



Annual Review 2018



Report on the achievements of TalentCorp initiatives in
year 2018



TalentCorp
ATTRACT • NURTURE • RETAIN

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Overview of TalentCorp



Talent Corporation Malaysia Berhad

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 with more than 20,000 companies sharing our focus on building Malaysia's talent pipeline, mobilising and connecting talent opportunities, and diversifying Malaysia's talent pool by influencing workplace policies.

As we gear ourselves for the Fourth Industrial Revolution (IR4), we aim to ensure that the Malaysian workforce continue to meet the demands of the future by becoming both locally relevant and globally competitive.

2018 has been a year for change and adjustment – following from the 14th General Election and the new Government's efforts to align and restructure the departments and agencies, TalentCorp was transferred to the Ministry of Human Resources (MOHR) with a mandate to focus on building Malaysia's professional and graduate talent.

This change has renewed our commitment to foster greater collaboration with the public and private sectors towards elevating the Malaysian workforce and workplace for the Future of Work. TalentCorp will continue to:

- I. Attract and optimise Malaysian talent
- II. Facilitate global talent; and
- III. Build networks of top talent

“The future depends on what you do today”

– Mahatma Gandhi

Evolution of TalentCorp

From addressing talent issues to strategising for the future.

PRE-ESTABLISHMENT 2001-2009

BUDGET SPEECH 2001
 “attract the best brains regardless of race and nationality from Bangalore to California” – *Tun Daim Zainuddin, Finance Minister*

INITIATIVE – Returning Expert Programme under MOHR (1 January 2001)

THE ESTABLISHMENT 2010-2011



10th Malaysia Plan, June 2010

BUDGET SPEECH 2010
 “bagi menambah bilangan tenaga kerja yang berbakat dan berkualiti di pasaran tempatan, Kerajaan akan berusaha untuk menarik, memotivasi dan mengekalkan modal insan berkemahiran tinggi dari dalam dan luar negara”



Established on the 1st of January 2011

TALENT ROADMAP 2020 2012-2016

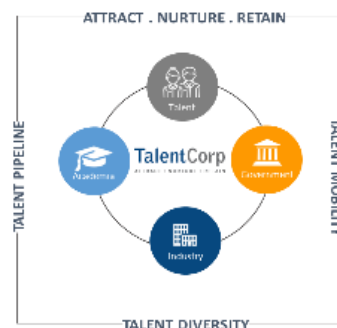


Talent Roadmap 2020, April 2012

“To be high-income economy with knowledge intensive and innovation led activities, requires top talent”

THREE STRATEGIC THRUSTS

- Optimise Malaysian Talent
- Attract and Facilitate Global Talent
- Build Networks of Top Talent

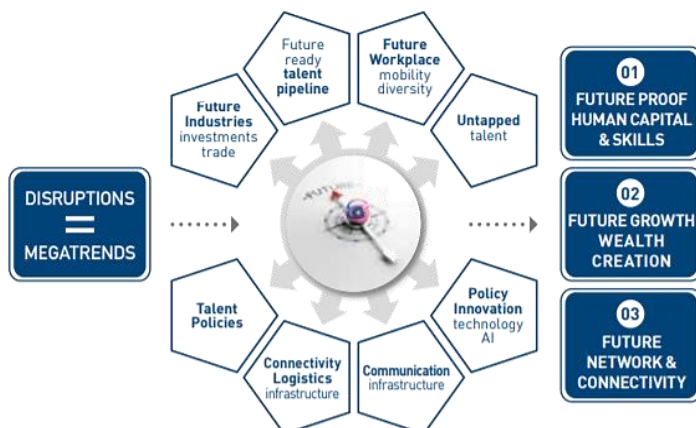


FUTURE OF WORK 2017-2020 and beyond



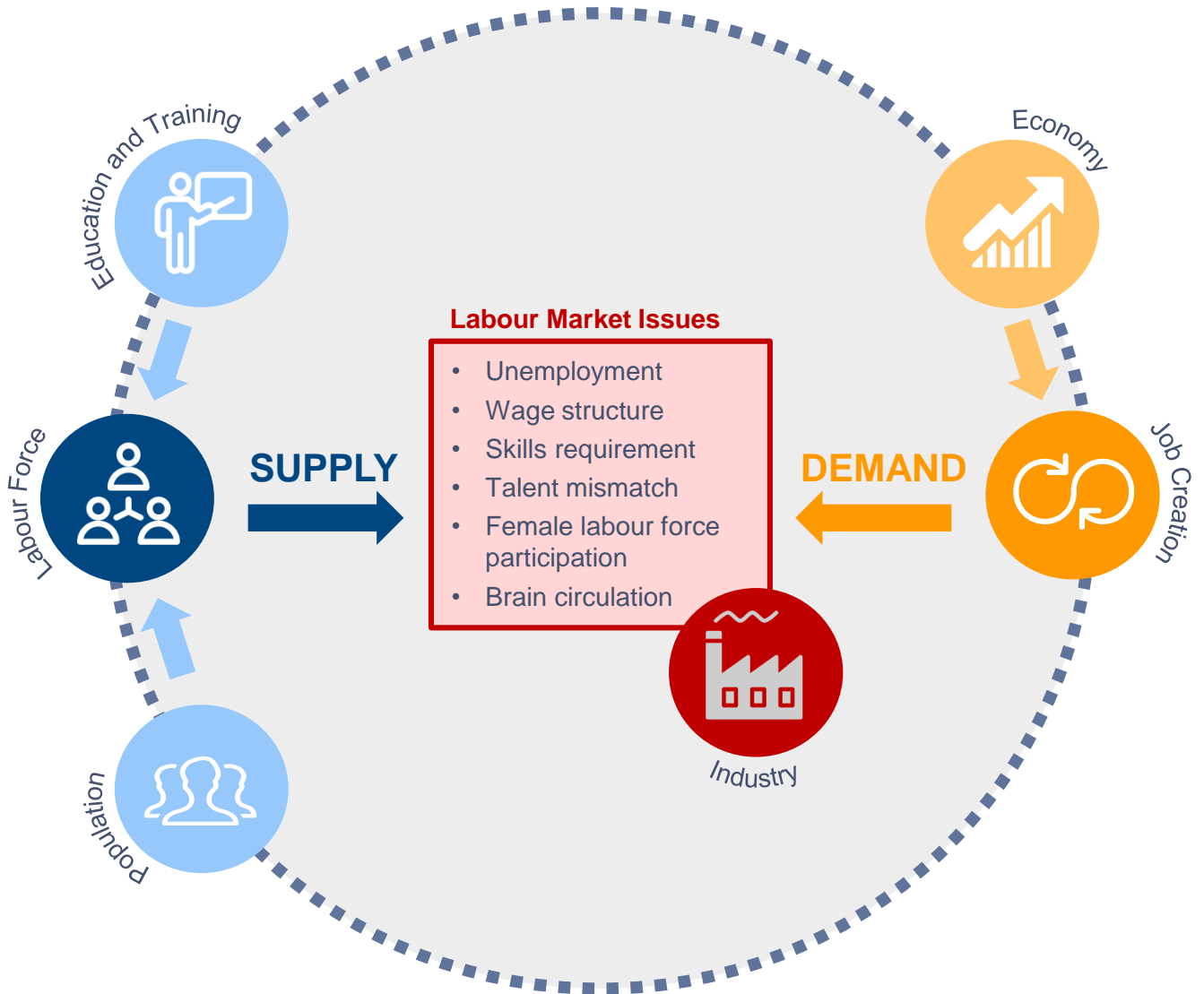
Visioning Malaysia's Future Of Work, November 2017

Respond to future talent needs from a market-driven perspective



TalentCorp's Role in the National Talent Ecosystem

Getting the right balance of talent supply and demand for present and future.



