



MINISTRY OF HUMAN RESOURCES

TalentCorp  
GROUP OF COMPANIES

# ANNUAL REVIEW 2022

*Building back better*

A report on TalentCorp Group of Companies' achievements for the year 2022



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# MESSAGE FROM OUR *Leaders*

## FOREWORD BY THE MINISTER OF HUMAN RESOURCES



If there is one thing that I can be very sure of, it is that Malaysian talents will always be key to Malaysia's transformation into a high-income economy, one that is driven by knowledge-intensive and innovation-led activities.

The truth of the matter is, the current dynamic landscape of the job market requires talents who are industry-ready and have competencies that are in line with existing market and economic demands. Which is why TalentCorp plays the integral role of building effective partnerships between the public and private sectors, ensuring that world-class talents are always available, especially for the key sectors that have been identified to be economy drivers. I'm extremely pleased that over the years, TalentCorp has been unwaveringly supporting the Ministry of Human Resources in our efforts to strengthen the country's talent pool and develop future talents for a dynamic labour market while addressing employment-related issues via our existing and newly introduced initiatives that focus on:

- Addressing unemployment, creating more jobs, and enhancing Malaysia's workforce through upskilling, reskilling, and cross skilling.
- Addressing gaps and mismatches in the labour market.
- Helping employers prepare for the future workforce and workplace.

Despite the unprecedented disruptions that have taken place over the past couple of years, TalentCorp has demonstrated incredible resilience and agility, coupled with their strong belief in innovation and backed by the organisation's passion and hard work to achieve its goals and purpose. In line with the

aspirations of the Ministry, the development of human capital will continue to be improved and strengthened, so that the output of talents that the country is producing continues to be sustainable, critical, innovative, and competitive to meet the current needs of the economy. These efforts will be bolstered by TalentCorp's programmes and supported by its collaborations with partners in both the public and private sectors, from schools to higher learning institutions, and spanning from local areas to the global stage.

This approach by TalentCorp reflects the shared responsibility of all stakeholders – whether they represent the Government, the economy, academia, or civil society – in working together to create a virtuous cycle of talent development for the country. Moving forward, I hope that this collaboration across stakeholders will continue to strengthen the main purpose of developing competitive human capital capable of contributing to the significant growth of the workforce in industry and the national economy. With the continued guidance and support from the Ministry, I am confident that TalentCorp will successfully carry out their important task and play an integral role in building, developing, and preparing the nation's workforce for the markets and jobs of tomorrow.

We aspire to ensure that a comprehensive, dynamic and progressive safety net is built through increasing the employability and employment rate of the local workforce. Through our concentrated efforts to prepare our local workforce for change, we are confident that we can produce the world-class talent base that Malaysia needs in the next leg of its journey towards becoming a developed nation.



**YANG BERTHORMAT TUAN V. SIVAKUMAR**  
Minister Of Human Resources

## FOREWORD BY THE GROUP CHIEF EXECUTIVE OFFICER



**Building back better** – that’s how I would describe our 2022.

Over the last few years, the pandemic has delivered many challenging blows and became an unprecedented wake-up call for everyone in different ways. It has given us a sense of renewed optimism and hope, as many organisations and businesses have taken the opportunity to re-evaluate their strategic goals and talent capital.

The changing workplace dynamic saw many committing to new learning paths and workforce policies to strengthen their knowledge, build resilience and thrive under evolving market conditions. Here’s the truth: The workforce that emerged from the pandemic is different from the one that entered in. The most significant shifts occur in how organisations approach the talents that they have, the talents that they need, and the expectations that their talents have of them.

While there have been many positive signs of gradual recovery, Malaysia must continue its efforts in preparing for bigger and greater challenges ahead. As we all know, attracting talents into areas of demand, nurturing them to be ready for the workforce and then adopting the right tools to retain these talents are critical to the development of Malaysian organisations, and also the nation as a whole.

At TalentCorp, we believe that Malaysia is truly brimming with talent, and that talents of all backgrounds will be able to find meaningful professional opportunities in this country. Which is why we advocate forward-thinking policies and build strategic collaborations to give rise to a holistic and progressive work, workplace and workforce in Malaysia. As the focal point of Malaysia’s talent landscape that bridges the divide between public and private sectors, we support the Government’s aspirations to build a highly skilled workforce as to meet the nation’s goal of establishing a digitally driven, high-income economy by 2030.

TalentCorp has three main goals to address talent availability.

1. To optimise local talent by focusing on Malaysian graduates, scholars, professionals, and untapped talent such as women and seniors;
2. To attract and support global talents, which includes Malaysian professionals abroad, expatriate talent in Malaysia, and returning Malaysians who can contribute to the country’s growth; and
3. To build networks of top talent to facilitate engagement and collaboration, as we heavily use insights from industry engagement and top-down and bottom-up data to drive our work.

While challenging, 2022 has been a momentous year for us. We:

- Opened the TalentCorp and MYXpats regional office in Penang to support the expanding industries in the northern region;
- Launched the National Structured Internship Programme Plus (MySIP+), an extension of the successful internship programme, which has been implemented since 2012

because youth internship is an important aspect of the transition from education to employment;

- Ramped up employability awareness programmes in institutes of higher learning and expanding it to schools because we acknowledged the importance of reaching out to emerging talents and nurturing them at the earliest stage possible;
- Went full speed in catching up on engagements with stakeholders, conducting outreach programmes locally and globally, and strengthening partnerships;
- Leveraged on global Malaysians, connecting them with our homeland, and finding ways for them to contribute via the MyHeart platform;
- Strengthened industry-academia collaboration and took it a notch further with sector specific workshops to iron out industry- specific issues and needs; and
- Facilitated more employers in adopting new work policies to support the changing landscape in the new normal.

With the right direction and support, TalentCorp will be able to successfully continue to serve as the heartbeat of Malaysia’s talent landscape, and bring together talent, industry, Ministries and related institutions to benefit Malaysians – our professionals in the country, professionals abroad, students, graduates, and employers for both the short-and long-run.

To that end, I would like to extend my appreciation to our Minister of Human Resources and the Ministry for their trust and confidence in TalentCorp’s efforts. My thanks also go to our Board of Directors for their leadership and support, especially as we continue navigating the current and future business environment.

Last but not least, I wish to express my gratitude to my dedicated and inspiring colleagues who believe in the value of TalentCorp’s work. The agency would not be what it is today without the commitment and contributions from our remarkable team. I look forward to continue working with our team as we embark on a new journey in building and shaping Malaysia’s workforce of the future.



**THOMAS MATHEW**  
Group Chief Executive Officer



*Overview*  
**OF  
TALENTCORP  
GROUP OF  
COMPANIES**



# Hello

## WE ARE TALENTCORP GROUP OF COMPANIES.

Here's a quick introduction of us.

### WHO

TalentCorp is an agency under the purview of Malaysia's Ministry of Human Resources (MoHR).



### WHEN

TalentCorp was introduced in the 10th Malaysia Plan and began operations on 1 January 2011.



### WHY

TalentCorp aims to transform Malaysia into a **GLOBAL TALENT HUB.**



### WHAT

TalentCorp **attracts, nurtures and retains** the right expertise to spur economic growth, so that Malaysia can achieve the status of a high-income nation.

### HOW

Advocate **POLICIES**

Drive strong and effective **PARTNERSHIPS**

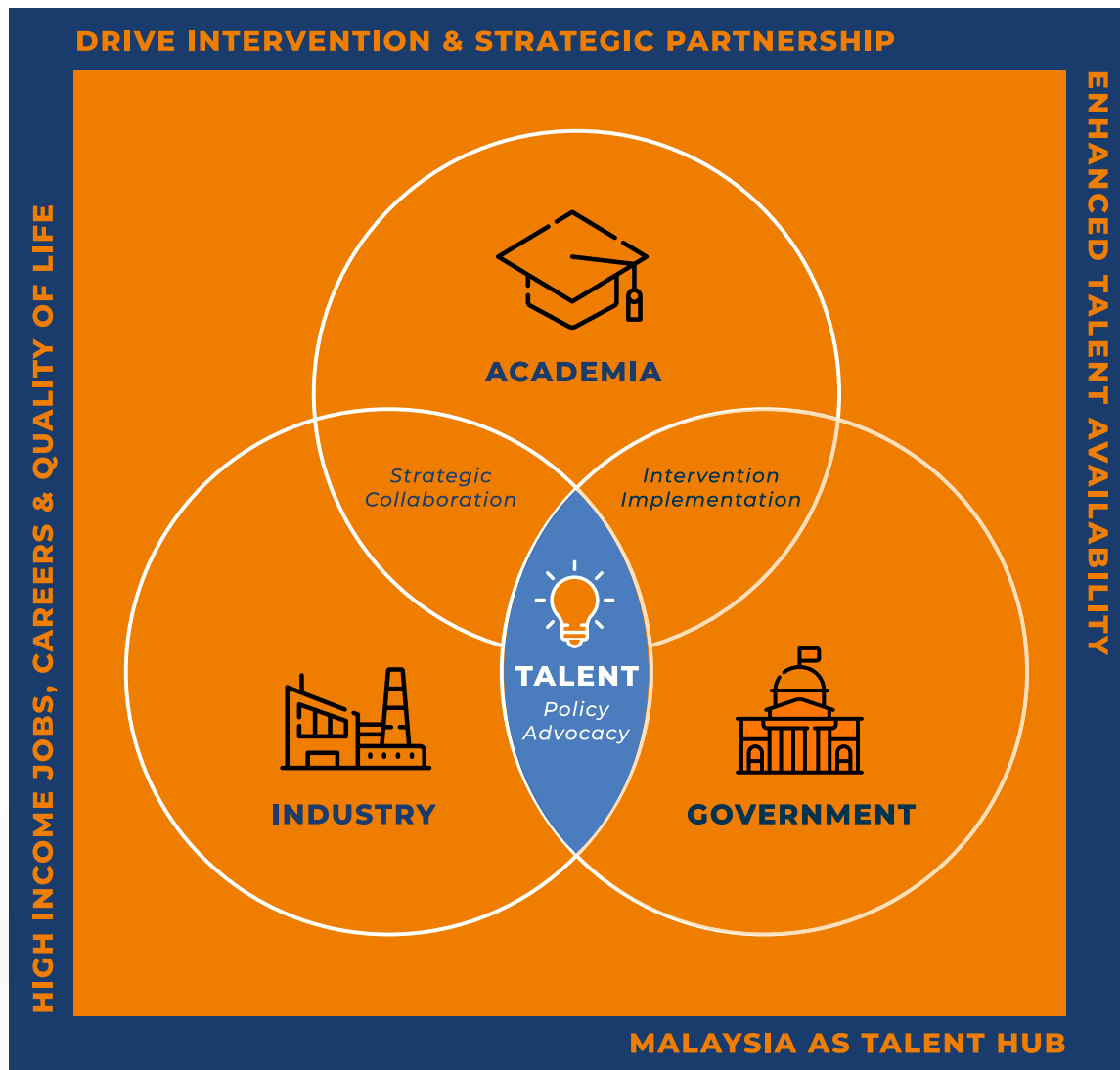
Introduce **BEST PRACTICES**

Create **INTERVENTION PROGRAMMES**



At **TalentCorp**, we understand that Malaysian talents are the key enabler to transform the nation. As such, we are here to address current talent gaps and fulfil the future talent needs of Malaysia. Our efforts to elevate the quality and quantity of the talent pool of the country are anchored by the effective partnerships that we have forged with the Government, industries and academia, culminating in initiatives that enhance our nation's talent pipeline, promote talent diversity to drive the Future of Work, and facilitate talent mobility to and within Malaysia.

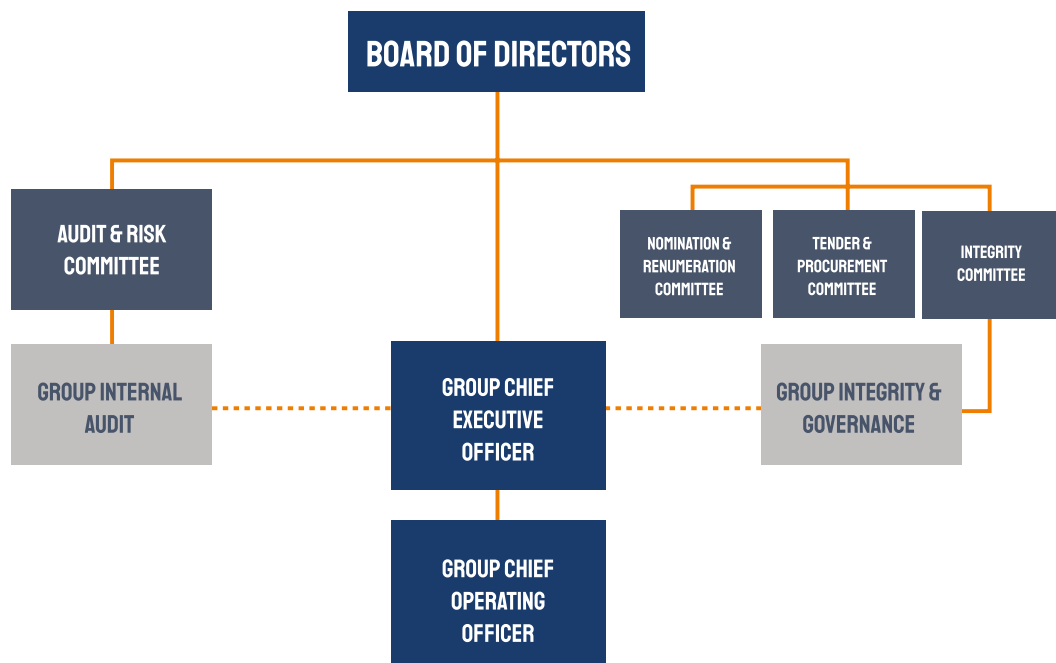
# MALAYSIAN TALENTS ARE ALWAYS OUR KEY FOCUS. HERE'S OUR STRATEGY AT A GLANCE:



# OUR ORGANISATION *structure*

The TalentCorp Group of Companies, which was made official in 2021 with the formation of its respective Board of Directors, comprises three companies that work synergistically to fulfil the objectives of the Group:

1. **Talent Corporation Malaysia Berhad (TalentCorp)**
2. **Malaysia Expatriate Services Centre (MYXpats)**
3. **MYNext Sdn Bhd**



## BUSINESS UNITS

- MYXpats Operations
- Malaysian Global Talent
- MYNetwork
- Malaysia Global Talent Advisory Group (MyLead)



## SUPPORT UNITS

- Group Human Capital and Admin IT Support
- Group Government Engagement and Facilitation, and Corporate Secretarial
- Group Finance
- Group Business Intelligence
- Group Communications and Public Relations
- Group Research, Development and Policy
- Group Management Information System



## BUSINESS UNITS

- MYNext Operations
- Graduate and Emerging Talent
- Industry Partnership
- Malaysian Professional Talent

# WE ARE MADE FOR

# Malaysian talents

TalentCorp connects and collaborates with Malaysian talents both locally and globally with a single goal in mind: to help Malaysia harness the full potential of Malaysian talents and leverage on them to drive the nation towards its economic aspirations.



# AN OVERVIEW OF OUR SIGNATURE *Initiatives*

At TalentCorp, we are uniquely placed to share, influence and align policies, and develop demand-driven initiatives that serve as the cornerstones for Malaysia's talent policies.

## THE ENGINES — PARTNERSHIPS & BIG DATA

### INDUSTRY/ACADEMIA PARTNERSHIPS

**mynext**

An integrated talent solution and analytics platform

**MyCOL**  
CRITICAL OCCUPATIONS LIST

Insights and intelligence on industry's talent demands and sought-after occupations

**MyNSR**  
MALAYSIA NATIONAL SKILLS REGISTRY

A central platform for the standard of skills and future competencies

 **MyHeart**

Database of Malaysian diaspora

**MYXpats**

Knowledge base and insights on industry expatriate needs

THRUST  
**1**

## OPTIMISE MALAYSIAN TALENT

### National Structured Internship Programme (MySIP)

*Encouraging employers to train local talents for the workforce by providing meaningful and relevant internships*

### Semester Break Programme (SBP)

*Enhancing students' exposure with job market insights through collaboration with industries*

### Work-Life Practices (WLP) / Flexible Work Arrangements (FWA)

*Promoting better work-life integration for the future of work, workplace and workforce*

### Scholarship Talent Attraction and Retention (STAR)

*Facilitating JPA scholars to serve their Government bond in the private sector*

### Young Employable Students (YES!)

*A framework of action to increase graduate employability in collaboration with strategic partners*

### MyASEAN Internship

*Providing undergraduates with internship opportunities across ASEAN for global exposure*

### Career Comeback Programme (CCP)

*Providing advisory services, learning workshops and employment opportunities to reintegrate women back into the workforce*

THRUST  
**2**

## ATTRACT & FACILITATE GLOBAL TALENT

### Returning Expert Programme (REP)

*Facilitating Malaysian professionals abroad to bring home their experiences, skill sets, and intercultural abilities to benefit Malaysia*

### Malaysia@Heart (MyHeart)

*A seamless and integrated end-to-end process to facilitate returning Malaysians who are not heavily dependent on REP incentives*

### Residence Pass-Talent (RP-T)

*Retaining highly skilled expatriates to work and live in Malaysia*

### MYXpats Centre

*A one-stop service centre to process and issue expatriates-related passes for eligible expatriates to work and stay in Malaysia*

THRUST  
**3**

## BUILD NETWORKS OF TOP TALENT

### Industry-Academia Collaboration (IAC)

*Bridging the gap between industries and universities to ensure the supply of market-ready talents*

### Industry-Talent Advisory Council (InTAC)

*A panel of industry leaders serving as a bridge, connecting the Government with businesses and other stakeholders. Also as a think tank contributing to policy formulation and the country's overall economic development*

### Women Agenda Council of Experts (WACE)

*A think tank supporting the women agenda through their recommendations and active roles in TalentCorp programmes*

### Malaysia Global Talent Advisory Group (MyLead)

*A network of global Expatriate industry leaders working together to influence positive outcomes for talent in the country*

### LIFE AT WORK Awards (LAWA)

*Recognising diversity at work for employers with progressive workplace strategies that demonstrate their commitment to Diversity & Inclusion*

2022  
OUR YEAR  
IN REVIEW

# Building Back Better

2022 was a landmark year for all of us at TalentCorp Group of Companies. After 2 gruelling years of pandemic-related disruption, 2022 saw us making an amazing comeback through the team's resolve and resilience.

After the lockdowns were over and life slowly regained normalcy, we quickly picked up where we left off by supercharging our activities with our stakeholders. We hosted more university and student engagements than ever before, increased industry interactions and workshops, re-established diaspora engagements, introduced new initiatives to promote more time- and cost-effective working processes in the new normal, and embarked on stronger participation in various programmes.

Today, the demand for our participation at events and speaking engagements is surging, giving us the confidence to look forward to building back better and stronger than ever before.



