



# Annual Review 2019



A report on TalentCorp's achievements  
for the year 2019



**TalentCorp**  
ATTRACT • NURTURE • RETAIN

# Contents



1	Overview of TalentCorp	3
2	Review of 2019	7
3	Understanding Talent Supply and Demand	13
4	Enhancing Talent Pipeline	17
5	Promoting Talent Diversity	25
6	Facilitating Talent Mobility	29
7	In The News	34
8	Moving Forward	41



# Overview of TalentCorp



# Talent Corporation Malaysia Berhad



As an agency under the Ministry of Human Resources (MOHR), **Talent Corporation Malaysia Berhad** (TalentCorp) works to attract, nurture and retain the right talent and expertise to support Malaysia's journey towards achieving greater economic progress.

Our efforts to unlock the full potential of the nation's talent base are driven by strong partnerships with various Ministries, industry stakeholders and learning institutions. This solid foundation supports and informs our initiatives which focus on three main pillars: Pipeline, Diversity and Mobility.

As countries the world over continue to feel the transformative effects of the Fourth Industrial Revolution (IR4), TalentCorp aims to ensure that the Malaysian workforce continues to keep pace with industry demand, and ultimately become both locally relevant and globally competitive.

# Partnerships are at the core of TalentCorp's Strategies



Over the past 9 years, we have engaged over 20,000 companies across 18 sectors and 6 regions on talent development measures that:



Ensure **graduates and emerging talent** are equipped with industry-required skills;



Promote **talent diversity** by optimising Malaysia's diverse talent sources towards the creation of a more inclusive and qualified workforce; and



Facilitate **talent mobility** by leveraging the skill sets of Malaysians who have studied or worked overseas, as well as highly-skilled expatriate talent in the country.

# TalentCorp's Signature Programmes

## Understanding Talent Supply and Demand

- Critical Occupations List (COL)
- Nurturing EXpert Talent (NEXT)

## Enhancing Talent Pipeline

- Structured Internship Programme (SIP)
- Scholarship Talent Attraction and Retention (STAR)
- MyASEAN Internship
- MyAPEC YouthConnect
- Semester Break Programme (SBP)
- Young Employable Students (YES!)
- Industry-Academia Collaboration (IAC)

## Promoting Talent Diversity

- Career Comeback Programme (CCP)
- Work-Life Practices (WLPs)
- Life At Work Awards (LAWA)

## Facilitating Talent Mobility

- Returning Expert Programme (REP)
- Residence Pass-Talent (RP-T)
- Malaysia Expatriate Talent Service Centre (MYXpats)





# Review of 2019



# 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



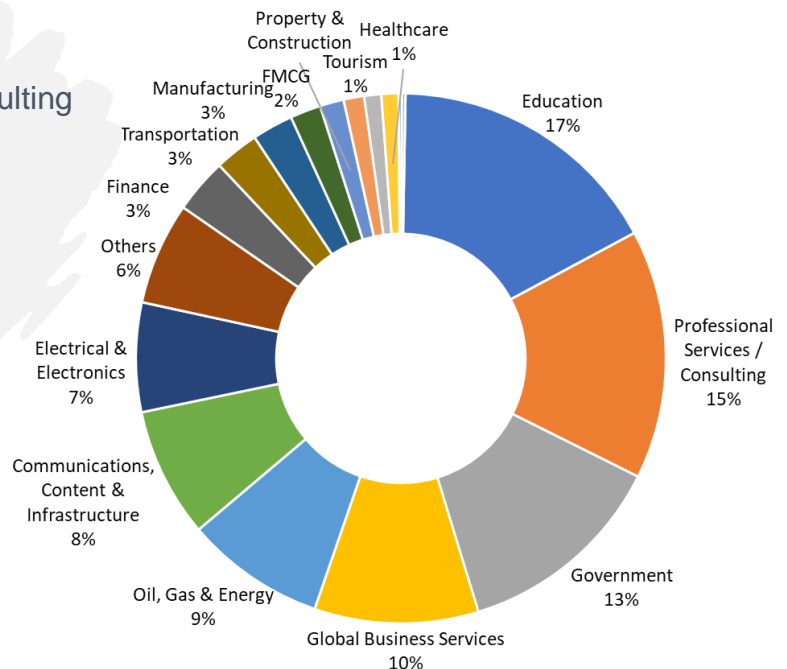
Series of HR circles/conclaves, speaking engagements and workshops



## Top five sectors engaged:

- Education
- Professional Services/Consulting
- Government
- Global Business Services
- Oil, Gas and Energy

## Overall industry engagement by sector:





# 2019 Milestones: Strategic Collaborations and Partnerships

TalentCorp organised a roundtable discussion with the former Prime Minister of Malaysia, Tun Dr Mahathir Mohamad and the International Chambers of Commerce to gather feedback on ensuring the continued growth of Malaysia’s human capital and economic potential. The dialogue is part of engagements between the Government and all stakeholders, including the foreign business community, to discuss human capital related matters which could influence Malaysia’s standing as a preferred destination for talent and investors alike.

## “A Roundtable Discussion with the Prime Minister of Malaysia and the International Chambers of Commerce”

1 August 2019 | Putrajaya International Convention Centre



- This collaborative effort involved key stakeholders such as the Ministry of Human Resources (MOHR), Ministry of Home Affairs (MOHA), Ministry of Education (MOE) and the industry partners whom are committed to building a balanced and dynamic talent ecosystem.
- Discussions were focused around issues involving the low supply of high-skilled talent, the skills mismatch in the workforce, education reforms, as well as certain human resource policies regarding talent development, new investments, support for optimum automation and the hiring of expatriates.

### 30 representatives from 20 Business Chambers



# 2019 Milestones: Strategic Collaborations and Partnerships

In collaboration with the Department of Polytechnic and Community College Education (DPCCE), the Ministry of Education (MOE) and the Malaysian Employers Federation (MEF), TalentCorp launched the Malaysia Tourism Talent Development Consortium (MyTTDC) as part of efforts to pursue talent development initiatives and interventions for the tourism industry, a prime contributing sector to Malaysia's economy.

## “Launch of MyTTDC and Dialogue Session with the Deputy Minister of Human Resources”

20 June 2019



- The consortium aims to develop competent and employment-ready talent for the tourism industry by facilitating upskilling and reskilling initiatives as well as minimise the demand and supply gap by reviewing the relevance of course curriculum to the industry
- This collaboration will improve employers' access to a talent pool of work-ready graduates from public institutions of higher education as well as technical and vocational education training (TVET) institutions.



# 2019 Milestones: Strategic Collaborations and Partnerships

The Malaysia Global Talent (MGT) Programme was launched as a joint collaboration between InvestKL and TalentCorp, with the support and guidance from the Ministry of Education (MOE). It acts as a platform which provides opportunities for multinational corporations (MNCs) and local universities to work together to develop global Malaysian corporate leaders.

## Malaysia Global Talent (MGT) Programme Creating Leaders of the Future

- The programme offers Malaysian professionals opportunities such as secondments, internships, mentorship programmes and knowledge-sharing sessions with C-suite personalities from prestigious MNCs, in addition to establishing world-class Centres of Excellence which will function as a focal point to discuss leadership opportunities, global best practices, research and training for participants.
- With the collaboration between 12 participating MNCs and 12 learning institutions, the programme aims to develop 15,000 Global Malaysian Leaders by 2025 to further enhance and absorb talent in Greater Kuala Lumpur
- The programme focuses on three talent groups:

**MGT Apprentice  
Programme**

**MGT Young Executive  
Programme**

**MGT Senior Executive  
Programme**

### Achievements as of 31 December 2019\*



Apprenticeship  
placements



Students  
undergone  
internships



Young  
Executives  
mentored



Senior  
Executives  
mentored

# 2019 Milestones: Strategic Collaborations and Partnerships

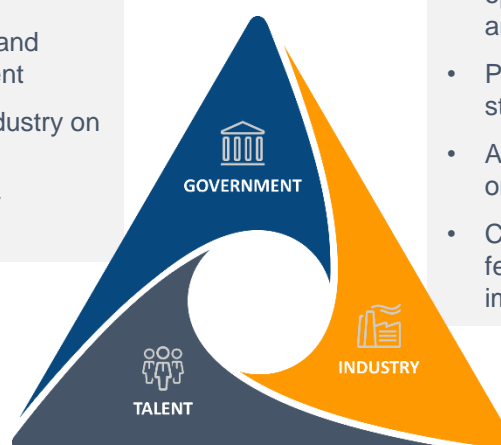
Public service is the backbone of the Government; it's important that the public sector workforce evolves and remains competitive to ensure it continues to have a steady talent supply - not just in terms of numbers, but also skills.

The Cross Fertilisation Programme was initiated by the Public Service Department (*Jabatan Perkhidmatan Awam* or JPA) Special Unit for High Potential and SME Section (SUPREME) to promote knowledge sharing between Government officials and Private Sectors on good practices in the Private Sectors which can be replicated, emulated and implemented to improve the public service delivery system.

## Cross Fertilisation Programme (PCF) Improving the Public Service Delivery System

- TalentCorp acts as the key partner agency to assist with the placement of Government Officials in various private sectors and industries for a period between six to twelve months.
- For 2020, 15 Government Officials will be given the opportunity to apply and be selected to participate in the programme with 8 participating companies ready to take on their placements – **Petronas, PwC, KPMG, AirAsia, Paynet, Malaysia Airports, TM and Nestle.**

- Develop talent framework and deliverables
- Talent profiling, monitor and assess talent development
- Obtain feedback from industry on talent's performance
- Facilitate Talent-Industry relationship



- Provide exposure and learning opportunity in management and leadership role
- Provide learning programme structure
- Agree on deliverables based on JPA's talent framework
- Communicate and provide feedback on gaps for talent improvement

- To learn and experience corporate perspective and work ethics
- Achieve learning outcome on deliverables, to be assessed by Industry and JPA
- Provide feedback to JPA for improvement



# Understanding Talent Supply and Demand



*Demand-driven input from industry players and supply-driven input from learning institutions*



# Critical Occupations List (COL)

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

Developed by the Critical Skills Monitoring Committee (CSC) 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 Technical Vocational Education Training (TVET), upskilling and reskilling of talent, scholarship management, and immigration.