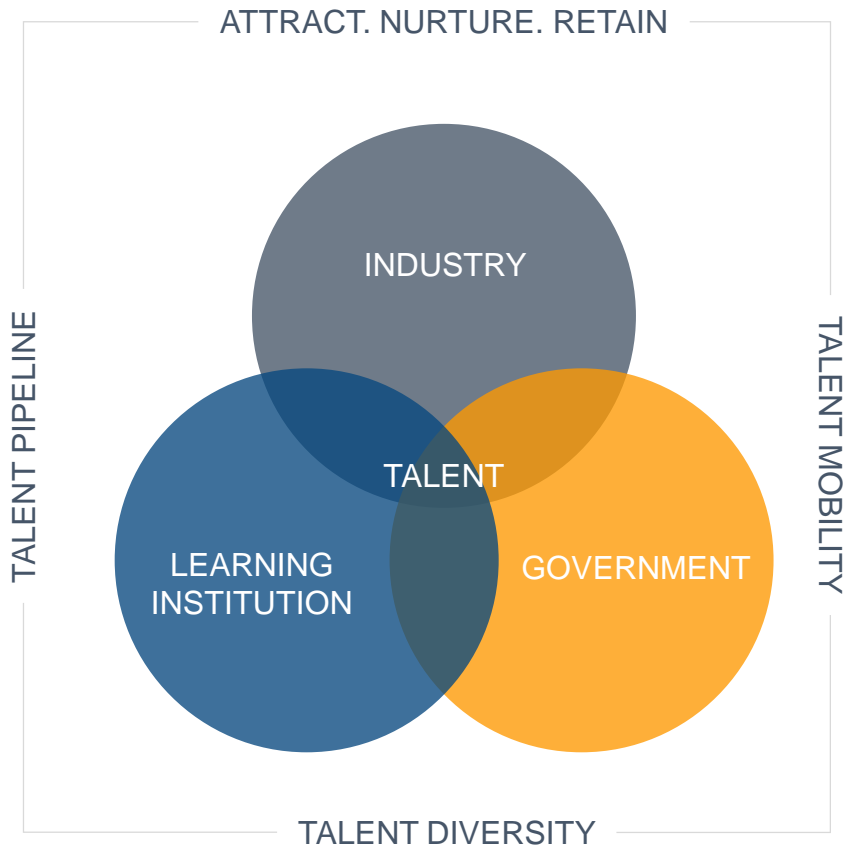
FUTURE OF WORK | WORK, WORKFORCE, WORKPLACE

In the attempt to engineer a robust Talent Ecosystem to create a future-ready Malaysian workforce, TalentCorp partners with the public and private sector to address the gaps by:

- Employing data to identify talent supply-demand and better coordinate human capital policies
- Enhancing the skills and capacities of the workforce
- Riding on the current wave of talent mobility where we focus on “brain circulation” instead of “brain drain”

Partnerships at the core of TalentCorp's Strategies

Working together with the Government, Industries and Learning Institutions.



The focus is on three main service offerings, namely *Pipeline*, *Mobility* and *Diversity*, simplifying TalentCorp's enablement plan in attracting, nurturing and retaining talents.

Enhance Talent Pipeline

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

Facilitate Talent Mobility

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

Promote Talent Diversity

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

TalentCorp's Vision



Enabling Malaysia to be a market-oriented talent hub by attracting, nurturing and retaining the right expertise to spur economic growth

Thrust 1: Attract and Optimise Malaysian Talent

Returning Expert Programme (REP)

Scholarship Talent Attraction and Retention (STAR)

Career Comeback Programme (CCP)

Work-Life Practices (WLPs)

Critical Occupations List (COL)

Nurturing Expert Talent (NEXT)

Structured Internship Programme (SIP)

MyASEAN Internship (MAI)

Thrust 2: Facilitate Global Talent

Expatriates

Thrust 3: Build Networks of Top Talent

Knowledge Malaysia Diaspora (KNOWMADS)

Partnership with Industries

Review of 2018



Review of 2018



The emergence of major investments and the brisk advancement of the country's infrastructure have transformed Malaysia into one of the fastest growing economies in Southeast Asia¹ and has prompted the need for increased human capital. As a government agency, TalentCorp is uniquely placed to shape, influence and align guidelines and policies, as well as promote demand-driven initiatives for the development of Malaysia's human capital.


With all the challenges present today, we need a strong ecosystem made up of the government, private sector, academia and other key stakeholders that collectively share the same talent agenda – to future-proof Malaysia's workforce. TalentCorp plays a key role in bridging the Government, Industries and Academia, and has engaged in a number of initiatives this year.




Organised the LIFE AT WORK 2018 Awards (LAWA2018) together with the Ministry of Human Resources (MOHR) and the Ministry of Women, Family and Community Development (KPWKM) to celebrate organisations that support the Work-Life Practices (WLP), Diversity and Inclusion agenda.



Launched the inaugural ReIGNITE Award in collaboration with KPWKM in conjunction with International Women's Day to recognise Malaysian employers raising the bar in supporting women returning to the workforce after a career break.



Worked with MOHR and the *Jabatan Tenaga Manusia* to develop TVET talent and improve graduate employability through Nurturing EXpert Talent (NEXT), a national talent analytics platform that acquires and analyses data about the quality and ability of the Malaysian workforce.



Partnered with InvestKL and the Ministry of Higher Education to launch the Malaysia Global Talent (MGT) programme with the aim to nurture 5,500 global Malaysian leaders by 2022. The programme promotes industry-academia collaboration between top global MNCs with public universities to select, mentor and nurture Malaysia's most promising talents.

Source:

1. Economic Outlook for Southeast Asia, China and India 2018: Fostering Growth Through Digitalisation (OECD, 2018)

Industry Partnerships

To keep up-to-date with industry requirements, TalentCorp ensures regular round-table discussions, forums and workshops between the stakeholders. These serve as a communication platform to discuss and deliberate on talent related issues.



Companies engaged



Sectors



Regions



Series of HR circles/conclaves, speaking engagements and workshops








Work-Life Practices

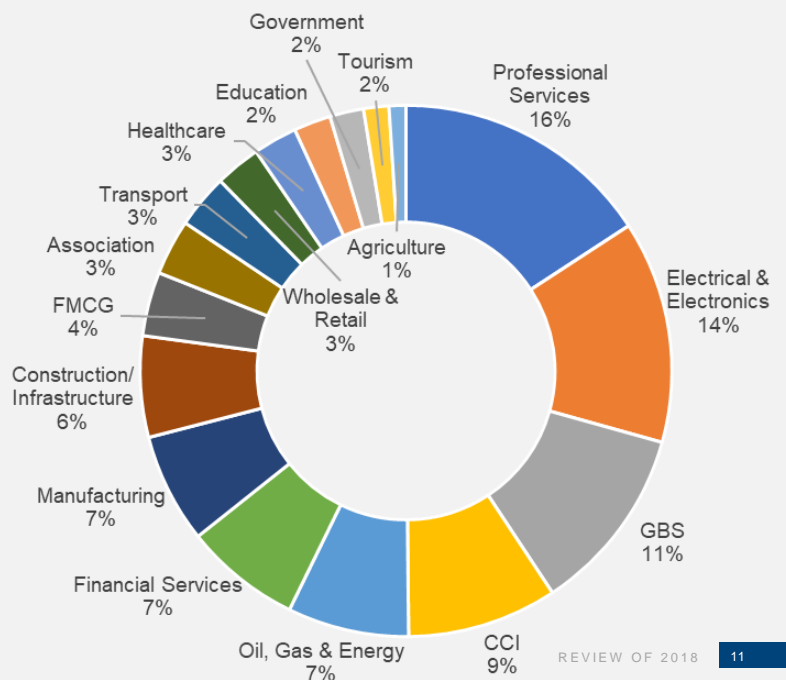


Shared services hub

Top five sectors:

-  Professional services
-  Electrical and electronics
-  Business services
-  Communications, content and infrastructure
-  Oil, gas and energy

Overall industry engagement by sector:



Critical Occupations List (COL) 2018/2019

Serves as the cornerstone for Malaysia's talent policies, the COL identifies talent shortage faced by Malaysia's key industries. It monitors skills mismatch in the economy, distinguishes occupations that are sought after and hard-to-fill key economic sectors.