# A SNAPSHOT OF OUR 2022

## JANUARY

- Launch of the first Back to Work webinar series for 2022 involving women who want to return to work after a career break

## FEBRUARY

- Outreach and industry engagement: East Coast Region

## MARCH

- Opening of TalentCorp and MYXpats regional office in Penang
- Launch of the Structured Internship Programme Plus (SIP+)
- Launch of the Women's Empowerment Month 2022 (WEM 2022)
- TalentCorp Networking Dinner with Northern region stakeholders
- Industry-Academia Collaboration (IAC) Workshop for STEM

## APRIL

- IAC Workshop for the Tourism and Animation & Gaming Industries

## MAY

- The first Young Employable Students (YES!) We are Ready programme in the East Coast together with Universiti Malaysia Terengganu (UMT)



## JUNE

- Corporate social responsibility (CSR) programme which saw us donating laptops to 100 B40 students in Tapah to improve graduate employability

## JULY

- Workshop on Stakeholder Engagement and Coordination of the Returning Expert Programme (REP) and engagement session with alumni of the REP programme

## AUGUST

- Launch of mynext 3.0
- Launch of the National Diversity Summit and Women's Career Convention 2022
- IAC Workshop for the Electrical & Electronics and Medical Sectors

## SEPTEMBER

- IAC Workshop for the Fast-Moving Consumer Goods (FMCG) and Information Communication Technology (ICT) sectors

## OCTOBER

- Workshop on Flexible Work Arrangements (FWA) in the Johor Region in collaboration with EduCity Iskandar to provide exposure, knowledge and preparation to practice FWA through the FWA@Workplace initiative

## NOVEMBER

- Launch of the first public-private funded childcare centre in Malaysia with Micron Memory Malaysia
- MyHeart CaFe 2022

## DECEMBER

- IAC Workshop for the Oil & Gas Services & Equipment (OGSE), Biotech, and Logistics sectors
- Introduction of the ePASS for expatriates
- Residence Pass-Talent (RP-T) Workshop



# Key ENGAGEMENTS

1

## MOU SIGNING WITH OUR STRATEGIC PARTNERS

TalentCorp entered into Memorandum of Understanding (MoU) with our strategic partners to cement our support, collaboration and participation in their programmes and initiatives. Our partners included:

- UNITAR International University
- Universiti Tunku Abdul Rahman (UTAR)
- International College Yayasan Melaka (ICYM)
- Cosmopoint College
- INTI College
- King's College
- IEG Campus
- Balai Ikhtisas Malaysia (BIM)
- Universiti Islam Selangor (UIS)
- Universiti Malaysia Sarawak (UNIMAS)
- Regional Corridor Development Authority (RECODA)
- Universiti Teknologi MARA (UiTM)
- Universiti Malaysia Terengganu (UMT)
- National Tech Association of Malaysia (PIKOM)
- YES! Industry collaborators



# 2

## OUTREACH ENGAGEMENTS

In order to collaborate with Malaysian talents from all walks of life, we engaged in various local outreach and industry engagements throughout Malaysia, which took us from the East Coast to the Northern Region, Southern Region, and also Sabah and Sarawak.



# 3

## INTERNATIONAL OUTREACH

To reach out to and engage with Malaysian talents abroad, we also hosted various networking sessions for students as well as professionals in Australia (Melbourne, Sydney and Perth) and the United Arab Emirates (Abu Dhabi and Dubai).



# 4

## EXPATRIATE-RELATED PROGRAMMES

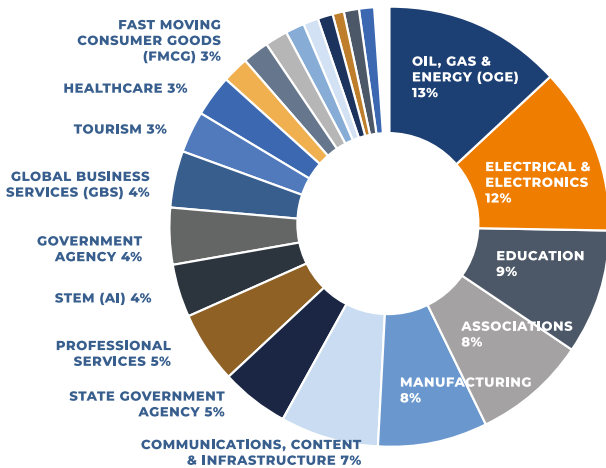
We conducted working and benchmarking visits to India, Japan, South Korea and Indonesia for expatriate-related matters to explore best practises of expatriate policy and management in order to improve service delivery for global talents in Malaysia.



# OUR 2022 IN numbers

**851** COMPANIES  
ENGAGED

Overall industry engagement by sector



**242**

ACADEMIA  
PARTNERS

10 MOU Signings:  
UNITAR, Cosmopoint, ICYM, INTI,  
King's College, KUIS, UNIMAS, IEG  
Campus, UiTM, UMT

**13,308**

STUDENTS BENEFITTED  
FROM CAMPUS  
ENGAGEMENT

**10**

INDUSTRY-ACADEMIA  
COLLABORATION  
WORKSHOPS

10 Sectoral IAC reports: STEM,  
Tourism, AGI, Medical, E&E, FMCG,  
ICT, OGSE, BioTech, Logistics

**7,496**

WOMEN BENEFITTED  
FROM EMPOWERMENT  
PROGRAMMES

**1,105**

SCHOOL  
STUDENTS  
ENGAGED

**8,560**

INTERNS  
UNDERGOING  
INTERNSHIP

**319**

APPROVED REP

443 applications  
received

**797**

APPROVED RP-T

1,095 applications  
received

mynext

PLATFORM:

**43,895**

STUDENTS

**220**

LEARNING  
INSTITUTIONS

**1,548**

COMPANIES

**34,148**

Approved EP

36,232 applications received

**15,819**

Approved PVP

16,432 applications received

# THE *Engines*

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## PARTNERSHIPS & BIG DATA

# A DATA-DRIVEN

# Approach

At TalentCorp, at the heart of everything that we do is driven by partnerships and big data. We rely on data analytics and in-depth industry and academia insights – both top-down and bottom-up approaches – to advocate policies, introduce best practices and build strategic intervention programmes.



# OUR YEAR OF *Resurgence*

In 2022, our Industry and Academia Engagements and Partnerships made a spectacular comeback after enduring a couple of muted years due to the pandemic. We were able to resume our physical engagements, which became more popular than ever, and organise bigger events that saw massive turn-ups and participations.

On top of that, we successfully organised numerous networking and engagement sessions with a plethora of industries and academia, and our outreach programmes built structured strategic relationships with Sabah and Sarawak. To top off an excellent year, we managed to solidify partnerships through MoU exchanges, which paved the way for us to create stronger collaborations in the future.



## NORTHERN REGION

- Opening of our regional office in Penang
- TalentCorp Networking Dinner with stakeholders from the Northern Region
- Launch of Malaysia 4th Industrial Revolution Consortium with TalentCorp as one of its founding members
- TalentCorp was awarded for our industry contribution at the Malaysian Semiconductor Industry Association (MSIA) 50th Anniversary Celebration
- National Diversity and Women Career Convention 2022
- Facilitated the first industry-driven childcare centre at a workplace with Micron
- Key member in roundtable engagements and workshops with stakeholders
- Speaking engagements with students and professionals



## EAST COAST REGION

- Talentcorp Outreach and Industry Engagement
- MOU Exchange with Universiti Malaysia Terengganu (UMT)
- Key member in roundtable engagements and workshops with stakeholders
- Speaking engagements with students and professionals

## CENTRAL REGION

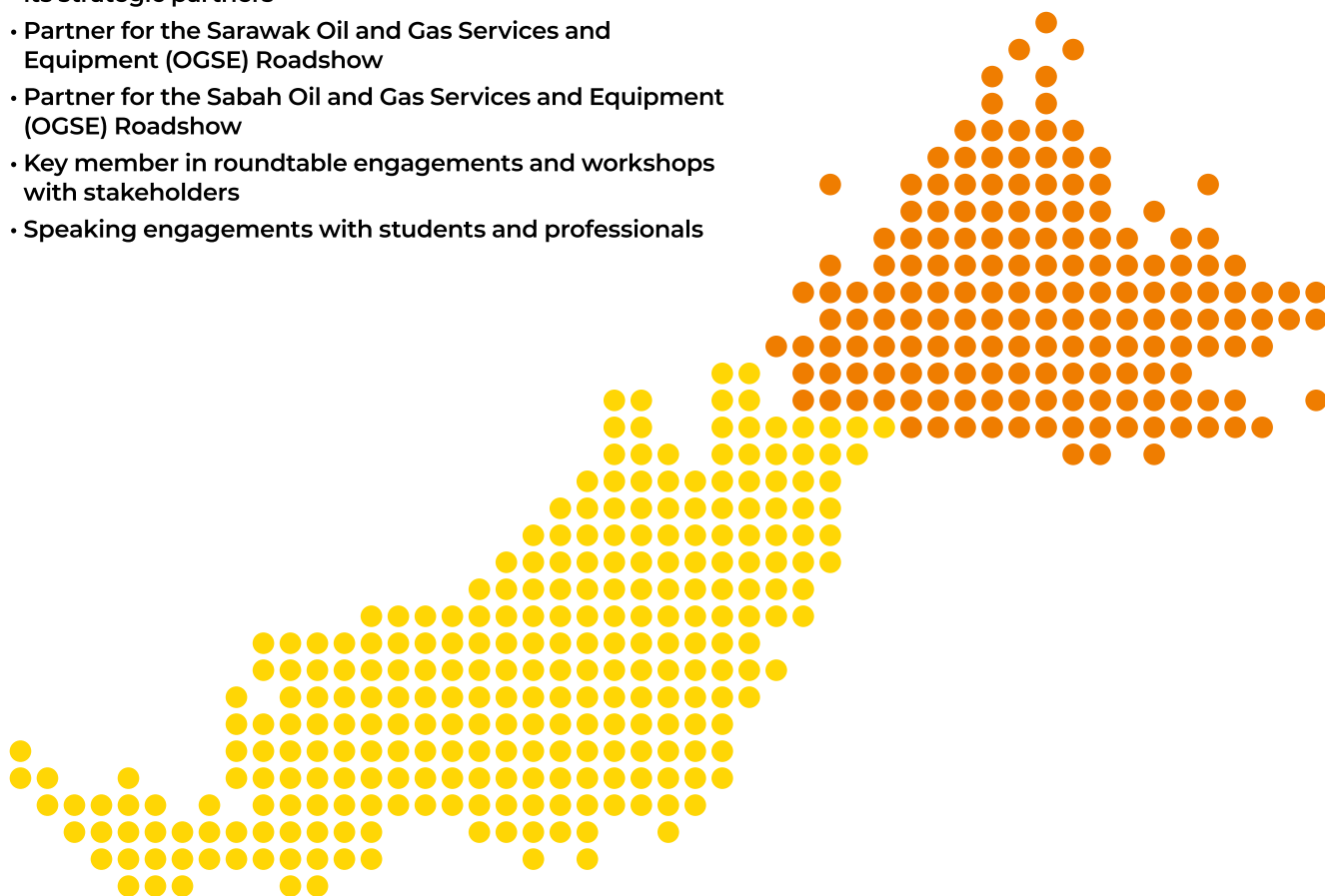
- Establishment of TalentCorp@SPEUPM
- Research collaborator for the “Southeast Asia Digital Content Industry Talent Report”
- Partner for the National Oil and Gas Services and Equipment (OGSE) Roadshow
- Partner for the Malaysia Oil & Gas Services Exhibition and Conference (MOGSEC)
- Led the Working Committee for Talent Ecosystem Driver of Startups Ecosystem Roadmap (SUPER) by MOSTI
- TalentCorp as one of the enablers for the Petronas Vendor Development Programme (VDP)
- Key member in roundtable engagements and workshops with stakeholders
- Speaking engagements with students and professionals

## SOUTHERN REGION

- Teh Tarik Networking Session with HR leaders from MNCs, PLCs and SMEs in Johor
- FWA Workshop Masterclass
- Southern Region Company Engagement with Universiti Teknologi Petronas (UTP)
- Key member in roundtable engagements and workshops with stakeholders
- Speaking engagements with students and professionals

# SABAH & SARAWAK

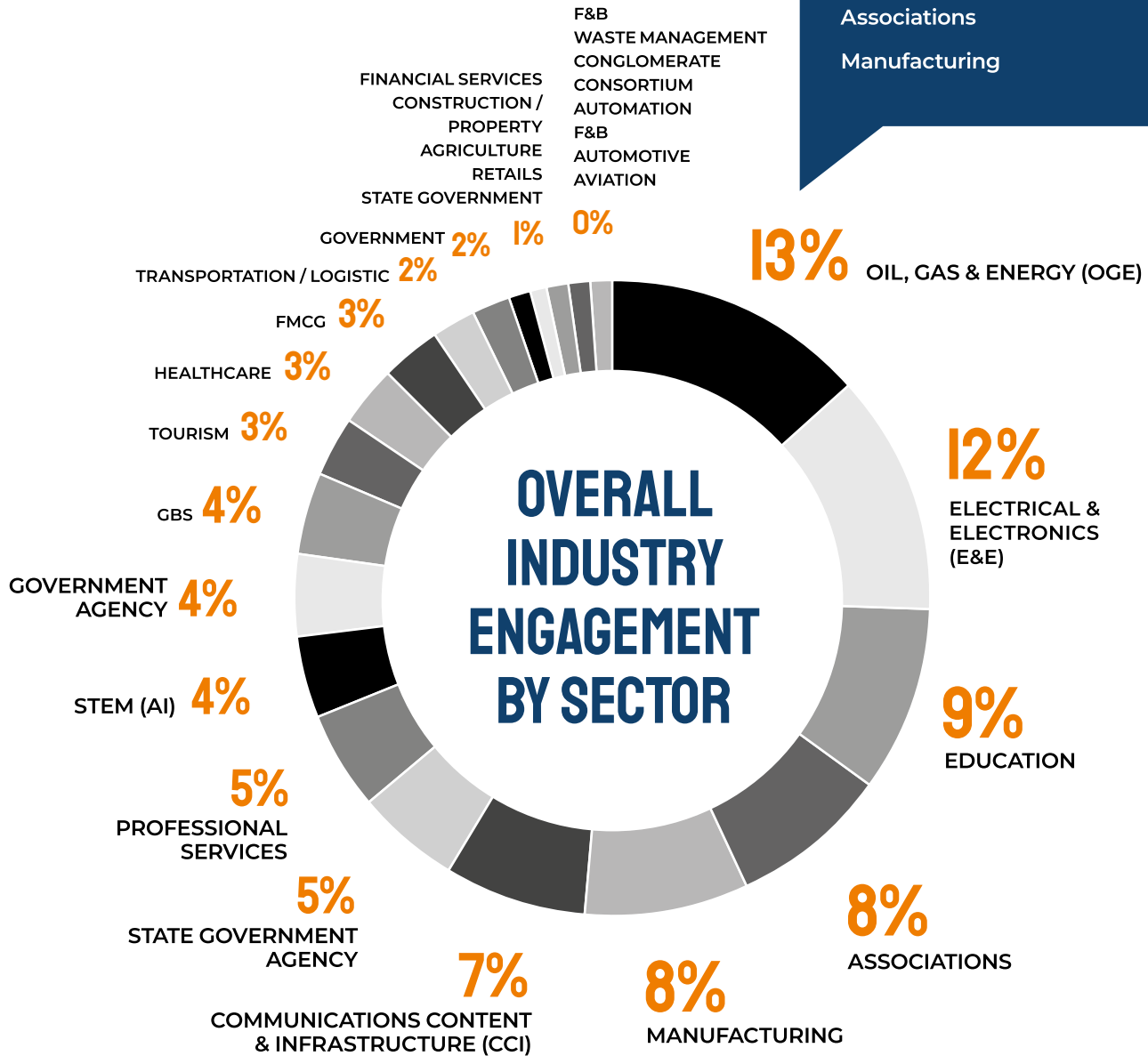
- MOU Exchange with RECODA
- Launch of Employ@Score and Community@Score as one of its strategic partners
- Partner for the Sarawak Oil and Gas Services and Equipment (OGSE) Roadshow
- Partner for the Sabah Oil and Gas Services and Equipment (OGSE) Roadshow
- Key member in roundtable engagements and workshops with stakeholders
- Speaking engagements with students and professionals



# INDUSTRY Partnerships

**TOP FIVE SECTORS ENGAGED:**

- Oil, Gas & Energy (OGE)
- Electrical & Electronics (E&E)
- Education
- Associations
- Manufacturing



## 2022 ENGAGEMENT STATISTICS

**1,165** ENGAGEMENTS

**851** COMPANIES ENGAGED

**68** KEY ASSOCIATIONS ENGAGED

## TOP COMPANIES ENGAGED



# OUR ACADEMIA PARTNERSHIPS IN

# Numbers

# 20

PUBLIC UNIVERSITIES  
(IPTA)

# 48

PRIVATE UNIVERSITIES  
(IPTS)

# 172

TVET INSTITUTIONS



# 65

speaking  
engagements  
conducted



# 13,308

students across Higher Learning  
Institutions benefitted from  
numerous speaking engagements /  
programmes /activities



# 11

MOUs signed with  
UNITAR, Cosmopoint,  
ICYM, INTI, King's  
College, KUIS,  
UNIMAS, IEG Campus,  
UiTM, UMT, UTAR



The **1st** establishment of  
**TalentCorp@SPEUPM**, a  
space provided by SPE UPM  
for TalentCorp to conduct  
relevant engagement  
activities with students



# 36,275

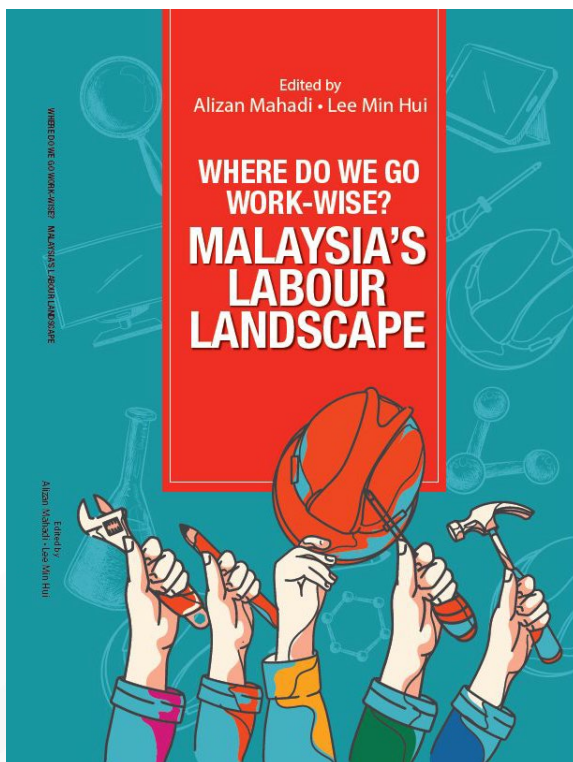
talents registered for the mynext  
3.0 platform, a significant increase  
in number that was contributed by  
various engagement sessions

# PUBLICATIONS



## Research Collaborator for MDEC's

"Southeast Asia Digital Content Industry Talent Report"



"Where Do We Go Work-Wise? Malaysia's Labour Landscape" in collaboration with the Institute of Strategic & International Studies (ISIS) Malaysia, World bank, and Yusof Ishak Institute.



# MALAYSIA CRITICAL OCCUPATIONS LIST (MYCOL)

The annual MyCOL identifies occupations that are rising in demand according to industry trends or the impact of disruptive innovative technologies. It is used to enhance the coordination of human capital development policies as well as encourage employers to invest further in developing sought-after skills among talent.

MyCOL 2022/2023 is the 7th edition, which focuses on 3 sectors for the development of the Malaysia National Skills Registry (MyNSR): Aerospace, Manufacturing (Food Processing) and Construction. Out of the 37 occupations, 4 occupations were nominated by two or more sectors, giving a total of 41 critical occupations across the three sectors.



