

SCHOLARSHIP TALENT ATTRACTION AND RETENTION (STAR)

GOVERNMENT SCHOLARS CONTRIBUTING TO NATIONAL TRANSFORMATION



THE Public Service Department (JPA) annually sponsors a large pool of scholars who study both locally and in renowned universities worldwide. The ultimate goal of the Government is to make a long term investment for the nation in order to ensure access to, and the sustainability of a pool of top talent in the future. These top performing scholars are sent to pursue disciplines that are critical to the nation's development. With the expectation that this pool of talent can be leveraged to support the public and just as importantly the private sector, the Government

launched the Scholarship Talent Attraction and Retention (STAR) initiative in August 2011. The STAR initiative focuses on optimising the return-on-investment of JPA scholars who graduate each year, from both local and foreign universities. It does so by providing an option for JPA scholars who were not offered a posi-

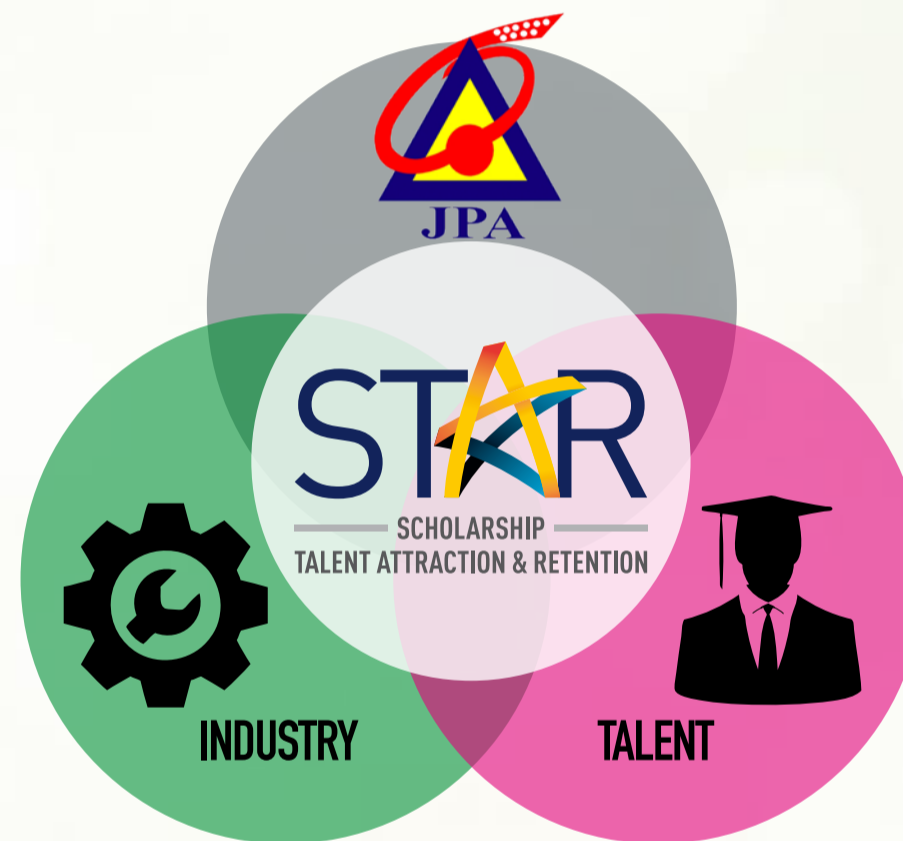
tion in the public sector to fulfil their bond commitment while being employed in the private sector. This joint initiative between JPA and TalentCorp has garnered the participation of about 600 top Malaysian government linked corporations and leading global companies (GLCs).

ALLOWS GOVERNMENT TO GET RETURN ON INVESTMENT (ROI) FROM SCHOLARS CONTRIBUTING TO MALAYSIA'S ECONOMIC TRANSFORMATION IN THE PRIVATE SECTOR



Tan Sri Mohamad Zabidi Zainal, Director General of Public Service Malaysia

"The STAR initiative demonstrates our engagement with GLCs and the corporate sector in Malaysia in nurturing, developing and retaining our own talent to continue serving the nation. JPA will steadfastly champion the advancement of talent to fully harness the skills, expertise and energy of bright Malaysians working together to achieve the objective of a high income nation. Smart partnerships through public-private sector collaborations such as the STAR initiative show that the government is committed to optimising Malaysian talent for the benefit of the rakyat and ensuring Malaysia's competitive edge."



PUBLIC BANK
Marlene Goh, general manager of Public Bank's Human Capital Management:

"Public Bank is partnering with TalentCorp on the STAR initiative as we would like to provide scholars with a career option in financial services, especially those who were not absorbed into the public sector. The JPA scholars whom we have recruited are doing well and we would like to welcome more to join us."



AIG
Rajat Sagar, regional director for Talent Acquisition for AIG expressed the need of global companies to acquire quality human capital:

"AIG Shared Services is developing a global centre of excellence in insurance and financial services in Malaysia and we are in need of bright young talent to meet the hiring needs of our business. We are keen to partner with TalentCorp to recruit JPA scholars who will benefit by building a global career and at the same time, contribute to the government's aspirations for Malaysia to emerge as an international centre for finance."