Developed by the Critical Skills Monitoring Committee under the joint purview of TalentCorp and the Institute of Labour Market Information and Analysis (ILMIA). The COL is used to coordinate policy interventions related to higher education and TVET, upskilling of talent, scholarship management, and immigration.

The pilot COL 2015/2016 was published in 2015 and it is now onto its 4th edition – the COL 2018/2019. From only 6 sectors in its first edition, the COL has expanded its scope to cover 18 key economic sectors and listing a total of 59 critical occupations.







Occupations



Sectors

Top five sectors:

-  Manufacturing
-  Financial and insurance
-  Information, communication
-  Professional, scientific and technical
- Construction

Worked together with:



Companies



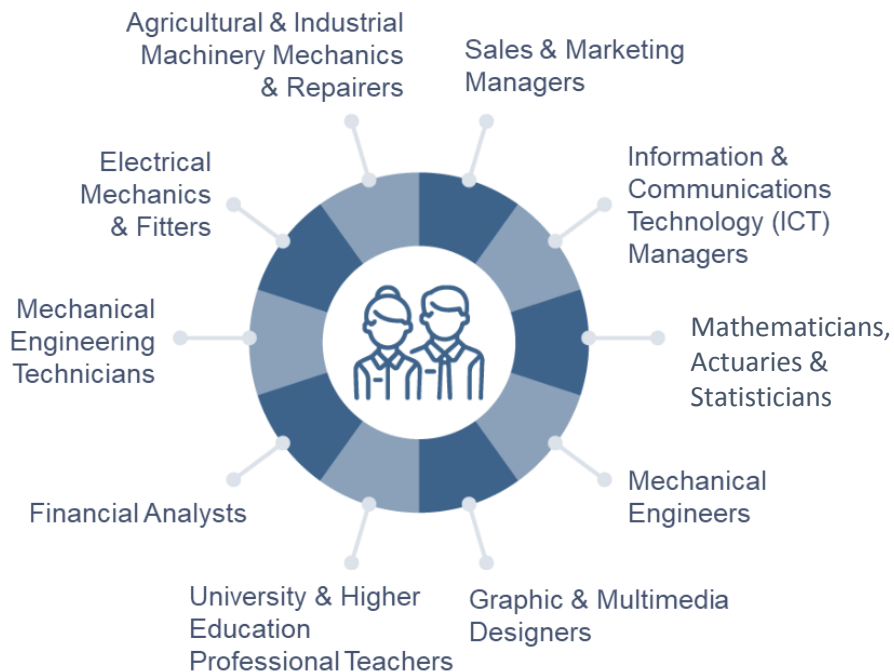
Industry bodies and associations



Ministries and government agencies

Critical Occupations List (COL) 2018/2019

10 examples of jobs-in-demand:



The COL is currently used in:



TalentCorp
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- MOE – Graduate employability
- JPA/MARA – Scholarship management
- Multiple agencies – TVET
- HRDF – Intelligent Human Capital Tool
- Media reporting – Reference to in-demand jobs
- Returning Expert Programme (REP)
- Resident Pass-Talent (RP-T)

The full COL report can be obtained from <https://www.talentcorp.com.my/initiatives/critical-occupations-list>

Enhancing Talent Pipeline



*Initiatives targeted to
Graduates & Emerging Talent*



Enhancing Talent Pipeline



Multiple reports have highlighted the mismatch of competencies between the skills of local graduates and that of industry needs. Employers continue to cite that new recruits, among other significant skills gaps, lack critical thinking and a decent level of English proficiency. But due to culture and mentality, focus is still put on academic success instead of honing these “soft-skills”.

In order for the country to make the leap, the current young generation needs to be equipped with the right skills required by the industry and be prepared for the workforce.

TalentCorp partners with the Government, Industries and Learning Institutions to implement initiatives that aim to develop a work-ready talent pool, attract top graduates to work in Malaysia, and nurture graduates through coaching and skills development.

TalentCorp’s signature initiatives to enhance talent pipeline:

- Scholarship Talent Attraction and Retention (STAR)
- Structured Internship Programme (SIP)
- MyASEAN Internship
- MYAPEC YouthConnect

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 as of 31 December 2018








scholars serving
bond to date



registered
companies

Top hiring sectors:

-  Professional services
-  Oil, gas and energy
-  Finance
-  Electrical and electronics
-  Manufacturing

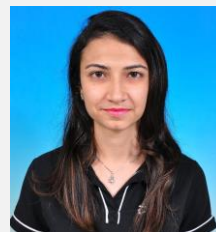
Engagement with scholars are conducted via the Road to Excellence (RTE) programme, a three-day programme which include:

- Sharing on Malaysia's current market outlook
- CEO Talk sharing session by companies
- Career talks by JPA
- Job interviews with STAR registered companies

Some Successful STAR Personalities



Liong Wai Choon
Senior Executive
BASF Petronas
Chemicals Sdn Bhd



**Kaajal Jaipreet
Kaur A/P Malki Singh**
Production Engineer
Tan Chong Motor
Assemblies Sdn Bhd



**Nurul Rashila Binti
Mohd Rashid**
Executive
Malayan Banking
Berhad (MAYBANK)



**Muhammad Areeb
Din Bin Razman**
Engineering Executive
Dongwha Malaysia
Sdn. Bhd.

Structured Internship Programme (SIP)

A collaborative effort between TalentCorp, MOHR and MOE Higher Education to encourage employers to provide quality internship programmes for undergraduates and TVET talents. Companies are eligible for double tax deduction for all related expenses incurred on the interns.

Achievements as of 31 December 2018








Interns



Participating
companies

Top hiring sectors:

-  Professional services
-  Oil, gas and energy
-  Finance
-  Electrical and electronics
-  Manufacturing

MyASEAN Internship

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 as of 31 December 2018



Top five nationalities:



Indonesia



Malaysia



Vietnam



Thailand



Cambodia

Some successful MyASEAN Internship personalities



Muhammad Luqman bin Ahmad Sazaki
AXIATA XL
Jakarta, Indonesia
3 months



Lum Enzeus
Maybank
Cambodia
3 months



Pang Wan Qi
BDO ASEAN
Malaysia and Cambodia
4 months

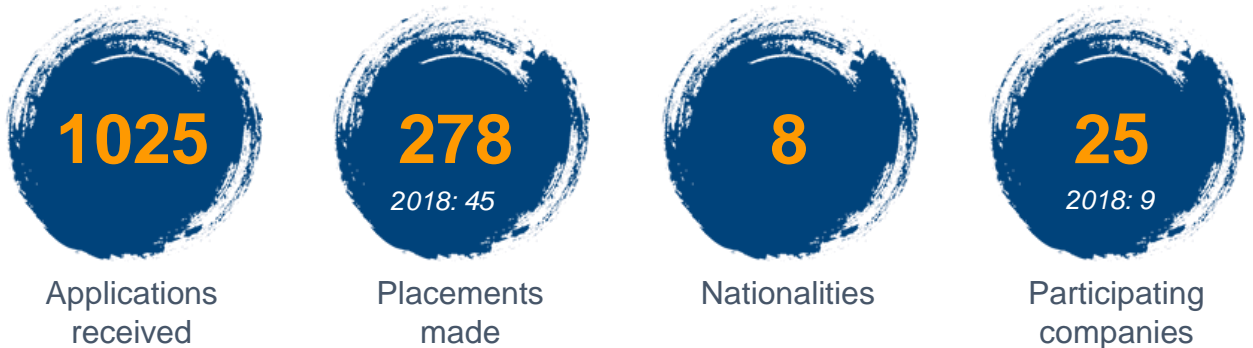


Muhammad Firdaus Bin Remli
PT. XL Axiata Tbk.
South Jakarta, Indonesia
2 months

MyAPEC YouthConnect

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 as of 31 December 2018



Top five nationalities:



Indonesia



China



Vietnam



Thailand



South Korea

Some successful MyAPEC YouthConnect personalities



Dicky Cahyadi
Indonesian
Soc Physical Design
Engineer
Intel Microelectronics (M)
Sdn. Bhd.