# MALAYSIA CRITICAL OCCUPATIONS LIST (MYCOL) FOR 2022/2023

For Aerospace, Manufacturing (Food Processing), and Construction sectors only

## MASCO 4D

## JOB TITLE

1121	Managing Directors And Chief Executives
1211	Finance Managers
1214	Business Services Managers
1216	Quality Managers
1321	Manufacturing Managers
1323	Construction Managers
1511	Information And Communications Technology Managers
2141	Industrial And Production Engineers
2142	Civil Engineers
2144	Mechanical Engineers
2146	Mining Engineers, Metallurgists And Related Professionals
2151	Electrical Engineers
2173	Aircraft Pilots And Related Professionals
2182	Manufacturing Professionals
2263	Environmental And Occupational Health And Hygiene Professionals
2426	Research And Development Professionals
2512	Software Developers
2522	Information Technology System Administrators
3112	Civil Engineering Technicians
3113	Electrical Engineering Technicians
3115	Mechanical Engineering Technicians
3119	Industrial And Production Technicians
3122	Manufacturing Supervisors
3123	Construction Supervisors
3151	Aircraft Technicians
3211	Medical Imaging And Therapeutic Equipment Technicians
7111	House Builders
7132	Spray Painters And Varnishers
7212	Welders And Flame Cutters
7411	Building And Related Electricians
7412	Electrical Mechanics And Fitters
7422	Information And Communications Technology Installers And Services
8161	Food And Related Products Machine Operators
8189	Stationary Plant And Machine Operators Not Elsewhere Classified
8332	Heavy Truck And Lorry Drivers
8342	Earth-Moving And Related Plant Operators
8343	Crane, Hoist And Related Plant Operators



# NATIONAL SKILLS REGISTRY (MYNSR)

1

## Mandate

TalentCorp is mandated by the Ministry of Economy and Ministry of Human Resources (MOHR) to develop and implement the MyNSR throughout the duration of the 12th Malaysia Plan (RMK-12) from 2021 to 2025.

2

## Mission

To have a standardised skills taxonomy/classification to be used as a national reference for skills definition that can be applied to current skills frameworks, labour market analytics platforms, academia syllabus revision as well as for upskilling and reskilling purposes.

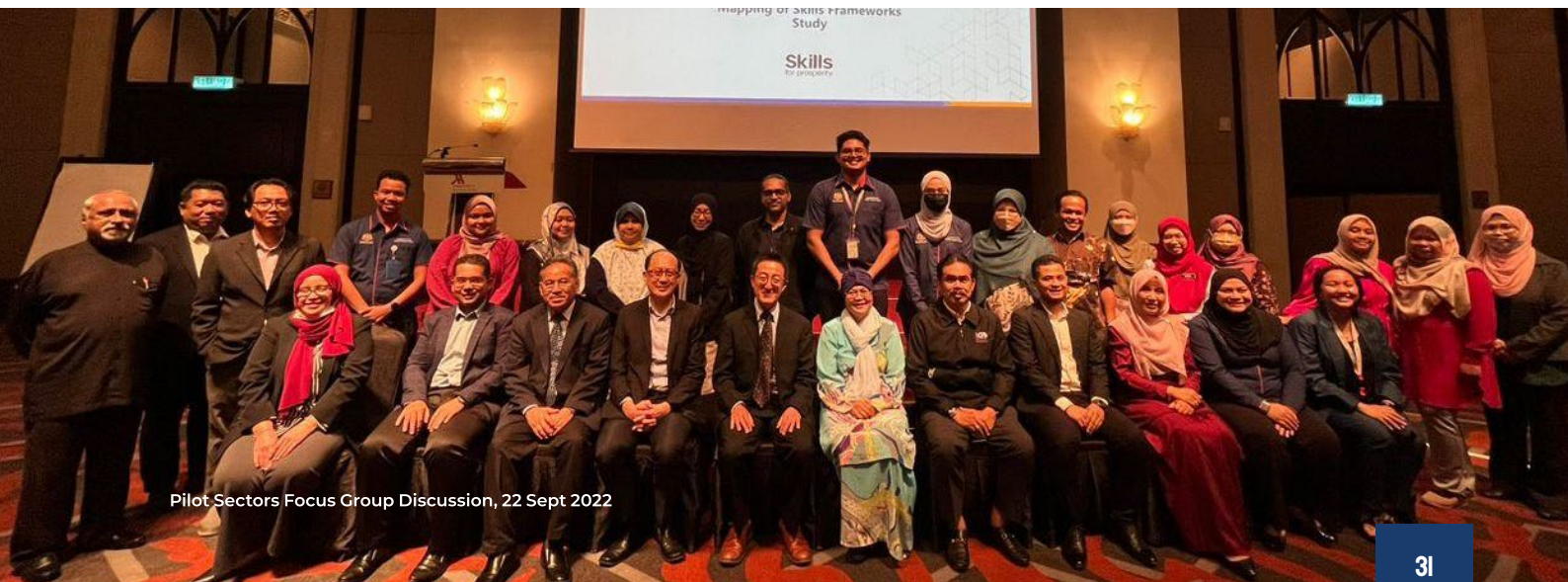
3

## eskills Platform

A central platform with information on occupation and skills based on internationally benchmarked and accepted standards to assist in policy coordination and enhance human capital planning by the Government, agencies, businesses, and general public.

## MyNSR Development in 2022

- i. **Study on Stock-Taking and Mapping of Existing Occupational and Skills Framework and MyNSR Framework Development, from Q12022 with International Labour Organization (ILO) and Professional & Technical Academy (PRITEC).** To refine the MyNSR skills framework and build skills taxonomy.
- ii. **Capacity Building with the World Bank** on the MyNSR framework and methodology in July 2022.
- iii. **Capacity Building with the Australian National Skills Commission (NSC)** for the development of the MyNSR methodology through the Australian Skills Classification (ASC) approach in October 2022.
- iv. **Continue strategic cooperation with MAIA and The Strand** for the development of MyNSR skills taxonomy for the Aerospace sector.
- v. **Development of MyNSR pilot methodology report** based on International best practices.
- vi. **MyNSR platform (e-skills) development.**



Pilot Sectors Focus Group Discussion, 22 Sept 2022

## WHAT IS IT

mynext is an all-in-one, easy-to-use and comprehensive portal that brings students, companies, and universities together as an integrated talent solution and analytics platform. It enables us to leverage on data and information to bridge the gap between learning institutions, students, and the workforce. A vital link between education and future employability, mynext also helps students define and chart their career paths.



## mynext 2.0 to mynext 3.0

17 March 2022



- New look for mynext portal and website.
- Seamless experience when signing up and starting to use the platform.
- mynext assessment has been updated with an easy-to-use interface
- mynext student has changed to 'mynext talent'.
- New tagline; 'Empowering Youths of Tomorrow'!

**43,895**  
REGISTERED STUDENTS

**220**  
INSTITUTIONS  
ONBOARDED

**905**  
INTERNSHIP  
POSTINGS

**1,548**  
REGISTERED  
COMPANIES

**ACCUMULATIVE  
ACHIEVEMENTS  
FROM 2017 TO 2022**

**233,556**  
STUDENT SIGN-UPS

**10,656**  
COMPANIES

## WHAT IS IT

Through MyHeart's employment facilitation, education facilitation, and collaboration opportunities, it acts as input for diaspora-related intelligence, which supports policymaking and the development/management of initiatives for the benefit of global Malaysians. MyHeart's database has access to:

- ✓ A DIVERSE TALENT POOL OF GLOBAL MALAYSIANS
- ✓ PROMINENT MALAYSIAN TALENTS ABROAD FOR COLLABORATION PURPOSES
- ✓ MORE THAN 36 MALAYSIAN STUDENT ASSOCIATIONS IN 12 DIFFERENT COUNTRIES AS MEANS TO ENGAGE WITH MALAYSIAN STUDENTS ABROAD

### MyHeart key highlights for 2022:

- MyHeart Career & Facilitation Fest (MyHeart CaFe)
- Collaboration with diaspora:
  - Opera Master Class with Samantha Chong
  - Automotive Engineering Sharing Session with Dr Aid Fawzal
  - Gene Therapy Sharing Session with Dr Catherlym Lim
- REP Networking Session with Employers

In 2022, we have reached out to and collaborated with:

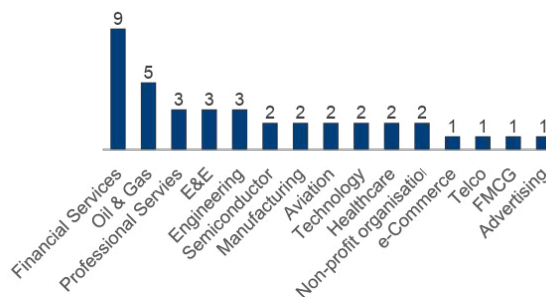
# 39

Engaged and Participated in MyHeart Initiative  
COMPANIES

### Some of the top employers



### Industry Breakdown



# 12

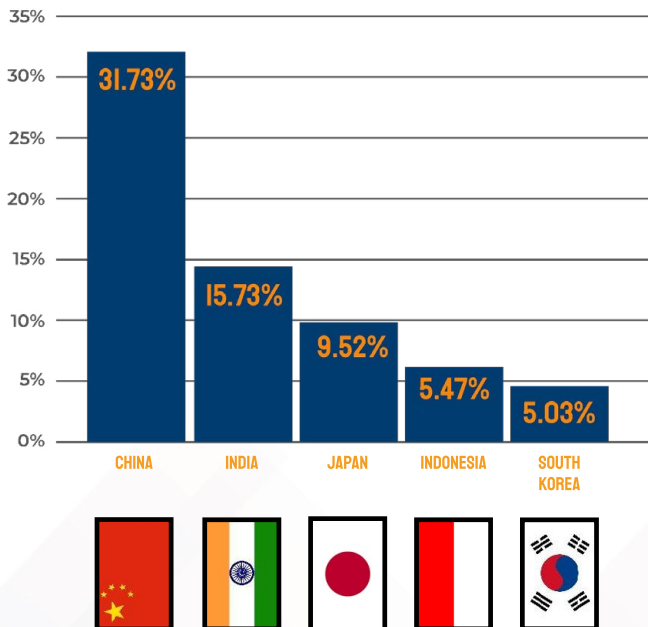
SCHOOLS

This Expatriate Services Division (ESD) platform by TalentCorp is used for effective processing and issuance of expat-related passes. It's powered by knowledge-based insights on industries' expatriate needs.

MYXpats ensures efficiency and governance in hiring highly skilled expatriates while giving access to data points, in order to monitor and anticipate trends in relation to industry needs for expatriates. This data facilitates the establishment of guidelines for expatriate transfer of knowledge and other policy making mechanisms, such as investments and skillsets needed by the country.



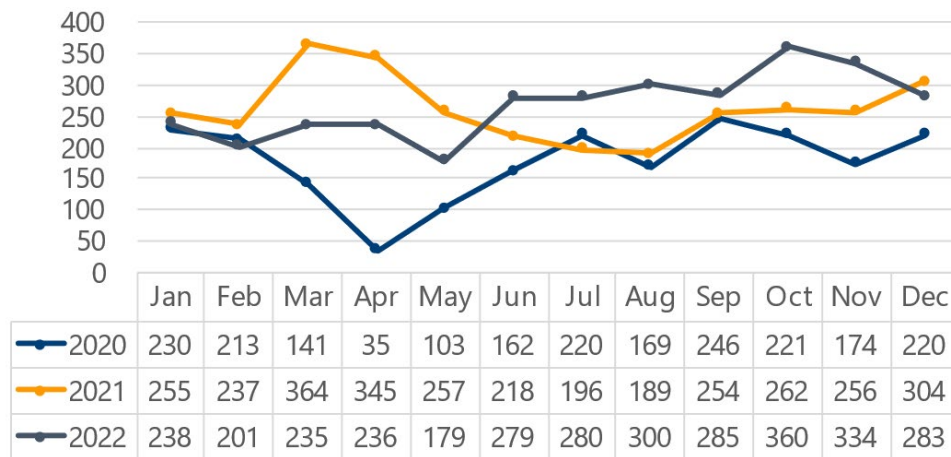
## TOP 5 NATIONALITIES FOR APPROVED EXPATRIATES



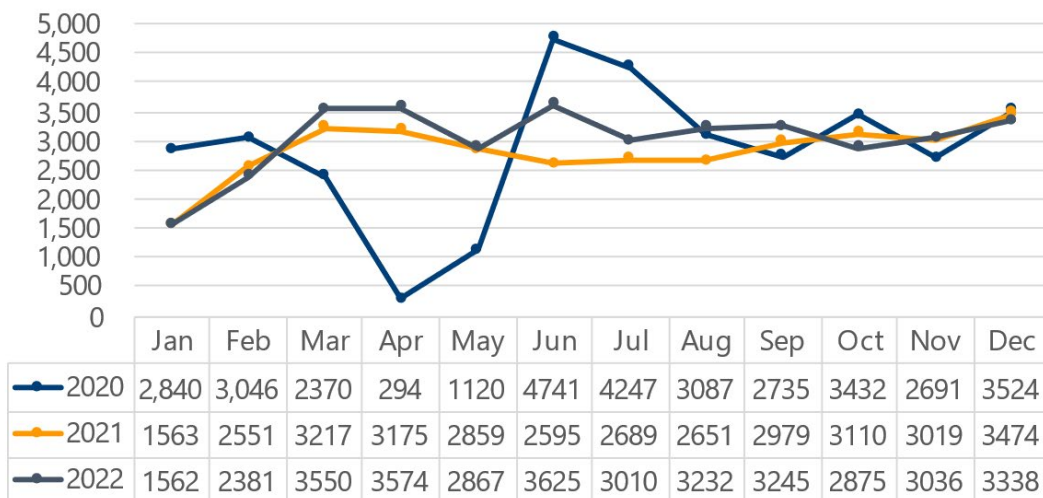
## TOP SECTORS FOR APPROVED COMPANIES



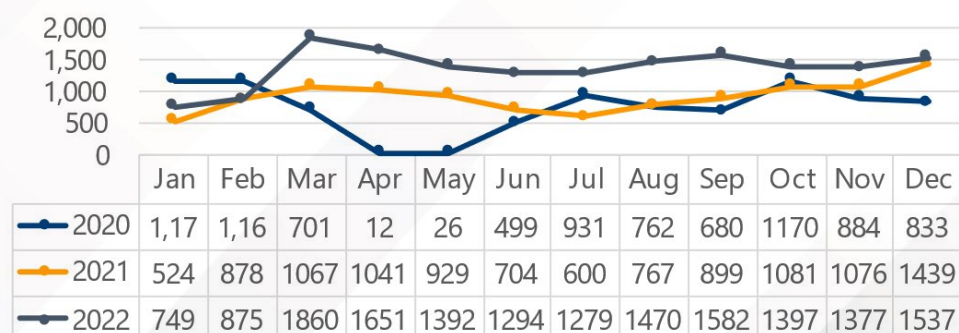
## TOTAL NUMBER OF COMPANY ACCOUNT CREATED CY2020 vs CY2021 vs CY2022



## TOTAL NUMBER OF EMPLOYMENT PASS APPLICATION BATCHES CONDUCTED CY2020 vs CY2021 vs CY2022



## TOTAL NUMBER OF PROFESSIONAL VISIT PASS BATCHES CONDUCTED CY2020 vs CY2021 vs CY2022



THRUST I

*Optimise*  
**MALAYSIAN  
TALENTS**

# THRUST I: OPTIMISE MALAYSIAN TALENTS

Malaysia's local talent pool is the most vital and sustainable source of talents, for now and for the future.



- Increase graduate employability and industry-ready talents.
- Early exposure to career and growth mindset.
- Gender awareness.
- Meaningful and relevant internships.
- Build talent pipeline to stimulate economy.
- Maximum return on investments of scholars.

- Work-life integration.
- Improved work environment.
- Increased work efficiency.
- More women at work.
- Seniors' back to work.



Flexible Work Arrangements (FWA)

FWA@Workplace

Career Comeback Programme (CCP)

Thrust 1

# NATIONAL STRUCTURED INTERNSHIP PROGRAMME (MYSIP)

**MySIP** plays a pivotal role in encouraging industry-relevant internship experience, which eventually leads to employment. Created in collaboration with the Ministry of Human Resources (MOHR) and the Ministry of Higher Education (MOHE), MySIP encourages companies, industry bodies and learning institutions to develop structured internships while also providing undergraduate students and TVET talents with early exposure to the working environment.

Although the COVID-19 pandemic and MCOs delivered unexpected changes to the internship calendars of institutions of higher learning and companies were faced with difficulties to hire interns due to financial constraints, we were still able to ensure good internship opportunities were provided.

# 111,326

**Students benefitted from MySIP 2012-2022**

<h2 style="margin: 0;">8,560</h2> <p style="margin: 0;">Number of Internship Placements in 2022</p>	<h2 style="margin: 0;">501</h2> <p style="margin: 0;">MySIP Registered Companies in 2022</p>
---	--

## TOP MYSIP COMPANIES HIRING MORE THAN 100 INTERNS

INARI AMERTON	510	KEYSIGHT TECHNOLOGIES MALAYSIA SDN BHD	130
ERNST & YOUNG	417	NESTLE® MANUFACTURING (MALAYSIA) SDN BHD	118
PRICEWATERHOUSECOOPERS PLT	318	BAKER HUGHES (M) SDN BHD	116
KPMG PLT	304	GRANT THORNTON MALAYSIA PLT	115
CELESTICA MALAYSIA SDN BHD	249	SABAH CREDIT CORPORATION	114
PETROLIAM NASIONAL BERHAD (PETRONAS)	210	NESTLE PRODUCTS SDN BHD	107
UWC INDUSTRIAL SDN BHD	172	GENTING MALAYSIA BERHAD	105
CELESTICA ELECTRONICS (M) SDN BHD	159	KPMG MANAGEMENT & RISK CONSULTING SDN BHD	105
PETRONAS CARIGALI SDN BHD	155	PETRONAS DAGANGA V BERHAD	104
B. BRAUN MEDICAL INDUSTRIES SDN BHD	148	ASIA AQUACULTURE (M) SDN. BHD	103
PANASONIC APPLIANCE AIR-CONDITIONING MALAYSIA SDN. BHD	133	SAM PRECISION (M) SDN BHD	101



# MYSIP INTERNSHIP TREND REPORT 2022

## ONBOARD BRIEFING & JOB DESCRIPTION

**84.68%**

of students acknowledged that they received a **proper job onboarding** briefing while reporting for duty for internship.

**48.44%**

of students acknowledged that the job duties **closely matched** the job descriptions, **46.33% mostly matched** job descriptions

## JOB ORIENTATION & WORK ON PROJECTS

**60.68%**

of students agreed that **JOB ORIENTATION** was complete and accurate while **33.36%** of students felt it was **SOMEWHAT RELATED**

**71.10%**

of students acknowledged that they were **required to work on any projects and/or presentations** during internship

### Improvement of MySIP eligibility criteria, including the rebranding received on 27 April 2022 are as follows:

- Studying full-time in public or private institutions of higher learning, or TVET institutions in Malaysia, **or universities abroad, provided that the internship is conducted in Malaysia**
- The student is pursuing a **master's degree**, bachelor's degree, **professional certificate**, diploma, Sijil Kemahiran Malaysia from **SKM Level 1 and 2** to SKM Level 3 to Level 5
- The company is offering allowance as per below tier:
  - a. **Minimum RM600.00 per month** for students undergoing **master's degree**, bachelor's degree, **SKM5 or equivalent and Professional Certificate**
  - b. **Minimum RM500.00 per month** for students undergoing diploma, SKM 4, SKM Level 3, **Level 2 and Level 1** or equivalent
- Eligibility to Claim for Training and other relevant costs including meal, travelling and accommodation, and **Digital and Communication in form of cash allowances to interns up to RM5,000 per student per year**



# NATIONAL STRUCTURED INTERNSHIP PROGRAMME PLUS (MYSIP+)

**MySIP+** is an extension of MySIP. The programme focuses on final year and final semester students. Granted and funded by the Ministry of Higher Education (MOHE), SIP+ is positioned to upgrade graduate employability readiness of local graduates by internship placement, industry-demand upskilling, and absorption into first employment in partnership with MySIP+ participating employers.

## MySIP+ 3 in 1 Components

Internship / Apprenticeship



Certification / Competencies Module



First Employment (Min. 1 Year)

(Exposure + Value Added Skills + Experience = Industry-Ready Talent)

### KPT-PACE MySIP+

Established in partnership with industries, KPT PACE MySIP+ is an initiative programme that accelerates talent funneling for employment that combine the elements of industrial training, training certification and absorption into first employment in line with MOHE-KPT-PACE aspiration.





# SCHOLARSHIP TALENT ATTRACTION AND RETENTION (STAR)

**STAR** is an initiative created in collaboration between TalentCorp and the Public Service Department (JPA). It aims to ensure that 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.

