



TalentCorp
ATTRACT • NURTURE • RETAIN

ANNUAL REVIEW 2017

19 March 2018



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Overview



TalentCorp is the national agency that drives Malaysia's talent strategy towards becoming a dynamic and market-driven talent hub. We partner with the public and private sectors to implement initiatives that attract, nurture and retain the right expertise needed to meet talent demands of today and in the future. Over the years, we have engaged close to 7,000 companies, with over 5,500 taking up our initiatives and participating in our market-driven programmes that are focused on building Malaysia's talent pipeline, mobilising and connecting talent opportunities, and diversifying Malaysia's talent pool by influencing workplace policies.

Given the new challenges brought about by the changing global socio-economy and the digital revolution, more needs to be done to create a future-ready Malaysian workforce that is both locally relevant and globally competitive. 2017 was a year that highlighted how our work, workplace and workforce are being disrupted as a result of technological breakthroughs. With that in mind, TalentCorp is driving the future of work agenda by collaborating with employers and empowering talent, taking the lead in conversations on strategy and projects that will future-proof Malaysia's talent pool.

Evolution of Malaysia's Talent Agenda



THE ESTABLISHMENT



10th MALAYSIA PLAN, JUNE 2010
"Establishment of TalentCorp under Prime Minister's Department to drive solution to attract, motivate and retain the talent needed for a high-income economy."

TALENT ROADMAP 2020



TALENT ROADMAP 2020, APRIL 2012
Launch of Talent Roadmap by YAB Prime Minister and evolution to focus on initiatives by talent pools

- Malaysians in Malaysia
- Malaysian Abroad
- Foreign Talent in Malaysia

FUTURE OF WORK



VISIONING MALAYSIA'S FUTURE OF WORK, END OF 2017
Launch of Malaysia's Future of Work Blueprint to tee up to TN50 that examines the talent landscape of the country today and areas that still need improvement the skills that Malaysian talent need to prepare for a future of work defined by technology TalentCorp's strategic direction to achieve nation's talent goals from 2017 to 2020 and beyond

2010 2011 2012 2013 2016 2017 2020 2030 2050

BUDGET SPEECH, OCTOBER 2010

"...to increase the number of talented and quality workforce in the domestic market, the Government will undertake efforts to attract, motivate and retain human capital from within the country and abroad. For this the Government will establish Talent Corporation Malaysia Berhad (TalentCorp) under the Prime Minister's office in early 2011" - Najib Razak



ESTABLISHMENT OF TALENTCORP, JANUARY 2011

- Officially commenced operations as a Company
- Limited by Guarantee (CLG) on 1 January 2011 with three initiatives

TALENT-FOCUSED

Initiatives under the three main talent pools continue to grow:

MALAYSIANS IN MALAYSIA

- Graduates and Students
- Professionals
- Women returning to work

MALAYSIANS ABROAD

- Students
- Professionals

FOREIGN TALENT

- Professionals



Respond to future talent needs from a market-driven perspective
– people, process, product and knowledge

1. MALAYSIA AS TALENT HUB

- Currently ranked 42nd / 130 in terms of developing and deploying talent (2nd in Southeast Asia)
- Kuala Lumpur ranks 73rd / 140 in terms of liveability
- Attractive, high-income high-value jobs – iconic global content

3. TALENT SEGMENTATION

- Jobs of the future and emerging trends
- Prepare Malaysia talent for the future
- Research & analytics to better predict demand/supply

2. CREATE VALUE VIA HUMAN CAPITAL

- Collaborate with industry on job creation
- High level industry Talent Advisory Panel
- Prepare talent pipeline, increase greater mobility and talent diversity

4. STRUCTURAL REFORMS

- Labour law reforms
- Improving public policies relevant to talent
- Higher education reforms
- Review of wage structure

Partnership with Government, Industry And Learning Institution at the core of TalentCorp's strategies



Enhance Talent Pipeline

- **Attract** top graduates to work in Malaysia & develop a work-ready talent pool
- **Nurture** top graduates through coaching and skills development

MALAYSIANS
IN MALAYSIA

Facilitate Talent Mobility

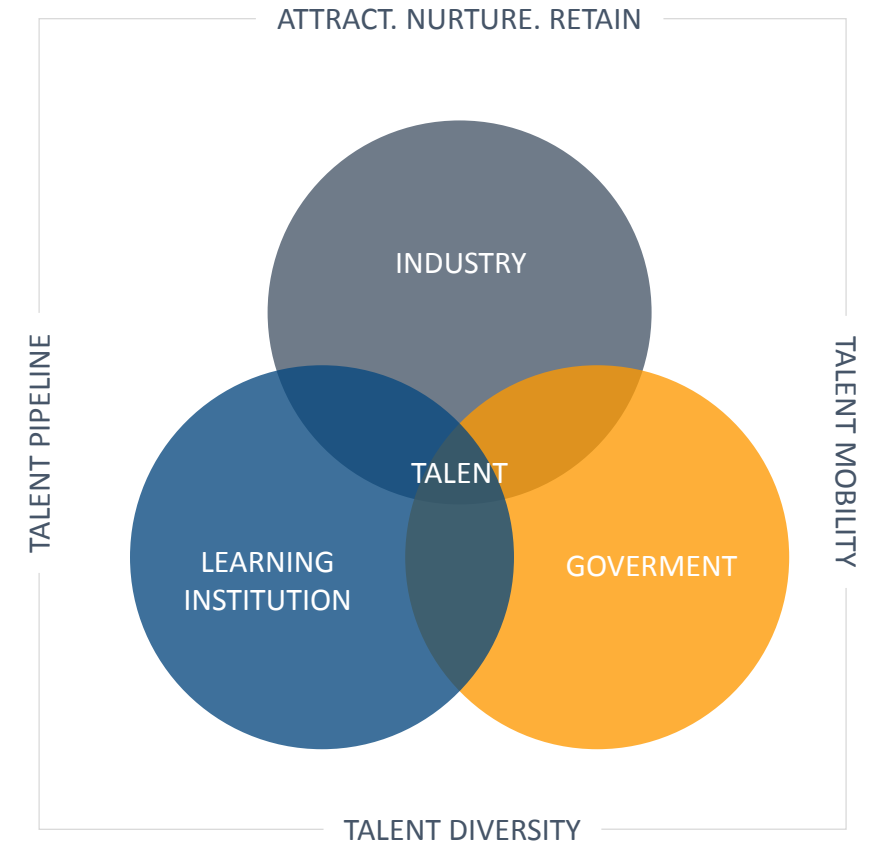
- **Attract** top global talents to work in Malaysia
- **Retain** top graduates by creating and enhancing opportunities through internships and leadership initiatives