Ahmad Najmi Bin Naillil Hafidz
Malaysian
TM



Oliver Laoh
Indonesian
HR Consultant
General Electric



Ferdy Liu
Indonesian
IT Risk Associate
Ernst & Young

Promoting Talent Diversity

Initiatives targeted to skilled and professional talent while promoting diversity and inclusion in the workplace



Promoting Talent Diversity



Malaysia's strength is in its diversity. For organisations to move forward, it is key for them to embrace Diversity & Inclusion (D&I) in the workplace by tapping into a diverse pool of talent to create a more inclusive and qualified workforce. Studies have shown that diversity equates to better financial performance and talent retention.

We are losing half of our workforce as women are absent from the work scene due to family commitments or other personal reasons. Promoting equitable practices and increasing women's participation in the workforce is not only the right thing to do, but is also a smart economic move. In order to attract women back to the workplace, companies need to create a separate policy

With the current technological revolution that is transforming the way we live, communicate and work, forward-thinking companies understand the value in adapting to change as they know that talent is their greatest asset. The Malaysian government too, recognises work-life practices as a way to future-proof the workforce and ensure the country's competitiveness.

TalentCorp partners with the Government and Employers to implement initiatives that aim to nurture a diverse workforce (women and other future talent groups) and retaining top professionals by enhancing work environment and opportunities.

TalentCorp's signature initiatives to promote talent diversity:

- Career Comeback Programme (CCP)
- Work-Life Practices (WLPs)
- LIFE AT WORK Awards (LAWA)

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 a database of women who want to return to work.

Achievements as of 31 December 2018



Registered women

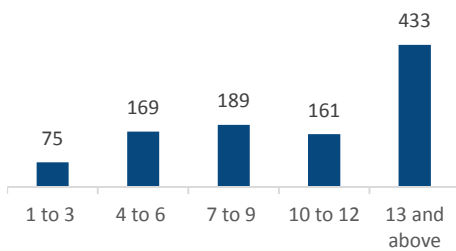


Women returned to the workforce

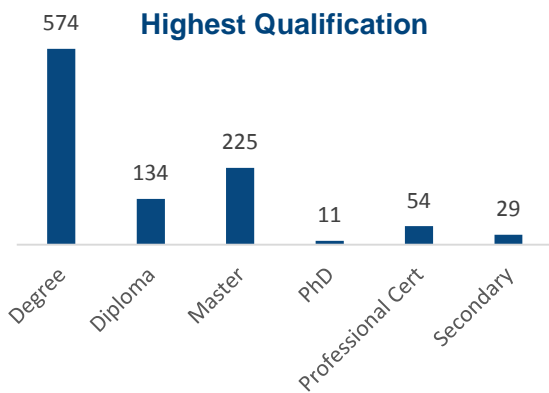


Participating companies

Years of Work Experience Prior to Career Break



Highest Qualification



Some Successful Career Comeback Personalities



Olivia Khor
General Counsel
PWC Malaysia



Jasmin Amirul
Senior Vice President
RHB Bank Group

Work-Life Practices (WLPs)

Represents the future of how work is done and what the workforce of the future expects. WLPs are important in creating a more innovative and integrated work environment. Companies that provide WLPs stay relevant to talent and improve employee experience, productivity and well-being. Empower employees to have greater control over their working schedules and location to get work done efficiently while achieving better work-life integration

Achievements as of 31 December 2018:



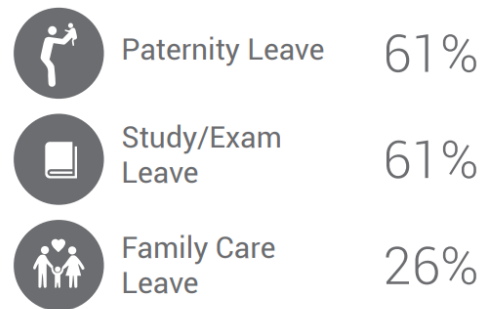
Companies adopting WLPs

Top WLPs Offered by Companies in Malaysia

Flexible Work Arrangements



Work-life Benefits



Family-friendly Facilities



Source:
Life At Work: Report on the Implementation and Outcomes of
Work-Life Practices in Corporate Malaysia (TalentCorp, 2017)

LIFE AT WORK Awards 2018

Recognise and celebrate employers with progressive workplace strategies that demonstrate their commitment to the Diversity & Inclusion agenda in line with the demands of the Future of Work, Workplace, and Workforce



Winners of LAWA 2018

Best Malaysian Organisation:

Maybank

Best International Organisation:

Shell Malaysia

Best Small and Medium Organisation:

IX Telecom Sdn Bhd

Outstanding Practice

Work: British American Tobacco Malaysia

Workplace: Employees Provident Fund

Workforce: DRB-HICOM Berhad

Best Public Sector Organisation:

Employees Provident Fund

Best Non-Profit Organisation:

Lean In Malaysia

Best Leadership Team:

Dell Global Business Center Malaysia

Best New Entrant

Malaysian Organisation: Hong Leong Bank Berhad

International Organisation: HSBC Global Service Centre Malaysia

CEO Champions

Public Sector Organisation: Tunku Alizakri Alias, Employees Provident Fund

Small and Medium Organisation: Noor Mohd Helmi Nong Hadzmi, IX Telecom Sdn Bhd

Malaysian Organisation: Datuk Abdul Farid Alias, Maybank

International Organisation: Chua Chai Ping, Experian (Malaysia) Sdn Bhd

Special Mention

Kedah Industrial Skills and Management Development Centre

Facilitating Talent Mobility



*Initiatives targeted to Global
Malaysians & Expatriate Talent*



Facilitating Talent Mobility



The fourth industrial revolution and technological advancement has enabled a hyperconnected world which allows talent to work from anywhere in the world, at any time of the day. With this, our perspective of talent mobility is no longer that of “brain drain” or “talent drain” as we consider Malaysians living abroad as a valuable asset.

Malaysian diaspora working abroad are our links to build global networks, as well as serve as the window to global knowledge transfer. Talent mobility encourages brain circulation and will foster knowledge and skills transfer. We will benefit from the return or contribution of Malaysians who have studied or worked overseas as well as the presence of highly-skilled expatriate talent in the country. We can then tap on these talent with international exposure to close the critical skills gaps within our key economic sectors.

TalentCorp works together with the Government and Employers to implement initiatives that retain top graduates in the country, facilitate Malaysian experts living abroad to return home to work, engage with Malaysians living abroad and explore various avenues of contributing to the nation from wherever they are, as well as attracting top global talents to work in Malaysia.