58

Occupations identified in COL 2019/2020






59

Occupations identified in COL 2018/2019

18

Economic sectors

## Top five sectors:

-  Manufacturing
-  Construction
-  Professional, Scientific and Technical
-  Information and Communication
-  Agriculture, Forestry and Fishing

## For the COL 2019/2020, the CSC worked together with:

5,437

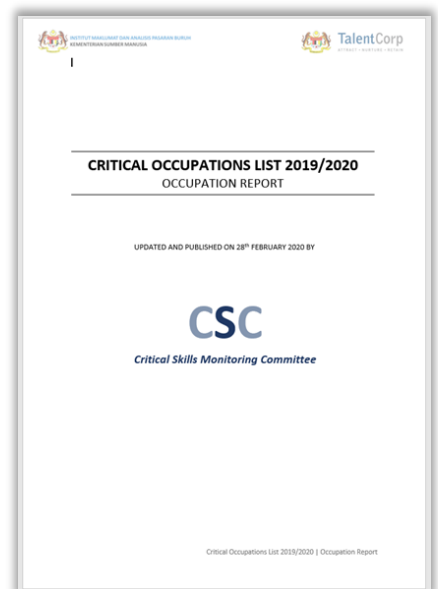
Companies

128

Industry bodies and associations

31

Ministries and government agencies



# Critical Occupations List (COL)

## Occupations that have appeared in every COL

- Finance Managers
- Financial Analysts
- Accountant and Auditor
- Applications Programmers
- Software Developers
- Systems Analysts
- Systems Administrators
- Software and Applications Developers and Analysts
- Policy and Planning Managers
- Business Services Managers
- Information and Communications Technology Managers
- Computer Network Professionals
- Manufacturing Professionals
- Geologists and Geophysicists
- Mathematicians, Actuaries and Statisticians
- Industrial and Production Engineers
- Mechanical Engineers
- Mechanical Engineering Technicians
- Electrical Engineers
- Electronic Engineers
- Engineering Professionals (Excluding Electrotechnology)
- Mining Engineers, Metallurgists and Related Professionals

## New occupations that appeared in COL 2019/2020

- Metal Moulders and Coremakers
- Agricultural, Forestry and Livestock Production Managers
- Toolmakers and Related Workers

### Top five reasons why these occupations are hard to fill:

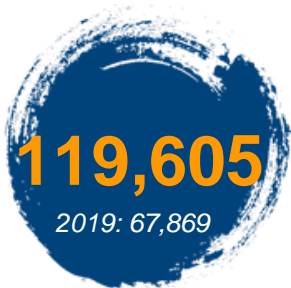
- ▶ Insufficient applicants
- ▶ Lack of relevant job experience
- ▶ Lack of required technical skills
- ▶ Lack of required credential or certification
- ▶ Lack of other required skills

The full COL report can be obtained from [www.talentcorp.com.my/col](http://www.talentcorp.com.my/col)

# Nurturing EXpert Talent (NEXT)

Nurturing EXpert Talent (NEXT) is a national talent analytics platform and profiling tool to assist and equip talents with self-awareness, skills and competencies assessment. NEXT assesses a talent's career and personal values, interest and personal preferences and is capable of mapping out talent database at the national level to bridge the gap of Talent Demand and Talent Supply.

## Achievements as of 31 December 2019\*



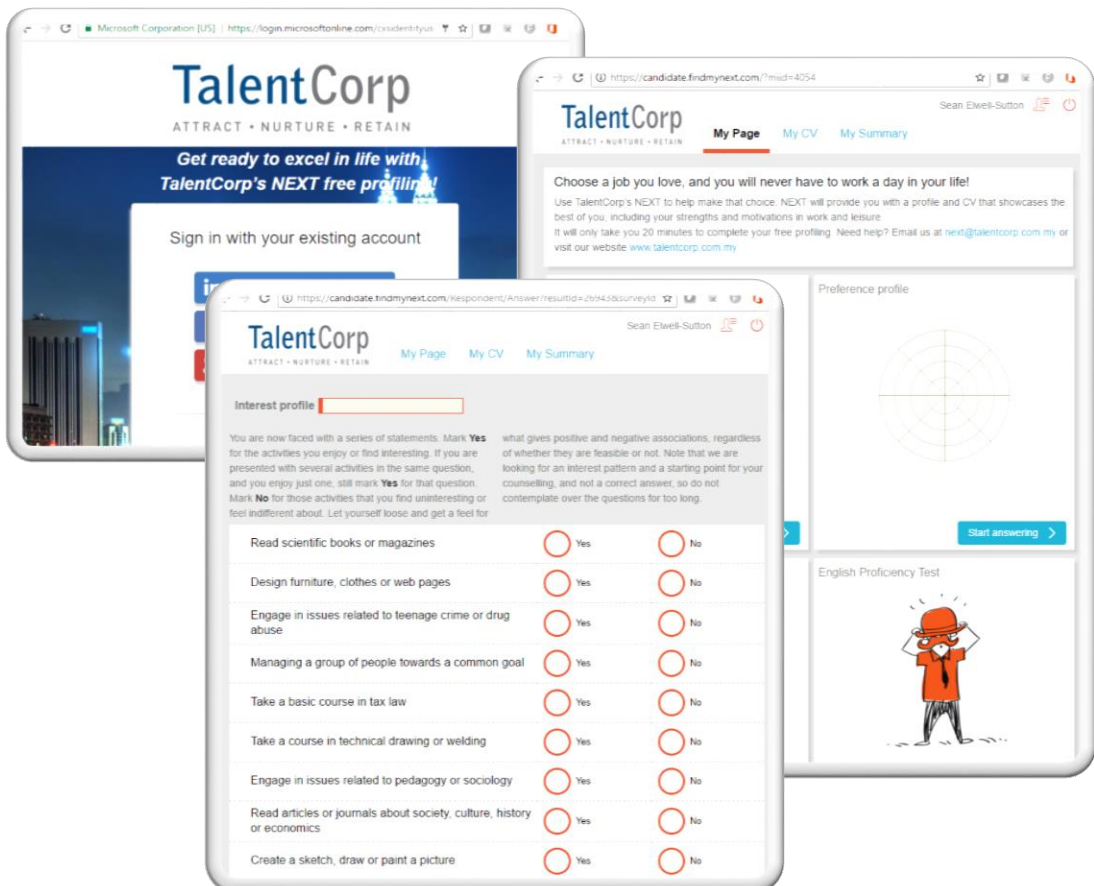
Talent profiles



Learning institutions



Trained career advisors



\*Based on accumulated data recorded from programme inception in year 2017





# Enhancing Talent Pipeline



*Initiatives targeted to  
Graduates & Emerging Talent*



# Enhancing Malaysia's Talent Pipeline and Future-Proofing the Workforce



Young Malaysian talent are a crucial resource for many employers. In fact, the health of local industries and the economy at large are linked to the quantity and quality of Malaysian graduates in the workforce.

At 11.7 per cent in 2019<sup>1</sup>, the youth unemployment rate in Malaysia is more than triple the national rate of 3.2 per cent and has been gradually rising over the past decade. Multiple reports have highlighted the mismatch of competencies between the skills of local graduates and that of industry needs. Employers continue to view soft skills – such as the ability to think critically and creatively, and to work independently – as a key factor in hiring entry-level graduates.

To ensure young Malaysians are equipped with knowledge and skills for the 21<sup>st</sup> century workforce, TalentCorp partners with the Government, industries and learning institutions on initiatives that aim to develop a world-class talent pool, attract top graduates to work in Malaysia, and nurture graduates through coaching and skills development.

*<sup>1</sup>Based on International Labour Organization, ILOSTAT database*

## **TalentCorp's signature initiatives to enhance the talent pipeline:**

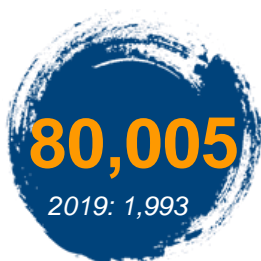
- Structured Internship Programme (SIP)
- Scholarship Talent Attraction and Retention (STAR)
- MyASEAN Internship
- MyAPEC YouthConnect
- Semester Break Programme (SBP)
- Young Employable Students (YES!)

# Structured Internship Programme (SIP)

In collaboration with the Ministry of Human Resources (MOHR) and the Ministry of Education (MOE) Higher Education, TalentCorp implements the SIP to encourage employers to provide quality internship programmes for undergraduates and TVET talents. The SIP encourages companies, industry bodies and learning institutions to develop structured internships, while also providing students with early exposure to the working environment.

Companies are eligible for double tax deduction for all related expenses incurred on the interns. As announced in the 2020 Budget, the existing tax incentive has been expanded to include Bachelor's Degree, Diploma, Vocational (DKM Level 4 and 5) and SKM Level 3 students in all academic fields. Additionally, the Government has extended the double tax deduction incentive by another two (2) years, until 2021.

## Achievements as of 31 December 2019\*








Interns



Participating  
companies



## Top hiring sectors:

-  Non-NKEA
-  Financial Services
-  Business Services
-  Communication, Content and Infrastructure
-  Electrical and Electronics

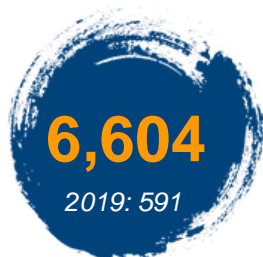
Multiple briefing sessions and engagement activities are conducted throughout the year to create awareness of the SIP to students, employers, university lecturers, and internship coordinators.

\*Based on accumulated data recorded from programme inception in year 2013

# Scholarship Talent Attraction and Retention (STAR)

STAR is a collaborative partnership between TalentCorp and the Public Service Department (JPA) which aims to ensure Malaysia is able to better optimise its large pool of Government scholars. This programme 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 2019\*








Scholars serving their bond



Registered companies

## Top hiring sectors:

-  Professional Services
-  Oil, Gas and Energy
-  Finance
-  Electrical and Electronics
-  Manufacturing

## Successful STAR Personalities in 2019



**Adlan Azri Amran**  
*Engineer*  
*Sapura Energy*



**Yohgamalar Naidu**  
*Petroleum Economics Analyst*  
*Schlumberger WTA*



**Nur Syahirah Hazmi**  
*Audit Assistant*  
*Ernst & Young*

## 2019 Milestones:

- Organised two (2) 'Road to Excellence' networking sessions which recorded a total attendance of 750 scholars and 54 companies
- Organised the JPA-STAR Contract Briefing and Networking Session with participation from 200 scholars based abroad and 17 companies
- 490 scholars regularised on STAR

\*Based on accumulated data recorded from programme inception in year 2011

# MyASEAN Internship

In collaboration with the Ministry of International Trade and Industry (MITI), TalentCorp oversees the MyASEAN Internship which helps foster mutual understanding and 'citizenship' of ASEAN among youth, primarily through a life-changing internship experience for high-achieving Malaysian students with top employers in various ASEAN countries. The programme also adds diversity to our nation's talent pool, by giving outstanding ASEAN students the opportunity to undergo an internship in Malaysia.

## Achievements as of 31 December 2019\*



## Top five nationalities:



Malaysia



Indonesia



Cambodia



Vietnam



Myanmar

## Successful MyASEAN Internship Personalities in 2019



**Lim Sze Ann**  
3-month internship  
**BDO Myanmar**



**Wong Wee Wen**  
3-month internship  
**Smart Axiata Cambodia**



**Kwek Mei Yee**  
3-month internship  
**BDO Myanmar**

\*Based on accumulated data recorded from programme inception in year 2015

# MyAPEC YouthConnect

MyAPEC YouthConnect is another collaboration between the Ministry of International Trade and Industry (MITI) and TalentCorp. This is a talent mobility programme designed to nurture dynamism and competitiveness among APEC youth through short-term work placements (between 4 to 12 months) in companies within the APEC region.

## Achievements as of 31 December 2019\*



Placements  
made



Nationalities



Participating  
companies

## Top five nationalities:



South Korea



Chinese Taipei



Indonesia



Japan



Malaysia

## Successful MyAPEC YouthConnect Personalities in 2019



**Meung Hun Lee**

South Korean

Customer Service Representative  
*Hewlett Packard Enterprise*



**Lily Alyssa Mior Azri**

Malaysian

Management Trainee  
*Axiata*



**Syed Mohd Radi**

Malaysian

Engineer  
*ExxonMobil*

\*Based on accumulated data recorded from programme inception in year 2016

# Semester Break Programme (SBP)

The SBP serves as another platform by TalentCorp to enhance students' exposure to the corporate world, and also provide them valuable opportunities to network with influential Malaysian corporate leaders. The SBP comprises Corporate Leaders Sessions, Field Trips and Industry Insights which is designed to give students a “real world” introduction to Malaysia’s top sectors.