MALAYSIANS
ABROAD

Promote Talent Diversity

- **Retain** top professionals by enhancing work environment & opportunities
- **Nurture** a diverse workforce (women and other future talent groups)

TOP EXPATRIATE
TALENT



2017 in a glance



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A year in review

Q1

New initiatives introduced:

- Nurturing Expert Talent (NEXT)



Regional Outreaches:

- Jakarta
- Bangkok
- Brunei



Semester Break Programme 2017

Q2

New initiatives introduced:

- KNOWMADS

Regional Outreaches:

- United Kingdom with DG Health
- South Korea
- Singapore



MoU with KADIN Indonesia to expand TalentCorp's MyASEAN Internship



Inaugural MyASEAN Youth Award (MAYA) 2017



MyASEAN Internship Market Day

Q3

Regional Outreaches:

- Australia & New Zealand Outreach with JPA & with DG Health



Career Comeback Networking and Job Fair 2017

Q4



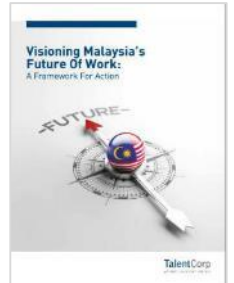
The Future of Work, Workplace, Workforce Conference



Talent Compact 4.0



Life At Work Awards 2017



Launch of TalentCorp Vision Report



Malaysia's Future of Work

A thick, horizontal orange brushstroke with a textured, painterly appearance, positioned below the main title.

Future of Work, Workplace, Workforce Conference



Objectives:

TalentCorp organised the inaugural Future of Work, Workplace, Workforce Conference on 20 November 2017 in Kuala Lumpur with the aim of kick-starting a national conversation on the future of work. More than 700 delegates were in attendance, representing various Government ministries and agencies, multinationals, academia, and NGOs.

The opening keynote was delivered by Professor Dr. Andrew McAfee, Co-founder and Co-director of MIT Initiative on Digital Economy. In his one-hour presentation, Dr. McAfee offered an executive's guide to succeeding during this turbulent era when technologies are hurtling forward at such a startling pace.

Closing the conference with an eye-opening keynote on education reform was best-selling author and an education and creativity expert, Sir Ken Robinson. In his presentation, Sir Ken urges parents to allow children to play as much as they want and question any form of 'standardisation' present in many school syllabuses.



“Let machines handle the routine work; let people make the judgement call.”

Andrew McAfee

Co-founder and Co-director
MIT Initiative on the Digital
Economy



“We shouldn't be promoting competition. We should be promoting collaboration and diversity. And through the Internet, people are collaborating more than ever.”

Sir Ken Robinson

Education and Creativity Expert

Visioning Malaysia's Future of Work



A Framework for Action



OBJECTIVES

1. To start conversations with key stakeholders in a series of engagements TalentCorp has planned, involving the government, industry, learning, institutions and talent.
2. To provide actionable guidelines for the Malaysian workforce to prepare for the future of work, arising from the bottom-up feedback which will then be distilled and analysed to be reported in a comprehensive blueprint that will be announced in 2018

Launch of Framework: 20 Nov 2017

(during Future of Work, Workplace, Workforce Conference)

5 Key Recommendations for Framework for Action

1

Engineering a Robust Talent Ecosystem

2

Enhancing the Skills and Capacities of the Workforce

3

Reforming Talent and Human Capital Policies

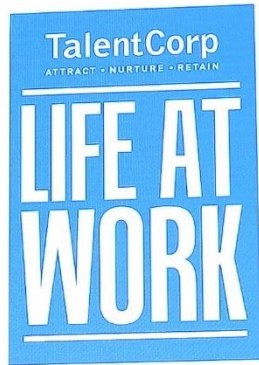
4

Employing Data to Better Coordinate Human Capital Policies

5

Developing a National Future of Work Action Plan

#lifeatw



Life At Work Awards 2017



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Since its inception five years ago, TalentCorp's Life At Work Awards has been the platform to recognise employers and individuals who advocate best practices in striking the right balance between work and personal life, as well as advocating diversity and inclusion. In 2017, we celebrated the following winners of the Life at Work Awards 2017:

- **Best Lean Organisation:** IHS Markit (Malaysia)
- **Best International Organisation:** PwC Malaysia
- **Best Malaysian Organisation:** CIMB Group
- **CEO Champion:** Albern Murty, Digi

Special Mentions were given out to the following organisations:

- PwC Malaysia for their Human Library initiative
- Shell Business Operations Kuala Lumpur for their Employee Assistance Program and Phased Retirement Initiative
- Unilever Malaysia Holdings for their Digital Hiring Process
- Wong & Partners for extending employment beyond retirement age



Talent Compact 4.0

Providing thought leadership, guidance, intervention, influence



Dato' Sri Idris Jala
Chairman
President & CEO
PEMANDU Associates



Shareen Shariza
Secretariat
Former Chief Executive Officer
Talent Corporation Malaysia Berhad



Albern Murty
Chief Executive Officer
Digi Telecommunications Sdn Bhd



Chong Chye Neo
Managing Director
IBM Malaysia



Dato' Mark Rozario
Chief Executive Officer
General Electric Malaysia



Nora Abdul Manaf
Group Chief Human Capital Officer
Malayan Banking Berhad



Datuk Prakash Chandran
President & CEO
Siemens Malaysia



Tan Sri Datuk Dr Rebecca Fatima Sta. Maria
Senior Policy Fellow, Economic
Research Institute for ASEAN and
East Asia