TalentCorp’s signature initiatives to facilitate talent mobility:

- Returning Expert Programme (REP)
- Knowledge Malaysia Diaspora (KNOWMADS)
- Residence Pass-Talent (RP-T)
- MYXpats Centre

Returning Expert Programme (REP)

Initiated under the Ministry of Human Resources (MoHR) in 2001 and was placed under TalentCorp's purview in 2011. 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 as of 31 December 2018



Applications received



Applications approved



Approved applicants returned

Top five countries they returned from

- Singapore
- China
- United Kingdom
- Australia
- United States of America

Top five sectors



Oil, gas & energy



Financial services



Professional services



Communications, content & infrastructure



Healthcare

Some Returning Expert personalities



Dr Helmy Haja Mydin
Consultant respiratory physician
Pantai Hospital Kuala Lumpur



Dr Lim Lik Thai
Consultant ophthalmologist and professor
Universiti Malaysia Sarawak



Sor Kok Chiang
Global Finance Director
OSRAM

Knowledge Malaysia Diaspora (KNOWMADS)

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.



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



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



Investment | Funding

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

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 as of 31 December 2018



Applications approved



Has >10 years global working experience



Are C-suites and top management

Top five nationalities

- India
- United Kingdom
- Japan
- France
- Australia

Top four sectors



Oil, gas & energy



Financial services



Education



Communications, content & infrastructure

Some Residence Pass personalities



Tarang Gupta
Managing Director
Dutch Lady Milk
Industries



Lee Lung Nien
Chief Executive Officer
Citibank



Toshihiko Matsunaga
Managing Director and
Chief Executive Officer
Nomura Asset
Management

MYXpats Centre

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

Achievements as of 31 December 2018



Online applications



Employment pass applications



EP processed within the 5-working day client charter

Top five nationalities:



China



India



Japan



Indonesia



Philippines

Employment pass breakdown by sector:

-  Manufacturing: 36,635
-  Construction: 24,982
-  Business services: 25,582
-  Oil, gas and energy: 16,220
-  Education: 16,785

In The News



*Some of the news coverages of
TalentCorp published in the media in 2018*



In the news

More Malaysian expats want to return

MORE Malaysians working abroad have applied to return home and work in this country since the historic 14th General Election, said Human Resources Minister M Kulasegaran.

He said the figures recorded by Talent Corp Malaysia Bhd (TalentCorp) showed a 20% year-on-year rise in applications of Malaysians who want to return to the homeland besides a spike in enquiries under the Returning Experts Programme (REP).

He said the spike in interest is largely attributed to the change in federal government after the last general polls in May.

"Top countries of residence of REP approvals are Singapore, China, the UK, Australia and the Middle East.

"The top sectors that benefited from REP are oil and gas, financial services, electrical and electronics, information and communications technology, and global business services," he told reporters in Parliament yesterday.

In total, TalentCorp approved 4,942 or 60.5% of the total REP applications, the minister said.

"A lot of Malaysians left in the last few years. In 2011, the World Bank reported that there were around one million Malaysians who were working

abroad. We are working hard to bring them back," said Kulasegaran.

The REP was created in 2011 with the aim to facilitate the return of Malaysians to participate in the local businesses and fill professional positions.

The programme was envisioned to employ Malaysians who are working overseas to crucial positions in strategic industries.

Under the REP, applicants have to be residing and working abroad continuously for a minimum of three years and do not hold any outstanding scholarship bond or loan with the Malaysian government and its agencies.

More applications recorded for Returning Experts Programme

KUALA LUMPUR: TalentCorp is recorded a 20 per cent year-on-year increase in applications to its Returning Experts Programme (REP), Human Resources Minister M. Kulasegaran (pic).



He attributed the spike in interest to the change in government following the May general election.

"Top countries of REP approvals are Singapore, China, the United Kingdom, Australia and the Middle East," Kulasegaran told a press conference.

"The top sectors benefiting from the REP are oil and gas, financial services, electrical and electronic, as well as information and communications technology and global business services."

However, he was unable to disclose the breakdown for the individual sectors. In total, TalentCorp approved 4,942 or 60.5 per cent of the total REP applications.

"A number of Malaysians have left over the past few years. In 2011, the World Bank reported that there are around one million Malaysians working abroad. We are working hard to bring them back," Kulasegaran said.

On another matter, Deputy Dewan Rakyat Speaker Nga Kor Ming has suggested the Cabinet refer its planned repeal of the death penalty to the Special Select Committee for the Reconsideration of the Bill before its tabling.

Nga said his proposal was based on the "strong" reaction by various levels of

society towards the government's plan to amend 33 sections across seven Acts pertaining to the death penalty.

"The only discussion pertaining to the abolition of the death penalty was conducted by the Cabinet members. This issue should not be rushed," he said.

"The proposal to submit this Bill to the parliamentary Special Select Committee is in line with democracy and the separation of powers doctrine. It should be submitted to the committee before being tabled in the Dewan Rakyat."

Nga denied this would delay the repeal that was promised in the Pakatan Harapan manifesto, saying it would instead expedite the matter when it is tabled.

The committee is one of six approved by Parliament. It does not yet have any members but Nga was convinced this was a minor detail that could be addressed within this session.

He also said the committee would be able to gain a broader perspective regarding the abolition of the death penalty and could hear the opinions of experts.

Meanwhile, Nga also rejected claims of a conspiracy to oust Perak Menteri Besar Datuk Seri Ahmad Faisal 'Azumu that purportedly included a PH state representative contacting ON assembly member to seek a vote of no-confidence.

Nga told Perak opposition leader Datuk Saarani Mohamad to stop spreading "lies and slander."

"This is an act of desperation. I call upon the public not to entertain such politics," he said.

The Malaysian Reserve, 27 November 2018

Enabling productive work-life balance

MAYBANK has been recognised as the 2018 Best Malaysian organisation by Talent Corporation Malaysia (TalentCorp) through its 15th Work Awards 2018 programme.

The awards were granted with the purpose of recognising and celebrating organisations with progressive workplace strategies that demonstrate their commitment to the diversity and inclusion agenda, while enabling their employees to achieve work-life integration and deliver positive business results.

Maybank Group president and chief executive officer CEO Dato' Abdul Firdaus was also recognised with the CEO Champion for Malaysian Organisation under the same programme.

Abdul Firdaus was selected as the winner for strongly advocating for a workplace where staff could thrive professionally and personally. He has championed leadership that empowered women in areas of leadership as well as employee engagement.

"We are extremely proud and humbled that our efforts are recognised again this year," said Maybank group chief human capital officer Nora Abd Manaf.

"As a responsible organisation, we are continuously committed to creating an inclusive environment to nurture our people to realise their best professionally and personally."

"Our focus is to continue upskilling our people with future-ready knowledge and the best possible skills so that they can continue to remain relevant in this evolving

Bank awarded again for creating progressive, thriving environment



Nora Lentre, in green celebrating with Maybank employees on being recognised as the top employer by the Malaysia's 100 Leading Graduate Employer survey, Graduate's Choice Award.

environment."

Separately, Maybank was recognised as the top employer by Malaysia's 100 Leading Graduate Employer survey, Graduate's Choice Award and the HR Excellence Award 2018 (Malaysia and Singapore).

Maybank was ranked as the most popular employer among university students and graduates in Malaysia in the Malaysia's 100 Leading Graduate Employer survey.

The bank was also ranked first

in banking and financial services sector for the eighth consecutive year.

These were selected on factors of employment attractiveness such as expected income for first jobs, exciting working hours, preferred region for relocation and important employee characteristics.

Maybank is the first and only financial services organisation to be acknowledged as number one in both categories in the 10th edition of Malaysia's 100 Leading

Graduate Employer Awards.

In addition, Maybank was honoured as the grand winner of the HR Excellence Awards 2018 in Malaysia, where the bank received gold awards in eight categories: Graduate Recruitment and Development category.

"These awards clearly echo Maybank's focused commitment in delivering consistently in quality, as we continuously emphasise on creating and innovation in our human resource policies," said Nora.

