



The Significance of the Certified Disability Management Professional in the Advancement of Human Resource Development



The 2024 PERKESO Professional Certification Graduation Ceremony celebrated the successful certification of 183 individuals who passed the Certified Disability Management Professional (CDMP) and Certified International Pension and Retirement Professional (CIPRP) examinations in Malaysia. This accomplishment represents a noteworthy milestone in recognizing professionalism in Disability Management and retirement planning within the country.

Among the recipients, 125 locals received the CDMP certification, with 14 individuals representing international entities such as the Employees' Compensation Commission (Philippines) and BPJS Ketenagakerjaan (Indonesia). Additionally, 44 individuals were awarded the CIPRP certification.

The CDMP certification underscores the importance of Disability Management in facilitating employees' return to work and prioritizing employee health and employer needs. Certificate holders are pivotal in policy development, fostering conducive work environments, and enhancing employee productivity.

Conversely, the CIPRP certification concentrates on retirement system management and post-retirement policy development. The introduction of this certification aims to elevate professionalism in retirement management and ensure the competence of human resources to meet industry and societal demands.



PERKESO Malaysia's future strategy for disability management certification, aside from expanding CDMP in Southeast Asia countries, is to expand its programs to include higher education. The aim is to certify university lecturers and staff in CDMP, thereby enhancing disability management standards in this sector. This initiative seeks to create a more inclusive environment for individuals with disabilities, promoting equal opportunities and accessibility across Higher Education institutions.

Group Chief Executive Officer of PERKESO, Dr. Mohammed Azman Aziz Mohammed emphasizes that Disability Management is pivotal in facilitating employee rehabilitation and return to work. It is closely intertwined with human resource management policies as well as occupational safety and health practices. It plays a crucial role in cultivating a conducive workplace environment for disabled workers to maximize recovery and performance outcomes. These certifications are essential in ensuring that case managers are trained, skilled, professional, efficient and committed, thus improving productivity and adding value to the national economy.