Sajith Sivanandan
Managing Director
Google at Malaysia



Dato' Yasmin Mahmood
Chief Executive Officer
Multimedia Development
Corporation



Tengku Dato' Sri Zafrul Aziz
Group Chief Executive Officer
CIMB Group Holdings Berhad

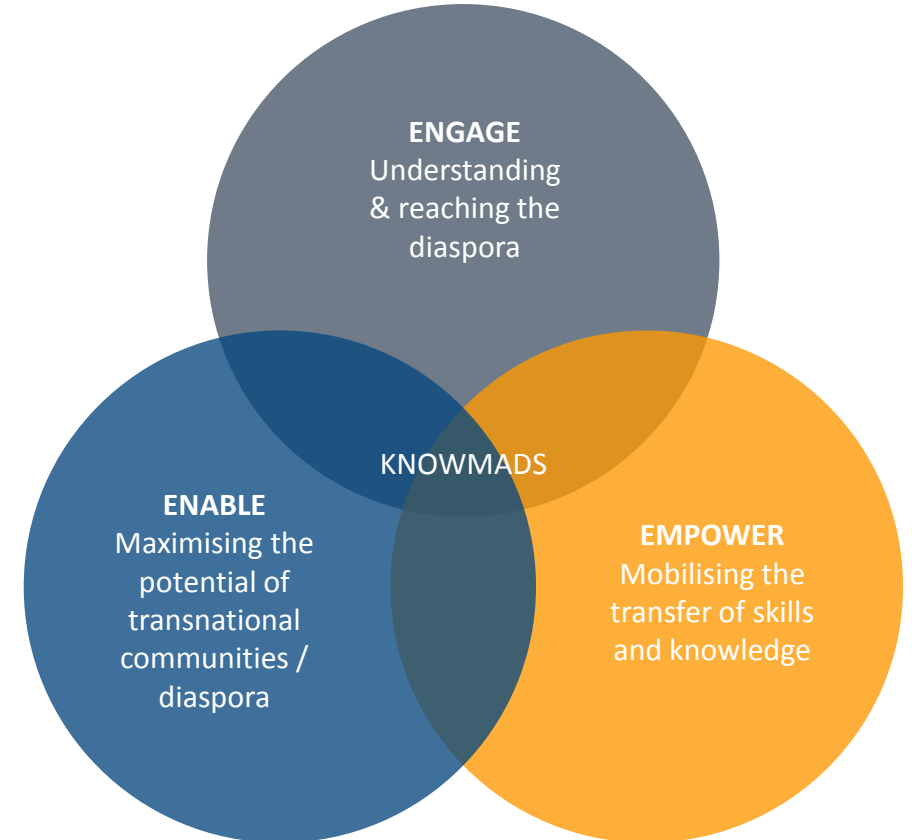


Tan Sri Zarinah Anwar
Chairman
Malaysia Debt Ventures Berhad

KNOWMADS is a network of global Malaysians abroad with the skills, expertise, experience and passion to be part of the continuing development of Malaysia. Under KNOWMADS, Malaysians abroad can contribute through knowledge sharing and technology transfer, network contacts, investment funding, advisory and consultancy, market access and business linkage, as well as research think tanks.

Vision:

Create a self-sustainable and catalytic environment for the exchange of knowledge, ideas and exploration of partnership opportunities.





How can I contribute?



Knowledge Sharing Technology Transfer

Sharing, inspiring, exchanging and transferring knowledge, skills, technologies and research in key learning and growth areas to support the nation's progress



Networks | Contacts

Assist in providing contacts, networks and links that will allow for more contributions from Malaysians abroad



Investment | Funding

Contribution in form of partnerships, joint-ventures and investment opportunities, for projects and businesses



Industry Think Tanks

Individual and/or community which performs research and advocacy concerning topics relating to key economic sectors



Advisory / Consultancy Professional Training

Provide professional advice and information in areas where you possess knowledge



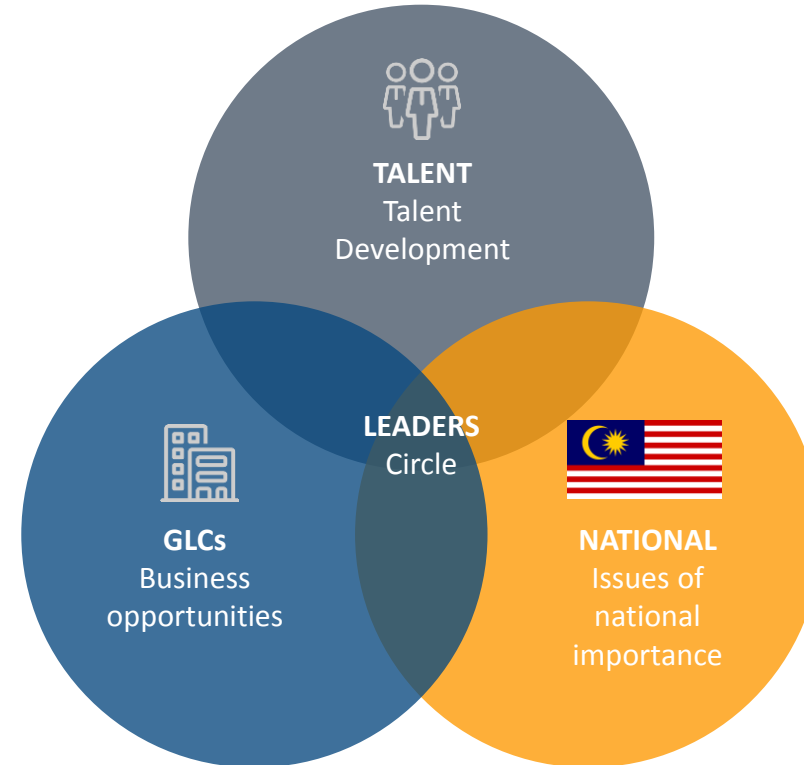
Market Access Business Linking

Provide business contacts, networks and links on businesses, projects and collaborations for market access and business opportunities

National Leaders Circle



- **Meaningful career** progression and opportunity to **make an impact**
- **Networking** and staying **relevant**



During the Budget 2018 presentation, the government announced the introduction of the National Leaders Circle initiative to be spearheaded by TalentCorp, to develop future leaders and facilitate sharing of best practices and knowledge transfer within government-linked companies to solve national-level issues.