## Achievements as of 31 December 2019\*



Participants



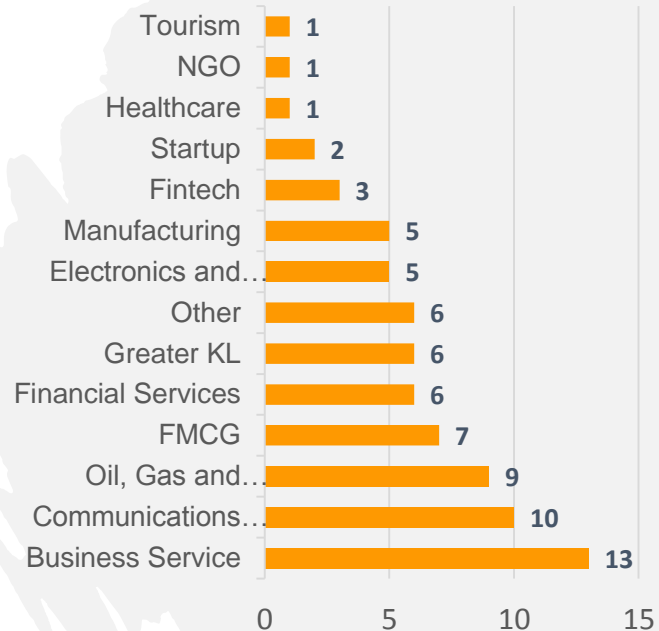
Sessions organised



Participating companies



Industries



## Successful Semester Break Programme Participants in 2019



*“This event is very interesting! I like how they (companies) shared about current market trends, what the companies are looking for and how to improve employability.”*

**Sayyid Ja'far Sadiq**  
Year 2, Engineering  
Universiti Teknologi Malaysia



*“This event gave me a better picture about what local employers want from me, so that I can be better prepared for my career after graduation.”*

**Chin Jun Onn**  
Year 3, Finance  
Peking University, China

\*Based on accumulated data recorded from programme inception in year 2014

# Young Employable Students (YES!)

YES! is an initiative to enhance the employability skills of Malaysian graduates, to ensure they are future-ready for the evolving economy. Through a framework of action implemented in partnership with industry and academia, YES! offers a solution-focused intervention to help graduates take charge of their career path by equipping them with the skills and confidence to join the workplace.







# Promoting Talent Diversity

*Initiatives targeted to skilled and professional talent while promoting Diversity and Inclusion (D&I) in the workplace*



# Promoting Talent Diversity and Advocating Future-Relevant Workplace Policies



New research equates diversity with better financial performance and improved employee satisfaction. And for Malaysia, her strength lies in her diversity of cultures, experiences and mindsets. To move forward in a constantly evolving global marketplace, organisations need to focus their attention on embracing Diversity & Inclusion (D&I) in the workplace to enable them to unlock the full potential of an inclusive and varied talent pool.

With Industry 4.0 and technological advancements transforming the way we live, communicate and work, progressive companies understand the importance of adapting to change and recognize talent as their greatest asset.

TalentCorp partners with the Government and employers to implement initiatives that nurture a diverse workforce (women and other future talent groups) and encourage the creation of a more innovative and balanced work environment, in line with the needs and expectations of the workforce of the future.

## **TalentCorp's signature initiatives to promote talent diversity:**

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

# Career Comeback Programme (CCP)

In support of the government's efforts to increase the country's female labour force participation rate, the CCP aims to encourage and support the return of women to 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.

Between 2015 and 2018, we monitored that **820** women returned to work through the CCP. This was achieved with the support of **323** participating companies. In 2019 onwards, our focus shifted to reskilling and upskilling Career Comeback women returnees to ensure they are ready to be integrated into the workforce.

The Career Comeback Workshop is part of the CCP which aims to reskill or upskill women in soft skills, technical skills, and industry knowledge following a career break.

## Key Achievements in 2019:



Women in our database



Workshops held



Number of Women Participants

### Participating Companies:

CIMB Group | Standard Chartered Global Business Services | Malaysia Digital Economy Corporation (MDEC) | Lean In Malaysia | Dell Malaysia | Roche Malaysia | Baker Hughes | Human Resources Development Fund (HRDF) | Experian Malaysia | PwC Malaysia | LinkedIn | Micron Technology



\*Based on accumulated data recorded from programme inception in year 2015

# Work-Life Practices (WLPs)

To create an environment that encourages the realisation of Diversity and Inclusion (D&I), TalentCorp provides end-to-end advisory services to support companies in adopting WLPs. Nine out of ten companies agree that offering WLPs is a key strategy to address future workforce needs<sup>1</sup>.

In 2019, the focus was on reaching out to Small & Medium Enterprises (SMEs) to bring awareness to SMEs on WLPs, in order for them to stay relevant to talent and improve employee experience, productivity and well-being. SMEs constitute 98.5% of businesses in Malaysia, contributing 38.3% to Malaysia's GDP in 2019. It is vital that SMEs be provided the support for talent attraction and retention, while preparing to adapt the workforce of the future.

## Achievements as of 31 December 2019\*



Companies adopting WLPs



Awareness to SMEs on WLPs



Participating companies in 2019

## LIFE AT WORK Awards (LAWA)

- LAWA, as the most comprehensive D&I award framework in Malaysia recognises organisations that champion the D&I agenda by:
  - Supporting employees' WORK advancement for the 4<sup>th</sup> Industrial Revolution
  - Making their organisation a better WORKPLACE
  - Future-proofing their WORKFORCE for the digital era
- The award has been expanded to include a total of 5 categories – Best Organisation, CEO Champion, Best Leadership and newly introduced categories for Outstanding Practices.

<sup>1</sup>Study Report on Implementation and Outcomes of Work-Life Practices in Corporate Malaysia (TalentCorp, 2017)

\*Based on accumulated data recorded from programme inception in year 2015



TalentCorp

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# Facilitating Talent Mobility



*Initiatives targeted to Global  
Malaysians & Expatriate Talent*



# Facilitating Talent Mobility and Leveraging on Global Expertise



Boosting the pool of domestic talent for Malaysia in the long-term calls for a multi-pronged strategy, one which incorporates leveraging of all our sources of talent, both domestically and abroad. The global talent pool – comprising the skilled Malaysian diaspora community and foreign talent – complements the Malaysian talent pool by enhancing existing skills and bringing in new knowledge and expertise which may not be readily available domestically.

Skilled Malaysian diaspora who have worked abroad in key sectors could also potentially be valuable in strengthening international networks which are key to facilitating knowledge transfers, establishing linkages abroad and encouraging Foreign Direct Investments (FDI).

TalentCorp works together with the Government and Employers to implement initiatives that attract and retain top global talents – be they Malaysian or foreign, skilled professionals or high-performing graduates. We also reach out to and connect with Malaysians abroad through our diaspora networking platforms, which not only ease access to opportunities but also enable cross-border contributions.

## **TalentCorp's signature initiatives to facilitate talent mobility:**

- Returning Expert Programme (REP)
- Residence Pass-Talent (RP-T)
- Malaysia Expatriate Talent Service Centre (MYXpats)

# Returning Expert Programme (REP)

The REP was introduced in January 2001 as part of measures by the Government to foster the establishment of a world-class Malaysian workforce. The REP was placed under the purview of TalentCorp in January 2011 and since then, its eligibility criteria and incentives have evolved in tandem with the needs of the economy. In June 2015, the REP was acknowledged by World Bank as being effective in attracting and retaining talent with skills needed by Malaysia<sup>1</sup>.

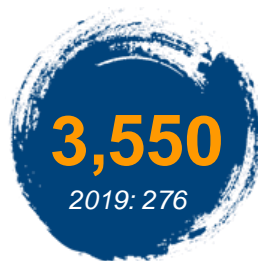
## Achievements as of 31 December 2019\*



Applications received



Applications approved



Approved applicants returned

## Top five countries they returned from:



Singapore



China



Saudi Arabia



United Arab Emirates



United Kingdom

## Top five sectors:

- Oil, Gas and Energy
- Financial Services
- Communication, Content and Infrastructure
- Electrical and Electronics
- Aerospace

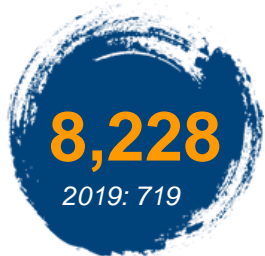
<sup>1</sup>Improving the Effectiveness of TalentCorp's Initiatives (World Bank, 2015)

\*Based on accumulated data recorded from programme inception in year 2011

# Residence Pass-Talent (RP-T)

Introduced in April 2011 together with the Ministry of Home Affairs (MOHA) and the Immigration Department of Malaysia (JIM), the RP-T is a 10-year renewable visa for highly skilled expatriate talent seeking to contribute to Malaysia's economy on a longer-term basis.

## Achievements as of 31 December 2019\*



Applications approved



Has >10 years global working experience



Are C-suites and top management

## Top five sectors:

- Oil, Gas and Energy
- Information and Communication Technology
- Financial Services
- Education
- Business Services

## Top five nationalities:



India



France



Japan



United Kingdom



Australia

*\*Based on accumulated data recorded from programme inception in year 2011*



# Malaysia Expatriate Talent Service Centre (MYXpats)

Officially opened in September 2015, the MYXpats Centre uses a "one-stop" approach to Immigration services by processing and issuing the Employment Pass (EP) and other related passes that enable eligible expatriates to work in Malaysia. The MYXpats Centre is jointly managed by the Immigration Department of Malaysia (JIM), and TalentCorp.

## Achievements as of 31 December 2019\*



Expatriate online applications



Employment Pass applications



EP processed within the 5 working days client charter



Company registration applications

## Top five nationalities for approved expatriates:



China



India



Japan









Indonesia

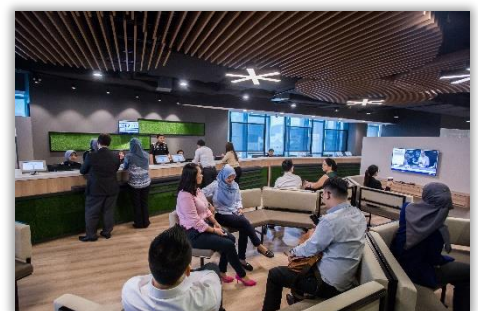


Philippines



## Top sectors for approved companies:

-  Information and Communication Technology
-  Manufacturing
-  Business services
-  Construction
-  Oil, gas and energy
-  Education



The new MYXpats Centre was officially opened to the public on 28 February 2019

\*Based on accumulated data recorded from programme inception in year 2015



# In The News

Coverage of TalentCorp in the media in 2019



INTERNET NEWS

KUANTAN: More than 2,000 technical and engineering students visited Universiti Malaysia Pahang's sports complex to explore career opportunities at the Sector Focused Fair (SFCF) 2019.

The two-day fair, which aims to increase career awareness and understanding of the Malaysian talent line with its objectives organised by Talent Malaysia Bhd (TalentCorp) in cooperation of UMP.

Norliza Mohd Sahar said the fair was chosen as UMP was the sixth venue for our fair and the first in the east coast since SFCF was launched by Menteri Besar Abdul Manan Saifuddin in 2010.