KERRY ASIA PACIFIC
Mahendra Dinesh Palaniappan, assistant graduate manager, Kerry Asia-Pacific:

"Kerry Asia-Pacific provides the largest, most innovative portfolio of Taste & Nutrition Systems and Functional Ingredients & Actives for the global food, beverage and pharmaceutical industries. The STAR initiative is a straightforward way for MNCs like us to directly tap on a good pool of scholars, particularly those with engineering, sciences and business majors. We connect with them and offer them the opportunity to develop their careers as part of the Kerry Graduate Programme."

BENEFITS TO COMPANIES

Registered companies can access graduates from top foreign and local universities. The STAR initiative ensures that the nation's long-term investment in the form of government-funded scholarships is paid off by enabling scholars not selected for public service to serve their bond in private companies in the 12 National Key Economic Areas (NKEAs) emphasised in the Economic Transformation Programme (ETP).

BENEFITS FOR STAR COMPANIES

TALENT ACQUISITION BY TAPPING INTO HIGH-ACHIEVING JPA SCHOLARS

NO COST

Invitation to Closed Networking Sessions for STAR companies to meet JPA scholars

STAR employers featured on portal, accessible to top JPA scholars

Access to JPA Scholars' CVs through STAR portal

TALENT RETENTION

NO RECALL POLICY

No recall policy means once approved by JPA, a scholar is already serving their government bond at the STAR company

To find out more about the STAR initiative, visit star.talentcorp.com.my



PETRONAS
Raiha Azni Abdul Rahman, senior vice-president, human resource management, PETRONAS:

"As a Fortune 500 company, PETRONAS continuously recruits top graduate talents to meet our business needs. In building a sustainable pipeline of talent, our recruitment strategy includes partnership with TalentCorp to engage other scholars including JPA scholars where we promote PETRONAS employment value proposition (EVP) to attract the young graduates to join the company. Our EVP as a leading organisation provides opportunities for graduates to contribute and be part of the growing oil and gas industry."



MAYBANK
Nora Abd Manaf, group chief human capital officer, Maybank:

"As a leading financial services provider clinching top spot in the Malaysia's 100 (M100) Leading Graduate Employers for two years in a row, Maybank is continuously on the lookout for talents to fuel the bank's rapid progress to achieve the bank's aspirations. The JPA-TalentCorp STAR initiative provides us with timely access to top talents from various backgrounds who will be provided with a wholesome learning experience within the group to accelerate professional development and careers towards becoming our future leaders."



Timothy Tam
AirAsia X

A graduate from Stanford University, Timothy started off as a technical services engineer at AirAsia X and is now a senior executive in the commercial team, focusing on driving ancillary revenue and enhancing the passenger experience. "It is amazing how the STAR initiative has not only enabled me to further pursue my interest in engineering, but allowed me to explore other opportunities I would have never imagined by being involved in both the operational and commercial aspects of a leading airline, while simultaneously contributing to the growth and development of the country. Being able to work with one of Malaysia's top employers has been a truly enriching and motivating experience for me to further my career in Malaysia."



Nurul Farah Raizal
Tradewinds Corp Bhd

Nurul, a graduate from Universiti Tenaga Nasional (UNITEN) is an accounts executive with Tradewinds, one of the largest property and hotel owners in Malaysia, with divisions in hospitality, insurance and retail sectors. "I felt excited as this was my first step to my career in the field I love. I secured the position through the STAR Networking Session jointly organised by JPA and TalentCorp. As this is my first job, I'm prepared to meet the challenges of a fast-changing environment."



Nicholas Khaw
pursuing post-graduate studies

Upon graduation from Harvard University, Khaw began his career at the Economic Planning Unit (EPU). He contributed to several national development initiatives such as the 10th Malaysia Plan, the ETP and the Strategic Reform Initiatives, which enabled him to utilise his background in Economics. After approximately one and a half years in the EPU, Khaw became the first STAR participant to continue serving his scholarship bond outside the civil service. He served as an economist at the research and investment strategy division, Khazanah Nasional Bhd. Khaw has since successfully completed serving his scholarship bond with the GLC through the STAR initiative. While he believes that his long-term career path lies in the realm of the public sector, he is grateful to the STAR initiative for affording him the opportunity to experience employment in Khazanah and contribute towards the ETP.

BENEFITS TO SCHOLARS

JPA scholars have an option to be considered for jobs in the private sector while serving their scholarship bond. The STAR initiative also provides certainty in their employment as once approval is given by JPA, scholars can continue to work in the private sector without worrying about being recalled by the Government, unless they choose to accept the Government's offer of employment. This is because the approval means that the scholar is already serving their bond through STAR, just as they would in the public sector.

BENEFITS FOR JPA SCHOLARS

SERVE BOND IN PRIVATE SECTOR

Enable scholars to serve their bond in private sector companies in Malaysia

DEVELOP CAREER

Enable scholars to develop their career with leading Malaysian employers

NO RECALL POLICY

No recall policy means once approved by JPA, a scholar is already serving his/her Government bond

CONTRIBUTE BACK TO MALAYSIA

A chance for scholars to contribute back to Malaysia