Accumulative  
achievements  
from 2011 to 2022

**7,496**  
Scholars

**2,390**  
Companies

## VIRTUAL CAREER FAIR ELECTRICAL & ELECTRONIC 2022 COLLABORATION WITH JABATAN PERKHIDMATAN AWAM (JPA)

**2,857**  
Participants

**91**  
Employers

**1,387**  
FB Viewers

**746**  
Job Posts



## YOUNG EMPLOYABLE STUDENTS (YES!)

**YES!** is an initiative to enhance the employability skills of Malaysian graduates to ensure that they are future-ready for the evolving economy. Implemented by TalentCorp together with the Ministry of Human Resources, the Ministry of Higher Education, industries 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 they need to thrive in the workplace.

#KisahSiswa

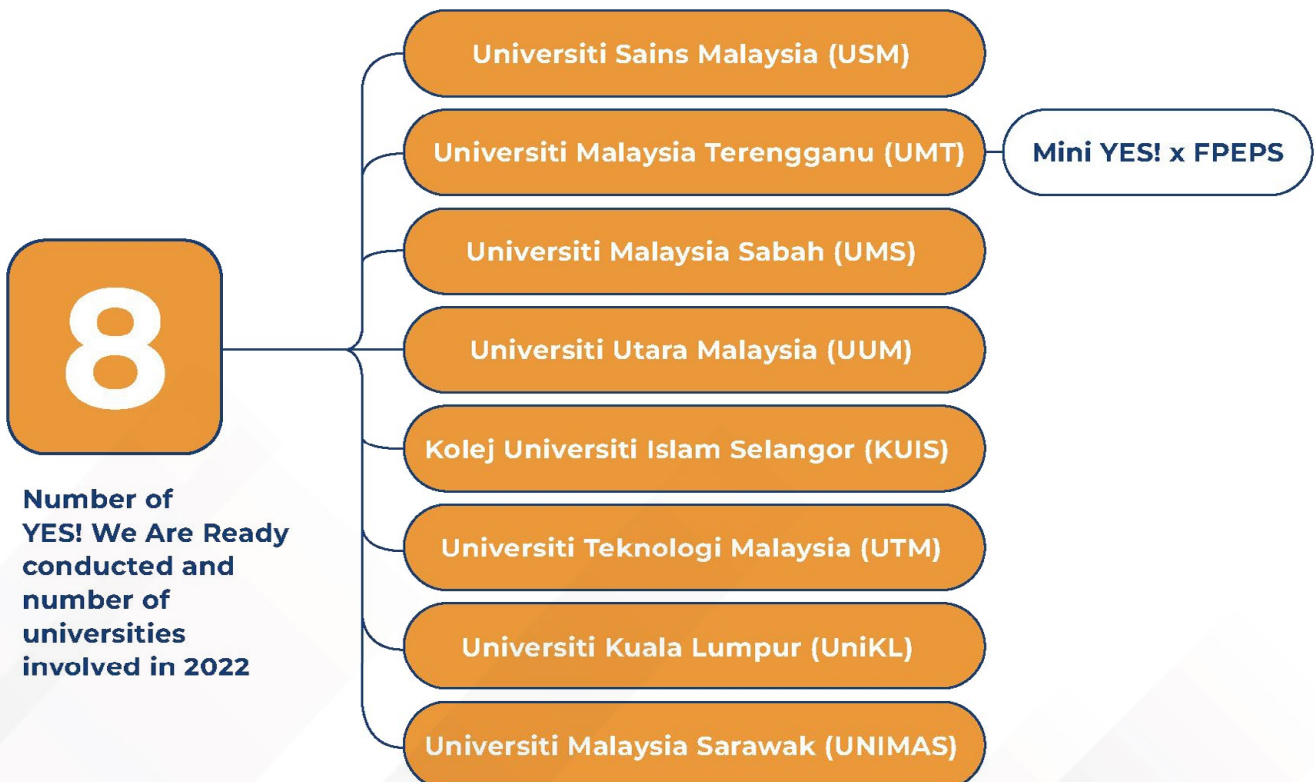
8 YES! We Are Ready!

6,995 Students benefitted

7 New Collaborators

52 #KisahSiswa Ambassadors Cohort 2

16,052 Telegram subscribers



# HIGHLIGHTS OF 2022

- MOHR Aspirasi Keluarga Malaysia Sederhana (6 bulan) from January - June 2022. 3,307 participants
- #KisahSiswa Ambassadors; 52 Ambassadors completed 6 months of volunteering
- ✓ **80.96%** agreed that the training and development sessions attended throughout this programme were very useful.
- ✓ **90.48%** think that this programme helps in enhancing graduate employability.



An advocacy programme for schools to create awareness about gender issues, MyCOL and current vs future workforce trends to prepare emerging talents in their journey towards tertiary education and career path decisions.

Realising the importance of reaching out to emerging talents and nurturing them at the earliest stage possible, TalentCorp made its mark in the school space through YES! Rock the School. It aims to impart insights on tertiary education and professions in demand based on the Critical Occupations List and show our emerging talent the way of their future.

### 2022 ACHIEVEMENTS



**6**

school engagements



**1,105**

students, teachers and counsellors participated



**2**

regions

### ACCUMULATIVE ACHIEVEMENTS FROM 2021 TO 2022



**1,222**

students, teachers and counsellors participated



**10**

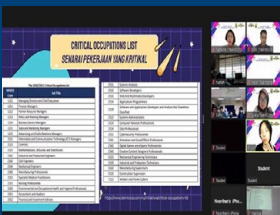
school engagements



**4**

regions

SMK DATO' IBRAHIM YAACOB



SMK SULTAN ABDUL SAMAD



SMK JALAN TIGA



SMK CONVENT ALOR SETAR



SMK PRESINT 9 (2)



SMK DATO' SYED OMAR



# YES! WO+MEN

YES! Wo+Men is an advocacy programme for university students which focuses on creating gender, MyCOL, mynext assessment platform, current vs future workforce trend awareness to better prepare young talents in their career paths.

This initiative hopes to inspire both male and female students to break gender-based stereotypes, empower students to chart their destinies, and uplift them by increasing their communication skills.

## 2022 ACHIEVEMENTS



**5**

virtual sessions



**2**

physical sessions



**1,118**

students participated

## ACCUMULATIVE ACHIEVEMENTS FROM 2021 TO 2022



**1,321**  
students participated



**11**

sessions

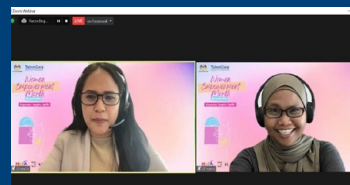


**3**

universities

- Universiti Teknologi MARA (UITM) Selangor
- Universiti Tun Abdul Razak (UNITAR)
- University College Yayasan Pahang (UCYP)

### YES! WO+MEN WEM



### YES! WO+MEN WEM



### UNIVERSITY COLLEGE OF YAYASAN PAHANG



### UNITAR SESSION 3



# NURTURING GRADUATE PROGRAMME (NGP)

As part of TalentCorp's approach to address the nation's graduate unemployment problem, NGP is a 2-year programme introduced in 2022 to increase employment opportunity for Malaysian fresh graduates from all disciplines by giving them a taste of the corporate life.

The graduates will be employed on a contract basis for a period of 2 years. This duration is ideal for them to be equipped with the necessary knowledge, skills and exposure. Thereafter, these graduates will be considered for employment as TalentCorp's permanent staff after 1 year or upon completing their tenure, subject to their overall performance.



## NORTHERN REGION CENTRAL REGION SOUTHERN REGION

Total : 104

Total : 273

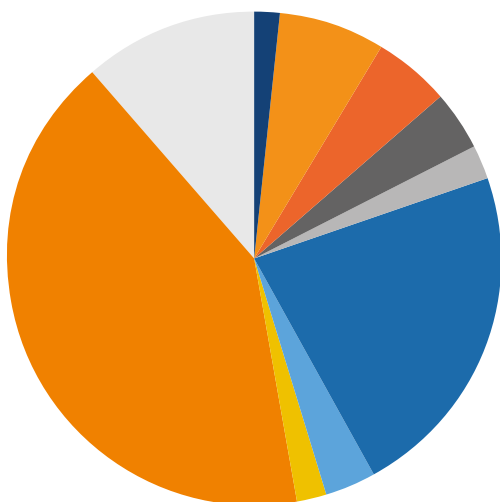
Total : 74

## EAST COAST REGION

Total : 66

## EASTERN REGION

Total : 23



### NGP Field of Study

- Architecture
- Law
- STEM
- Comms & Media
- Management
- Others
- Finance & Accounting
- Maths / Statistics / Analytical
- IT
- Plan & Argo







# SEMESTER BREAK PROGRAMME (SBP)

## WHAT

Semester Break Programme (SBP) is a bi-annual flagship event that serves as a platform for Malaysian undergraduate students on semester break to gain career-related insights through tailored sharing sessions with industry leaders and key influencers.

## WHO

Malaysian students studying locally and abroad.

## WHY

- To provide a platform for young talents to gain insights on the current trends in the industry.
- Encourage career exploration among young talents outside of the conventional career options.
- An avenue for young talents to network and engage with industry leaders and influencers.

## YOUNG TALENTS

- ✓ Ability to engage with industry leaders and key influencers.
- ✓ Opportunities to learn new skills and enhance existing skills.

## INDUSTRIES & EMPLOYERS

- ✓ Able to tap onto database of more than 39 Malaysian Student Associations abroad in 11 different countries
- ✓ Able to engage with Malaysian students abroad in a structured and timely approach

## ACHIEVEMENTS

From 2014 to 2022

5,670

REGISTERED STUDENTS

19,693

LIVE VIEWS ON ZOOM & FACEBOOK LIVE

89

SESSIONS ORGANISED

131

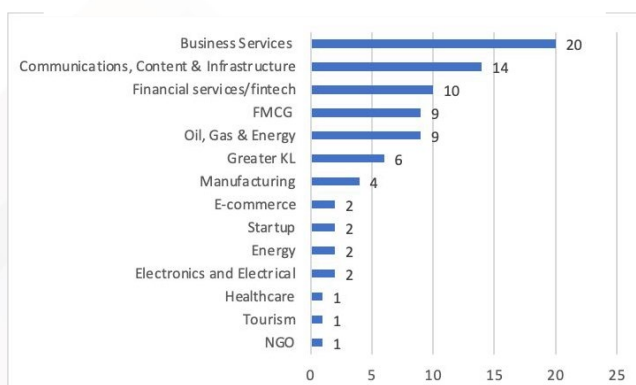
PARTICIPATING COMPANIES

14

INDUSTRIES

22

INDEPENDENT SPEAKERS



Breakdown of industries by session (for physically held SBP)

678

Registered Students

1,551

Live Views (Zoom & Facebook)



634

Registered Students

826

Live Views (Zoom & Facebook)

## MYASEAN INTERNSHIP

The **MyASEAN Internship** is a platform that provides internship opportunities in countries within the ASEAN region for youths of the ASEAN community to develop their competitiveness by harnessing essential career skill sets and knowledge while connecting them to fellow young ASEAN talents. In a globalised world where businesses operate sans borders, cross-cultural understanding is essential for young talents today to inculcate in their personal growth and career development.

### MECHANISM



#### Malaysian students

intern physically or virtually with employers with a presence in ASEAN

#### International ASEAN students

intern physically or virtually with employers in Malaysia



### PLACEMENT

#### PHYSICAL

231

PLACEMENTS

2015 -2021



114 OUTBOUND

35

PARTICIPATING COMPANIES  
AROUND ASEAN



117 INBOUND

#### VIRTUAL

2021

15

PARTICIPANTS

2022

25

PARTICIPANTS

15

PARTICIPATING COMPANIES  
AROUND ASEAN

### MYASEAN VIRTUAL INTERNSHIP

was created as a solution to overcome Covid-19 challenges and gave opportunities to interns to work within a **wide array of sectors** across ASEAN region.

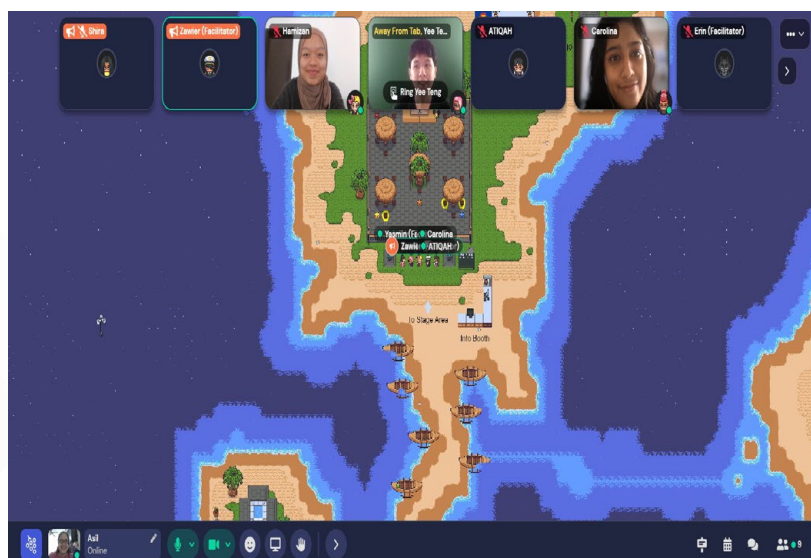
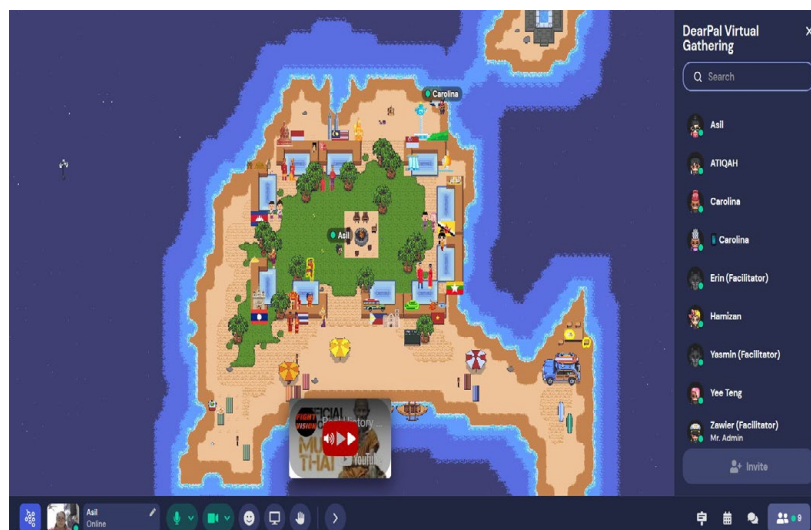
# #DEARPAL ENGAGEMENT SESSION 2022

#DearPal, an initiative under the MyASEAN Internship programme, allows peer-to-peer pensive conversation amongst ASEAN youths on culture integration, leadership, entrepreneurship, and economy welfare through e-letter exchange, similar like the conventional snail mail.

This engagement session was a platform for all participants to meet and be part of interactive activities with a multi-cultural theme. This session also gave an opportunity for the participants to expand their network and build meaningful connections with ASEAN peers.

## APRIL 2021-DECEMBER 2022

#DearPal was launched in April 2021 and has since received over **800 applications** since its full implementation.



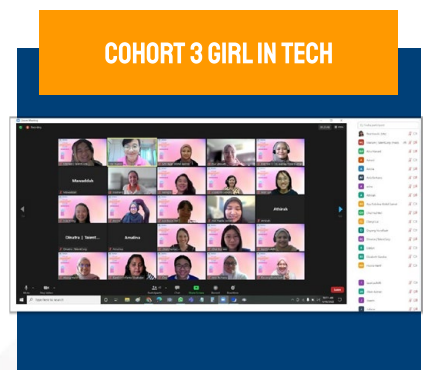
## WOMEN-INDUSTRY NETWORK (WIN)

WIN is an initiative that consists of a network of professional women created through a structured mentoring approach to cater to the needs of talent.

WIN aims to provide such platform by connecting talent through mentoring with prominent C-suite executives, HR leaders, qualified trainers and individual experts including successful women returnees towards enhancing a nurturing culture for women talent. The main objectives are:

- Facilitating engagement between talent and industry
- Forming communities and support systems for greater collaboration
- Building professional networks to foster knowledge sharing and retain high-skilled talent
- Encouraging skills and capacity development to increase industry preparedness

### 2022 ACHIEVEMENTS



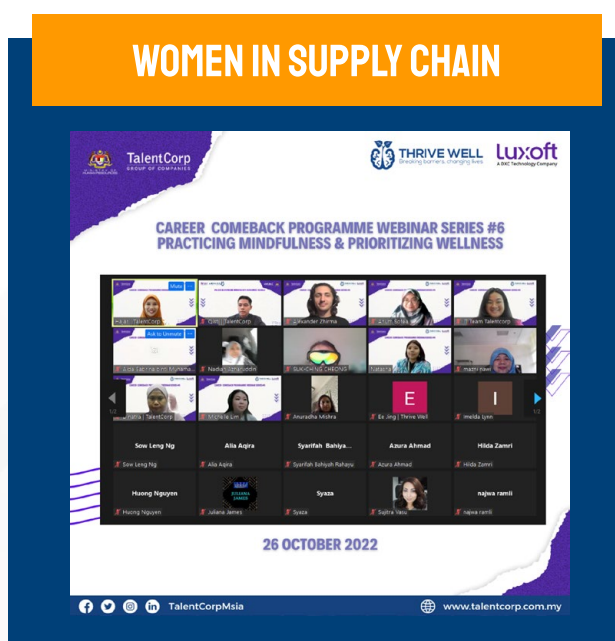
# CAREER COMEBACK PROGRAMME (CCP)

**CCP** encourages women to return to work by creating employability enhancement opportunities through workshops and encouraging companies to recruit and retain women on career breaks. The CCP Tax Exemption is a one-year tax exemption for women returning to work from career breaks. The treatment of the income tax exemption is eligible to be claimed up to the year of assessment 2023.

## 2022 ACHIEVEMENTS



Thrust 1



# WOMEN CAREER CONVENTION



## WOMEN CAREER CONVENTION (WCC)

**WCC** is a platform of events consisting of career fairs (including CV review service and job interviews), workshops and webinars dedicated to Malaysian female talent. Two WCCs were conducted in 2022, the first was National Diversity Summit x Women Career Convention and the second was a learning experience Women Career Convention Becoming YOU!

### 2022 ACHIEVEMENTS

NATIONAL DIVERSITY SUMMIT × WOMEN CAREER CONVENTION

1,181

PARTICIPANTS

60

HIRING COMPANIES

652

JOB VACANCIES

329

JOB APPLICATIONS

8

TALK SESSIONS

WOMEN CAREER CONVENTION:  
BECOMING YOU! WORKSHOP

105

PARTICIPANTS

ACCUMULATIVE  
ACHIEVEMENTS FROM  
2015 TO 2022

3

Career Conventions

2,401

Participants

1,567

Job vacancies

NDS X WCC LAUNCH



NDS X WCC PRIDE & PREJUDICE  
TALK SESSION



WCC: BECOMING YOU!



WCC: BECOMING YOU!


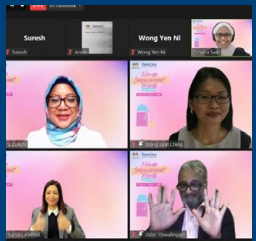



# WOMEN EMPOWERMENT MONTH & WOMEN EMPOWERMENT SEMINAR

## 2022 ACHIEVEMENTS

This month-long event is especially curated to celebrate International Women's Day which falls on 8 March each year. In 2022, the worldwide theme was #BreakTheBias, and eight events were put together to campaign and support women's empowerment for the benefit and growth of Malaysia's workforce.