- **Build stronger partnership** in nurturing, access and availability of talent
- Contribute to **country's transformation**
- **Strategic approach** in developing **future leaders**
- Transfer of tacit knowledge from GLCs to solve national-level issues



Research, Development & Policy Unit



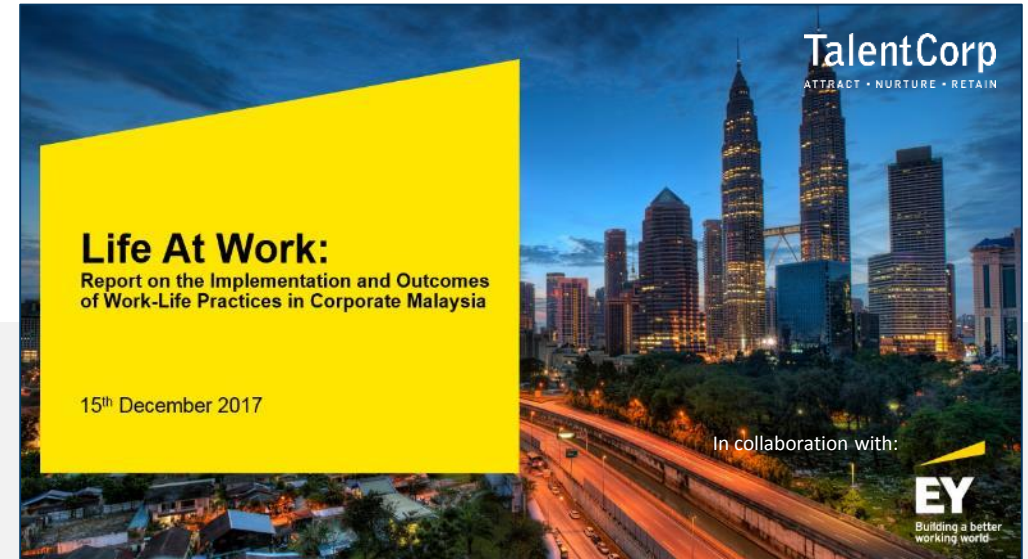
Research Publications



CRITICAL OCCUPATION LIST
(COL)



WAGE BENCHMARK FOR FRESH
GRADUATES IN MALAYSIA



LIFE AT WORK STUDY



Introduction to the Critical Occupations List (COL)

As part of efforts under the 11th Malaysia Plan to address skills mismatches in the labour market, the Critical Skills Monitoring Committee (CSC) was established, jointly led by TalentCorp and the Institute of Labour Market Information and Analysis (ILMIA), MOHR.

One of the CSC's key initiatives is to construct a COL that identifies occupations that are sought after and hard-to-fill in key economic sectors. The list will be used to coordinate policy interventions related to higher education and TVET, upskilling, scholarship, and immigration.



Our achievements



For the COL 2015/2016 and COL 2016/2017

Consulted and obtained valuable input from:



Currently used in:



MOHE: University Course Review
JPA: Scholarship Allocation
MARA: Scholarship Allocation



TalentCorp: Returning Expert Programme (REP) and Residence Pass Talent (RP-T)

Ongoing uses:



MOHR: Workforce Skills Development, TVET

We worked together with:

30
Industry Bodies/Regulators



28

Government Ministries/Agencies engaged



354

Companies in 10 Sectors



Critical Occupations List 2017/2018



Currently in its third version, COL 2017/2018 has expanded in scope and coverage by: **Sectors, Level of skilled occupation to Semi-Skilled.** Key findings are as follows:



Critical Occupations List 2017/2018



Currently in its third version, COL 2017/2018 has expanded in scope and coverage by:

Sectors, Level of skilled occupation to Semi-Skilled. Key findings are as follows:

Other key findings:

1. Highest percentage (27%) of the nominations came from manufacturing sector while the public administration and defence nominated less than 1 percent out of total nominations from the CfE survey.
2. Managing directors & chief executives, and general office clerks have the highest count of nominations. Out of the 2382 nominations in total, both received 102 nominations respectively.

Sample of 10 critical occupations from COL 2017/2018

	Finance Manager		Accountant
	Manufacturing Manager		Software Developer
	Information and Communications Technology Manager		Electrical Engineering Technicians
	Civil Engineer		Mechanical Engineering Technician
	Mathematician, Actuary and Statistician		Stationary Plant and Machine Operator Not Elsewhere Classified



Wage Benchmark

BACKGROUND

There are concerns over the low wages and unsustainable living costs of fresh graduates working in Malaysia, especially in large cities (where most employment opportunities are). However, there is currently no government-published wage benchmark for this demographic.

