



# Training and Development

## Government aided programmes

The Government understands that to sustain its growth, investing in its workforce through training and development is essential. In order to encourage employers to provide training to a maximum number of employees, several training incentives and programmes have been developed.

### ➤ Levy Grant Incentive Scheme

Under the Levy Grant Incentive Scheme, employers can recover up to 75% of course fees depending on their tax rate.

The Human Resource Development Council (HRDC) has developed a training grant scheme based on a cost-sharing principle between employers and the HRDC.

### Eligibility to benefit from the Levy Grant Incentive Scheme

- ✓ Employers contributing monthly to the training levy will be eligible.
- ✓ Only training courses and programmes which have received the prior approval of the mqa / tec will qualify. The training has to be job-related and must lead to acquisition of new skills.
- ✓ As the objective of the Council is to upgrade the local workforce, grants are restricted to trainees who are Mauritians or Permanent Residents of Mauritius.

### Employers may apply for refund under the following schemes:

- ✓ In-House Training Scheme
- ✓ Overseas Training Scheme
- ✓ Training Needs Analysis Scheme
- ✓ Multimedia Facilities Scheme
- ✓ Foreign Expertise Scheme
- ✓ Pre-Operational Training Incentive (POTI) Scheme – applicable to the ICT/BPO sector only

Additional information and guidelines can be downloaded from the Levy Grant Incentive Scheme website <http://www.levy.hrdc.mu/>.



Board of Investment  
Mauritius

➤ **Training and Placement Programme**

The Human Resource Development Council also operates a Training and Placement Programme. The objective of this programme is to address the problem of mismatch of skills between employers and job seekers.

The Training and Placement Programme is applicable to all employers contributing to the training level and who are training and recruiting graduates within the age group of 16 to 30 years. As an incentive to employers, the HRDC will contribute 50% of the stipend/salary of each trainee and meet 50% of the cost of training. The remaining amount is to be met by the employer. The contribution of HRDC to the stipend/salary of each trainee will be limited to a maximum of Rs 6,000 per month for graduates and to a maximum of Rs 3,000 for other trainees.

Corresponding [forms](#) and [guidelines](#) can be downloaded from the link provided.

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