<h1>6</h1> <p>WEBINARS</p>	<h1>2</h1> <p>PHYSICAL FORUM &amp; CONFERENCE</p>	<h1>3,707</h1> <p>TOTAL PARTICIPANTS</p>
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<h3>WEM FORUM</h3> <p>WOMEN THRIVING IN A WORKFORCE WHERE UNCONSCIOUS BIAS IS A NORM*</p> 	<h3>WEM WEBINAR</h3> <p>WORKPLACE HARASSMENT - FINDING COURAGE TO SPEAK UP*</p> 	<h3>WEM WEBINAR</h3> <p>ARE YOU MAN ENOUGH TO WORK WITH AN EMPOWERED WOMAN?</p> 
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## 2022 ACHIEVEMENTS


<h1>2</h1> <p>COLLABORATIVE PARTNERS</p>	<ul style="list-style-type: none"> <li>•Embassy of Japan</li> <li>•Asia School of Business</li> </ul>	<h1>276</h1> <p>TOTAL PARTICIPANTS</p>
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TalentCorp collaborated with the Embassy of Japan in Malaysia and Asia School of Business to organise the first Women Empowerment Seminar (WES). It brought together speakers from Japan and Malaysia to deconstruct matters about gender equality and women's empowerment including initiatives and challenges experienced by both countries.

**WES**  
 ADVANCING EQUALITY AND SUSTAINED INCLUSIVE GROWTH



**WES**  
 ADVANCING EQUALITY AND SUSTAINED INCLUSIVE GROWTH



**AGENDA: WOMEN EMPOWERMENT SEMINAR**

- 09:00 Registration
- 09:05 Opening remarks from the Embassy of Japan in Malacca
- 09:10 Introduction by Mr. Yusaku Tanaka, President, Embassy of Japan in Malacca
- 09:15 Welcome speech
- 09:20 Opening remark
- 09:25 Introduction of the Advancing Equality and Sustained Inclusive Growth
- 09:30 Panel Discussion
- 09:35 Panelist: **Ms. Yusaku Tanaka**, President, Embassy of Japan in Malacca (Moderated by Ms. Nur Hafizah Yusoff, TalentCorp and Global Relations and Asia Director, Asia School of Business)
- 09:40 Panelist: **Ms. Nur Hafizah Yusoff**, TalentCorp and Global Relations and Asia Director, Asia School of Business
- 09:45 Panelist: **Ms. Nur Hafizah Yusoff**, TalentCorp and Global Relations and Asia Director, Asia School of Business
- 09:50 Q&A session
- 09:55 Remarks
- 10:00 Photo Session
- 10:05 Closing

Thrust 1

# WORK LIFE-PRACTICES (WLP) – FLEXIBLE WORK ARRANGEMENT (FWA)

The COVID-19 pandemic has accelerated the **Work From Home (WFH) practice** to a “necessity” due to health and safety of employees. Beyond that, the WFH experiment has proven that workplace flexibility bring benefits not only to employees but also employers.

The Employment Act 1951 (amended), which includes new provisions for WLP, comes as a huge step from the Malaysian government in response to this growing ‘workplace flexibility’ expectations that employees have.

In line with the Malaysian government’s efforts to encourage the adoption of FWA, TalentCorp launched **FWA@Workplace**, which consists of **Readiness Assessment, Workshops, and Consultation** to create awareness and support employers to implement a structured and sustainable WLP.



**READINESS ASSESSMENT**

A complementary FWA readiness assessment to assist organisations in **assessing their maturity and readiness of their FWA** focusing on People, Process and Technology.



**WORKSHOP**

Equipping HR with the **technical know-how** to implement FWA in the organisation and learn the **steps of implementing FWA** with the right tools.



**CONSULTATION**

A **consultation programme** that assists organisations in implementing new ways of working by **tailoring it to the organisation's needs**.

**853**  
Companies Engaged

**ACCUMULATIVE ACHIEVEMENTS FROM 2015 TO 2022**

**9**  
Webinars


**1,886**  
Companies Engaged

**14**  
Panel Sessions


**640**  
Participants

**FWA@WORKPLACE**  
FROM LAUNCH 7 SEPTEMBER TO DECEMBER 2022

**253**  
Participating companies



**168**  
Readiness Assessments



**24**  
Consultations

**37,950**  
Employees benefitted

**WORKSHOP**



**12**  
Sessions



**61**  
Companies

## FWA INCOME TAX DOUBLE DEDUCTION

RECEIVED  
**126**

APPROVED  
**114**

NUMBER OF APPLICATIONS

### TOP 3 STATES

1. SELANGOR
2. KUALA LUMPUR
3. PENANG

### TOP 5 INDUSTRIES

1. Financial and insurance/takaful activities
2. Manufacturing
3. Information and Communication
4. Education
5. Professional, Scientific and technical activities

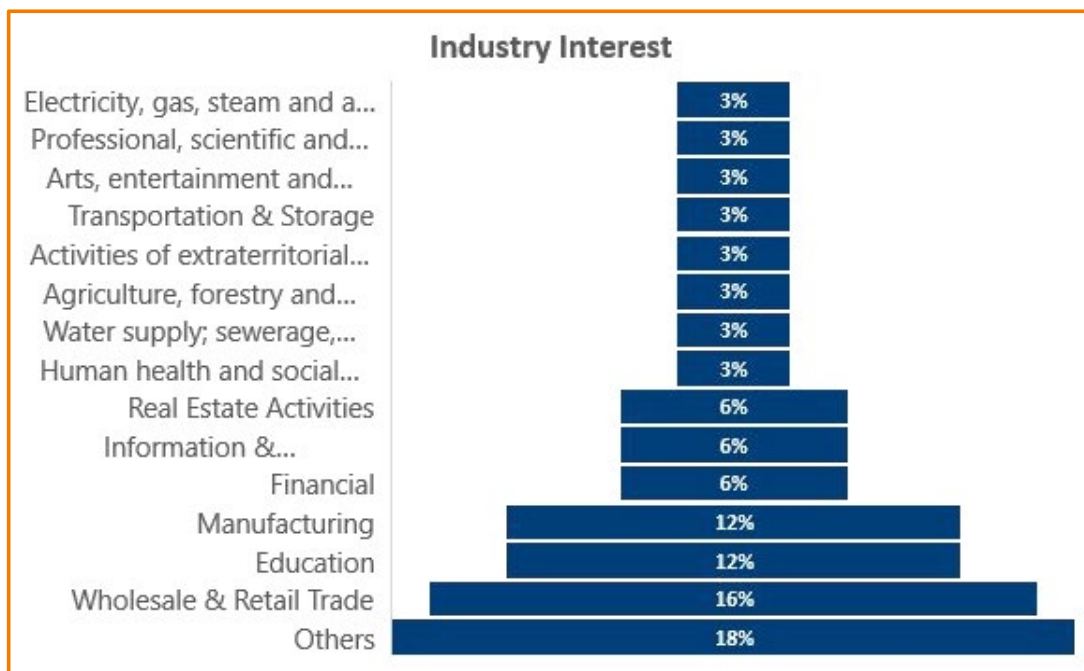


# CHILDCARE GRANT OVERVIEW

## Establishment of Childcare Centres in the private sector

The Childcare Centre Grant (CCG) is introduced as part of the Government's efforts to encourage private sector to provide affordable and accessible quality childcare facilities to support working parents in managing their work and caregiving duties.

**33 POTENTIAL COMPANIES** are interested in establishing a childcare centre at the workplace.



## FOUR (4) ELIGIBLE EMPLOYERS LEADING INDUSTRY-DRIVEN CHILDCARE CENTRES IN MALAYSIA.

UNITED OVERSEAS BANK	MICRON MEMORY SDN. BHD	MAH WENG KWAI & ASSOCIATES	ASIA PACIFIC UNIVERSITY
<p><b>Industry:</b> Financial Services <b>Location:</b> Klang Valley</p>	<p><b>Industry:</b> Manufacturing <b>Location:</b> Penang</p>	<p><b>Industry:</b> Professional Services <b>Location:</b> Klang Valley</p>	<p><b>Industry:</b> Education <b>Location:</b> Klang Valley</p>

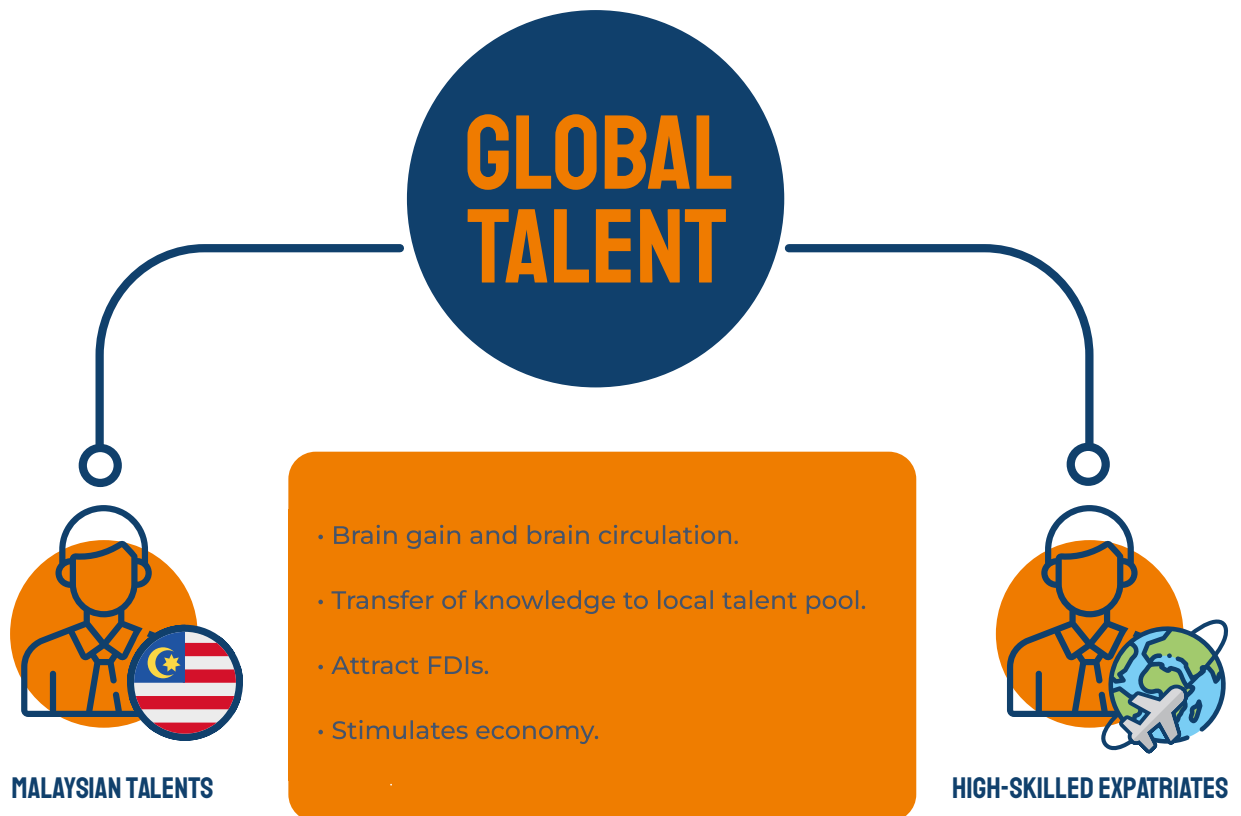
Eligible employers may claim up to a maximum of **RM300,000** for establishing a childcare centre for the benefit of their employees

## THRUST 2

# ATTRACT & FACILITATE *Global Talents*

## THRUST 2: ATTRACT & FACILITATE GLOBAL TALENTS

The inflow of global talents **complements the local talent pool** by contributing positive spill-over effects as they interact with one another.



2022 was the year we introduced MyHeart, which allowed us to take a no-holds-barred approach in reaching out to our talents abroad. The objective of MyHeart is not just to entice Malaysian talent abroad to return, but to provide a leeway and a platform for these talents to contribute to the development of the country even when they have no immediate plans to return. It is no longer just the processing of REP but stimulating more direct and continuous engagements that will enable long-term partnerships for Malaysians living abroad to contribute to Malaysia, no matter where they are.

Due to the increase in the number of applications from highly skilled expatriates, MYXpats introduced the use of the ePass as a step towards the digitalisation of immigration services and expanding our services to pass-delivery via POS Malaysia.

# Global MALAYSIANS

## FACILITATING MALAYSIAN GLOBAL TALENTS VIA MYHEART

FACILITATION FOR MALAYSIAN DIASPORA (PROFESSIONALS)

FACILITATION FOR MALAYSIAN DIASPORA (STUDENTS)

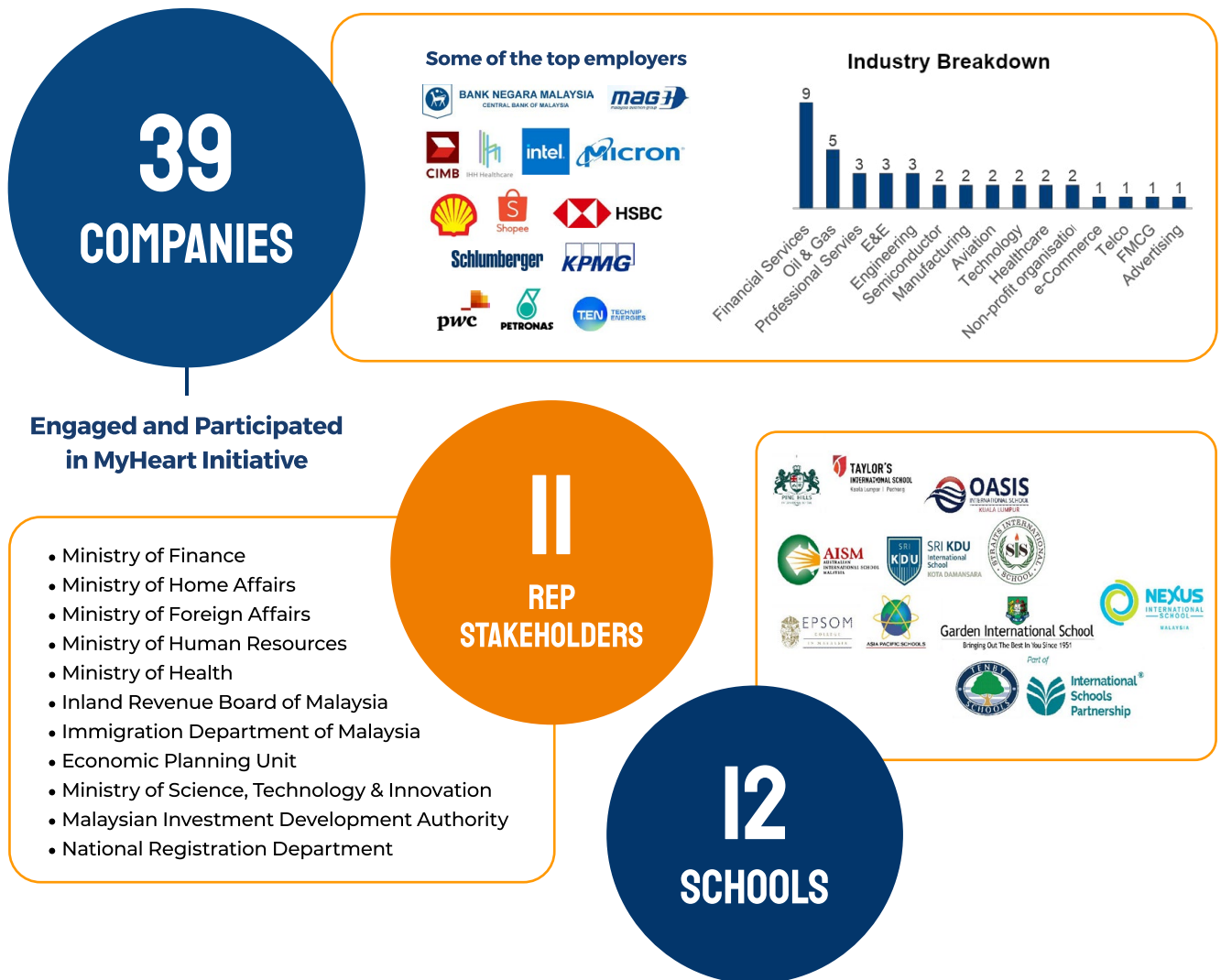


### MYHEART'S VISION

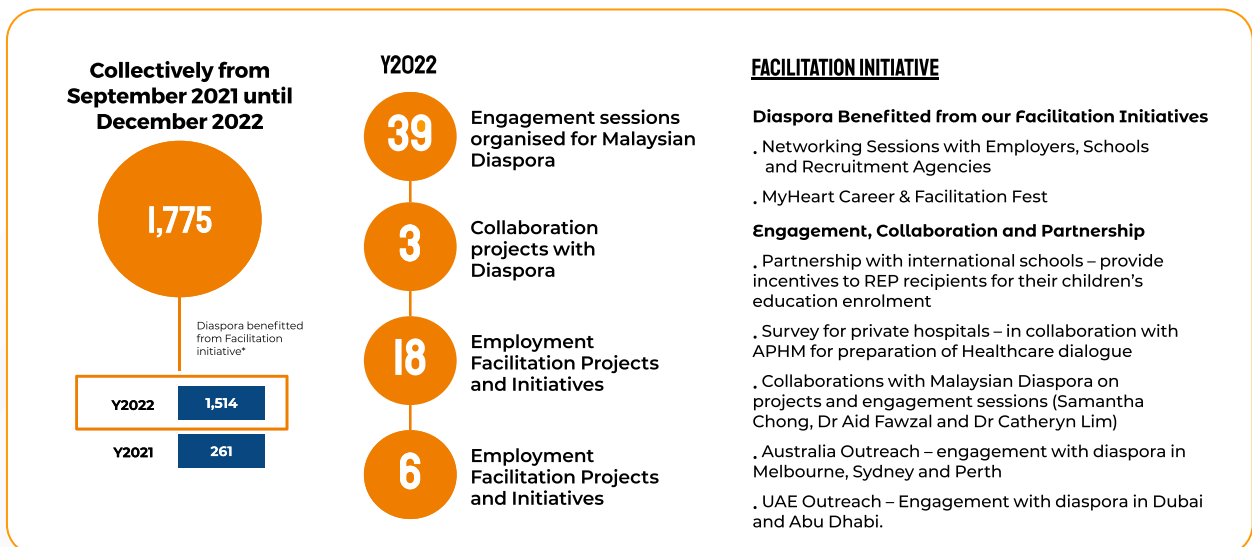
Malaysia @ Heart or MyHeart's vision is to **attract, engage and build meaningful and symbiotic relationships with Malaysians abroad to contribute their expertise to the economic development** of our beloved country. It works not only with **highly skilled Malaysians abroad interested in returning** to Malaysia via the Returning Expert Programme (REP) under TalentCorp, but also with Malaysians who have settled abroad with **no current intentions to return**.

# 2022 PERFORMANCE FOR FACILITATION FOR PROFESSIONALS ABROAD

In 2022, we have reached out to and collaborated with:



## PERFORMANCE - FACILITATION FOR PROFESSIONALS ABROAD



\*This number is derived from the number of diaspora participated in all Facilitation Initiative

# 2022 PERFORMANCE FOR FACILITATION FOR STUDENTS ABROAD

## PROGRAMMES & INITIATIVES

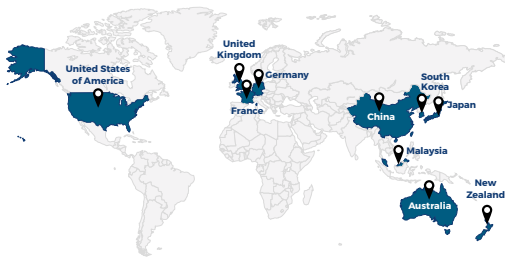
### SEMESTER BREAK PROGRAMME

- Bi-annual flagship event during semester break
- Insights on current industry trends
- Introducing the idea of exploring career opportunities outside of traditional employment options.