OBJECTIVES

1. To create a wage benchmark for highly skilled / talented fresh graduates entering the workforce for the first time.
2. To promote awareness and manage expectation of wages in Malaysia given current circumstances for both employers and workers.
3. To influence public policies to address wage issues in Malaysia

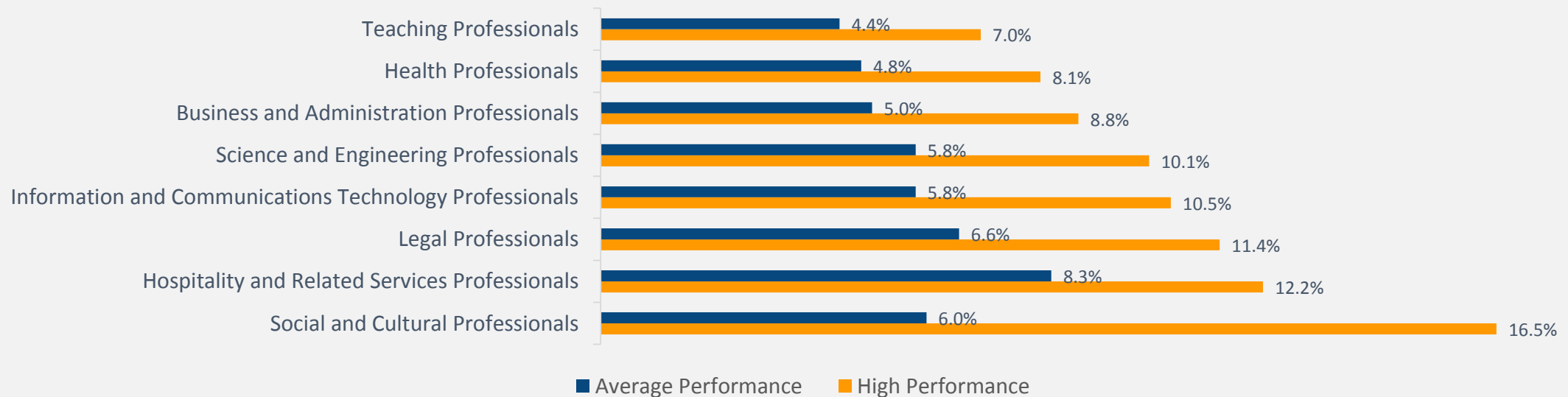
Average salary increment



For Professionals

- For high performance fresh graduates, salary increment profile includes:
 - Social and cultural professionals received the highest salary increment (16.5%)
 - Hospitality and related services, and Legal Professionals get 12.2% and 11.4% respectively
- For average performance: Hospitality and related services professionals receive the highest salary increment (8.3%)

Average Salary Increment for Professionals based on Performance of Fresh Graduates

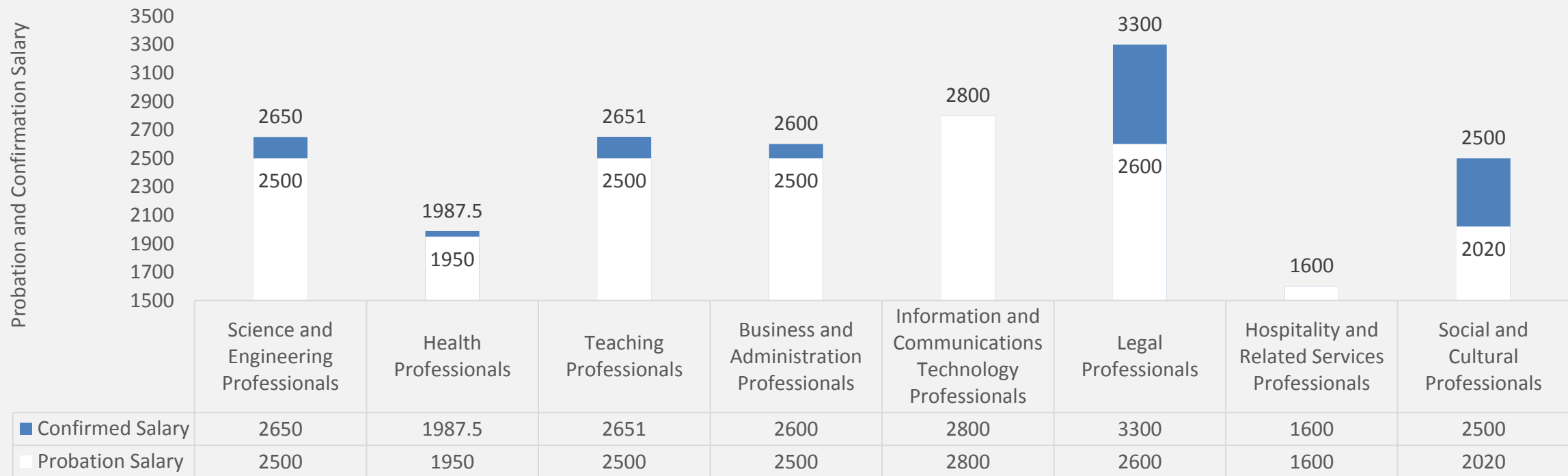


Median salary of fresh graduates



- ICT Professionals command the highest (median) salary (RM2800) during probation whereas Legal Professionals recorded the highest salary increase upon confirmation (RM3300)
- Highest salary increment upon confirmation is for Legal Professionals (RM700) followed by Social & Cultural Professionals (RM480)

Median Salary of Fresh Graduates among Professionals, during Probation and upon Confirmation



Source: TalentCorp

NOTE: For the chart as above, blue bar indicates the amount of median salary increment upon confirmation from probation. Referring the above point for Legal Professionals, the salary increment upon confirmation is RM700 – as indicated by the blue bar.

Hard-to-fill occupations



with fresh graduates

- Among the Professionals, engineering related professions are among the top 10 hard-to-fill occupations.
- Similar to Professionals, engineering technicians are among the top 10 hard-to-fill Technicians and Associate occupations.