**Companies step up outreach efforts**

TalentCorp, UMP care fair draws 2,000

World Bank in its recent East Asia and Pacific Regional report 'Live Long and Prosper', highlighted that just as important as mitigating the quantity of workforce declines, efforts to enhance worker quality is essentially important.

Attestation to the success of Malaysia's government in boosting and enhancing the nation's human resource, World Bank had pointed out that East and Southeast Asia have a positive starting point in terms of the massive education in secondary and higher education in recent decades.

It said, these efforts will flow through into the labour force in coming decades and at all income levels, each generation of workers will be significantly more educated than the last.

According to Ang Weina, Global Employer Services leader at Deloitte Malaysia, based on Deloitte's firm's experiences as a professional services firm and its interactions with the respective agencies, there have been positive support and changes made through initiatives by the government that have led towards the encouraging growth in productivity level.

"For example, the game-changer undertaken by the respective chief executive officers (CEOs) of the Inland Revenue Board and Talent Corporation advanced TalentCorp in technological advancement in processing of tax and immigration that it is possible to support and

**Building and enhancing Malaysia's human capital**

**Tarik lebih ramai pakar**

TalentCorp bawa pulang 850 rakyat Malaysia kembali berkhidmat dalam negara selepas bekerja di luar

**Fakta**

- Cipta Pasca-Perintah
- Mencegah Tindak Maut
- Sihat Mental
- Sihat Jarak

tion from both the public and private sectors in wanting to ensure success in these areas.

TalentCorp has also emphasized the need for success as diverse and inclusive as possible to bridge the gap between

## Women's ministry addressing gender pay gap

THE Women, Family and Community Development Ministry recognises that the gender wage gap needs to be addressed in order to attract more women to join and rejoin the workforce.

One of the ways to fix the gender pay gap is to remove the barriers that women face in the workforce such as discrimination and limited childcare options.

"The government has set a policy statement that targets women's participation in the job market to 56.5% by 2020 in the 11th Malaysia Plan (11MP). Strategies and various initiatives have been put in place to ensure that women continue to work and contribute to the economy," says the ministry, highlighting the International Labor Organisation's warning that it would take 70 years to close the gender wage gap if no stronger measures were implemented.

Among the 11MP initiatives for women are improving access to early childhood care and programmes supporting women who want to return to work after taking a break from the labour force.

One such programme is the Career Comeback Programme (CCP) through TalentCorp Malaysia.

"As of 2019, the CCP has evolved into an upskilling and/or reskilling programme to facilitate women who are on a career break to return to the workforce (professional jobs)," the ministry notes in an email interview with Sunday Star.

Other policies to help women in the workforce include increasing private sector maternity leave to 90 days and providing childcare facilities in all government agencies and departments.

"In order to achieve the target of filling 30% of Board seats among women, there has been a mentoring mechanism to produce pools of talent to prepare potential women for the position," the ministry adds.

"One of the biggest challenges faced by working women, which has an effect on their earning capacity, is access to childcare facilities.

"To ease the financial burden of parents who send their children for early childhood education to nurseries and registered preschools, the individual tax relief for fees paid will be increased from RM1,000 to RM2,000.

"Public funding for childcare is critical because it is largely out of reach for many parents, especially those from the low-income groups," it says.

In addition to government policies, private companies can work to close the gender gap by providing childcare at facilities at their premises.

The ministry also proposes that private companies embrace flexible working hours and work-from-home schedules.

## TalentCorp: Varsities should look at job list

### Ensure employability by matching skills required

By LOH FOON FONG  
foonfong@thestar.com.my

**KUALA LUMPUR:** To reduce mismatch of skills required for industries, universities should look at the Critical Occupations List and top associated skills to enhance employability, says Talent Corporation Malaysia Bhd (TalentCorp).

TalentCorp industry partnerships manager Noor Asmaliza Romlee said there were 178,000 diploma and degree graduates entering the workforce annually but only half were employed yet there were 59 critical jobs on the list for 2018 and 2019.

"There is a mismatch between what the industry wants and what the academia is producing.

"The universities need to look at the list to ensure employability and revise their curriculum," said Noor Asmaliza, one of three panellists at the Malaysia's Future Workforce and Graduate Employability discussion yesterday.

The discussion was held in conjunction with the British Council Study UK Fair.

The Critical Occupations List is collated yearly by the Critical Skills Monitoring Committee, led by TalentCorp and the Institute of Labour Market Information and

**“**There is a mismatch between what the industry wants and what the academia is producing.

**Noor Asmaliza Romlee**

**”**

Analysis under the Human Resources Ministry. The list was first published in December 2015.

Noor Asmaliza said universities might need to merge some of the subjects to make them multidisciplinary.

"For instance, to be trained in cyber security work, one needs to be trained not just in computer science but also forensic skills," she added.

By ensuring employability, the country would be able to reduce its reliance on foreign expertise to fill in the jobs, she noted.

She said mismatch of jobs also occurred when graduates kept applying for certain jobs and not the jobs that were in demand.

School-to-Work Transition Survey 2018 found that the top two reasons for fresh graduate unemployment were skills mismatch and job search and recruitment mismatch.

According to the survey, employers were also looking for soft skills, besides the hard skills, said Noor Asmaliza.

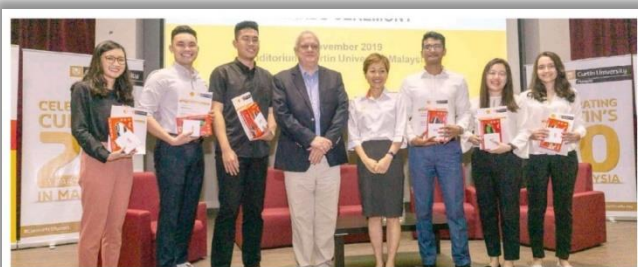
Meanwhile, the panellists also urged students and graduates to look beyond traditional jobs.

Citibank Malaysia country human resources officer Nisha Paddirai said students and job seekers need to understand key influences such as changing demographics, a growing ageing population and the technological demands, and match them according to their personalities and talents.

She said employers were also looking for people with creativity who were able to "connect the dots" and come up with solutions, have emotional intelligence, the ability to collaborate and bring a team together, analyse data and make good judgements, are resilient and able to pick oneself up after a failure.

University Academy 92 international student recruitment manager Rachel Tod said in recent years, universities have added new skills training to courses to prepare graduates for the job market.

The Star, 24 November 2019



(From fourth left) Mienczakowski and Chieng in a photo-call with the six outstanding student participants of the 'Industry Immersion Module'.

## Partnership module allows 'future engineers' to do real industry work

**MIRI:** The Sarawak Shell Bhd (SSB)'s 'Industry Immersion Module' conducted for 25 students of Curtin University Malaysia concluded with an awards presentation ceremony and an industry dialogue at the campus here yesterday.

The module, which ran from August to October this year, was the result of a memorandum of understanding (MoU) signed between the two organisations in April this year, and a separate MoU on 'Digitalisation Module', which is still on-going.

The closing event yesterday was attended by SSB general manager Jill Chieng who represented vice-president (Shell Malaysia Upstream) Simon Durkin, and Curtin Malaysia vice-chancellor and president Prof Jim Mienczakowski.

In her remarks, Chieng said the projects were designed to simulate real working environments in the oil and gas (O&G) industries, meant to allow 'the future engineers' to experience the 'real situation' and to better prepare themselves for a career in a multinational company.

These projects commit us to work in tandem with the future engineers, so we can be one of the strong drivers in delivering Malaysia's plan to accelerate human capital development for an advanced nation," she said.

Meanwhile, Mienczakowski said it was good that the students got to apply what they had learnt in their engineering and science courses to real-life scenarios at SSB, and also the opportunity to work in multi-disciplinary teams with highly-experienced Shell personnel — an experience he regarded as 'invaluable'.

He said the success of the module was testimony of the strategic partnership between Shell and Curtin Malaysia to facilitate students' capacity-building and knowledge transfer.

Six students who took part in the programme received awards for their outstanding performance — they are Harsha

Settinayake Abdul Raszyd, Britney Chong Ting Yen, David Ha Heng Lee, Kusucera Youngblood, Armand Zain and Kaylene Anjek.

The 'Immersion and Digitalisation' modules, developed specifically for Curtin Malaysia's engineering and science students, required them to work in teams in various projects to develop solutions to real-life industrial challenges.

Monitored by Shell supervisors, 25 Curtin Malaysia students from various engineering and science disciplines took part in the Immersion Module, while 15 are still undergoing the Digitalisation Module.

Meanwhile, the industry dialogue on 'Graduate Employability' had Chieng, Curtin Malaysia deputy vice-chancellor Prof Beena Giridharan, TalentCorp Malaysia Industry Partnership lead Azliyah Mohd Ali and Petronas Carigali SKO senior general manager Morris Mail, as the panellists.

The Star, 14 October 2019

## Six tools to help youths get jobs

### Jobs portal, training schemes have benefitted the young — PM

By ARJUNA CHANDRAN SHANKAR

**KUALA LUMPUR:** The government has introduced at least six measures to address youth unemployment, Prime Minister Tun Dr Mahathir Mohamad said.

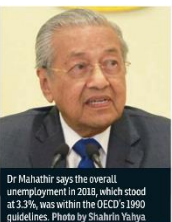
Among them is the recruitment portal, JobsMalaysia, through which 3,890 jobseekers have gained employment between January and March this year.

Dr Mahathir said in his reply to Ma'mun Sulaiman (Warisan-Kalabakan) on the government's efforts to reduce the youth unemployment rate, at the Dewan Rakyat sitting yesterday.

Ma'mun said based on the Labour Force Survey Report by the department of statistics, the youth unemployment rate was recorded at 10.9% in 2018.

"Among the factors identified to have contributed to youth unemployment in Malaysia were inadequate skills, qualifications and work experience, as well as unmatched skill sets," he said during the Minister's Question Time.

Dr Mahathir said the government had also set up a one-stop centre to provide professional consultation for jobseekers to secure jobs; created a Graduate Enhancement Programme for Employability to help



Dr Mahathir says the overall unemployment in 2018, which stood at 3.3%, was within the OECD's 1990 guidelines. Photo by Shahrin Nizky

unemployed graduates develop skills through training in high-impact fields; fine-tune and expand the apprentice and industrial training programmes; and empowered the National Dual Training System, which is aimed at addressing the shortfall in skills required by industries. Under the scheme, 70% of the training involves practical training in companies, and the rest of the training is theoretical in nature.

The government has also set up centres with agencies such as JobsMalaysia, the Social Security Organisation, Pembangunan Sum-

ber Malaysia Bhd and the Bumiputera Development Agenda Unit to prepare youths for the job market.

"[The government] is also implementing the Structured Internship Programme, which is spearheaded by TalentCorp and the education ministry," said Dr Mahathir, who added that 76,000 university students and technical and vocational education and training students had benefited from the scheme.

"Among the other factors that are known to be a cause of youth unemployment in Malaysia is the lack of education, working experience and skills," Dr Mahathir added.

He added that overall unemployment in 2018, which stood at 3.3%, was within the Organisation for Economic Cooperation and Development (OECD) 1990 guidelines, which indicate economies with unemployment rates below 4% are in a state of full employment. In response to a supplementary question from Datuk Seri Ahmad Maslan (BN-Pontian) as to whether the government should introduce an entrepreneurship stream in secondary schools, Dr Mahathir said that TalentCorp had already introduced entrepreneurship training in the various programmes it runs, and that it is up to jobseekers and the youth to seek appropriate training.