### GRADUATE EMPLOYABILITY INITIATIVES

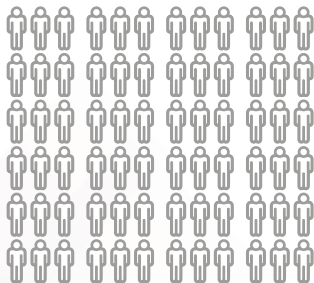
- Student-led initiatives
- Programmes or initiatives related to graduate employability and leadership
- Physical and virtual

Countries covered include:



### 4 Partnerships / Events

- Malaysia Students Technology Week (MSTW)
- Malaysian - UK Students Outreach Fair (MUSOF) 2022
- MSGA Summit 2022
- Talentcorp X MSGA Student Leader Roundtable 2022



# 582

Talents benefitted in 2022 through collaborative effort with MSA

### VIRTUAL / PHYSICAL CAREER FAIR

- A platform to connect Malaysians abroad with internship and employment opportunities in Malaysia
- Targeted and Mass Physical & Virtual Career fairs
- Career Talk & Webinar Sessions.

# 29

Career Fairs

# 24,822

Registrations

# 442

Participating companies

# 123

Webinar sessions

# 8,051

Vacancies

# 66,206

Webinar views

Facilitating Malaysian professionals abroad to bring home their experiences, skillsets, and inter-cultural abilities to benefit Malaysia.

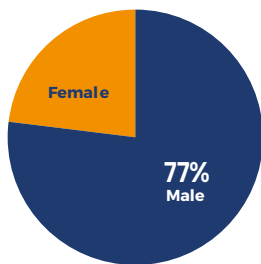
## REP 2022 ACHIEVEMENTS



## REP OVERALL ACHIEVEMENTS FROM 2011



## WHO ARE THE RETURNING EXPERTS?



**43  
YEARS  
OLD**  
Average Age

## TOP 5 PROFESSIONS



## EDUCATION LEVELS

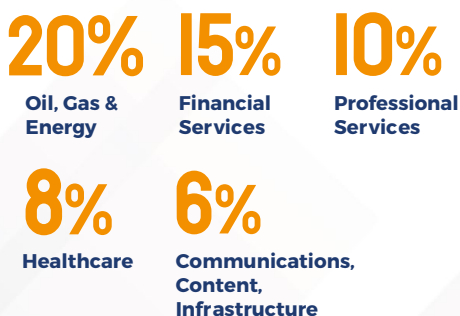
**82%**  
have Bachelor's, Master's, PhD or Professional Certificates

**AVERAGE SALARY**  
RM21,747  
a month

## MOSTLY RETURNED FROM



## TOP 5 WORK SECTORS



## TOP 5 REASONS FOR RETURNING



Data source: REP Client Satisfaction Survey 2022 (TalentCorp, 2022)  
\*Survey respondents (application 2020-2022) were allowed to choose more than one category

Data source: "Improving the Effectiveness of TalentCorp's Initiatives" (World Bank, June 2015) and TalentCorp's administrative data (January 2011 to 31 December 2022)

- As a measure to help create a world-class workforce right here in Malaysia.
- Committed to offering attractive living and financial incentives to help returning Malaysian talents settle in quickly and seamlessly.

**WHY?**

## REP Stakeholders Engagement Workshop (RSEAW 2022)



## REP Alumni Networking Dinner 2022



## REP Fast-Track Permanent Residence (PR) Incentive Policy Alignment Workshop 2022





# EVENTS FOR GLOBAL MALAYSIANS

MyHeart-REP Career & Facilitation Fest (CaFe) 2022

## OVERVIEW

MyHeart-REP CaFe 2022 is a month-long event packed with activities, such as a Virtual Career Fair, webinars, networking with employers and recruiters, engagement sessions with schools, and information sharing on REP incentives. This event is part of the MyHeart initiative, which is to provide end-to-end facilitation to ease the return of Malaysian talents abroad. This event is open to all Malaysian professionals who are living abroad.

## OBJECTIVE

1. To provide end-to-end facilitation to Malaysian talents abroad, including employment and education facilitation.
2. To continuously engage and maintain relationship with REP participants.

## TARGET MARKET

- REP recipients (approved)
- REP applicants (application still in process)
- Malaysian professionals abroad

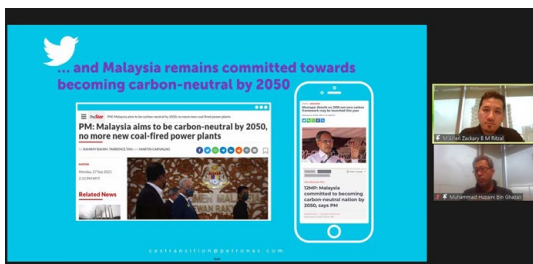
## ACHIEVEMENT

252

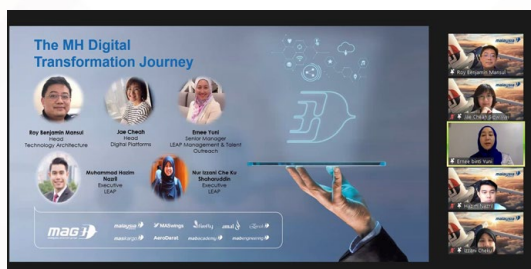
Number of registrations at the end of event\*

436

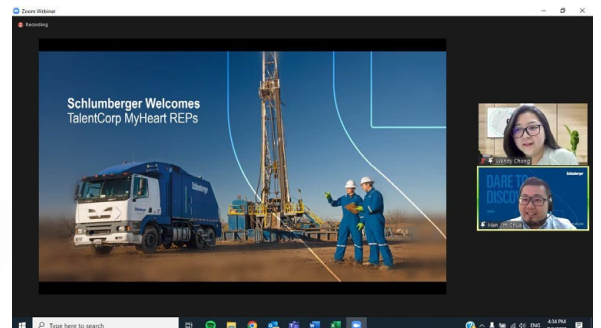
Number of webinar attendees  
(Total for 12 sessions)



Webinar with PETRONAS



Webinar with Malaysian Aviation Group



Webinar with Schlumberger

# EVENTS FOR GLOBAL MALAYSIANS

MyHeart Career & Facilitation Fest (CaFe) 2022

## OVERVIEW

MyHeart CaFe is an overarching event that offers the Malaysian diaspora (Professionals and students abroad) networking opportunities with hiring companies, engagement with TalentCorp partner schools for their children's potential enrolment and briefing sessions on REP incentives (for REP recipients).

## OBJECTIVE

1. To provide networking opportunities to the Malaysian diaspora through employment and education facilitation.
2. To continuously engage with the REP participants through briefings and information sharing by relevant stakeholders (LHDN, Immigration, MOF, TalentCorp) to address common questions on the returning process, obtaining SATK, and REP incentives, including car incentives, 15% flat tax rate and PR.

## TARGET MARKET

Malaysian diaspora (REP Applicants, Professionals and Students Abroad)

**576**

Participants Registered

**25**

Participating Companies

**1,111**

Job Vacancies Companies

**223**

Job Applications on the Platform

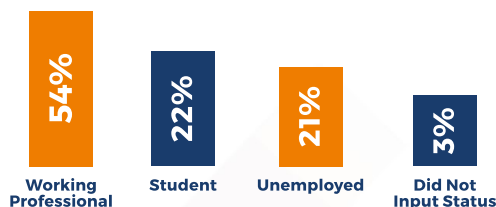
### Percentage of Malaysians Abroad



### Top 10 Country of Residence Abroad



### Employment Status



**13**

Networking & Webinar Sessions

**1,172**

RSVP

**506**

Attendees

# EVENTS FOR GLOBAL MALAYSIANS

TalentCorp-MARA Virtual Career Fair

A COLLABORATIVE EFFORT BETWEEN TALENTCORP AND MAJLIS AMANAH RAKYAT (MARA) TO EMPOWER MALAYSIAN SCHOLARS ABROAD.

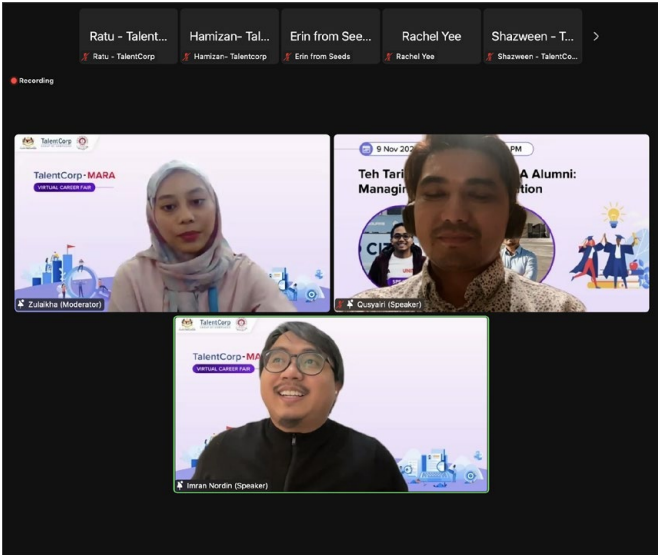
In November 2022, TalentCorp collaborated with Majlis Amanah Rakyat (MARA) for a virtual career fair targeting MARA scholars and students locally and abroad.

**1,112**  
Registrations

**51**  
Companies

**533**  
Job Posts

**767**  
Job Applications



MARA Alumni Session



# High Skilled EXPATRIATES

## Residence Pass – Talent (RP-T)

The **RP-T** was introduced in 2011 and is implemented by TalentCorp in collaboration with the Malaysian Government to enhance the country’s position as an attractive global talent destination. By partnering with key stakeholders, TalentCorp is able to offer the RP-T as a 10-year renewable visa to eligible high-achieving expatriates who have the potential to drive business results that contribute to Malaysia’s economy.

### Total achievement since year of inception

### Achievement for 2022



### TOP 5 SECTORS:

1. Oil, Gas, & Energy
2. Information Technology
3. Education
4. Business Services
5. Financial Services

### TOP 5 DESIGNATIONS:

1. Managing Director
2. Director
3. Chief Executive Officer
4. Associate Professor
5. General Manager

### TOP 5 COUNTRIES:

1. India
2. United Kingdom
3. Australia
4. Japan
5. Indonesia



### RP-T Survey 2021

A total of 2,049 responses were collected and the survey indicated a high level of satisfaction from RP-T holders (with a rating of 4.2 out of 5).

In a recent survey, many expatriates agreed that having the RP-T gave them wider access to Career Opportunities (70%), Lifestyle (56%) and Easy Company Movement (47%) in Malaysia

### ***Bengkel RP-T 2022***

The event was attended by representatives from the Ministry of Home Affairs (MOHA) and the Immigration Department of Malaysia (JIM) as a platform to discuss proposed enhancements to the RP-T as well as strengthen inter-stakeholder relationships. A concept presentation was also made on a planned new initiative by TalentCorp to retain eligible high-value RP-T holders in Malaysia post-retirement. The presentation also provided the opportunity for gathering stakeholder feedback on the proposed objectives and framework of this new initiative.



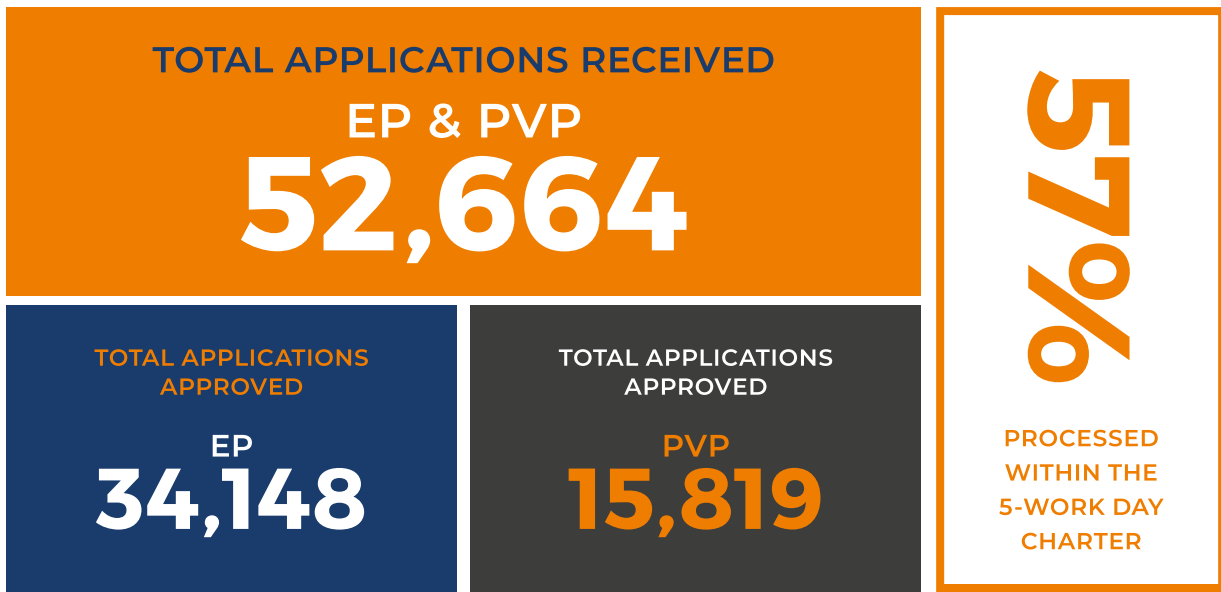
### ***RP-T Networking Dinner***

The event was held to foster engagement between the Ministry of Home Affairs (MOHA), the Immigration Department of Malaysia (JIM), TalentCorp, and selected high-profile RP-T holders who were invited to share their experiences of living and working in Malaysia.



# MYXpats CENTRE

MYXpats, a subsidiary of TalentCorp, 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. MYXpats is a joint initiative with the Immigration Department of Malaysia (JIM) and is overseen by the Ministry of Home Affairs (MOHA).



Working Visit to India



Working Visit to Japan

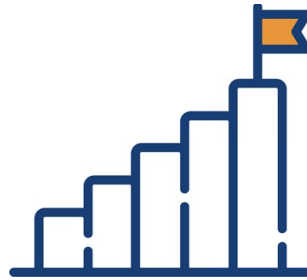


Working Visit to South Korea



Working Visit to Indonesia

- In 2022, MYXpats held a joint initiative between MOHA and JIM to organise an international working visit to four (4) selected countries, which are India, Japan, South Korea, and Indonesia.
- India working visit on Q2
- Japan working visit on Q3
- South Korea working visit Q3
- Indonesia working visit Q4
- The working visit allowed us to share and receive brief updates on the Expatriates Services Division (ESD), Immigration Department of Malaysia, and other programmes and services to explore the best practises of expatriate policy and management. Apart from that, we managed to build rapport, trust, and an overall understanding between MOHA, Immigration, TalentCorp, and overseas missions.



## MAJOR ACCOMPLISHMENTS:

- 1. Implementation of ePass on 1 December 2022 -**  
An electronic pass that replaces the current physical (sticker) Employment Pass as a step towards the digitalisation of immigration services.
- 2. Autogate Facility Extension -** Allowing Long-Term Pass holders to use the Autogate facility, which was previously only available to Malaysian citizens. This is done to help ease congestion at the airport's immigration counters. Permitted Long-Term Passes include Residence Pass- Talent, Employment Pass, Student Pass, Professional Visit Pass, Temporary Work Visit Pass, Premium Visa Pass, MM2H, Long-Term Social Visit Pass.

THRUST 3

**BUILD  
NETWORKS  
OF**  
*Top Talents*



# THRUST 3: BUILD NETWORKS OF *Top Talents*

**Structured networks** to facilitate the engagement of top talents for initiatives and policies.



Bridging the gap between industries and universities to ensure the consistent supply of market-ready talents.

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Industry-Talent Advisory Council

A panel of industry leaders serving as a bridge between Government and businesses while contributing to the formation of policies.

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A think tank that supports the the TalentCorp women agenda.

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A network of global expatriate industry leaders.

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An award that recognises employers with progressive workplace strategies that demonstrate their commitment to Diversity & Inclusion.



## BUSINESS CHAMBERS:

 American Malaysian Chamber of Commerce	 Malaysia Australia Business Council	 Malaysia Belgium Luxembourg Business Council	 British Malaysian Chamber of Commerce
 Malaysian Danish Business Council	 Malaysian Dutch Business Council	 EU-Malaysia Chamber Of Commerce And Industry	 Malaysian-Finnish Business Council
 Malaysia Canada Business Council	 Malaysian-Swedish Business Association	 Swiss Malaysian Business Association	 Korean Chamber Of Commerce
 Malaysian French Chamber Of Commerce And Industry	 Malaysian-German Chamber Of Commerce & Industry	 Malaysian Spanish Chamber Of Commerce & Industry	 Malaysia New Zealand Chamber Of Commerce
 Malaysia Norway Business Council	 Malaysian Associated Indian Chambers Of Commerce & Industry	 Malaysian Italian Chamber Of Commerce & Industry	 Japanese Chamber Of Trade & Industry, Malaysia

## STATE CORRIDORS & INVESTMENT BODIES:

**AND MORE...**



# INDUSTRY-ACADEMIA COLLABORATION (IAC)

Partnering with the Ministry of Higher Education (MOHE), TalentCorp’s IAC aims to establish a collaborative platform between industry and academia to produce industry-ready graduates who are competent in both technical and soft skills. Through IAC, we work on implementing short- to long-term strategic interventions to improve the talent supply and demand ecosystem via the following programmes:

## I. SECTOR FOCUSED INDUSTRY-ACADEMIA COLLABORATION (IAC) WORKSHOPS

- Bridging the gap between industries and universities to ensure the supply of market-ready talents is consistent while setting the stage for sectoral roundtable discussion between key players from the industry, academia, and professional bodies to engage in dialogues pertaining sectoral talent matters.
- 10 Sectoral IAC reports: STEM, Tourism, AGI, Medical, E&E, FMCG, ICT, OGSE, BioTech, Logistics.



## 2. KPT-CAP GRAD2WORK CAREER ACCELERATION PROGRAMME

- A collaboration between TalentCorp and Beyond4 which allows people to upgrade their skills and unleash their true potential through high-content industry-aligned curriculum, international mentor, and real-time project experiences.



<b>PROGRAMME</b>	Grad2Work - Career Advancement Programme (CAP)
<b>TARGET</b>	105 Students from IPTA, Fresh Graduates
<b>DURATION</b>	3 months Apprentice with 12-months Placement
<b>REQUIREMENT</b>	CGPA 3.0 above
<b>FOCUS AREA</b>	IT/Engineering



**Formulation: Exposure + Value-Added Skills + Experience = Marketable Talent**

### Implementation Tracks (Proposal)

TRACK 1	TRACK 2	TRACK 3
<b>Professional Certification</b>	<b>Competencies Modules</b>	<b>Prominent Employer</b> (Active Hiring + Volume)
Identified workable Professional Certification/ Short-Courses with Certification to fit into Grad2Work implementation	Identified workable Competencies Modules to fit into <i>Grad2Work</i> implementation demanded by the industries	Identified employers who actively hiring in volume on annual basis -Management trainee, graduate trainee programme, apprenticeship

### Beyond4 LAUNCHPAD 360 - Industry Readiness Programme (160 Hours - 20 Days)

- Enterprise Application & Architecture
- DevOps Engineering
- Product Design & User Experience
- Coding & Algorithm Design
- Programming & Error Logging
- Data Structures & Collections
- Thinking in Objects & OO Design
- Database Programming
- UI Design & Web Frameworks
- Software Testing & Automation
- Professional Competencies
- Soft Skills

### 3. INDUSTRY-DRIVEN TALENT ACCELERATION PROGRAMME (ID-TAP)

- A collaborative effort between the Skills Development Fund Corporation (PTPK) and TalentCorp, it is an upskilling programme that is driven through State Skills Development Centres (SSDC) across Malaysia to help students strengthen their skills and nurture their talents.

