

# JOINING FORCES WITH EMPLOYERS TO MEET TALENT NEEDS

## TALENTCORP AT WORK LOCALLY AND ABROAD

TALENTCORP was established on Jan 1, 2011 under the Prime Minister's Department to formulate and facilitate initiatives to address the availability of talent in line with the needs of the country's economic transformation. Collaborating with relevant government agencies and employers in priority economic sectors, it develops demand-driven initiatives focused on three strategic thrusts. Specifically, it aims to:

- 1 OPTIMISE MALAYSIAN TALENT:** TalentCorp's work in this area focuses on the pipeline of young Malaysian talent, and seeks to channel them towards opportunities in key sectors. By helping with the school-to-work transition through initiatives like the Structured Internship Programme, and upskilling to nurture talent in new areas, it works to ensure a steady flow of high quality talent into priority areas within the public and private sectors.
- 2 ATTRACT AND FACILITATE GLOBAL TALENT:** TalentCorp organises International Outreach and Engagement sessions to raise greater awareness of job opportunities in Malaysia. It promotes opportunities for those looking to return, as well as avenues for collaboration and contribution back to the country for those who are still abroad. Its initiatives include the Returning Expert Programme (REP), which facilitates the return of notable Malaysian professionals from abroad. To attract and retain top foreign talent, TalentCorp works together with the Home Affairs Ministry and the Immigration Department to oversee the Residence Pass-Talent (RP-T), an employer-independent 10-year multiple entry visa to stay in Malaysia and contribute to the Economic Transformation Programme in the longer term.
- 3 BUILD NETWORKS OF TOP TALENT:** TalentCorp also focuses on building structured networks to create a talent pool, to better enable engagement and leveraging of top talent as opportunities arise. This source pool is also aimed to provide platforms for collaboration and contribution from talent abroad. TalentCorp sees itself as the bridge between the public and private sectors in Malaysia. Whilst it lends an ear to the private sector to better understand their talent needs, it partners with the public sector to introduce and implement policies and initiatives to nurture, attract and retain top talent for the country.

WE BELIEVE THAT MALAYSIA TRULY HAS TALENT AND THAT TALENTS OF ALL BACKGROUNDS WILL BE ABLE TO FIND MEANINGFUL PROFESSIONAL OPPORTUNITIES IN THIS COUNTRY. TOWARDS THIS END, WE COLLABORATE WITH EMPLOYERS AND ENGAGE WITH TALENTS AT HOME AND ABROAD TO PROMOTE THE DYNAMIC AND DIVERSE PROFESSIONAL OPPORTUNITIES AVAILABLE IN MALAYSIA.

Johan Mahmood Merican, CEO of TalentCorp.

**LEE SOO FERN :: PARTNER, PEOPLE TEAM :: ERNST & YOUNG ADVISORY SERVICES SDN BHD**  
"Ernst & Young strongly believes in investing in young Malaysian talent. The Structured Internship Programme complements our own initiatives to develop young talent. Interns in our firm have the opportunity to do real client work, gain new skills and be exposed to a variety of professional experiences. The responsibilities they are tasked with and the challenges they encounter help prepare them for the real working world."



**LAI TAK MING :: DIRECTOR, GROUP HUMAN RESOURCES AND ADMINISTRATION :: GAMUDA BHD**  
"The MRT project is a key part of the country's transformation. In driving this project, one key objective is to build a strong local talent pool for the future. Gamuda is able to leverage on the STAR programme, in having access to top government scholars to serve their bond working for Gamuda. So far it's working out very well indeed."

**NORA MANAF :: SENIOR EXECUTIVE VICE-PRESIDENT, HEAD GROUP HUMAN CAPITAL :: MAYBANK**  
"With Maybank group fast realising our regional leadership aspiration, we actively attract top talent including Malaysians abroad for our offices across 20 countries. TalentCorp's REP fast-track application has proved to work well in supporting our efforts to bring back top talent."



**ZAINUN NUR ABD RAUF :: GROUP HUMAN RESOURCES AND CORPORATE AFFAIRS DIRECTOR, NESTLE MALAYSIA**  
"As the world's leading nutrition, health and wellness company and the largest FMCG company in Malaysia, Nestlé offers young graduates exciting careers as opposed to just a job, with great opportunities to get to the heart of our key business areas in Malaysia as well as internationally. "At Nestlé we believe in growing our people to manage and lead the business as we continue to bring 'Good Food Good Life' into the lives and homes of millions. We are happy to have GEMS graduates build enriching careers with us. "The GEMS programme supports the national agenda of improving graduate employability by helping graduates learn experientially to build their careers with leading employers."