The Edge Financial Daily, 12 July 2019

## Design syllabus to meet job needs, varsities told

By RAVINDER SINGH  
news@theborneopost.com

**KUALA LUMPUR:** Institutions of higher learning should revise their syllabus to meet changes in the job market, said TalentCorp industry partnership manager Noor Asmaliza Romlee.

"She said TalentCorp has a list of 30 critical jobs that are in demand in Malaysia, and to meet the needs for employees in these areas, businesses were turning to foreign workers."

"If universities can start their syllabus to meet the demand of employers, it will reduce the need for foreign workers," she said at a education forum organised by the British Council yesterday.

She said the syllabus had always been policy driven but universities should also consider industry needs to ensure graduates were employable.

"You may need to drop some syllabus and merge others to meet the changing needs," she added.

Noor Asmaliza said soft skills also played an important part because employers looked for them recruiting graduates.

She said other skills employers looked for that were equally important were teamwork, communication, adaptability and presentation.

Noor Asmaliza said a report by Khazanah on graduates from 2010 to 2017 found there were 170,000 high skilled graduates but only

about 90,000 jobs were available.

She attributed this to a myriad of reasons such as graduates only applying for certain types of jobs.

She added that small and medium enterprises (SMEs) employed about 80% of the workforce but they lacked the funds to train people.

Noor Asmaliza said varsities can play a role by providing graduates with soft and technical skills to meet the needs of SMEs.

TalentCorp had set up a consortium with the tourism industry to help universities train graduates to meet demand.

This was done to address the mismatch between industry and academia as tourism was a huge economic contributor.

The Borneo Post (Sarawak), 5 November 2019

# Mind the gap!

### We must provide the right support structures to empower women in the workforce.

By **DINA MURAD**  
dunay@theira.com.my

MALAYSIA has a woman deputy prime minister. We have women in the Cabinet. But there is still a lot more to be done to have gender parity in the general labour force, where women make up only about a third.

"Are women facing challenges? I say yes," says Mahuran Saro Sariki, deputy chief executive officer of Talent Corp Malaysia Bhd (TalentCorp), the national agency driving Malaysia's talent strategy under the aegis of the Human Resources Ministry.

Mahuran says that many women will come to a point in their careers where they have to strike a balance between work and starting a family.

"There are some women who then decide to take a break from the workforce because their support systems are probably not strong. For example, they don't have access to childcare or their company does not provide flexible work options," she says.

Mahuran was responding to the recently released World Bank report, "Breaking Barriers: Toward Better Opportunities for Women in Malaysia", which highlights the issues faced by women in the labour market.

The report found that although there are more women than men enrolled in tertiary education institutions, and girls generally perform better at school, women comprise only 29% of the total Malaysian labour force.

A lack of accessible and affordable child and elderly care services were found to be among the main reasons keeping women from working.

Acknowledging this limitation, Mahuran says TalentCorp is working at promoting childcare services in the workplace, and helping women who wish to return to their careers after a break by engaging with industries and providing training.

"For smaller businesses like SMEs (small and medium enterprises) that may be unable to provide childcare services, they have to provide an accommodating environment for their staff."

"This can include flexible working hours. Not only for women, but also for men," she says, acknowledging the shared responsibility at home.

The government's policy is for all its agencies and departments to set up childcare centres in their respective offices.

Mahuran herself spent two years out of the workforce to care for her children and understands that returning to one's career can be challenging.

"When women take a break from the workforce for a few years, the skills that they have from a few years ago may be obsolete. So there is a need to improve on that," she says.

Upskilling or retraining for a different sector can help in such situations.

Sharing her own story Mahuran says that she specialised in Human Relations prior to her career break. However, she began learning about and specialising in economics and

the labour market after returning to the workforce.

Among the suggested reforms in the World Bank report are prohibiting the dismissal of pregnant women, requiring 14 weeks of paid maternity leave, providing accessible child and elderly care services, and introducing paid paternity or parental leave.

Mahuran is holding an optimistic view that these reforms are achievable.

"I would say we can do it. The commitment must be there and that is shown by the current government," she says.

### Breaking down gender biases

The narrative that housework is "women's work" has to be changed immediately, says Izza Izzelin, executive director of female youth empowerment non-governmental organisation (NGO) Womenegirls.

"I urge that we do not make childcare and housework women's issues, because they are not! They are everyone's issues."

"Until we can internalise and understand this, no progress will be made, and any kind of system or policy will not be sustainable," she told *Sunday Star*.

Izza explains that both women and men must work hand-in-hand to help women progress.

"If women want to make it at work and still be there for their kids, they have no choice but to multitask, and this causes them to become lethargic."

"Lethargy will then lead to women not being able to give 100% in the things they decide to do and, consequently, may cause them to feel like they are not 'good enough,'" she says.

This sentiment supports the findings of a Khazanah Research Institute report released on Thursday titled "Time to Care: Gender Inequality, Impact Care Work And Time Use Survey" which found that women face a "double burden" as they carry more responsibilities for unpaid care work despite working similar hours to paid work as men.

Women feel the weight of the burden on their shoulders, and this makes them feel less motivated in their careers or become added barriers for them to match men in the workforce, says Izza.

The best way to develop the concept of shared responsibilities is at home through good parenting and in school, she says.

"As children grow up, they look at mothers and fathers managing house chores around them and this is how the profiling or stereotyping process starts for them."

"It is important for parents to demonstrate and instill in their children the spirit of helping each other out and respecting others regardless of their gender or any other intersectionality - this is the core of the gender issues that we are facing," she says.

There are many benefits that the country can reap if it looks towards positive childcare solutions. The Khazanah report detailed how higher investment in the care sector could yield considerable returns, including an increase in women's labour force participation

to 63% within five years.

Furthermore, it could potentially create over 16,000 jobs in the childcare industry and increase real gross domestic product (GDP) growth by as much as 0.4% annually.

Apart from recognising care-work as a productive sector of the economy, the Khazanah report also suggests the government introduce subsidies to stimulate demand for formal childcare and enact labour policies that encourage mothers and fathers to share care responsibilities.

### Need for anti-discrimination law

According to the Women's Aid Organisation (WAO), one barrier to women's workforce participation and career progression is pregnancy discrimination.

"A WAO survey found that over 40% of women had experienced pregnancy discrimination - they were fired, denied promotion, demoted, placed on prolonged probation, and made redundant," says Tan Heang Lee, WAO Advocacy and Communications Officer.

Additionally, about 40% of women surveyed had been asked by job interviewers if they were pregnant or had plans to become pregnant in the near future, says Tan.

"There is currently no law that specifically prohibits gender discrimination in the private or public sector," she explains.

"The Human Resources Ministry has said that the government is still considering the proposed anti-discrimination provision for job seekers in the Employment Act. We urge the government to include the provision in the Employment Act amendments, which are expected to be tabled this month," she says.

In her speech at the World Bank Report launch, Women, Family and Community Development Minister Datuk Seri Dr Wan Azizah Wan Ismail, who is also Deputy Prime Minister, said that her ministry is in the midst of drafting two pieces of legislation aimed at increasing protection for women, first, a bill to prohibit all forms of discrimination against women, and second, a bill to address the issue of sexual harassment within and outside the workplace.

### More women leaders

It is essential that more women are placed in decision-making positions because women's representation in leadership helps ensure decisions and policies are sensitive to women's needs, says Tan.

"As a case in point, the passing of the Domestic Violence Act in 1994, a landmark advancement of women's rights in Malaysia was made possible by the leadership of the late Tan Sri Napsiah Omar, then National Unity and Social Development Minister, who was a fierce advocate for women's rights," she explains.

According to the World Bank report in 2017, only 22.1% of managers in Malaysia were female, and in 2018, only 15.7% of board members were women at a typical Malaysian public-listed firm.

"On a national policymaker level, women are important as catalysts to ensure women, or talent in general, are retained in the workforce," says Aibir Abdul Rahim, co-founder and director of Lean In Malaysia, a non-profit organisation that works to educate and empower women.

Aibir says that some women feel a lack of confidence due to their absence from their field of work for a while.

"They tend to worry that they might be left up to date on developments in their profession or industry, and they worry this may impact their level of employability," she says, adding that this then creates self-doubt and becomes a barrier to relaunching their careers.

Many employers are also unconsciously biased when they see a gap in a woman's resume and her chances of being hired are lowered, Aibir explains.

This is where groups like Lean In can help by teaching women who took a break how to relaunch their careers via masterclasses, workshops, dialogues and other programmes.

Having women in decision-making positions is not just for optics. Tan describes how women in leadership positions also break ground and act as role models to other women and girls.

"Seeing someone like themselves in leadership positions helps women and girls envision themselves as leaders to and expands their imagination of what they could be," she says.

### Getting women back to work

Because many women face challenges when trying to return to the workforce, it is not only important to assist them by removing barriers but supportive policies should also be introduced, says women's advocacy platform Lean In Malaysia.

"Pro women policies are important as catalysts to ensure women, or talent in general, are retained in the workforce," says Aibir Abdul Rahim, co-founder and director of Lean In Malaysia, a non-profit organisation that works to educate and empower women.

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There is an urgent need for top level commitment in order to realise the diversity agenda, says Tan Sri Zarithah Anwar, chairman of the Institute of Corporate Directors Malaysia.

"Chairmen and CEOs must make gender diversity a component of their business strategy and ensure appropriate policies are in place to retain, develop and promote women into senior roles," the former Securities Commission Malaysia chairman tells *Sunday Star*.

Apart from providing flexible work hours, extended parental leave and care services, Zarithah says that the board and management of companies can also institutionalise the need for gender diversity through policies, setting targets for the company, and measuring the performance of managers.

"During my time in Shell, country chairmen were held accountable for delivering on gender diversity targets," says Zarithah, who spent more than two decades with the oil and

gas giant.

She explains that gender diversity has to be addressed in the same way as companies address other key business goals.

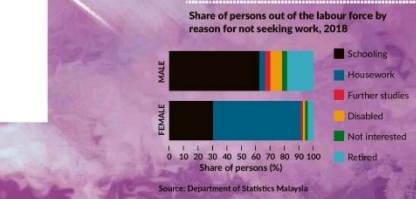
"A gender diverse board is a business imperative. And that's why investors are increasingly holding boards to account on diversity and inclusiveness."

"Major institutional shareholders are beginning to vote against male candidates to all male boards," she says.

One of the initiatives that took off during Zarithah's time in Shell was the creation of the Shell Women's Action Network (SWAN), which was a forum that connected the women in Shell.

"We also worked closely with management to develop female talents through mentoring, identified women role models that young women could aspire to, got advice and networked on a social basis," she says, adding that SWAN also organised speaking engagements, awareness sessions and lobbied for changes in human resources policies to help retain women in the workforce.