84

Companies

9

Partnerships

627

Participants

No.	State Skills Development Centre (SSDC)	No of pax
1	NEGERI SEMBILAN SKILLS DEVELOPMENT CENTRE (NSSDC)	75
2	JOHOR SKILLS DEVELOPMENT CENTRE (JOHOR SKILLS)	65
3	PUSAT PEMBANGUNAN KEMAHIRAN SARAWAK (SARAWAK SKILLS)	50
4	SELANGOR HUMAN RESOURCE DEVELOPMENT CENTRE (SHRDC)	82
5	TATI UNIVERSITY COLLEGE	40
6	PAHANG SKILLS DEVELOPMENT CENTRE (PAHANG SKILLS)	25
7	PUSAT PEMBANGUNAN KEMAHIRAN NEGERI TERENGGANU (TESDEC)	28
8	PUSAT PEMBANGUNAN KEMAHIRAN PULAU PINANG (PSPDC)	112
9	PUSAT PEMBANGUNAN KEMAHIRAN PERAK (PHCDC)	150

**TOTAL: 627**

*\*As of 31 December 2022*

## INDUSTRY-TALENT ADVISORY COUNCIL (INTAC)

**TalentCorp** is the coordinating agency for InTAC, an independent and voluntary advisory network which provides Malaysia with much-needed strategic guidance and insights to bridge the gap between talent supply and demand.

### QUANTIFIABLE ACHIEVEMENTS

#### 1. National Graduate Employability agenda:

- TalentCorp signed a Memorandum of Understanding (MOU) with the Higher Education Ministry (MOHE), which paves the way for TalentCorp's graduate-focused initiatives to be scaled up for implementation at the national level.
- Collaborating with MARA, through its investment arm MARACorp.

#### 2. Collaborating with InTAC companies on numerous projects:

- With Microsoft on Microsoft Learn for Educators (MLSE): A programme to train educators. A pilot project will be launched in 2023 to provide free certifications to 20 educators from 4 learning institutions.
- With Roche Services & Solution Centre: We established the GBS circle, a Community of Senior Business Leaders in GBS to help one another succeed.
- With Micron Memory Malaysia: We launched the first public-private funded childcare centre in Malaysia located at the Batu Kawan Industrial Park.
- With Khazanah Nasional: organised a networking session with USA Scholars to facilitate their employment.

### INTRODUCING THE INDUSTRY-TALENT ADVISORY COUNCIL (INTAC)

#### BY TALENTCORP

A panel of industry leaders serving as a bridge connecting the Government with businesses and other stakeholders. Also, as a think tank contributing to policy formulation and the country's overall economic development.

#### MEET THE MEMBERS



**Alvin Low**  
Head of People  
Lotus's



**Latifah Daud**  
Executive Officer, Strategic  
Human Capital Management  
Khazanah Nasional Berhad



**Farid Basir**  
Chief People Officer  
MBSB Bank



**Masliza Mansor**  
Human Resources Director  
First Solar (Malaysia)  
Sdn Bhd



**Dr. Jasmine Begum**  
Director of Legal,  
Corporate & Government Affairs  
for ASEAN and New Markets  
Microsoft Malaysia



**Monsy Siew**  
Executive Director  
KPMG



**Datuk Parmjit Singh**  
Chief Executive Officer  
Asia Pacific Education Group



**Muhammad Azmi Zulkifli**  
Chief Executive Officer  
Invest KL Corporation



**Ramu Iyer**  
Vice President/  
Managing Director  
Micron Penang



**Norlida Azmi**  
Group People Officer  
Axiata Group Berhad



**Shahzad Umar**  
Head of Talent Competence  
Center – Asia, Oceania, Africa  
Nestle



**Wan Nor Ailani Wan Ibrahim**  
Senior VP, Head of People &  
Organisation  
Siemens ASEAN and Malaysia



**Sharifah Nur Izma**  
Director  
Skymind Education Group



**Yasodha Selvaratnam**  
Strategy & Transformation Lead  
Roche Services and Solutions



**Shazmi Ali**  
VP of Human Resources  
Shell Malaysia

## WOMEN AGENDA COUNCIL OF EXPERTS (WACE)

**WACE** is a think tank that comprises 8 industry, HR and civil society organisation leaders as well as academia who support TalentCorp's women agenda through their recommendations and active roles in programmes that were carried out throughout the year.

Its objective is to enhance women initiatives to support the Malaysian workforce moving forward.

With the members' support and endorsement, we were able to successfully organise YES! Wo+Men, WIN and NDS x WCC engagements in collaboration with UNITAR International University, University College Yayasan Pahang (UCYP) and industry partners in Penang.

### INTRODUCING THE WOMEN AGENDA COUNCIL OF EXPERTS (WACE)

BY TALENTCORP

The **Women Agenda Council of Experts (WACE)** is a focused group discussion platform aimed at bridging efforts and network by industry, non-profit organisations and individual experts to accelerate the progress of women agenda for the nation.

#### MEET THE MEMBERS



**Badrie Abdullah**  
Founder  
Tulips Movement



**Hasniza Dato' Hashim**  
Senior Validation  
Engineering Program Manager  
Intel Malaysia



**Karthik Karunanithy**  
Data Measurement Lead,  
Southeast Asia & South Asia  
Google



**Karpana Somasundram**  
Director  
CB Industrial Product  
Holding Berhad



**Lysha Teh**  
Strategic Planning,  
Senior Manager  
PwC Malaysia



**Natalia Navin**  
Chief HR Officer  
Maxis



**Tan Sri Dr. Noorul Ainur Mohd Nur**  
Chairman,  
University College of  
Yayasan Pahang



**Rina Sarif**  
Chief Human Capital Officer  
Lembaga Tabung Haji



# MALAYSIA GLOBAL TALENT ADVISORY GROUP (MYLEAD)

Recognising the positive effects of foreign talents in spurring the competitiveness and innovative capabilities of our local workforce, the Malaysia Global Talent Advisory Group (MyLead) was established in 2021 to ensure Malaysia benefits from its links with international talents, in particular skilled expatriates who are already living and working in the country.

MyLead comprises business leaders who were selected for their global professional experience and strong involvement in talent development at the state and industry levels. A key aspect of MyLead is the participation of expatriates in influencing positive outcomes for talents in Malaysia.

With a focus on action planning for issues affecting highly skilled foreign talents in Malaysia, MyLead seeks to:

- 1) Provide input and recommendations to policy makers on how to strengthen Malaysia's facilitation and retention of international talents;
- 2) Offer feedback for the continued improvement of the RP-T programme; and
- 3) Leverage the expertise of expatriates to enhance nation building efforts.

## INTRODUCING THE MALAYSIA GLOBAL TALENT ADVISORY GROUP (MYLEAD) BY TALENTCORP

### MEET THE MEMBERS



**Dr. David Lacey**  
Director, Advanced  
Development & Services  
(R&D)  
**ams OSRAM**



**Pattabhiraman  
Muthukumaraswamy**  
Executive Director  
**UOB Centre of  
Excellence**



**Amar Chhajer**  
Country Head -  
Malaysia  
**UST**



**Mark Arthun**  
Managing Director &  
Site Leader  
**Smith+Nephew  
Operations Sdn Bhd**



**Shafie Shamsuddin**  
Senior Independent  
Non-Executive Director  
& Chairman NRC  
**Petronas Dagangan  
Berhad**



**Soon K. Kuek**  
Managing Director &  
General Manager  
**Lam  
ResearchInternational  
Sdn Bhd**



**Arjun Kumar  
Kantimahanti**  
Senior Vice President  
- Technology  
Development /  
Design Technology  
**Department  
SilTerra Malaysia**



**Prof. David L. Whitford**  
President & CEO  
**RCSI & UCD Malaysia  
Campus**



**Martin Haeger, MBE**  
Owner  
**HL Design Group**



# LIFE AT WORK AWARDS (LAWA)

The LIFE AT WORK Awards (LAWA) is an annual event by TalentCorp to celebrate employers with progressive workplace strategies that demonstrate their commitment to the Diversity, Equity & Inclusion (DEI) agenda, which is in line with the demands of the Future of Work, Workplace, and Workforce. The event was held for 7 consecutive years from 2013 to 2019, before being forced to put on hold between 2020 and 2022 due to the pandemic.

**LAWA will be back in 2023!** Award winners will carry the LIFE AT WORK landmark, which showcases their leading DEI practices and forward-thinking workplace strategies.

## THE EVOLUTION:



### 2013 – Started off with 1 award category:

- Top 3 Women-Friendly Employers

### 2014 – Expanded to 6 award categories:

- Malaysian Organisation
- International Organisation
- Lean Organisation
- New Initiative
- Making a Difference
- CEO Champion

### 2016 – 7 award categories:

- Platinum Winner
- Best Malaysian Organisation
- Best International Organisation
- Best Lean Organisation
- Best Initiative
- CEO Champion
- Special Mention

### 2018 – 13 award categories

- Best Public Sector Organisation
- Best Non-Profit Organisation
- Best Small and Medium Organisation
- Best Malaysian Organisation
- Best International Organisation
- Best Leadership Team
- CEO Champion
- Outstanding Practice (Work)
- Outstanding Practice (Workplace)
- Outstanding Practice (Workforce)
- Best New Entrant (International)
- Best New Entrant (Malaysian Organisation)
- Special Mention

### 2019 – 20 award categories

- Best Public Sector Organisation
- Best Small & Medium Organisation
- Best International Organisation
- Best Malaysian Organisation
- Best New Entrant (Malaysian Organisation)
- Best New Entrant (International Organisation)
- CEO Champion (Small & Medium Organisation)
- CEO Champion (Public Sector Organisation)
- CEO Champion (Malaysian Organisation)
- CEO Champion (International Organisation)
- Best Leadership Team (Malaysian Organisation)
- Best Leadership Team (International Organisation)
- Outstanding Practice (Initiative for Inclusive Workforce)
- Special Mention
- Outstanding Practice (Initiative for Millennials)
- Outstanding Practice (Initiative for Women Workforce)
- Outstanding Practice (Talent Development Initiative)
- Outstanding Practice (Work-life Integration Initiative)
- Outstanding Practice (HR Digitalisation Initiative)
- Outstanding Practice (Learning Platform)

### 2023 – 26 award categories



# TESTIMONIALS & Feedback

MYXpats

TalentCorp  
GROUP OF COMPANIES

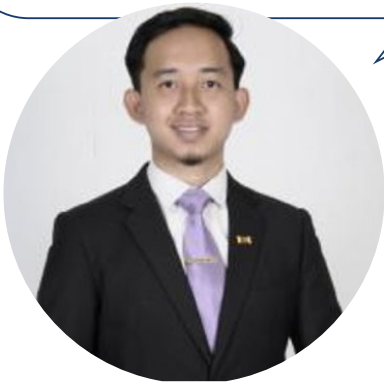
MYNeXt

“

Sebagai seorang pelajar, profile mynext merupakan salah satu platform yang boleh membantu para mahasiswa untuk mengenal pasti potensi mereka sama ada sewaktu tempoh pengajian ataupun selepas tamat pengajian.

”

**- Rasydan Mohd Hassan**



“

The mynext platform has greatly assisted me in my career development and enhancement in my competencies. I'd definitely recommend mynext to students because as Leonard Nimoy once said, "The more we share, the more we have."

”

**- Nur Najiha, Student at UiTM Seremban**



“

I would highly recommend other students to use mynext because it helps you to look out for internship opportunities. Beyond that, mynext also plays an important role in helping you build your career path. Through this platform, students are able to understand what their strengths and weaknesses are through professional assessment.

”

**- Amirul Hakim, Student at UiTM Puncak Alam**



# CENTRE OF EXCELLENCE

“

UPM is very strong in life sciences, including agriculture, so we welcome collaboration with academia, industries, and the Government. This session truly created more opportunities for us to enhance our networking, so that we are able to understand the issues at hand and how we can move forward.

”

- Universiti Putra Malaysia



“

This event gave us an opportunity for us to meet people in the industry, where we could engage in productive discussions, address our shortcomings in terms of graduate production and discover what the industry needs from us.

”

- Universiti Malaysia Pahang



“

The Centre of Excellence is such a beneficial step forward. The industry is desperately and constantly looking for good talents, and it's quite alarming that there's such a huge gap that is causing talents to struggle to land a job. We believe that this event really helped to address this problem.

”

- Maypreen Sdn Bhd



“

What a wonderful initiative. I'm very keen to see how this will turn out, especially with all the data that we've gathered today. It's good that we have the information on the data supply and demands as it would be a brilliant representation for the OGSE sector.

”

- Malaysia Petroleum Resources Corporation



# NATIONAL STRUCTURED INTERNSHIP PROGRAMME (MYSIP)

“

MySIP gives us the opportunity to develop interns to fill up the vacant positions within our organisation. This has greatly helped us in reducing the expenses of our recruitment and hiring programmes.

”

- Inari Technology Sdn Bhd

**Inari**  
Technology

“

MySIP provides us with an amazing platform that enables organisations like ours to host internship programmes, so that we can obtain new perspectives.

”

- Apex Office Furniture Exporter Sdn Bhd



“

MySIP and mynext by TalentCorp offers a platform for businesses to connect with a larger student population, and the system supports initiatives for digitisation (i.e. record management and source of big data). Due to the double tax deduction benefit, it also encourages businesses to offer additional internship placements.

”

- Petronas Dagangan Berhad



“

We are motivated by MySIP to welcome additional interns into our organisation. Mynext makes it simple for us to filter the prospects based on our needs.

”

- PSYAP and Co.



# YOUNG EMPLOYABLE STUDENTS (YES!)

“

I was very concerned about my career path when I was still a second year student at Universiti Utara Malaysia. The lack of clarity about my long-term goals in my field motivated me to participate in Young Employable Students (YES!), which was conducted by Career Development Centre (CDC) in collaboration with MPPUUM and UUM Students Residential. It was truly a life-changing decision because from the event, I was taught how I should chart my career roadmap, I gained insights on the current and future markets, picked up some tips on how to brand myself and learnt how to develop skills that are aligned with the demands in the market.

”



- Revati Suresh Kumar,  
Student at Universiti Utara Malaysia (UUM)

“

I had the privilege to attend a talk on “Speech & Persuasion 1 & 2” by Mr Albert from Talent Corporation Malaysia Berhad. It was a pleasure to have someone so knowledgeable to guide us on developing our effective communication skills. I was also given the opportunity to become a presenter, and it was truly an unforgettable experience!

”



- Ariana Anak Kimi,  
Student at Universiti Sains Malaysia (USM)



“

I learnt so much from the YES! programme. The CEO and President of Dale Carnegie Malaysia, Dato' Wan Hisham, said that we should gain the respect of our peers not because of our titles, but for who we are even without the titles. That's a piece of advice that I'll always carry with me.

”



- Mohamad Iqbal Dzulqarnian Rosli,  
Intern at Shopee Express, Final Year Student at  
Universiti Malaysia Terengganu (UMT)

# YES! ROCK THE SCHOOL

“

Program YES! Rock the School ini telah memberi impak positif kepada para pelajar di SMKDSO. Murid telah diagihkan kepada kumpulan kecil dan dikendalikan sesi motivasi, dengan penceritaan serta perkongsian yang boleh memberikan inspirasi kepada murid. Perbezaan umur yang tidak begitu jauh di antara para peserta dengan barisan fasilitator memudahkan interaksi serta arahan yang diberikan dapat dilaksanakan dalam suasana yang kelihatan sangat kondusif.

Aktiviti teori dan praktikal dalam kumpulan-kumpulan kecil yang dikendalikan oleh barisan fasilitator berjaya diikuti oleh murid. Murid juga kelihatan berusaha untuk melaksanakan setiap arahan dan dapat bergerak untuk setiap aktiviti dengan ketepatan masa yang boleh dipuji.

Bagi memberikan lebih impak, seharusnya program sebegini dapat dijalankan secara berkala agar motivasi murid sentiasa dalam suasana yang segar. Bagaimanapun, pihak sekolah sangat menghargai sumbangan dan kerjasama daripada TalentCorp dalam membantu perkembangan dan mevariasikan kepelbagaian dalam penyampaian bersama pelajar.”

”



- Fathiah Ibrahim, Norzila Abu Bakar,  
Ahmad Shalabi Ali Farah Hussain & Azmin Abu Bakar,  
Counselors at SMK Dato Syed Omar Alor Setar Kedah

# CAMPUS ENGAGEMENT



The relationship between Universiti Teknologi MARA and TalentCorp has been established since 2017 through a career profiling now known as mynext.

Throughout our experience in promoting the use of the mynext system among students, the Campus Engagement Unit played an important role in providing guidance and information related to the mynext career profiling. The Campus Engagement Unit was also efficient in providing the latest information to the UiTM Career & Counselling Centre if there were any improvements to the system. Additionally, the Campus Engagement Unit was a department that always provided good cooperation when invited to participate in programmes related to graduate employability, including the empowerment of the use of the mynext system among students and career counsellors at UiTM.

One of the impacts that can be seen through this collaboration is that the use of this career profiling has helped students to understand and plan their future careers more strategically. This is because the assessments made to measure the talents, skills, and abilities of students are based on recognised psychometric assessment methods.



- Universiti Teknologi Mara (UiTM)



اَوْنِيُوْ تِكْنُوْلُوْجِيْ مَارَا  
UNIVERSITI  
TEKNOLOGI  
MARA

# SEMESTER BREAK PROGRAMME (SBP)



“

Joining the SBP is one of those things that someone would say “you have to be there to know what it’s like” when describing the experience. Due to the time difference, it was gruelling to wake up at 2 in the morning to join the workshop, but I have to say that it was extremely worth it. It was fun, rewarding and more importantly, enlightening.

”

**- Sarah Nadiah, Undergraduate at European School of Political and Social Sciences, Lille, France**



“

Through the programme, I’ve learnt that it’s all about perspectives. For instance, if we want to create a good resume, we have to try and see things from the recruiter’s perspective. If we can do that, we would be able to see what makes a good resume and what doesn’t.

”

**- Muhammad Syakirin, Undergraduate at Universiti Teknologi MARA, Shah Alam**

“

The self-care session of SBP has taught me valuable life lessons, such as our health is our greatest asset. I’ve learnt that I must not compromise my health just to fulfil society’s expectations of me. From that moment on, I have changed the way I perceive my importance to others. As a person, I appreciate myself more and now know how to be more compassionate and kinder to myself.

”

**- Iqmal Afifuddin, Undergraduate at European School of Political and Social Sciences, Lille, France**

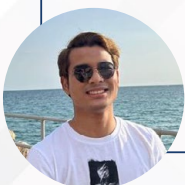


“

I’ll definitely recommend SBP to my friends and peers because the speakers were really informative and interactive while the information I received was clear and not confusing at all.

”

**- Yee Qing Wei, Undergraduate at Xiamen University Malaysia**





# MYASEAN VIRTUAL INTERNSHIP

“

My internship experience was truly fulfilling as I was allowed to step out of my comfort zone and take on tasks that tapped on my interest in writing and gender equality, both of which are on a completely different end of the spectrum from my academics.”

”



- Kang Hui Mei (The Asian Network)

“

MyASEAN Virtual Internship has helped me build my career portfolio, increase my knowledge about LinkedIn through their amazing workshops, expand my network, and uncover the opportunities to be more confident in myself.

”



- Daarshini A/P Rajasingam (Worknetics Global)

“

My internship experience with Marketing Sumo has been fascinating and insightful. Though I wished my internship could be done physically, I was still amazed by the number of things that I could do remotely through various online platforms. I could communicate with my supervisor through email, WhatsApp, and Google Docs to learn and experience a real work environment.

”



- Alvin Erickson Albert (Marketing Sumo)

# MYASEAN INTERNSHIP



“

“One of the most rewarding aspects of my internship in Bangkok was witnessing the design process from concept to execution. I had the chance to work on various stages of the projects, including site visits, design meetings, and materials selection. This allowed me to see first-hand how every detail and decision made an impact on the final outcome. Moreover, my internship also allowed me to immerse myself in a new culture and environment.”

”

**- Muhammad Amer Qushairy Bin Abdul Rahim  
(Design 103 International Ltd Thailand)**

“

“As an international student, I encountered language and cultural differences that posed a challenge in communication. To overcome this, I made an effort to learn the local language or basic phrases to facilitate communication. I engaged with local colleagues by asking for clarification and immersed myself in the local culture to better understand my surroundings.