"We are also honoured to be top of mind as the employer of choice by university graduates and also to be acknowledged internationally as it further reinforces our position as a leading employer of choice in the region."

"These awards are a testament of Maybank's commitment in employing best-in-class HR practices and our continuous efforts to realign and set the benchmark of global practices to attract and retain world-class talent in the ever-evolving we operate in," she said.

These awards are a testament of Maybank's commitment in employing best-in-class HR practices.

Nora Abd Manaf

Daily Express Sabah, 11 December 2018



Making her mark: Yeoh at TalentCorp's Life at Work 2018 awards launch. Looking on are Amir (right) and Sivakumaran (centre).

Provide childcare facilities at govt agencies, says Yeoh

By CLARISSA CHUNG clarissachung@thestar.com.my

PETALING JAYA: Childcare facilities must be made available at the premises of government agencies even if their budgets have to be reallocated, said Hannah Yeoh.

The Deputy Women, Family and Community Development Minister said setting up childcare facilities at the workplace was a priority.

Yeoh added that government agencies could be creative in channelling funds to ensure such facilities are available for employees.

"For me, it's very simple. If you have money for an open house (event), you have money for childcare facilities," she quipped at TalentCorp's Life at Work 2018 awards launch yesterday.

Also at the event were Human Resources Minister deputy secretary-general (policy and international) Datuk Amir Omar and TalentCorp Malaysia deputy chief executive officer Sivakumaran Narayanan.

Yeoh, who is also Segambut MP, said the requirement for childcare facilities needs to be made compulsory instead of just being an option as it involves human assets.

"For example, everyone uses toilets. Whether you have five staff members or 100

staff members, you would provide it because it is a must. (Similarly) we must see childcare as a must," she said.

The Government wants to push forward this policy by Jan 1 next year, she said, adding that a circular for the setting up of such childcare facilities was issued decades ago.

Yeoh said her ministry is also looking into ways to encourage the registration of nannies, following cases of child neglect or even abuse by childminders such as the high-profile case of five-month-old Adam Rayqal Mohd Suli Naei who was found dead in his babysitter's fridge in July.

"Our first step now is to find out how many (childminders) there are in the market," she said, adding that the unregistered childcare services industry is one that has existed for a long time.

She said however, practical considerations must be taken into account in implementing policies regarding the registration of childminders as many are relatives who voluntarily look after the child.

"For example, if my grandmother's sister is looking after my child, and then the government comes up with the ruling that tells them you must be registered, you must go for this course it would cause difficulties.

"She would tell me to take my kid back," she said.

The Star, 22 December 2018

MESSAGE BY YB HANNAH YEOH DEPUTY MINISTER OF WOMEN, FAMILY AND COMMUNITY DEVELOPMENT

Caring workplaces result in happy families

This is a time of reckoning for Malaysia. We are making that effort to shift from developing nations to developed nations. Our families are facing the seemingly impossible challenge of juggling increased living costs, and their desire to grow safe and happy families.

To further complicate matters, our existing workplace culture revolves long hours, associating output over outcomes. This makes it difficult for our citizens, whether men or women, young or old, single or married, to fulfill demands of work, family and life at the same time.

The newly announced Budget 2019 allocation of RM10 million to the Ministry of Women, Family and Community Development towards building 50 childcare facilities (nursery buildings) is just a first step. This move is small milestone and we hope it will go a long way towards stopping abuse cases caused by childminders.

As parents/nannies, we are at peace without our children are in our safe, well-maintained, trained childcare providers. When we have peace, we work better, we are happier. And happy families make a happy and productive country.

Of course, this move Malaysia will satisfied, productive citizens will be happen eventually. Together with the Ministry of Human Resources, my ministry will continue to grow and expand the impact of TalentCorp's annual LIFE at Work Awards. This is the government's way of appreciating and celebrating progressive companies who

are committed to embracing work-life practices for the benefit and well-being of their employees.

I look forward to seeing more organisations in both the public and private sector stepping up to offer their employees the long-awaited support systems. When your HR policies are people-focused, you will also surely retain the best talent, attracting parents, workers, youth and our most experienced segment of the workforce – senior professionals, to do their best. Work-life practices must also be thoughtful to our disabled citizens, as they too long to contribute to our economy.

I am cognisant of the disruption that AI, automation and technology are bringing to our industries and our work. However, as a working parent myself, I welcome the public and private sector stepping up to offer their employees the long-awaited support systems. When your HR policies are people-focused, you will also surely retain the best talent, attracting parents, workers, youth and our most experienced segment of the workforce – senior professionals, to do their best. Work-life practices must also be thoughtful to our disabled citizens, as they too long to contribute to our economy.

To thrive into the future of work, Malaysians must be willing to leave our traditional ways of working, and embrace all the possibilities of technology. Truly believe our future is full of opportunities, of which the biggest is the power to finally help Malaysia create a workplace for our citizens that is child-safe and family-friendly.



The Edge, 3 December 2018

The Star, 12 August 2018



楊巧雙：勿以預算不足推搪 設托兒中心勢在必行

【本報記者王曉雲攝】由女工黨及發展局聯合主辦的「設托兒中心勢在必行」活動，日前在檳城舉行。楊巧雙在會中呼籲政府撥款，以資助設立托兒中心，以解決雙薪家庭的困境。

楊巧雙在會中說，目前檳城共有約100間托兒中心，但仍有約10萬名兒童需要入托。她指出，政府應撥款資助設立托兒中心，以解決雙薪家庭的困境。

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減少兒童因疏忽死亡

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Sin Chew Daily, 12 August 2018

BEGINNING 2019 Tax exemption for women who return to work

KUALA LUMPUR: Beginning next year, the government will give individual tax exemption of up to 12 months to women who return to work, said Human Resources Minister M. Kulasegaran.

He said the exemption programme would be supervised by Talent Corporation Malaysia Berhad (TalentCorp).

"So if you know a woman thinking of returning to work, tell her not to wait. We want our women to come back to work as the country needs them."

"Women make up half of Malaysia's population and almost half of the workforce. If more women join the workforce, the gross domestic product has the potential to increase between RM6 billion and RM9 billion," he said after presenting the annual Life at Work 2018 award organised by TalentCorp here yesterday.

He said the government was committed to work and life integration in the country through collaborative efforts between his ministry, the Women, Family and Community Development Ministry and TalentCorp.

The "Life at Work" award is an initiative by TalentCorp since 2013 to emphasise work and life integration as a strategy for future employment in line with Malaysia's economic growth.

A total of 86 companies submitted their entries this year, compared with 33 last year.

The Employees Provident Fund emerged overall winner with three awards in the Best Public Sector category, Best Chief Executive Officer for the public sector (Tunku Alizakri Alias) and Excellent Work Practices.

Shell Malaysia was accorded Best International Organisation while Hong Leong Bank Bhd won the Best New Organisation award. **Bernama**

New Straits Times, 27 November 2018

Work-life practices key to winning in Future of Work

THE FUTURE OF WORK is upon us. The fourth edition of the World Economic Forum's (WEF) *Future of Work* report has simplified our work processes and improved our productivity. However, it is also disrupting industries and old business models.

According to a recent World Economic Forum (WEF) report, automation and technology will displace 75 million jobs by 2022, however, on a positive note, 133 million new jobs will also be created. These are jobs that require human capabilities - including soft skills like creative thinking, critical thinking, out-of-the-box thinking, social and emotional learning.

Therefore, in order to be ready for the future of work, Malaysia must equip our workforce with strong aptitudes to handle the capacity to work with machines, data and algorithms, and the soft skills to solve challenging problems. We do this by upskilling and re-skilling our people through the right education, training, human capital development and learning programs.

But we must do more than this. A key to winning in the future of work is for our companies to implement work-life practices. The reason for this is because work-life practices are the way for Malaysia to harness our strength in our diversity. Let me elaborate why.

