Who Trained More Than 600 Companies Consist Of Tour Operator, Tourism Product Owners And Hoteliers.</p> <p>2. MPC Tourism Productivity Nexus (TPN) Inbound Destination Expert (IDEX) Training Module Developer And Master Trainer Trained More Than 25 Certified Idex Participant</p> <p style="text-align: right;">Continue Page 3</p> | <p>1. The Award Winner Of MPC Malaysia Team For Inbound Tourism Bootcamp (ITB) Project At Asia Pacific Quality Organization International Conference (APQO IC) And International Quality & Productivity Convention (IQPC) 2019</p> |

| EDUUNITOUR & TRAVELS SDN.BHD 905216-K HRDF REGISTERED TRAINING PROVIDER EXPERTISE IN PLWS TRAINING | | |
|---|--|---|
| JUSTIFICATION | BENEFIT | OUTCOME |
| Training Provider Team Has Been Working With MPC On Many Project Including PLWS | <p>3. Involved As MPC Tourism Productivity Nexus (TPN) Malaysia Tourism Excellence (MaTEx) Certification Standard Development Panel, Trainer And As An Assessor</p> <p>4. MPC Tourism Productivity Nexus (TPN) Malaysia Virtual Experience (MyVXp) Training Module Developer, TOT Master Trainer And Mentor Involved In Development Of Almost 900 Products.</p> <p>5. MPC TPN Tourism Virtual Advisory Clinic (T-VAC) Appointed Advisor</p> <p>6. MPC TPN ITB Lenggong Product Development Master Trainer And Industry Expert</p> <p>7. MPC TPN ITB Semporna Product Development Master Trainer And Industry Expert</p> <p>8. PLWS Sarawak State Training Conducted By International RPL Accreditation & Skill Certification Center PLT is the Same Owner Of EDUUNITOUR & TRAVELS SDN.BHD</p> <p>9. Training Provider Is An Accredited Skill Training Competency Standard Developer And Industry Expert Consultant Who Has Successfully Developed More Than 15 National Occupational Skill Standards (NOSS) For Malaysia Ministry Of Human Resource Skill Development Department Vendors.</p> | <p>2. Award Winner Of MALAYSIA GPM SUSTAINABILITY RECOGNITION AWARDS 2020 For SUSTAINABILITY LEADERSHIP Who Have Successfully Trained 600 Tourism Players In Malaysia Under The Purview Of Malaysia Productivity Corporation (MPC) Initiated By Tourism Productivity Nexus (TPN) Is A Professional Applied Sustainable Practitioner Awarded By GREEN PROJECT MANAGEMENT GLOBAL (GPM GLOBAL USA).</p> |

COMPANY PROFILE

Eduunitour & Travels Sdn.Bhd aims to facilitate **Skill Training** for those who require formal competency training and acquire formal Competency Accreditation and Skill Certification to enhance their future career development.

Mechanism of Structured Skill Training is important to ensure recognized qualifications in getting decent jobs, migrating to other regions and accessing further education, even though they might have the necessary knowledge and skills.

Eduunitour & Travels Sdn.Bhd aims to help those individuals who acquire a formal qualification that matches their knowledge and skills, and thereby contribute to improving their employability, mobility, lifelong learning, social inclusion and self-esteem.

Recognition of Prior learning acquired through formal, non-formal and informal means, many countries have, with the assistance of the **International Labour Organization (ILO)** and other institutions, sought to implement established RPL systems.

The **Objective of Skill Training & Skill Certification** through competency structured training for skill personnel to equipped with hands-on Job Area Skill Standard in Accordance with Industry required Competency skill standard compliance are as follows:

- I. Skill personnel Competency Certification can be taken as accountable data for a nation which is still developing for Skilled Human Resource statistic.
- II. Competency Certification is a document of Accreditation for skill personnel as an **Explicit** statement of recognition for their earned and learned skill value which they gain through **Tacit Knowledge**.
- III. Skill Training Certification is a motivation for skill personnel who has started their courier journey through rank and file without any formal Academic qualification.
- IV. Skill Training Certification is method of assessment for **Micro Credential Values** of experienced skilled personnel who deserved to be Accredited on their acquired hands-on Skill, Knowledge and Positive work culture
- V. Skill Training Certification is a Motivation, Game Changer and Mover for skill personnel Mind Set who all the while been deprived without any initiative of their skill recognition.

Eduunitour & Travels Sdn.Bhd Skill Training VISION

To Facilitate Skill Driven Personnel Towards Accredited and Certified Competent Skill Personnel.

Eduunitour & Travels Sdn.Bhd Skill Training MISSION

- To enable workers to get recognition on their skills, knowledge and experience gained through working and learning according to the level determined by the Department of Skills Development (DSD) and Industry Occupational Skill Standard.
- To certify workers who do not have any formal certification but have obtained the relevant knowledge, experience and skills in the workplace based on their competency level.