# Women in the workforce



The Star, 6 October 2019

# 政府拟修改雇佣法令 推行弹性工作时间 增产假

【檳城 30 日讯】大马人才机构首席执行官西瓦古梅仁透表示，政府正研究 1955 年雇佣法令，以修订工作时间，同时也要

大学毕业生有 62% 是女性，如果工作环境及设施没有改善，我们可能会流失人才，未来甚至需要依赖外籍劳工。

因此，他表示，政府欲通过修改 1955 年雇佣法令部分条文，推行弹性工作时间，并增加女性员工的产假至 90 天。

他指出，不少女性离职后，无法重返职场的原因有 3 个，除了照顾家中老人，也包括照顾年幼或需哺乳、照料成长中的

孩子，但她们的职场多数没有良好的设施，如没有哺乳室，所以她们也难以重返工作岗位。

他续说，目前各机构都有为女性提供私人，女性公务员可享受 90 天的产假，但私人界别需根据各公司的条例。

他也说，政府刚通过离开职场 6 个月或以上，再重返职场的女性，可获得 1 年个人所得税减免的政策，政府预计近日内将会宣布这项好消息。

佳时机，父母把握时机，为孩子灌输良好的品行，因此也需各方合作，为孩子提供更好的成长环境。

她解释，若有一站式的学前教育机构，不仅可培训教育工作者，还可提高民众对儿童学前教育的意识。

“这些都需要人力资源。财政部等部门的配合，我也希望首相可以亲自了解此事，这是为了孩子的未来，给每个孩子更公平的开始。”



“工作场所设立托儿所：势在必行？”论坛嘉宾与出席者开心合照。坐在左起为王美玲、凯莉拉兹曼、章瑛、西瓦古梅仁、刘月娟及刘良勇。

Kwong Wah Yit Poh, 1 October 2019

## Taska di tempat kerja mampu bantu kekalkan pekerja

**GEORGE TOWN:** Penubuhan pusat penjagaan kanak-kanak atau taska di tempat bekerja akan memberikan impak positif dan manfaat besar bukan sahaja kepada para pekerja yang mahu bekerja di majikan. Timbalan Ketua pegawai Eksekutif Talent Corporation Malaysia (TalentCorp), Siva Kumeren Narayanan berkata, dengan adanya pembinaan taska atau pusat penjagaan kanak-kanak di lokasi syarikat bekerja, ia dapat membantu mengesahkan masalah ketidakhadiran pekerja dan menyumbang kepada pengkalan pekerja. "Ia akan memberi manfaat kepada majikan dengan meningkatkan semangat majikan, meningkatkan pengkalan dan menarik kepelbagaian pekerja dari aspek yang lebih luas dan mengurangkan kos majikan dalam jangka panjang," katanya. Beliau berkata demikian semasa berucap pada Sesi Dialog Industri bertajuk 'Pusat

Penjagaan Kanak-kanak di tempat kerja: Perniagaan Yang Menguntungkan?' di sini yang dirasmikan Timbalan Ketua Setiausaha (Operasi) Kementerian Sumber Manusia, Datuk Mohd Khair Razman Mohamed Annuar semalam. Kajian TalentCorp pada tahun 2018 menunjukkan 40 peratus firma di Malaysia menawarkan kemudahan mesra keluarga dan daripada jumlah itu hanya lima peratus yang menawarkan pusat penjagaan kanak-kanak. Sementara itu, Pengerusi Jawatankuasa Pembangunan Wanita dan Keluarga, Keterangan Gender dan Agama Selain Islam, Chong Eng berharap lebih banyak lagi taska akan dibina di tempat kerja bagi memudahkan para ibu bapa untuk menguruskan anak di samping dapat menjimatkan masa. Hasil kajian TalentCorp dan Persatuan Akuntan Bertauliah Berkanun (ACCA) mendapati kegagalan mengimbangi antara kerja

dan kehidupan menjadi sebab utama golongan wanita berhenti kerja selain faktor-faktor menjaga ahli keluarga, pusat penjagaan anak yang mahal dan kurang sokongan majikan. "Selain itu, kajian Ernst & Young mendapati 35 peratus wanita yang meninggalkan lapangan kerja disebabkan isu penjagaan anak. Apa yang menjadi kebimbangan kita ialah disebabkan perkara ini, wanita telah meninggalkan alam pekerjaan dan tidak lagi cenderung untuk bekerja kembali," katanya. Beliau berkata, kajian turut menunjukkan daripada jumlah 93 peratus wanita yang diberi pertimbangan untuk kembali bekerja semula, sebanyak 63 peratus memberikan jawapan kesukaran untuk kembali bekerja. Justeru Chong berkata, isu itu harus dipandang serius dan paling utama serta memikirkan cara bagaimana untuk mengekalkan para ibu untuk bekerja. — Bernama

Utusan Borneo Sabah, 1 October 2019

## Sistem pendidikan M'sia dicadang tumpu kepada perindustrian

**PUTRAJAYA:** Perdana Menteri Tun Dr Mahathir Mohamad berkata dewan perniagaan antarabangsa yang beliau turut libatkan diri dalam sesi perbincangan berhubung tenaga kerja dan bakat hari ini, mencadangkan supaya sistem pendidikan Malaysia memberi tumpuan kepada bidang perindustrian. Beliau berkata mereka juga ingin melihat sistem pendidikan negara memberi pertimbangan kepada jenis pekerjaan yang akan dilakukan selepas pelajar bergelar siswa-zah. "Pendidikan tidak boleh lebih tertumpu kepada kesesuaian, sebaliknya dalam bidang perindustrian. Mengambil sistem Jerman adalah sistem terbaik, apabila satu pertiga daripada masa diluahkan di dalam bilik darjah, dan dua pertiga lagi di tempat kerja," katanya pada sidang berita selepas pengperincian sesi rundingan meja bulat bersama 30 wakil daripada 20 dewan perniagaan asing mengenai "Memperkasakan Tenaga Kerja Malaysia, Memupuk Bakat Bagi Masa Depan", di sini kelmarin. Iu lain yang dibangkitkan oleh komuniti dari luar negara semasa sesi meja bulat yang berlangsung lebih sejam itu, adalah berkaitan ingresen di mana pekerja bertukar seharusnya diberi tempoh lebih



daripada dewan perniagaan asing turut menyambut baik usaha Malaysia ke arah reformasi buruh. "(Keperluan) hari ini adalah tentang pengaturcaraan mesin automasi robot. Kemahirannya berbeza, jadi apa yang kita perlu lakukan sekarang adalah melatih rakyat kita, memperingkatkan rakyat kita kepada kemahiran lebih tinggi, bukan sekadar memasang barangan tetapi juga berupaya mengendalikan dan mengenggara mesin," katanya. Mengenai sesi meja bulat itu, Dr Mahathir berkata ia adalah cara yang baik untuk berkomunikasi dengan pelajar asing. Diturunkan oleh TalentCorp Malaysia Bhd, dialog itu adalah yang pertama daripada beberapa siri perbincangan yang dirancang diadakan antara kerajaan dan komuniti perniagaan asing, bertujuan menjadi platform yang dikuatkuasakan untuk menyumbang idea ke arah memperkukuhkan kedudukan Malaysia sebagai destinasi pelaburan pilihan. Antara dewan perniagaan asing yang mengambil bahagian adalah Dewan Perniagaan dan Perindustrian Jepun Malaysia, Dewan Perniagaan Amerika Malaysia dan Dewan Perniagaan dan Perindustrian EU-Jalaysia. — Bernama

New Sabah Times, 2 August 2019

## Prioritising human capital development

FOR Malaysia to become a high-income country, human capital development must continue to be a key priority, says TalentCorp Malaysia. Presently, various government ministries are helping to bridge existing skills gaps in the labour market with interventions and initiatives, a TalentCorp spokesperson said in an email interview with *Sunday Star*. TalentCorp is the national agency driving Malaysia's talent strategy under the aegis of the Human Resources Ministry. These steps include reforming the labour market and prioritising skilled job creation, improving labour efficiency and productivity by strengthening workers' rights, enhancing access to quality education, and training and fostering stronger industry-academia links. "The skills shortage faced by Malaysian employers is not in terms of numbers, but a mismatch is evident. Based on a survey conducted by Khazanah Research Institute 1 (KRI), this mismatch could be linked to the importance placed by employers on soft skills and work experience, in contrast to the academic and professional qualifications that are emphasised by Malaysian education and training institutions," the spokesperson said. "KRI also observed that although employers have key roles to play in

improving graduate employability, almost three-quarters of the 1,620 companies surveyed nationwide did not have training budgets, nor did they actively participate in employability training programmes for youth." TalentCorp will facilitate greater employer involvement in training and producing high-quality graduates through initiatives such as structured internship programmes, enhancing industry-academia collaborations, and its STAR (Scholarship Talent Attraction and Retention) Programme. These initiatives are in addition to national measures such as the Graduate Enhancement Programme for Employability (Generate 2.0) under the Human Resources Development Fund to help unemployed graduates develop skills through training in high-impact fields. According to TalentCorp, there are 23 occupations that have appeared on every round of the Critical Occupations List since it first came out in 2015. These include Information and Communications Technology managers, mathematicians, systems analysts, electrical and electronic engineers, actuaries and statisticians. "Further evaluation may be needed of these occupations as they may be a priority for policy-makers," the spokesperson said.

The Star, 22 September 2019

## Time to address labour market shortages

Malaysia has to tackle jobs mismatch by focusing on critical occupations.

Stories by DINA MURAD  
sunday@thestar.com.my

WHAT skills do you need to become a sought-after employee in Malaysia's current labour market? Well, according to the Critical Occupations List, what's in demand are communication skills, English language proficiency and problem solving expertise. The country is also in need of more electric and electronic engineers, early childhood educators, finance managers, chemists, manufacturing professions and software developers among others. The 2018/2019 Critical Occupations List (COL) highlights 59 middle- and high-skilled occupations that are sought-after, strategic and in high demand. The COL keeps abreast of changing labour market demands associated with new technologies, automation and Industry 4.0. It was

developed by agencies under the Human Resources Ministry and in collaboration with the World Bank. On Sept 12, the World Bank released its "Monitoring Occupational Shortages: Lessons from Malaysia's Critical Occupations List" report, a case study of the COL. While most people would assume that skills in artificial intelligence (AI) and big data are in demand, many are not aware that traditional skills like welding are also highly sought after, said Human Resources Minister M. Kulasagarman at the report's launch in Putrajaya. "There are a lot of people who do not realise how important it is to acquire these skills, which are easily available in institutes under the Human Resources Ministry," he said, explaining that there are many success stories of those with traditional skills earn-

ing lucrative incomes. "Many Malaysians treat these skills as a last-choice job. This is a mindset that has to change," he said. The COL is updated and released yearly by the Critical Skills Monitoring Committee which is jointly chaired by human capital development agency TalentCorp and the Institute of Labour Market Information and Analysis under the Human Resources Ministry. It was created in 2015 to identify labour market shortages. "The Mid-Term Review of the 11th Malaysia Plan (2016-2030) accords the COL a central place in Malaysia's labour market development," said Kulasagarman. "By identifying labour market needs as they arise, the COL becomes a powerful policy tool that can be used by governments, the private sector, academia, job creators and job seekers alike."