Top 10 hard-to fill Professionals occupations

Occupation Group	Percentage
Mechanical Engineers	6.1%
Engineering Professionals (Excluding Electrotechnology) Not Elsewhere Classified	5.8%
Accountants	5.1%
Hotel Professionals	5.0%
Graphic and Multimedia Designers	4.6%
Advertising and Marketing Professionals	4.3%
Electrical Engineers	3.7%
Administrative Professionals	3.6%
Software Developers	3.3%
Civil Engineers	3.3%

Top 10 hard-to-fill Technicians and Associate Professionals occupations

Occupation Group	Percentage
Administrative Associate Professionals	18.4%
Mechanical Engineering Technicians	11.3%
Commercial Sales Agents	7.7%
Electrical Engineering Technicians	6.1%
Accounting Associate Professionals	4.2%
Draughtspersons	4.2%
Physical and Engineering Science Technicians Not Elsewhere Classified	3.9%
Information and Communications Technology Operation Technicians	3.5%
Pharmaceutical Technicians And Assistants	2.9%
Buyers	2.9%

Source: TalentCorp

NOTE: To interpret the tables as above, the percentage represents the highest numbers of nomination as Hard-To-Fill occupations by companies' respondents. For example, out of all the occupations nominated as Hard-To-Fill by companies respondents, Mechanical Engineers receives the highest nomination percentage of 6.1%.

Life At Work Survey Report



(Future of Work, WLPs, & Productivity)

BACKGROUND

Although previous studies have looked at the efficacy of work-life practices (WLPs) in improving business outcomes, there is not much similar information covering the Malaysian economy. If WLPs are truly beneficial to companies, this study will capture the extent of that benefit, and show how to implement these policies depending on the company's industry.

OBJECTIVES

1. Determine corporate Malaysia's awareness of megatrends, and their perception of WLPs as a key strategy to meet future workforce needs
2. Measure the extent and nature of WLPs adoption in corporate Malaysia
3. Identify the perceived impact of WLPs on business outcomes including workforce productivity, talent attraction and retention, and employee engagement

In collaboration with:



Four key insights that emerged from the study



1



WORKFORCE STRATEGY

Offering **WLPs** is widely acknowledged as a **key strategy** to meet **future workforce needs**

2



PRODUCTIVITY

Most firms recognize **benefits** of WLPs to **drive productivity** and **increase employee engagement and retention**

3



SUCCESS FACTOR

People oriented enablers (top and middle management support, and organizational culture) are key to successful WLP implementation

4



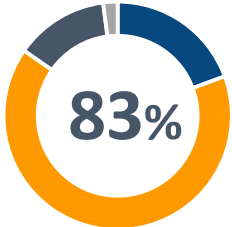
OPPORTUNITY

Despite a high prevalence of WLPs, most firms **fall short** when it comes the **extent of implementation**

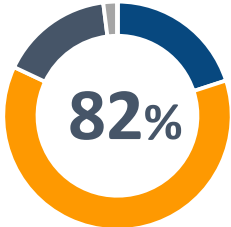
90% believe that WLPs are a **key strategy** for addressing **workforce needs of the future**

80% agree that work-life balance contributed to **improved productivity**

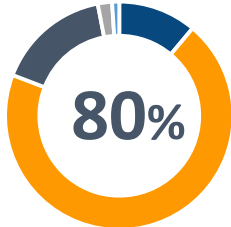
Firms rate WLPs to have a moderate to strong positive impact



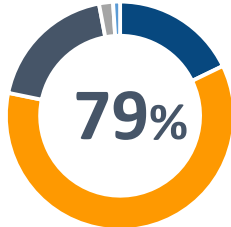
Engagement and motivation



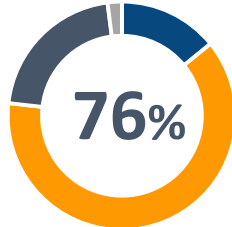
Talent retention



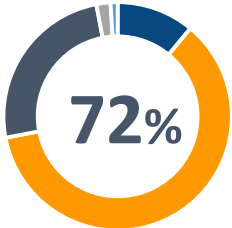
Productivity



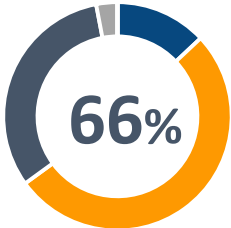
Talent attraction



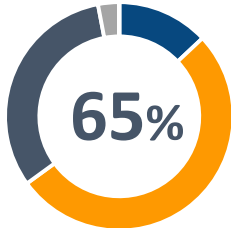
Quality of work



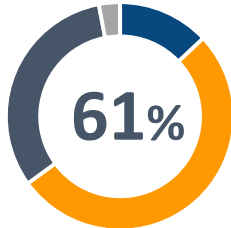
Performance rating



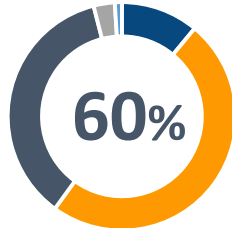
Cost savings



Customer satisfaction



Revenue



Absenteeism

■ Strong positive impact
 ■ Somewhat positive
 ■ No impact
 ■ Somewhat negative
 ■ Strongly negative

- Most firms recognise the benefits of WLPs to drive productivity and increase employee engagement and retention
- Strong consensus that WLPs are beneficial across all surveyed outcomes
- WLPs have the largest impact on engagement, which itself is a driver of productivity

Flexible Work Arrangements (FWA)



Top 5 FWA practices:

Flexible Hours

48%

Leaving Early from Work

34%

Staggered Hours

22%

Job Sharing

19%

Telecommuting

16%

Industries offering FWA:

Financial Services



ICT/GBS



FMCG/W&R



Recommendations to enable Corporate Malaysia to embrace WLPs and be more ready for the Future of Work



Recommendations for TalentCorp

- 1 Drive the **Future of Work agenda** targeting **converging industries** facing **disruption**
- 2 **Retain the senior workforce** with a strong ecosystem of targeted work-life practices, gig platforms, and agency collaboration (e.g. EPF, MDEC, etc.)
- 3 Provide **advisory support** to the corporate sector for work-life practices implementation at scale
- 4 Refresh and **enhance** programmes for holistic **family-friendly policies and practices**
- 5 **Target** and **tailor engagement** on work-life practices by industry, with a focus on the **productivity narrative**

Recommendation themes:

- Future of Work
- WLPs



Enabling Corporate Malaysia to embrace WLPs and be ready for the Future of Work

Corporate Malaysia

Policy-Makers *Recommendations for Policy-Makers*

- 6 Identify **critical skills** required in the long term for Malaysia to **achieve the TN50** ambition
- 7 Enhance local regulation to encourage WLPs, particularly for paternal leave and family-friendly facilities

Recommendations for Corporate Malaysia

- 8 Assess **readiness to the Future of Work** and formulate action plans
- 9 Focus on solid **management buy-in** for **successful implementation** of WLPs
- 10 **Formalise and monitor** WLPs for **better productivity**



Graduate and Emerging Talent





MyASEAN Internship



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A talent mobility programme offering minimum 8-week internships in ASEAN countries to raise awareness of ASEAN and the ASEAN Economic Community (AEC) among youth and create a network of top young ASEAN talent. The programme enables employers to host talents from the region while adding diversity to the Malaysian talent pool.