The future of work is being shaped by the economy - with technology, talent can now choose to work from anywhere and anytime through implementing work-life practices, employees create the flexible and learning environment talent need and desire. Therefore, when implemented by the entire country, work-life practices will help Malaysia to attract, nurture and retain talent from all segments of our national talent pool.

To stem this worker talent drain, the government will offer individuals income tax breaks to offset returns income - up to a maximum of 12 months of employment income. We hope that this exemption, which will be implemented in 2019, will bring back more women to TalentCorp Career Connect Programme.

While it is true that work-life practices tend to be strongly supportive of working parents, especially women, the best types of work-life practices are inclusive and cater to the needs of a diverse workforce. This includes:

1. Flexible job roles
2. Flexible work hours
3. Flexible work locations
4. Flexible work schedules

The Edge, 3 December 2018

Yeoh: Reallocate funds for childcare centres

By Wynne Palansamy
mynews@mmail.com.my

PETALING JAYA — Hannah Yeoh yesterday trained her sights on the open house budgets of government agencies, calling for a review for such expenditure and for it to be channelled towards starting childcare centres for public sector employees instead.

The SEDAP MP and deputy Women, Family and Community Development minister said there is an urgent need for such centres because they would help keep women in the workforce.

She said the centres, alongside flexible work arrangements, would help the public and private sectors achieve the 30 per cent target of female representation at decision-making levels.

"By Jan 1, we have told our government agencies that by hook or by crook, to do it. We want to start with ourselves before we look at the corporate sector," Yeoh told a press conference after officiating TalentCorp Malaysia's Life at Work Awards 2018.

"If we have money for an open house, we need to have money for childcare. Of course, people will say an open house is not that expensive but this is where I say: If you make something your priority, it will happen.

"For Pakatan Harapan's (PH) 100 days promise, when we make that a priority, we need to find the budget. Same thing with children."

Yeoh added that the Jan 1 deadline is long overdue, as there is a nearly 30-year-old government council on the subject.

"Why are we bold to say that we need to do it by Jan 1? It is because the government memo we are relying on is not a new memo. If I'm not mistaken, it's been there since 1990."

Yeoh cautioned that diverting focus from the formation of young children would also be detrimental to the nation because it would affect the country's human resources.

She said women drop out of the workforce in their 30s after becoming mothers because they are unable to create a work-life balance.

She said women are also often subjected to wage gaps if they decide to rejoin the workforce.

"When they come back they are already behind their peers, the men, and that's how gender inequality in earning emerges," she added.

The Malay Mail, 12 August 2018

Nurturing industry-ready graduates

LOOKING for a career path where you can make your mark? Why not venture into the world of business?

Students are encouraged to pursue careers in fields that ensure employment opportunities. With the right skills and mindset, graduates can stand out in the job market.

Industry-ready graduates are those who have the skills and mindset to succeed in the workplace. They are equipped with the knowledge and skills to tackle real-world challenges.

The training helps students excel beyond the classroom by equipping them with skills such as communication and problem-solving.

Further consolidating their learning experience, students are provided with real-world scenarios through case studies and projects. This helps them to apply their knowledge in practical situations.

Enrichment support is provided to students to help them develop their soft skills and leadership abilities. This includes mentoring, coaching, and networking opportunities.

Nurturing future entrepreneurs with the industry-ready graduates, quality education is benchmarked with top-notch world standards. In our country, the Ministry of Education is committed to ensuring that every student has access to quality education.

As a result, industry-ready graduates are equipped with the skills and mindset to succeed in the workplace.

The Star, 6 September 2018

TalentaCorp 人數最多 主要參與建築業

專才來馬中超越印度

過去幾年申請 EP 的中國專才詳情

| 年份 | 申請人數 | 批准人數 | 佔比 |
|-------|------|------|--------|
| 2014年 | 1452 | 1357 | 93.4% |
| 2015年 | 976 | 779 | 79.7% |
| 2016年 | 2661 | 2432 | 91.4% |
| 2017年 | 7048 | 7813 | 110.8% |

世界各國專才申請 EP 詳情

| 年份 | 申請人數 | 批准人數 | 佔比 |
|-------|------|------|------|
| 2014年 | 2402 | 2320 | 97% |
| 2015年 | 2200 | 2071 | 94% |
| 2016年 | 3749 | 3578 | 95% |
| 2017年 | 4710 | 4859 | 103% |

2017年外籍專才在各領域佔比率

| 領域 | 佔比率 |
|-----|-----|
| 建築業 | 26% |
| 製造業 | 25% |
| 零售業 | 13% |
| 金融業 | 7% |
| 其他 | 5% |

MYXpats 公司服務 助申請專才備用准證

專才來馬中超越印度

專才來馬中超越印度

專才來馬中超越印度



Sebahagian daripada peserta SKY 2018.



Antara yang aktif diadakan pada SKY 2018 memberi peluang kepada peserta berkolaborasi pandangan dan pengetahuan.

Bina kerjaya selepas bergraduat

Oleh Faizatul Farhana Farush Khan
farhanah@com.my

Kuala Lumpur

Jumlah graduan ditahap institusi pendidikan tinggi yang semakin ramai tahun-tahun sehingga menyaksikan persaingan sengit golongan ini mencari pekerjaan beresuaian dengan keluasan mereka. Berikutan itu, mendorong Persatuan Pelajar Malaysia Sheffield (SMSA), menganjurkan Program Kemahiran dan Kerjaya Untuk Belta (SKY) 2018. Diorganisasi oleh University of Sheffield, United Kingdom, baru-baru ini, dengan disertai mahasiswa dari-pada pelbagai kursus penempatan, program ini memenutau tajuan dan sokongan Kementerian Pendidikan Malaysia. TalentCorp serta Mengalakkan Bakat Malaysia (GMT), Pengarah SKY 2018, Mohd Zafran Zaimal Rashid, berkata program diperkenalkan secara tahunan sejak 2015 itu menyediakan rangkaian kepada pelajar mencari pekerjaan pada masa depan, membangunkan pengetahuan dan kemahiran, memahami persekitaran dunia kerjaya serta meneroka potensi majikan.

Selain itu, katanya, program tersebut mendedikan peningkatkan komunikasi dan kemahiran berfikir secara bersama.

"Rundingan ASEAN yang membawa tema 'Menuju ASEAN Yang Lebih Baik' membincangkan isu dihadapi negara serantau itu bagi memberi inspirasi kepada pelajar bertubuh sebagai tokoh berkecuali," katanya.

Mohd Zafran berkata, SMSA sentiasa bertekad meningkatkan kemahiran, memperbaiki kelemahan dan membina keyakinan beresuaian dengan keperluan sektor pekerjaan.

"Melalui program ini, peserta akan menemui kelebihan dan memahami potensi diri masing-masing demi menjadi seorang pekerja serta warganegara Malaysia yang membanggakan," katanya.

Berita Harian, 6 September 2018



NORA ABD. MANAF (tengah) meraikan kejayaan Maybank bersama sebahagian daripada kakitangan bank tersebut selepas dilantik sebagai majikan terbaik oleh 100 Penyelidik. Majikan Siswazah Utama di Kuala Lumpur, baru-baru ini.

Maybank Organisasi Malaysia Terbaik 2018

KUALA LUMPUR 13 Dis. Maybank dilantik sebagai Organisasi Malaysia Terbaik 2018 oleh Talent Corporation Malaysia Berhad (TalentCorp) menerusi program Anugerah Life At Work 2018. Pada anugerah sama, Presiden dan Ketua Pegawai Eksekutif Kumpulan Maybank, Datuk Abdul Farid Alius turut diberi penghormatan Juara Ketua Pegawai Eksekutif untuk Organisasi Malaysia.