The Star, 22 September 2019

**檳城30日讯** | 大马人才机构 (Talent Corp) 署理首席执行官斯瓦古玛仁表示, 政府将重新修正 (1995年雇员法令) 的产假条文 (从原本60天提升至90天), 同时也将检讨雇员工作时间的条文 (提供女性弹性工作时间), 以鼓励更多女性重返职场。

他今早出席职场托儿所业者对话会后在记者会上, 就财政部部长将于即将来临的财政预算案关注女性投入职场课题, 发表上述谈话。

他说, 导致女性退下职场的原因有3种, 包括照顾家中年长的父母、照顾刚出生的婴儿及小孩。如果, 一家公司能为身为母亲的雇员, 提供3个月产假及具有弹性的工作时间, 也许就能让这些母亲继续留在职场。

## 产假90天 弹性工作时间 修法鼓励女性重返职场

「这种做法不仅鼓励更多女性重返职场, 甚至可留住人才, 尤其是女性的工作能力不比男性逊色, 甚至更强。」

### 吁重视幼儿教育

对此, 掌管妇女及家庭发展事务的檳州行政议员章琛呼吁雇主, 应把视野放得更广, 为女性雇员提供上述的福利, 好让女性能继续留在职场, 为公司付出。

除了上述的政策外, 她表示, 在孩子0至7岁时, 是塑造良好品行阶段, 若政府能够在该

阶段提供更好的教育, 或能为我国培育出更多良好品行的公民。

因此, 她希望政府能重视早期幼儿教育政策, 并为该政策成立法令及机构。

另外, 她也希望, 财政部部长能在明年的财政预算案中, 继续拨款在政府部门兴建更多的托儿所, 尤其是学校, 因为我国80%的教师都是女性, 且大部分都已为人父母。

她说, 若政府能够在学校或其它政府部门设立托儿所, 或能减轻女性公务员的负担, 让她们都能够安心上班。

## Taklimat next profiling oleh TalentCorp Malaysia kepada siswa-siswi baharu UMS

**KOTA KINABALU:** Universiti Malaysia Sabah (UMS) melalui Pusat Kerjaya dan Alumni (PKA) bersama TalentCorp Malaysia mengadakan Taklimat Next Profiling oleh TalentCorp Malaysia pada 11 September 2019 baru-baru ini bertempat di Dewan Canselor, UMS.

Tujuan taklimat ini diadakan adalah Memberi penerangan khusus mengenai kepentingan, cara mengisi dan memanfaatkan profiling

untuk menilai kekuatan personaliti pelajar dalam aspek persiapan kerjaya.

Seramai lebih 1,000 orang pelajar baharu hadir dalam sesitaklimat tersebut. Peserta diberi penekanan kepada kepentingan 'sejarah' individu untuk pilihan kerjaya yang baik.

Peserta bengkel diperkenalkan kepada asas teori dan pengalaman praktikal dalam mentafsir dan menggunakan penggunaan pendekatan dalam talian seperti Profil

Nilai, Profil Minat, Profil Kecenderungan dan Profil Kemahiran.

Harapan agar semua pelajar dpt bekerjasama dengan PKA untuk menayakan pelaksanaan NEXT profiling bermula Sept 2019.

Turut hadir adalah Siti Noratikah Kasmoi dan Megat Fazrul Azlin Megat Abd Aziz, Pegawai TalentCorp Malaysia Prof. Madya Dr Lai Yew Meng, Pengarah PKA UMS serta wakil-wakil fakulti, Career Advisors.

Oriental Daily, 1 October 2019

Utusan Borneo (Sarawak), 19 September 2019

## Companies facing shortage of skilled workers, says Kula

**PUTRAJAYA:** The shortage of skilled workers and job mismatches could lead to serious repercussions if left unchecked.

Human Resources Minister M. Kula Segaran said these would not just affect the economy, but also key industries like healthcare, manufacturing and construction, where growth was driven by skilled workers.

"Recently, I met chief executive officers of various companies and was surprised to find they were short of skilled workers.

"I was more surprised that companies were also facing difficulties in finding apprentices from the ministry, which trains about 15,000 people under the upskilling and reskilling programmes.

"These people apparently did not seek work in these industries (despite being trained) probably due to job mismatches," he said at the launch of the World Bank's Monitoring Occupational Shortages: Lessons from Malaysia's Critical Occupations List report here yesterday.

Apart from latest technologies, such as artificial intelligence and big data, Kula Segaran said traditional skills like welding were also high in demand.

"Many people do not realise how important it is to learn this skill, which is easily available at training institutes under the ministry.

"Once they get a job, they earn a handsome salary but Malaysians see this kind of skilled jobs as their last choice and this mindset must change."



Human Resources Minister M. Kula Segaran at the launch of the World Bank's 'Monitoring Occupational Shortages: Lessons from Malaysia's Critical Occupations List' report in Putrajaya yesterday. On his right is World Bank Group representative to Malaysia and country manager Firas Raad. PIC FROM M. KULA SEGARAN'S FACEBOOK PAGE

He said the ministry had suggested that the government provide funds and offer special incentives to learn such skills in the coming budget.

He added that Malaysia's Critical Occupations List (COL) was created by the government to effectively monitor shortages and identify the country's most in-demand skills.

According to the World Bank report, the COL is an innovative platform to keep ahead of labour market demands associated with new technologies, automation

and Industry 4.0. "The Mid-Term Review of the 11th Malaysia Plan accords the COL a central place in Malaysia's labour market development.

"By identifying labour market needs as they arise, the COL is a powerful policy tool that can be used by governments, private sector, academia, job creators and jobseekers.

"Our collaboration with the World Bank to create the COL is critical for its evolution into a best practice tool for labour market observation and analysis,"

said the minister. The COL is updated yearly by the Critical Skills Monitoring Committee, led by TalentCorp and the Institute of Labour Market Information and Analysis (ILMIA) under the Human Resources Ministry.

Among the jobs in demand are mathematicians, actuaries, statisticians, sales and marketing managers, university and higher education lecturers, and graphic and multimedia designers.

World Bank Group representative to Malaysia and country

manager Firas Raad said Malaysia's COL experience showed that effective skills monitoring could expedite the process of addressing labour shortages.

"The country's experience also has important lessons for other countries that are looking for ways to monitor skills shortages in a fast-changing labour market.

"We look forward to collaborating more with the ministry, ILMIA and TalentCorp to help strengthen labour market outcomes in the country," he added.

New Straits Times, 13 September 2019

# Emphasise industrial attachments, varsities told

**KUCHING:** Universities in the country should act as incubators for innovation.

The higher learning institutions should move away from purely passive learning to focus more on industrial attachments, said Citibank Malaysia country human resources officer Nisha Padbidi.

"This will provide students with opportunities to experience real-life work settings and a realistic window into the actual demands of the working world," she said during a panel discussion to facilitate conversation between stakeholders on Malaysia's future workforce and graduate employability in Kuala Lumpur.

The discussion was organised in conjunction with the British Council

Study UK Fair. Nisha was among the panel speakers. Others panelists were University Academy 92 (UA92) international student recruitment manager Rachel Tod, and Talent Corporation Malaysia Berhad (TalentCorp) industry partnerships manager Noor Asmaliza Romlee.

The session was moderated by Clare Walker, the CEO of Financial Industry Collective Outreach (Finco) — the largest collective impact initiative in Malaysia with 107 Malaysian financial institutions as its members.

Findings have shown that while more than 290,000 students graduate annually, one in five fresh graduates remain unemployed six months post-graduation.

"The world is changing so fast that

skills acquired today can become irrelevant over a short span of even a few months. Foresight into what is going to be relevant is the joint work of policy makers, educational institutions, industry players and the millennials themselves," said Nisha.

She suggested that university curriculums be synced with industry requirements to enhance youth employability.

TalentCorp deputy chief executive officer Mahuran Saro Sariki also said local graduates were the immediate source of entry-level talent for many industries in Malaysia.

Hence, she stressed that it was crucial to ensure employers benefit from the availability of graduates who are industry-ready and able to support the country's knowledge



**FROM left:** Clare Walker, Nisha Padbidi, Noor Asmaliza Romlee and Rachel Tod at the British Council Study UK Fair.

economy aspirations.

Tod said the monetary incentives announced in the 2020 Budget tabled recently would certainly be encouraging.

The budget announced a Graduates@Work programme in which graduates who have been unemployed for a year will receive a monthly wage incentive of RM500 for two years should they secure a job.

With the incentives, Tod hoped employers would be encouraged to take on more employees.

She also told students to be more discerning when it comes to the university of their choice.

"While the university may claim that they value employability, students will need to ask if this translates into opportunities to do placements or shadowing in local companies," she added.

New Sarawak Tribune, 18 October 2019

## Pembaharuan pasaran kerja penting atasi ketidaksepadanan

**PUTRAJAYA:** Pembaharuan pasaran kerja adalah penting untuk mengatasi masalah ketidaksepadanan dalam sektor pekerjaan yang menyumbang kepada graduan menganggur, pengangguran dan pertumbuhan gaji yang perlahan serta terlalu bergantung kepada buruh asing kata Perdana Menteri Tun Dr Mahathir Mohamad.

Berucap pada sesi meja bulat dengan dewan-dewan perniagaan antarabangsa mengenai tenaga kerja di sini hari ini, Dr Mahathir berkata semua ini mempunyai implikasi serius terhadap ekonomi dan perniagaan.

Beliau berkata kerajaan akan mengkaji semula undang-undang buruh untuk meningkatkan sektor pekerjaan, memantapkan ketulenan dan melindungi kebajikan pekerja.

Dr Mahathir berkata

pembaharuan pasaran pekerjaan adalah satu daripada empat bidang keutamaan yang diketengahkan semasa Kajian Separuh Penggal Rancangan Malaysia ke-11 (RMK11) yang dibentangkan tahun lepas.

Bidang keutamaan lain adalah meningkatkan kecekapan dan produktiviti pekerja, meningkatkan akses kepada pendidikan dan latihan berkualiti dan meningkatkan hubungan akademik-industri, katanya.

Di bawah bidang keutamaan pembaharuan pasaran pekerjaan, Dr Mahathir berkata empat strategi dicadangkan iaitu mengilangkan pekerja mahir, menaikkan gaji dan upah, meningkatkan pergeseran pekerja asing dan memperkukuhkan pasaran pekerja.

Di bawah bidang keutamaan meningkatkan

kecekapan dan produktiviti pekerja, beliau berkata dua strategi akan dilaksanakan — mengukuhkan hak pekerja dan meningkatkan penyertaan tenaga kerja wanita.

Dalam aspek ini, beliau berkata TalentCorp terus menyokong aspirasi Malaysia untuk mencapai 59 peratus kadar penyertaan tenaga kerja wanita menjelang 2020 melalui inisiatif seperti Program Wanita Kembali ke Pasaran Kerja yang mendapat pujian pada Persidangan Wanita Sedunia 2016 di Warsaw, Poland.

"Selain itu, kerajaan komited untuk meningkatkan ekspatriat untuk membolehkan Malaysia menjadi negara pilihan untuk pelaburan dan bakat terbaik," katanya. — Bernama

Utusan Borneo (Sabah), 2 August 2019

## Kaji semula undang-undang buruh

**PUTRAJAYA:** Kerajaan akan mengkaji semula undang-undang buruh untuk memperbaiki pasaran buruh bagi memastikan kebajikan pekerja dapat dijaga.

Perdana Menteri, Tun Dr Mahathir Mohamad berkata, pembaharuan pasaran kerja adalah penting untuk mengatasi masalah ketidaksepadanan dalam sektor pekerjaan yang menyumbang kepada graduan menganggur, pengangguran dan pertumbuhan gaji yang perlahan serta terlalu bergantung kepada buruh

asing. "Semua itu mempunyai implikasi serius terhadap ekonomi dan perniagaan," katanya ketika menyampaikan ucapan pada Persidangan Meja Bulat bersama Komuniti Dewan Perniagaan Antarabangsa anjuran Talent Corp di Pusat Konvensyen Antarabangsa Putrajaya di sini semalam.

Dr Mahathir berkata, pembaharuan pasaran pekerjaan adalah satu daripada empat bidang keutamaan yang diketengahkan

semasa Kajian Separuh Penggal Rancangan Malaysia ke-11 (RMK11) yang dibentangkan pada tahun lalu.