Achievements:

- 1990 applications received
- 55 MyASEAN interns placed
- 24 employers participated
- Across 6 internship destinations
- Top 4 sectors: professional services, banking, government agency and conglomerate

Engagements & Outcomes:

- MoU with KADIN
- Inaugural MyASEAN Youth Award (MAYA) 2017
- MyASEAN Market Day
- ASEAN Youth Leadership Workshop



Lim Sin Pei

Nationality: Malaysia
Internship destination:
Phnom Penh, Cambodia



Lee Jie Jiun

Nationality: Malaysia
Internship destination:
Hanoi, Vietnam





MyAPEC YouthConnect



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A **talent mobility programme** offering **4 to 12 months' work placements** in Malaysia and APEC economies to **create a network of APEC youth** with local insight and global perspective of doing business in APEC. The programme strengthens people-to-people connectivity and contribute to workforce mobility within the APEC community.

Achievements:

- **233** placements made across **16** companies
- **231** inbound, **2** outbound
- **12** APEC nationalities out of 21 APEC economies placed
- Received more than **600** applicants in 2017 from various APEC economies
- Majority of applicants are from Malaysia, Indonesia, South Korea and Taiwan
- Top five employers: AirAsia X, AirAsia, PwC, General Electric, Intel

Engagements & Outcomes:

- Established relationship with the Human Resource Development Service of Korea: TalentCorp participated in the ASEAN 5 Job Fair in Busan on 31 October 2017



Iman Nur A'ina Azma

Nationality: Brunei

Position:

Regional Public Relation Executive



Dicky Cahyadi

Nationality: Indonesia

Position: Design Engineer





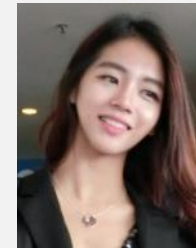
Scholarship Talent Attraction and Retention (STAR)



A collaborative effort between TalentCorp and Jabatan Perkhidmatan Awam (JPA) which enables JPA scholars to serve their bond obligations by securing employment either with the public sector or an approved private sector company in Malaysia.

Achievements:

- **1,206** scholars approved to serve their bond with employers registered under the initiative
- **528** companies registered as employers
- Top hiring sectors: professional services; oil, gas & energy; finance; electrical & electronics / manufacturing



Tan Sin Tong

Company: General Electric
University: University of Manchester
Year: 2017



Mohammad Amalimran

Company: Takaful Malaysia
University: Iowa State University (US)
Year: 2016





Industry Academia Collaboration (IAC)

A collaborative effort between TalentCorp and the Ministry of Higher Education (MOHE) which seeks to create and establish a collaborative platform between Industry and Academia to produce industry-ready graduates competent in both technical and soft skills.

Achievements:

IAC Rail kick off in collaboration with MyHSR, MOHE and 4 participating universities:

- Universiti Tun Hussein Onn Malaysia (UTHM)
- Universiti Teknologi Malaysia (UTM)
- Universiti Teknikal Malaysia Melaka (UTeM)
- Universiti Kuala Lumpur (UniKL)

IAC for the Electrical & Electronics sector:

- Collaboration between 17 companies and 10 universities
- Covers 7 technology clusters

IAC for the Global Business Services sector:

- Collaboration between 12 companies and 8 universities



Structured Internship Programme (SIP)

A collaborative effort between TalentCorp and Ministry of Higher Education (MOHE) to encourage a meaningful internship experience relevant to industries. Companies are eligible for double tax deduction for all related expenses incurred on the interns.

Achievements:



students placed across



companies



Malaysian Professional Talent





Career Comeback Programme



TalentCorp
ATTRACT • NURTURE • RETAIN

The Career Comeback Programme aims to **increase the participation of women in the workforce** by **encouraging employers to recruit and retain women on career breaks**, enabling them to expand their talent pool and provide career opportunities for women looking to return to work. TalentCorp connects employers to database of women who want to return to work.

Achievements:



women returned to the workforce



women on career break registered to date



companies hired women on career break

Engagements & Outcomes:

- WOW STAR Bazaar booth in March
- Career Comeback Networking & Job Fair in August, with more than 300 women in attendance
- Kulim Hi-Tech Career Fair in August, with more than 60 women registered for the CCP



Returning Expert Programme



Announced under the 2001 Budget, the Returning Expert Programme (REP) was initiated under Ministry of Human Resources (MoHR) and in 2011, REP was placed under TalentCorp’s purview as the administrator of the incentive and Secretariat for the meetings. REP has evolved since 2011 – in terms of the eligibility criteria and incentives. The World Bank through the Report on the Effectiveness of the REP and RP-T in June 2015, found that the REP is successful in attracting the skillsets required by the country.

Achievements:



REP applications received



REP applications approved



approved REP applicants returned

Top five sectors:

- Oil, gas & energy
- Financial services
- Business services
- Communications, content & Infrastructure
- Healthcare

Engagements & Outcomes:

- Outreach to the UK: Dialogue session between Director-General of Health and Malaysian healthcare professionals
- Global Malaysians Dialogue and Networking Session in the UK



Talent ProCertification

Talent ProCertification is an initiative to support the Government's effort to strengthen human capital development by encouraging non-HRDF contributing companies to enhance skills, knowledge and qualifications of employees in obtaining industry-recognised professional certifications. It provides a double tax deduction incentive on training expenses to enable Malaysian employees to obtain various industry-recognised professional certifications.

