



TRAINING & DEVELOPMENT

Related
UNSDGs:



Why is this important?

Protasco Berhad understands that continuous training and development are essential to maintaining a workforce that is not only proficient in their roles but also aligned with the Group's sustainability goals. Our Talent Management Programme plays a critical role in equipping employees with the skills and knowledge necessary to navigate the complexities of sustainability in a rapidly changing business environment.

This focus on training and development enhances employee satisfaction and engagement, reinforcing the Group's reputation as an employer of choice for those who value continuous professional growth. By investing in our people, we ensure that the Group and its BUs remains agile, responsible, and well-prepared to face future challenges, thereby driving long-term sustainable success.

Our approach

The Group has always emphasised the importance of upskilling as a strategic imperative for achieving our sustainability objectives. By keeping our employees informed about the latest developments in sustainability practices, technologies, and industry trends, we empower each BU to meet evolving environmental and social expectations effectively.

Our approach to training and development is structured around the following key initiatives:

TALENT MANAGEMENT



We are committed to talent development by identifying employee training needs and provides learning opportunities. This initiative helps enhance both technical and soft skills, ensuring our workforce remains adaptable in a changing business environment.

01

INTEGRATION WITH SUSTAINABILITY GOALS



Training and development at Protasco are closely aligned with our sustainability agenda. We prioritise upskilling in areas related to sustainability, such as environmental management, social responsibility, and governance practices. This ensures that our employees are not only proficient in their roles but also contribute to the Group's overarching sustainability objectives.

02

USE OF DIGITAL PLATFORMS



By leveraging digital platforms, we make training resources accessible to all employees, enabling them to learn at their own pace and convenience. This approach is particularly beneficial given the geographical spread of our workforce across Malaysia.

03

FOCUS ON CONTINUOUS IMPROVEMENT



We regularly assess the effectiveness of our training programmes through feedback and performance evaluations. This allows us to continuously refine our approach, ensuring that our training initiatives remain relevant and impactful.

04

ENCOURAGEMENT OF LIFELONG LEARNING



We promote a culture of lifelong learning, encouraging employees to pursue ongoing education and professional development. This commitment to continuous learning not only enhances individual career growth but also strengthens the overall capabilities of the organisation.

05

Through these initiatives, Protasco Berhad ensures that our employees are well-prepared to contribute to our sustainability efforts, driving innovation, efficiency, and responsible growth across all areas of our business.

Our performance

Employee training hours

In 2024, we spent 27,761 hours on training, investing RM808,928 in internal and external learning and development programmes. Below we present a Table indication on our 3 years' performance.

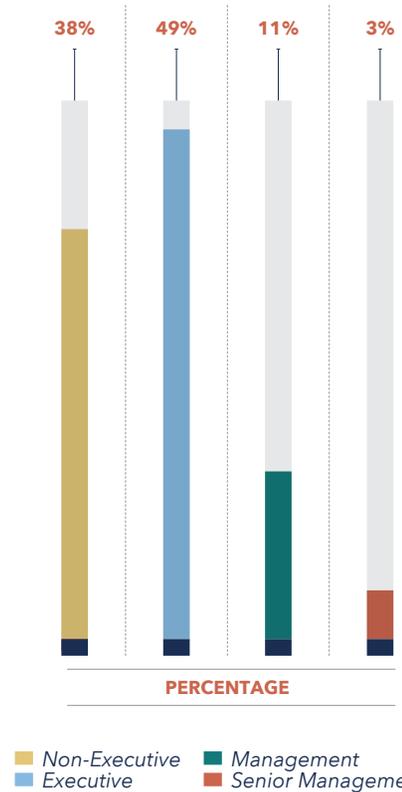
Details	FY2024	FY2023	FY2022
Total training hours as a company	27,761	20,520	24,827
Total training spends as a company (RM)	808,928	626,165	778,277
Total training hours per BU	3,084	2,931	3,010
Total training spends per BU (RM)	89,881	89,452	97,285
Average training hours per employee	19.08	14.80	17.6
Average training days per employee	3.17	2.035	13.88
Average training spend per employee	RM556	RM451	RM552

In FY2024, the Group significantly strengthened its training initiatives, with total training hours increasing by 35.3% year on year (YoY) and total training spend rising by 29.2% YoY, demonstrating the Group's strong commitment to employee development. In addition, training hours per BU grew by 5.2% YoY, while spending per unit remained stable, which marks our focus cost efficiency.

Employees received 28.9% more training hours and 55.8% more training days YoY; however, the lower training days compared to FY2022 reflect a shift towards shorter, high-impact sessions tailored for the employees' current tasks. As we continue investing in employee growth, we are actively measuring training effectiveness to ensure all programmes attended by our employees, drive meaningful skill development and business impact.

The Group is committed to fostering self-improvement and the continuous enhancement of skills across all employment levels. We offer both executives and non-executives opportunities to upskill and reskill, enabling them to refine existing abilities or acquire new ones.

FY2024 TRAINING & DEVELOPMENT [BASED ON EMPLOYMENT LEVEL]



The Emergency Response Team (ERT) Committee under Protasco Maintenance Division participated in a team-building programme from 26 June 2024 to 28 June 2024, at Kem Permata Resort in Alor Gajah, Melaka.