Sementara itu, Dr Mahathir berkata, bagi memastikan Malaysia kekal sebagai negara pilihan bagi pelabur asing, kerajaan sedang memperkuatkan undang-undang untuk menyediakan persekitaran yang kondusif bagi menggalakkan aliran masuk modal asing dan teknologi, selain memperkukuhkan daya saing industri-industri Malaysia di pasaran global.

Sinar Harian, 2 August 2019



**MAHFUZ** bersama wakil industri hospitaliti Malaysia yang hadir ketika majlis dialog dan pertukaran siji KPBP di MITEC, semalam.

## KPBHP mampu tingkat pembangunan modal insan industri hospitaliti

**Kuala Lumpur:** Konsortium Pembangunan Bakat Hospitality dan Pelancongan Malaysia (KPBP) iaitu gabungan agensi kerajaan, institusi pendidikan dan perniagaan industri mampu meningkatkan pembangunan modal insan industri hospitaliti Malaysia.

Gabungan antara Talent Corporation Malaysia Berhad (TalentCorp), Jabatan Pendidikan Politeknik dan Kolej Komuniti (IPKK) serta Per-

sekutuan Majikan Majikan Malaysia (MEF) itu dilantik sebagai pendekatan berstruktur dan lebih kolaboratif bagi industri itu.

Timbalan Menteri Sumber Manusia Datuk Mahfiz Omar berkata, sektor pelancongan adalah antara sektor utama yang menyumbang

kepada ekonomi negara. "Justeru, kerjasama ini bertujuan menangani cabaran dan pembangunan modal insan yang dihadapi oleh sektor terbabit," katanya ketika majlis dialog dan pertukaran siji KPBP di Pusat Pameran dan Pedagangan Antarabangsa Malaysia (MI-

TEC) di ibu negara, semalam.

Hadiri sama, Timbalan Ketua Pegawai Eksekutif TalentCorp, Mahuran Saro Sariki, Pengarah Bahagian Korporasi dan Industri IPKK, Zainah Rulih dan Ahli Majlis MEF, Mohammed Amin Aziz.

Harian Metro, 21 June 2019

## Labour market reforms crucial to address job mismatches: PM

**PUTRAJAYA:** Labour market reforms are crucial to address job mismatches which contribute to graduate underemployment, unemployment and slow wage growth as well as over-dependence on foreign labour, said Prime Minister Tun Dr Mahathir Mohamad.

Speaking at a round-table session with international business chambers on workforce here yesterday, Dr Mahathir said all these have serious implications on the economy and businesses.

He said the government would be reviewing labour laws to improve the labour market, ensure greater transparency and further safeguard the welfare of workers. Dr Mahathir said reforming the labour market was one of the four

priority areas highlighted during the Mid-Term Review of the 11th Malaysia Plan (11MP) which was presented last year.

Other priority areas are improving labour efficiency and productivity, enhancing access to quality education and training, and fostering stronger industry-academia linkages, he said.

Under the priority area of reforming the labour market, Dr Mahathir said, four strategies were proposed, namely generating skilled jobs, raising salaries and wages, enhancing management of migrant workers and improving labour market conditions.

Under the third priority area of improving labour efficiency and productivity, he said, two strategies would be implemented

— strengthening the rights of workers and increasing female labour force participation.

In this aspect, he said TalentCorp had been steadily supporting Malaysia's aspiration to achieve a 59 percent female labour force participation rate by 2020 through initiatives like the Career Comeback Programme which received acclaim at the 2018 Global Summit of Women in Warsaw, Poland.

"Furthermore, the government is committed to streamline and simplify disparate services as an enabler to transform Malaysia into a preferred country for investment and top talent," he said.

Under the third priority area of enhancing access to quality education and training, three

strategies would be undertaken, namely to raise the quality of education, to prioritise quality over quantity for technical and vocational education and training (TVET), and to improve education for all, he said.

Dr Mahathir said TVET would be the game-changer in addressing industry's needs for knowledgeable human capital capable of boosting Malaysia's competitiveness globally.

For the priority area of fostering stronger industry-academia linkages, two strategies were outlined, namely to develop industry-relevant skills, and to promote contributions of society and industry, he said.

Dr Mahathir said the government has several initiatives aimed

at empowering the quality of Malaysia's talent pool, including the Structured Internship Programme (SIP) which is spearheaded by TalentCorp together with the Education Ministry, and the Graduates Enhancement Programme for Employability (Generate 2.0) under the Human Resources Development Fund (HRDF).

However, he said all these initiatives and strategies would not achieve positive results if the workforce did not have the passion for the tasks and jobs they were entrusted with.

"If they are passionate and able to dispense their tasks well, better wages and emoluments will come along naturally," said Dr Mahathir. — Bernama

New Sarawak Tribune, 2 August 2019

教马：保障员工福利

检讨劳工法改善市场

【本报综合】首相马哈迪在国会提出检讨劳工法，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

马哈迪在国会提出检讨劳工法，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。他是在国会提出检讨劳工法，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

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落实策略 加强优质教育培训机会

【本报综合】首相马哈迪在国会提出落实策略，加强优质教育培训机会，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

古拉：为未来需求准备 确保人才库强大

【本报综合】副首相安华在国会提出古拉，为未来需求准备，确保人才库强大，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

加强工业全球竞争力

【本报综合】首相马哈迪在国会提出加强工业全球竞争力，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

已向莱纳斯提条件 等待处理废料计划

【本报综合】首相马哈迪在国会提出已向莱纳斯提条件，等待处理废料计划，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

教育体制应专注工业需求 62亿购4大道照旧

【本报综合】首相马哈迪在国会提出教育体制应专注工业需求，62亿购4大道照旧，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

致力提供有利环境 鼓励外资技术流入

【本报综合】首相马哈迪在国会提出致力提供有利环境，鼓励外资技术流入，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

马哈迪呼吁东协成员国 以东协名义出席世贸会议

【本报综合】首相马哈迪在国会提出马哈迪呼吁东协成员国，以东协名义出席世贸会议，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

首相：保障员工福利 改革劳动力解决职业错配

【本报综合】首相马哈迪在国会提出保障员工福利，改革劳动力解决职业错配，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

马哈迪今日在《赋权大马劳动力》为主题的国际商会会议上致词

【本报综合】首相马哈迪在国会提出马哈迪今日在《赋权大马劳动力》为主题的国际商会会议上致词，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

马哈迪在国会提出马哈迪呼吁东协成员国 以东协名义出席世贸会议

【本报综合】首相马哈迪在国会提出马哈迪呼吁东协成员国，以东协名义出席世贸会议，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

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家在2020年之达到50% 女性劳动力参与率的目标

【本报综合】首相马哈迪在国会提出家在2020年之达到50% 女性劳动力参与率的目标，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

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Nanyang Siang Pau, 2 August 2019

Career comeback programme for women in cyber risk management

Women who intend to make a career comeback will undergo a three month empowerment programme by the government and industry

【本报综合】首相马哈迪在国会提出职业 comeback programme for women in cyber risk management，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

critical cybersecurity talent pool in addition to other programmes

such as this will empower women such as this will empower women such as this will empower women

【本报综合】首相马哈迪在国会提出critical cybersecurity talent pool in addition to other programmes，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

東協團結壯大話語權

馬哈迪呼籲東協成員國，以東協名義出席世界貿易組織會議，以壯大東協的話語權。

【本报综合】首相马哈迪在国会提出東協團結壯大話語權，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

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加強工業全球競爭力

馬哈迪指出，我國致力提供有利環境，鼓勵外國資金和技术流入，让我國繼續成為外國投資者的首選。

【本报综合】首相马哈迪在国会提出加強工業全球競爭力，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。

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Malaysia SME, 20 July 2019

EMPOWERING WOMEN IN CYBER RISK MANAGEMENT

'RETURN TO THE WORKFORCE'

RM3 billion increase in GDP if women return to work, says deputy minister

HASHINI KAVISHTRI KANNAN PUTRAJAYA hashini@inst.com.my

【本报综合】首相马哈迪在国会提出EMPOWERING WOMEN IN CYBER RISK MANAGEMENT，以改善劳动力市场，确保提高生产力及提升马来西亚的竞争力。



Malaysia Digital Economy Corporation Sdn Bhd chief executive officer Surina Shukri says it wants to train 50 women for re-entry into the workforce. FILE PIC.

for them after returning to the workforce, including attractive and high remuneration packages, and promoting new ideas. MDEC chief executive officer Surina Shukri said the programme, which would start from January, had opened up registration for candidates. 'Their applications will undergo a vetting process before they are informed whether they qualify or not. For the pioneer project, we are looking to train 50 candidates and will be expanding the number after that,' she said. Surina said the programme was open to Malaysian women who had left the workforce for at least six months and had a minimum three-year working experience in the corporate sector. She said applicants need not have knowledge in computer or information technology. 'There are many types of jobs within the cyber risk management industry. Employers will later decide which is suitable for the candidates.'





# Moving Forward



# 2020 and beyond

The Talent Roadmap 2020 outlined TalentCorp's establishment as a focal point agency responsible for sourcing top global talent to fill skills gaps and to deliver human capital that Malaysia most critically needs, from both overseas and locally. This role required TalentCorp to act as a bridge between talent, industry, and relevant government agencies as well as develop close collaborations to address talent issues.

Nine years on and as we approach year 2020, we have cemented the fact that talent is a critical enabler for growth and Malaysia definitely has talent. TalentCorp has ensured its relevance in developing, driving and implementing interventions related to talent policies and initiatives. As TalentCorp continues its efforts to strengthen and create a safer, more productive and inclusive workforce and workplace for the Future of Work (FOW), 2020 will see us reinforcing the following:

<b>Creating a competitive market for attracting and retaining top talent</b>	<b>Empowering talent across all skills levels</b>	<b>Embracing globalisation and promoting "brain circulation"</b>	<b>Strengthening networks and partnerships</b>
<ul style="list-style-type: none"><li>▪ Acclimatising Malaysia's talent ecosystem to the FOW by developing the FOW blueprint and implementation strategy</li><li>▪ Guiding employers towards building a culture conducive to talent needs and expectations via the Diversity &amp; Inclusion (D&amp;I) and Work-Life Practices (WLPs) programmes</li><li>▪ Ensuring interventions and initiatives are implemented with a data-based approach such as the Critical Occupations List (COL), research, and industry labs</li></ul>	<ul style="list-style-type: none"><li>▪ Increasing graduate employability via initiatives such as the Nurturing Expert Talent (NEXT), Young Employable Students (YES!) and Structured Internship Programme (SIP )</li><li>▪ Focusing on latent talent specifically women via the Career Comeback Programme (CCP)</li></ul>	<ul style="list-style-type: none"><li>▪ Encouraging skilled Malaysians abroad to return to the country via the Returning Expert Programme (REP)</li><li>▪ Enriching and diversifying Malaysia's domestic pool of talent and skills via the Residence Pass-Talent (RP-T)</li><li>▪ Enhancing immigration service delivery via the MYXpats Centre</li><li>▪ Encouraging professional networking and information exchange such as the diaspora networking platforms</li></ul>	<ul style="list-style-type: none"><li>▪ Identifying new opportunities and areas of growth</li><li>▪ Building good reputation, goodwill and initiating meaningful conversations that translate into positive actions</li></ul>

# THANK YOU



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