EDUUNITOUR & TRAVELS SDN.BHD TEAM
FOUNDER, TOURISM MASTER TRAINER & CONSULTANT
MANAGING DIRECTOR
ISVARAN P RAMASAMY



Isvaran Ramasamy the Founder of Eduunitour & Travels Sdn.Bhd (EduTra) and International RPL Accreditation and Skill Certification Centre PLT (IRASCC) is the Master Trainer of Tourism Productivity Nexus (TPN) under the purview of Malaysia Productivity Corporation (MPC). A Certified Productivity-Linked Wage System (PLWS) trainer who has been officially appointed MPC is a game change in promoting PLWS training throughout nation.

The Award Winner of MPC Malaysia Team for Inbound Tourism Bootcamp (ITB) project at Asia Pacific Quality Organization International Conference (APQO IC) and International Quality & Productivity Convention (IQPC) 2019 achiever.

Award Winner of **MALAYSIA GPM SUSTAINABILITY RECOGNITION AWARDS 2020 for SUSTAINABILITY LEADERSHIP** who have successfully trained 600 tourism players in Malaysia under the Purview of **Malaysia Productivity Corporation (MPC)** initiated by **Tourism Productivity Nexus (TPN)** is a Professional Applied Sustainable Practitioner awarded by **GREEN PROJECT MANAGEMENT GLOBAL (GPM GLOBAL USA)**.

Isvaran Ramasamy is an **Accredited ASEAN National Trainer and Assessor for skill training in Malaysia under the Purview of Ministry of Tourism**. He is a Consultant who focuses on developing human capital in a holistic way in order to achieve integrated excellence incorporating oneself, family and organization.

He has vast experience in full spectrum of Tour Operation in Tourism Industry since 1993. He is a mover who has successfully conducted throughout Malaysia more than **15 Inbound Tourism Bootcamp (ITB) as Master Trainer and Industry Expert to frog leap the tourism industry productivity towards optimum performance** under the purview of Tourism Productivity Nexus (TPN) governed by Malaysia Productivity Corporation (MPC).

Isvaran has been accredited by UNESCO and Ministry of Tourism Arts and Culture as UNESCO Heritage Site Guide and Trainer in Malaysia which made him as game changer using critical and analytical approach in discovering new tourism product Outstanding Unique Value for ITB and Inbound Destination Expert (IDEX) under the purview of TPN.

Besides that he has been appointed by the TPN as a Trainer and as an **Assessor of the Malaysia Tourism Excellence (MaTEx) Business** Certification programme. **MaTEx** is an initiative to enhance quality standard in tourism industry lead by the TPN programme.

Currently Isvaran Ramasamy is an appointed TPN Virtual Advisory Clinic (T-VAC) Advisor for MPC under TPN. as one of the tourism industry expert and advisor in managing business conflict to turn and reset business turmoil into opportunity and profit gaining entity.

He is an accredited Skill Training Competency Standard Developer and Industry Expert Consultant who has successfully developed more than 15 National Occupational Skill Standards (NOSS) for Malaysia Ministry of Human Resource Skill Development Department vendors.

He is one of the most pioneer and founder of Recognition of Prior Learning (RPL) in Malaysia who is also an accredited RPL External Verification Officer who have been officially appointed by Malaysia Ministry of Human Resource Skill Development Department. Isvaran Ramasamy is a mover in transforming skill worker who has gain sufficient experience in Skill Competency, Knowledge and the right Organizational Behavior in their respective job area into a professional skill accredited Personnel.

CHAIRMAN
DATIN JAIYAH BINTI SHAHBUDIN



Datin Jaiyah Shahbudin is a Certified Productivity-Linked Wage System (PLWS) trainer by the Malaysia Productivity Corporation (MPC). She has also been appointed by the Tourism Productivity Nexus (TPN) as a Trainer and as an Assessor of the Malaysia Tourism Excellence (MaTEx) Business Certification programme. TPN is an initiative to enhance productivity in tourism industry lead by the Malaysia Productivity Corporation (MPC), and MaTEx is one of the TPN programme.

Datin Jaiyah who is a Master's Degree holder in Information Management from UiTM has vast experience in full spectrum of Human Resource Management, Project Management and Skills Training. Her involvement in skills training started after she gained Malaysia Skills Certificate Level 3 (SKM 3) in Vocational Training Officer from Department of Skills Development (DSD), Ministry of Human Resources which qualify her to teach skills training in Malaysia. Based on her performance, DSD has appointed her as a Tourism Industry Expert, RPL Assessor and External Verifier.

Datin Jaiyah has been accredited by DSD as a National Occupational Skill Standard (NOSS) Facilitator. To date, Datin Jaiyah has developed 26 NOSS documents in various industries such as Tourism, Banking & Insurance, Oil & Gas, Pharmaceutical, Automotive, IT and Beauty. She has also been appointed by DSD as a facilitator to conduct Occupational Analysis in Oil & Gas. In 2018 she was one of the researchers to conduct research related to Malaysia Oil & Gas Industry Workforce.