Menurut Ketua Pegawai Modal Insan Kumpulan Maybank, Nora Abd. Manaf, anugerah tersebut diperkenalkan untuk mengiktiraf dan meraikan organisasi dengan strategi tempat kerja progresif yang menunjukkan komitmen mereka terhadap agenda kepelabangan dan inklusif.

"Sebagai sebuah organisasi yang bertanggungjawab, kami sentiasa komited dalam mewujudkan persekitaran kerja yang inklusif demi membantu warga kerja mencapai kemahiran terbaik secara profesional dan peribadi," katanya dalam kenyataan di sini hari ini.

Tambahan Nora, Maybank juga dilantik sebagai majikan terbaik oleh 100 Penyelidik Majikan Siswazah Utama, Anugerah Pilihan Graduan dan Anugerah Kecemerlangan HR 2018 (Malaysia dan Singapura).

Katanya, Maybank dianugerahkan sebagai organisasi Nomor 1, majikan paling popular dalam kalangan pelajar dan siswazah universiti di Malaysia.

"Maybank adalah organisasi perkhidmatan kewangan pertama dan satu-satunya yang dilantik sebagai juara dalam kedua-dua kategori sejak pengendalian Anugerah Majikan Graduan 100 Utama Malaysia," ujarnya.

Peluang mahasiswa berinteraksi dengan majikan

Seri Iskandar: Universiti Teknologi Petronas (UTP) menganjurkan Karnival Teknologi, Pendidikan dan Kerjaya (KTRK) di sini baru-baru ini.

Pengantarann program ini bagi membantu mahasiswa universiti berkenaan dan universiti awam mendapatkan pekerjaan sebaik tamat pengajian.

Ekskutif Jabatan Promosi dan Kempen KTRK 2018, Mohamed Nashriq Hanisah, berkata program berkenaan yang diilhamkan Unit Kerjaya UTP terbuka kepada orang ramai bagi mereka yang mencari tempat latihan industri serta peluang pekerjaan.

Beliau berkata, antara

penyertaan program terbaik ialah sesi temu duga terbuka dan penempatan kerjaya terjemuka.

"Objektif utama pengantarann karnival ini adalah kepada mahasiswa menyalut misi tuju serta peluang dalam sektor pekerjaan di samping dapat berinteraksi secara terus dengan majikan," katanya.

Objektif KTRK 2018 dipercayakan Naib Canselor UTP, Prof. Dr. Mohamed Ibrahim Abdul Mutalib.

Mohamed Nashriq berkata, sejak KTRK dianjurkan pada tahun 2001 sehingga kini, kira-kira 70 peratus ialah penyertaan Talent Corp terhadap KTRK sebagai Pameran Kerjaya Fokus Sektor (PKFS) yang terbuka di negara ini.

Sebahagian mahasiswa yang menghadiri KTRK UTP di Seri Iskandar baru-baru ini.

Berita Harian, 19 July 2018

Utusan Malaysia, 14 December 2018

Moving Forward



2019 and beyond



2019 and beyond



2018 was a year for change and adjustment as we continue to be committed to carry out the mandate to elevate Malaysia's workforce and workplace to a higher level, especially in light of the Industry Revolution 4.0.

To become a high-income, knowledge-based economy, the number of high-skilled talent needs to increase while ensuring that Malaysians are equipped with the right skills to work with machines, data and algorithms. As the national agency that drives Malaysia's talent strategy, our priority right now is to work closely with the Government, private sector and learning institutions to set a direction for Malaysia's future workforce and to prepare and ensure that the Malaysian workforce will be ready for the future of work.

TalentCorp believes that implementing WLPs at the workplace is the key to creating a work environment that attracts talent from all walks of life and ages, and enable Malaysians to continue working and supporting their families at the same time. We are glad that the Government shares this vision and has crafted policies that will shape the nation's workforce and workplace for the future.

Budget 2019 saw several initiatives that encourage diversity and inclusion and WLPs in the workplace:

- Tax incentives for companies that hire seniors
- The setting up of childcare centres for all Government offices
- The push for more women in leadership roles, and to increase women on boards to 30%.

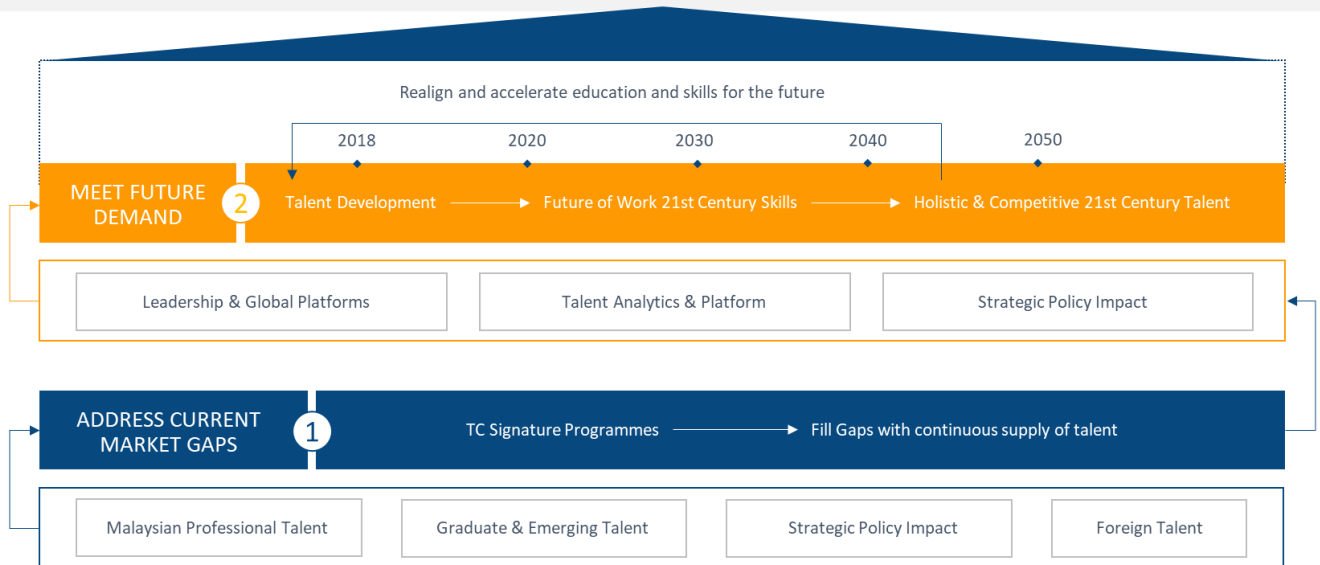
As we empower local talent with talent development opportunities and complement these efforts by leveraging on the international network of Malaysian diaspora, whose diverse experience and expertise is valuable in putting Malaysia ahead of the global competition, we also will streamline and reinforce the country's talent needs by welcoming foreign investors and global expertise.

As 2019 approaches, TalentCorp continues its efforts to strengthen and create a safer, more productive and inclusive workforce and workplace for the Future of Work.

2019 and beyond

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



TalentCorp aims to continue to empower existing programmes by focusing on revenue and outcomes while ensuring implementation at minimal costs

- Make **MYXpats Center** an integrated multi-agency system implementation platform in managing expatriate management in terms of comprehensive and systematic control and data management;
- Strengthening the **network of relationships** with Malaysian diaspora through strategic collaboration with relevant agencies;
- Drive existing **talent development programmes** in tandem with the challenges of the future of work environment through the preparation of the Malaysian Talent Insights report which can assist the Government in planning national human capital development; and
- Give preference to human capital development in the country through various improved initiatives and programmes focusing on the following three talent segments:
 - Graduates and new talent
 - Highly skilled professional talent
 - Latent talent

THANK YOU



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