Achievements:



applications received



New companies applied for the programme in 2017 (out of 29 participating companies)

Top two applying sectors



Professional services



Financial services

Top two applications are for certifications in:

- ACCA
- CPA



Foreign Talent





MYXpats Centre



MYXpats Centre processes and issues the Employment Pass and related passes for eligible expatriates wanting to work in Malaysia. It is a joint initiative between TalentCorp and the Immigration Department of Malaysia, and is overseen by the Ministry of Home Affairs.

Achievements:



Employment Pass (EP) applications approved



EP processed within the 5-working day client charter (2017 KPI was 80%)

Top five nationalities:



China



India



Japan



Indonesia



Philippines

EP breakdown by sector:



Manufacturing: 22,522



Agriculture: 444



Business Services: 16,884



Construction: 15,587



Residence Pass-Talent

Launched in 2011, the Residence Pass-Talent (RP-T) facilitates the entry and stay of top foreign talent with the skillsets and expertise needed to help address critical skills gaps and diversify Malaysia's talent pool via a ten-year renewable pass for highly qualified expatriates to continue to reside and work in Malaysia.

Achievements:



applications approved
(2017 KPI was 900)

Top five nationalities:



India



UK



Japan



Australia



USA

Top five sectors:

- Business services
- Oil, gas & energy
- Communication content & Infrastructure
- Education
- Financial services

Top RP-T profiles



Alois Hofbauer
MD and Head
Nestle



Christopher Kelly
GM
Intel



Sajith Sivanandan
Country Head
Google



Toshihiko Matsunaga
MD & CEO
Nomura Asset
Management



Anna Maria Braun
President
B. Braun



Sir Ken Robinson
TED speaker
education and
creativity expert



Moving Forward



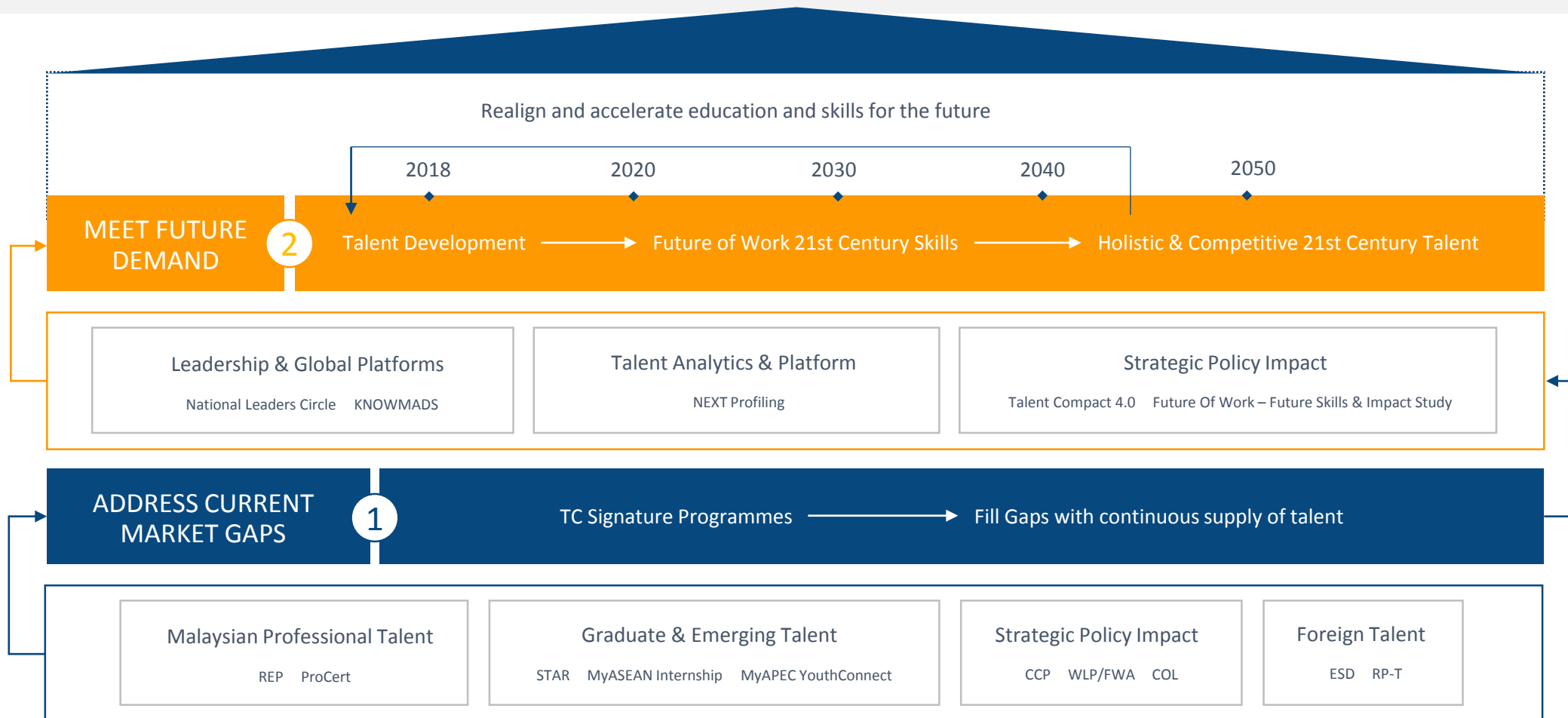
We want to ensure significant strides are made



... beyond just addressing current market gaps

MALAYSIA AS A GLOBAL TALENT HUB

In the Top 20 of the Global Talent Index | NEXT as the Central Data Repository for Talent (National/ Regional / Global) | KNOWMADS is “the network” for Global Malaysians



Traditional career paths will be disrupted



TalentCorp will evolve to support this new reality

Expand moving forward to include talent in the on-demand/ gig economy





TalentCorp

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THANK YOU

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