Based on her knowledge and credibility, Datin Jaiyah has been selected by the Ministry of Tourism, Arts and Culture (MOTAC) to represent Malaysia in ASEAN Master Assessor Training in Vietnam. Upon completion of the training she has been accredited as an Assessor and Trainer of ASEAN Tourism programme. The ASEAN Tourism programme is a mutual recognition within ASEAN region to certify tourism personnel through training and Recognition Prior Learning (RPL).

Datin Jaiyah is a certified halal auditor and Halal Assurance System Management by Halal Development Corporation. She is also a certified Syariah Compliance Hotel Auditor upon completion of Syariah Compliance Hotel Audit course conducted by the International Institute of Halal Research & Training (INHART), IIUM.

Datin Jaiyah is a licensed Tourist Guide and has 15 years experience in handling international tourist. This experience help her to enhance her communication skills and understand various cultures and human behavior. Her experience in human resources management and supported by the Certificate of Train The Trainer from Human Resource Development Council enable her to conduct corporate training for hotel staff, government department and private companies.

CEO
MUZAMMIL BIN MARDZUKI



Muzammil Bin Mardzuki a Certified Productivity-Linked Wage System (PLWS) trainer who has been officially appointed by Malaysia Productivity Corporation (MPC) is a vibrant strategic game changer in tourism industry for the past and the future coming years since 1999. His involvement in tourism has led to frog leap of the entire tourism industry into a Digital platform which became the gateway of connecting the global tourist, tourism product owners and the tourism service provider in merging the supply and demand to fall in right place.

He has a great success story transforming the tourism to become people and people to become tourism throughout the country. He has successfully trained tourism digital entrepreneur throughout the country who has a trade mark as Transformer of a “Zero to Hero” in collaboration with Multimedia Development Corporation (MDEC), Malaysia Inbound Tourism Association (MITA) and Malaysia Productivity Corporation (MPC).

His Expertise, Creative and Digitalization technology approach in tourism has transformed the industry to provide tourism service from the ground root of the local community as Local Host, Local Guide, Local Product Owner and Local operator from Village, District and State Level profiting the tourism industry economy via using digital platform such as Malaysia Pass, Tour Plus, Loka Locals and Local Host. His success story known throughout the country for merging and connecting more than 500 various tourism industry players to complement each other towards Business to Business (B2B) digital platform through Inbound Tourism Booth camp training in Malaysia.

Besides that he has been appointed by the Tourism Productivity Nexus (TPN) as a Trainer and as an Assessor of the Malaysia Tourism Excellence (MaTEx) Business Certification programme. TPN is an initiative to enhance productivity in tourism industry lead by the Malaysia Productivity Corporation (MPC), and MaTEx is one of the TPN programme.

DIRECTOR OF SKILL ACCREDITATION & CERTIFICATION

REVATHI KRISHNAN



Revathi Krishnan is an Industry Expert for Tourism Productivity Nexus (TPN) under the purview of Malaysia Productivity Corporation (MPC). She is a Certified Productivity-Linked Wage System (PLWS) trainer who have been officially appointed by MPC. Currently she is a Tourism Trainer & Consultant.

Revathi Krishnan who graduated from Kuala Lumpur Infrastructure University College majoring in Information Technology has pursued further skill enhancement professional Diploma in Train The Trainer from Kew Training Academy UK.

Revathi has successfully completed Lenggong Perak Nature Tourism Product Development Project and Malaysia Virtual Experience program under Tourism Productivity Nexus under the purview of Malaysia Productivity Corporation (MPC).

Revathi once a Senior Manager of COSWAY SDN.BHD Head of Training Department has vast experience in Entrepreneurship training specializing in Business Marketing Strategy, Effective Sales, Product Development, Customer Service training for Stockiest and produced hundreds of Cosway Entrepreneur with full business strategic spectrum since 2010.

Revathi is a Health & Wellness Tourism Industry Expert Currently Customer Service Consultant cum Trainer, she is a mover who has successfully conducted Health & Wellness Tourism Alternative Medicine training throughout Malaysia on Siddha Alternative Treatment, Siddha Therapy Care and Siddha Herbal production to boost the economy of local community to become entrepreneur within their capacity.

She is an Expert and Game Changer who frog leaped the Rural Tourism by sharing and encouraging the Rural Community to Cultivate Organic Herbal Plants towards optimum Productivity performance and production which has Improved the Village Community's Sustainable income.

Revathi is an Accredited Skill Training Competency Standard Developer, Master Trainer and Assessor for Recognition of Prior Learning (RPL) under the purview of International RPL Accreditation and Skill Certification Center PLT (IRASCC) in Malaysia. She has been appointed by IRASCC as an Industry Expert, Master Trainer and Assessor for Recognition Of Prior Learning (RPL) program.