**CHUA CHAI PING :: COUNTRY HUMAN RESOURCE HEAD :: ACCENTURE SOLUTIONS**  
"As an employer, Accenture looks for the best talent. As a Malaysian, I would like to see more Malaysians make the cut. Ready4work.my provides a platform for employers like Accenture to help young Malaysians fulfil their potential, by sharing what it takes to secure a career with a top employer."



**KENNETH HO :: HUMAN RESOURCE DIRECTOR OF MALAYSIA AND BRUNEI :: IBM MALAYSIA**  
"We at IBM believe it is never a waste to invest in talent because the more we help our employees, the more committed and productive they become. TalentCorp's Life at Work award acknowledges IBM's leadership in providing flexibility to its employees, such as having 18% of our staff on telecommuting. flexWorkLife.my is a great platform for employers like us to share best practices and be even better at work-life integration."



**IAIN LO :: CHAIRMAN :: SHELL MALAYSIA**  
"Oil and Gas is a global industry and the competition for talent is intense across all geographies. Shell Malaysia needs top talent, whether it is Malaysians in Malaysia, Malaysians who are abroad or foreign talent. We are pleased that TalentCorp is helping us attract global talent to Malaysia with its Residence Pass - Talent programme, which provides top expatriates with critical skillsets the opportunity to live and work in Malaysia on a longer term."

### OPTIMISING MALAYSIAN TALENT IN MALAYSIA

**GRADUATE EMPLOYABILITY MANAGEMENT SCHEME (GEMS)**  
➢ Upskilling programmes co-funded with employers to develop industry-ready graduates.  
➢ GEMS incorporates classroom training with a six month attachment with host companies.  
➢ 3,000 local graduates trained and placed in 2012

**STRUCTURED INTERNSHIP PROGRAMME**  
➢ Offers tax deductions to companies providing quality internships.  
➢ 12,000 places in 2012

**CAREER AWARENESS**  
➢ Works with employers to educate undergraduates on Malaysia's leading job opportunities through sector-focused career fairs and competitions.  
➢ Sector-focused career fairs give individuals exposure to relevant career opportunities and potential employees. For employers, this is an opportunity to recruit candidates with skills in specific subject areas.

**READY4WORK.MY**  
➢ A self-directed online portal that serves as a one-stop centre to address the skills gap among graduates and connect them with potential employers.  
➢ The portal provides career awareness, industry insights, and information on necessary skills to increase the employability of young individuals in Malaysia.

**FLEXWORKLIFE.MY**  
➢ A platform for employers to share and learn best practices, promote flexible work arrangements and family-friendly facilities to enhance women participation in the workforce.  
➢ Promotes hiring women after a career break and provides double tax deduction on training costs.  
➢ Employers can advertise flexible jobs on the career microsite.

**SCHOLARSHIP TALENT ATTRACTION AND RETENTION (STAR)**  
➢ Enables government scholars to serve their scholarship bond with private sector employers.  
➢ 500 scholars since 2011

### CONNECTING MALAYSIANS ABROAD

**RETURNING EXPERT PROGRAMME (REP)**  
➢ The programme targets Malaysian citizens residing abroad for at least three years and able to contribute to the economy. It is crucial that the applicant applies while still residing and employed abroad.  
➢ Supports employers through incentives (15% income tax rate for five years) for returning top global Malaysian talent.  
➢ 2,000 Malaysians approved since 2011

**GLOBAL MALAYSIAN NETWORK**  
Platform to connect global Malaysians to contribute to Malaysia through collaborations with leading employers.

**OVERSEAS OUTREACH**  
Reaching out with employers to connect with Malaysians abroad on professional opportunities at home.

**CAREER FAIR INCENTIVES**  
Tax incentives for employers participating in career fairs to recruit Malaysians abroad, both graduates and working professionals. Companies that participate are eligible to claim double tax deductions.

### FACILITATING FOREIGN TALENT

**EMPLOYMENT PASS II**  
Enables companies to employ top foreign graduates studying in Malaysia.

**RESIDENCE PASS-TALENT**  
➢ Allows high achieving foreign talent with a capacity to drive business results to live and work in Malaysia for up to 10 years.  
➢ Spouse will be entitled to similar pass and hence be able to work.  
➢ 2,000 expats approved since 2011

### PARTNERING EMPLOYERS TO MAKE A DIFFERENCE