Architectural internships often involve working on real projects with specific technical and design requirements. When I faced technical challenges or was unfamiliar with certain software or design principles, I sought guidance from my supervisors or colleagues.”

”



# MYHEART-REP CAREER & FACILITATION FEST

“

I'm glad to be able to participate in the MYHEART-REP CaFe. It helped me clarify the process to return to Malaysia smoothly. The presenters explained the processes thoroughly and welcomed our questions. I am now aware of the steps to take throughout the process. I would recommend these events to be done more often to attract Malaysians to come back and contribute to the country.

”

- Anonymous participant

- Calvin Seet, Participant

“

The event provided me with networking opportunities, allowing me to expand my network and expose myself to the current market in Malaysia. That enabled me to further understand the market and expectations that organisations have, so that I could further align my career progression.

”

“

I benefited a lot from MYHEART-REP CaFe. I gained a clear understanding about the perks of REP and the virtual career fair gave me the opportunity to prepare myself to ensure a smooth transition back to Malaysia.

”

- Anonymous participant

# GLOBAL MALAYSIANS

“

Thank you for the extremely informative sessions. A lot of the Malaysian diaspora here in Dubai have approached us to enquire about signing up to receive updates. The approach taken by TalentCorp has truly helped us form a lot of new connections and address whatever concerns we had.”

”

- Munira, Dubai

“

We truly learnt a lot from the TalentCorp team. Thank you for the trust in us and let's continue collaborating to make Malaysia better!

”

- Liza Yusuff, Abu Dhabi

# WOMEN EMPOWERMENT PROGRAMMES



The CCP has been particularly helpful for Luxoft Malaysia as it has helped us attract experienced professionals who have taken a break from their careers and are looking to return to work. The programme has given us access to a diverse pool of talented individuals, and we have managed to bring brand awareness to Luxoft Malaysia. Luxoft Malaysia is looking forward to more collaborations with TalentCorp.



- **Atikah Aziz, Employer Branding Specialist at Luxoft, A DXC Technology Company**



The WCC Becoming You event was truly inspirational and exciting. It was a great way for us to learn about personal branding, image and business communication etiquette. For a career breaker like myself, I appreciate any opportunity to help boost my confidence to take up suitable offers which may come my way in order to sustain my economic and financial status.



- **Juliana James, Career Breaker**



I decided to attend the WCC Becoming You event to learn how to become the very best version of myself. As a first-time mother, I realised that I was slowly losing my individual identity. However, the event made me realise that I did not have to sacrifice who I was as an individual, even after a big change in my life. I could still find opportunities to let my own personality and individuality shine through, which gave me more confidence and inspiration to continue pursuing my passion in starting my own coaching business while also being a stay-at home mother.



- **Syaza Nazura, Career Success Facilitator**



I would say that all 3 YES! Wo+Men sessions and the WIN event were great successes. All of them received positive feedback from students, lecturers, mentees and mentors. The participants felt empowered and more confident in their abilities in leading either small or big groups, and they reported improvements in their communication and leadership skills. Both programs also provided an opportunity for networking and collaboration among students across different departments and functions.



- **Azreen Shaiful Bahari, Career Placement Centre, UNITAR International University**



The partnership has been able to amplify our impact and bring about positive changes in the lives of many women. We have personally witnessed the success stories of women who have benefitted from these joint initiatives and have been able to realise their full potential. We are proud to have been a part of this transformative process.



- **Fazilah Yusof, Chairperson of Tulips Movement**



The workshops were thoughtfully curated and provided valuable insights on a wide range of topics, from personal development and career advancement to health and wellness. The speakers were exceptional, and their stories and expertise left a lasting impact on me. What impressed me most about this event was the sense of community that was fostered. I met so many incredible women who shared their experiences and offered support and encouragement. The connections I made were genuine and meaningful, and I left feeling energized and inspired to continue my own personal and professional growth.

- **Moon Thai, Managing Consultant at Technology Ambition Malaysia**



# MYXPATS

We were very impressed with MYXpats and the tremendous amount of talent that they have in their team.

- Mohd Amir

A big thank you to all the RPT executives for being so cordial and friendly while helping my daughter renew her SVP pass. Being supported and given guidance by the team for over 5 years was truly a fantastic experience.

- S Neelakantan

Your organisation has been very professional, precise and positive throughout every touch point of the Resident Pass - Talent Renewal process. That is the mark of a world-class service organisation!

- Chong Chee Leong

The delivery by post for the visa stickers is a very good and helpful feature. Well done to the team.

- Kamalesh

I'd like to thank MYXpats for the excellent support. The team provided timely and helpful advice, filling me in with all the helpful information regarding ESD since I'm new here. Your officer Manju was extremely knowledgeable and she attended to me in a professional manner. Please accept my gratitude towards her and the whole team for the speedy and efficient service.

- Ms GV, HR Manager at Jadem Trading Sdn Bhd

The attention to detail and great communication skills displayed by the staff made the experience better than I expected. She patiently listened and understood the situation and followed up on my organisation's expatriate issue in a timely manner. That was truly outstanding.

- Lee Wei Hou, HR Executive at China State Construction Engineering (M) Sdn Bhd

The process saved everyone a lot of time and the reduction in touch points kept all of us safe during the pandemic. Well done!

- Bibek

# MYLEAD & RP-T



“

I first found out about Residence Pass-Talent (RP-T) through the various chambers of commerce, InvestKL, and through recommendations by my professional network. With the intention to make my stay in Malaysia smoother, I decided to apply. I believe that the RP-T truly benefits those who are committed to working, living, and investing in Malaysia. It certainly reaffirmed my decision to relocate here permanently.

”

**-Louis Crépin, RP-T Holder**



“

I wish to see Malaysia become a leading global presence in Southeast Asia. Having resided here for 30 years, I have been able to see the progress and decisions made by neighbouring countries to grow their position. I would like to contribute through knowledge sharing towards Malaysia's renewed focus on strong governance and nation building.

”

**- Martin Haeger MBE – MyLead Committee Member & RP-T Holder**



“

We are very happy to have opened our latest manufacturing site here, in August 2020. It is our first time setting up an entity in Malaysia and we have been impressed by the talent available. We are committed to partner with the Ministry of Human Resources and TalentCorp in their ongoing initiatives to further develop the local talents.

”

**- Soon K. Kuek, MyLead Committee Member**



“

Malaysia is emerging as the digital centre of excellence in Southeast Asia. I'm excited to attract and retain more people in Malaysia and I look forward to creating businesses around technology solutions, Information & Technology, Engineering, and Research & Development.

”

**- Amar Chhajer, MyLead Committee Member and RP-T Holder**



“

My goal is to create the skillsets here for the proper transfer of knowledge between Europe, North America, and Malaysia. I'm happy to be a voice on the panel working with TalentCorp to help with influencing positive policies for the future of Malaysia and the skills that exist in the country.

”

**- Mark Arthun – MyLead Committee Member**

# IN THE *Spotlight*

Snapshot of TalentCorp Group's  
media mentions







**Syarikat laksana FWA layak terima potongan cukai pendapatan**

Wenstien 24 - April 29, 2022 @ 2:27pm  
bhnews@bh.com.my



Gambar hiasan

KUALA LUMPUR: Mana-mana syarikat yang melaksanakan dasar Pelaksanaan Pengaturan Kerja Fleksibel (FWA) walaupun negara memasuki Fasa Peralihan Endemik, masih layak mendapat Potongan Cukai Pendapatan Pengaturan Kerja Fleksibel.

**Berita Harian**  
29 April 2022  
[bharian.com.my](http://bharian.com.my)



KUALA LUMPUR - Tidak menjangka entri laman sosial Facebook Rumah-Kasih Nurul Hasmah (RKNH), Uky Houghton, Amang berkenaan masalah kewangan yang dihadapi menarik perhatian kumpulan TalentCorp.

**Suara TV**  
25 April 2022  
[suara.tv](http://suara.tv)

**Companies Implementing FWA Eligible For Flexible Work Arrangement Income Tax Deduction**

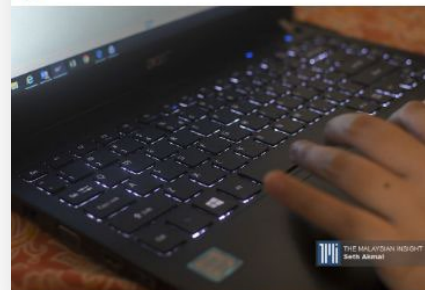
By Editor - April 29, 2022



**Business Today**  
29 April 2022  
[businesstoday.com.my](http://businesstoday.com.my)

**Kerjaya bidang digital dapat permintaan tinggi semasa pandemik**

Aminah Farid | Dikemas kini 1 tahun yang lalu | Diterbitkan pada 24 May 2022 7:00AM | 0 Komen

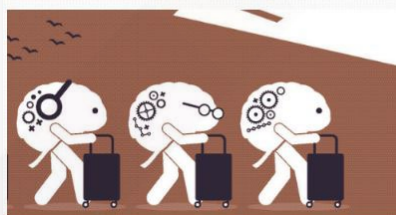


Seluruh 95% daripada pekerjaan baharu yang diterbitkan adalah berkehadapan digital, kata TalentCorp. - Gambar dari The Malaysian Insight, 24 Mei, 2022.

**The Malaysian Insight**  
24 May 2022  
[themalaysianinsight.com](http://themalaysianinsight.com)

**HOW TO INCREASE TALENT RETENTION IN MALAYSIA**

Thomas Mathew, Group CEO, TalentCorp Malaysia  
11-May-22 07:15



**BFM Online**  
11 May 2022  
[bfm.my](http://bfm.my)

# Able Malaysians shine abroad

Some two million citizens have emigrated to other countries and unlike in the past, they now include Malay doctors, engineers, scientists, academics and other professionals.

AS stories of them rising through the ranks in male-dominated fields are still rare, even in 2022, it was only amazing to find a large success of two Malaysian-born women who led the way.

## Along the watchtower

By MANSYAN FAN

Before her story went viral on social media, who knew that the United States National Aeronautics and Space Administration's (NASA) deputy chief technologist was a female. This, originally from Manar?

The now US citizen, who is married with two college-going children, also leads the Saudi Spacecraft Coordination Group (CCG), which builds instruments and covers up an exploration mission.

She was then principal investigator of a team of scientists working on a specific space device. Prof Dr Anani, who returned to Malaysia after the project, is now with the International Islamic University Malaysia (IIUM) where she teaches and conducts research.

The other remarkable woman who was in the news last week was both born in Singapore, president and CEO of the US leading technology firm, SoftBank Corp.

According to technology enthusiast Richard A. Lee, a vice president at SoftBank, she is a pioneer in engineering. Her father, called her his right hand (woman) because she had been helping him in IT projects since she was five.

But she is not the first Malaysian to work for NASA. Eight years ago,

highlighted Florence Tan's story. Rupa's father, a physics teacher, urged her to take a diploma course in the field of engineering. After graduation, she worked for semi-conductor firm Intel in Malaysia and in Singapore-based multinational companies. Thomson and Western Digital.

She furthered her studies in Indiana, US, earning a Master's in Electrical Engineering. She also met her husband, who is also an engineer. Those years there they moved to New York in 2017 where she joined Softbank and rose up the ranks.

Such stories are indeed inspiring, especially in the context of Malaysia's ongoing brain drain. It has been estimated that more than two million Malaysians have emigrated.

According to a September 2021 report, "Analysing Malaysia's Brain Drain Pandemic," by independent think tank Emory Research, figures based on data from 2017 to 2020 showed that outflows rose during those 15 years. The trend slowed and reversed between 2013 and 2014 but resumed after the expose of the MDEC scandal in 2015.

There was another turnaround in 2019, probably pinned on hopes on the return of the former prime minister, who pulled again after the Covid-19 outbreak, intense political spillover and side-lining of opposition parties.

Why do so many highly qualified people leave the country? The main causes are higher incomes and personal growth prospects, better education for children, dissatisfaction with the administrative system and the perceived entrenched dichotomy towards certain ethnicities. But unlike in the past, it is not just from Malaysia who feel better and enjoy enough to uproot.

As noted by Universiti Malaysia Perlis associate professor Murray Hunter in *Future Resilience*, engineers, scientists, professors, and other professionals.

Those who had spoken to complain about the situation, which some described as "hopeless" with the continued fighting between politicians who just want power and don't really care about improving society.

They reject election, saying things like "there are more sharks at the market in the morning than there are apples for sale." They turn to the society they are living in now and say, "There nobody cares about position and titles like back home," he wrote.

On the opposite end, there are also highly skilled Malaysians who want to return and serve their country but are not given the chance. Rajasegaran Koppaveen's case is a classic example.

He is an engineer, who grew up in the Costlefield rubber estate in Puchong, was commissioned to oversee the construction of KILA, while he was working at the Denver airport in USA. During his 12 years with KILA, he worked and later at KILA Consultancy Services, he was also project manager for the turnkey KIL

Monoclonal project.

After the handover in 2006, he left Malaysia to join the United Nations to help in the reconstruction of Iraq towards certain ethnicities. But unlike in the past, it is not just from Malaysia who feel better and enjoy enough to uproot.

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Media consultant M. Veera Pradyan

Media consultant M. Veera Pradyan has been quoted by *The Star* as saying that Malaysia has talent, it's just a matter of moving and staying to be discovered what it is. The views expressed here are entirely the writer's own.

MANOKARAN MOTTAIN

## My point

MAKING it so to achieve pre-pandemic economic growth this year but struggles to stay on track due to global headwinds, as well as certain structural constraints remain in the labour market.

National unemployment rate remains above 6%.

As of February, some 671,800 people, 4.1% of Malaysia's labour force, were unemployed.

The services sector has been the most sought after in Malaysia, particularly within the manufacturing sector in 2021, which accounted for 57% of total job vacancies.

The services sector came in third place at 19% of total job vacancies.

The COL gave a breakdown of each occupation, outlining the skills that are required to fill each position and the main reasons for the vacancies reported.

The three recurring reasons contained throughout the report include lack of required technical skills, lack of relevant job experience and shortage of applicants.

Applicants not having the relevant and necessary technical skills are strongly correlated with their academic pursuits.

Almost all jobs listed in the COL require a minimum of bachelor's degree, with many demanding additional certifications or qualifications reported in Statistics Department, the total vacancies in skilled jobs in 2021 yielded an estimate of around 42,000 total jobs, which is significantly lower than the number of unemployed graduates with tertiary education of 160,000.

As a result, firms need not hire fresh graduates' salaries due to the over-supply of graduates in the labour market.

It is also alarming to see that the largest portion of job vacancies remain concentrated around low and medium skilled jobs.

In fact, in 2021 around two per third of total job vacancies were for elementary positions compared to high skilled jobs such as scientific and technical activities.

The above findings justify the presence of high level of youth unemployment although they may seem contradictory to the feedback reported in the COL regarding shortage of applicants, thus raising the issue of unemployment.

As a matter of fact, approximately 50% of young workers in low-skilled manual jobs are said to be over-qualified for their occupations.

Therefore, many young educated people have to resort to jobs that do not utilize their expertise.

In addition, some of these young people are in the workforce for longer period, with an average of around five or more years of experience.

These figures indicate that Malaysia still has a large number of young people who are not pursuing higher education, but are instead entering the workforce to obtain advanced qualifications.

According to the World Bank, the number of graduates from tertiary education in 2019 in Malaysia was 1.1 million, compared to 2.4 million in Canada, 1.7 million in the US and 1.6 million in Japan.

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# Structural issues in the labour market

Starting salaries and underemployment

In their efforts to boost Malaysia's wage growth, the government has announced that minimum wage is to increase to RM1,500.

Although nominal wages in Malaysia have been on the rise albeit at a slow pace, real starting monthly salaries (inflation-adjusted) for fresh graduates have declined since 2010.

As stated in Bank Negara's Annual Report for 2018, a fresh graduate with a diploma earned an average salary of RM1,576 in 2018, compared with RM1,458 in 2010. With the ongoing environment with high inflation risks, the average salary could have further declined currently.

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## Reforms needed

Fresh graduates currently find themselves in a situation where they are underemployed and inexperienced for many high-skilled jobs, but are overqualified for the remaining available jobs.

Although funding by the government will continue towards reducing youth unemployment levels, the challenge now is for educators and employers to synergise for a smooth transition between the education stage and work stage of life.

This can be done by adjusting the curriculum, providing more internship opportunities for students to gain exposure and industrial experience. To tackle unemployment among graduates, we are keen to see the government step up with long term investment in education. This is to revamp the tertiary education system in line with job creators in skill-intensive sectors.

As such, a three plus one (three years university and one year in industrial training) approach could be ratified in Malaysia's higher education system to minimise the mismatch between graduates and what the labour force needs.

Thorough discussions should take place on the way forward to bridge this gap.

To empower students with the necessary skills during the job training phase, the government should consider giving incentives to the hiring firms in terms of tax reduction. This is in the hope of encouraging more companies, especially the small and medium enterprises, to take up more graduates from total firms in Malaysia.

This is in the hope of encouraging more companies, especially the small and medium enterprises, to take up more graduates from total firms in Malaysia.

Thorough discussions should take place on the way forward to bridge this gap.

To empower students with the necessary skills during the job training phase, the government should consider giving incentives to the hiring firms in terms of tax reduction. This is in the hope of encouraging more companies, especially the small and medium enterprises, to take up more graduates from total firms in Malaysia.

The Star, 11 May 2022

# Keep our talent

Only with the proper application of inclusiveness will we retain our best workforce.

other countries.

And what can you really do in Malaysia, even if the choice to return home? After all, we can't come to her expertise, experience and skill in aerodynamics.

But more and more, when we read of these high achievers, the media is compelled to refer to them as "Malaysia-born," which is a euphemism for Malaysians who have emigrated overseas and are not nationals of their country any longer.

At least we are sure that two legendary Malaysians of global repute, Talleywood actress Tan Sri Michelle Teoh and show designer Datin Janyah Choo are hanzib on in their Malaysian passports.

Unfortunately, Malaysia is one of the countries most affected by brain drain, as it faces a major problem in not only being able to attract the best talent, but also in failing to retain the current local talent or attracting foreign ones. To put the numbers in perspective, two factors are important: the size of the skills base and the GDP of immigration.

"Further, brain drain is not alleviated by compensating inflows, since primary education in Malaysia is mainly low-skilled with some 69% of the population aged 15 and above. The number of high-skilled expats has fallen by a quarter since 2014. As of 2019, there are 92,261 Malaysian citizens in Singapore or partial or full Malaysian origin residing in about 160 foreign countries.

"Brain drain is a subject of intense academic controversy, but surprisingly few studies have characterised the phenomenon in the Malaysian context - be it in

terms of magnitude, impact, or policy response.

"What complicates matters further are the statistical discrepancies that limit the quality, availability, timeliness, and comparability of international migration data," wrote its senior economic advisor Philip Schelteme.

He quoted the World Bank's Malaysia Economic Monitor survey that the Malaysian diaspora - the group of skilled and unskilled Malaysians born, men and children living overseas - is estimated conservatively at one million worldwide as of 2010.

A third among these emigrant brain drain - those with tertiary education, among the diaspora. This is not to suggest that others are not thriving, but educational attainment is the only available proxy that is consistently available across all migrant countries.

"To put the numbers in perspective, two factors are important: the size of the skills base and the GDP of immigration.

"Further, brain drain is not alleviated by compensating inflows, since primary education in Malaysia is mainly low-skilled with some 69% of the population aged 15 and above. The number of high-skilled expats has fallen by a quarter since 2014. As of 2019, there are 92,261 Malaysian citizens in Singapore or partial or full Malaysian origin residing in about 160 foreign countries.

"Brain drain is a subject of intense academic controversy, but surprisingly few studies have characterised the phenomenon in the Malaysian context - be it in

politics, particularly among the young bourgeoisie who see the chances of climbing up the ladder based on their ethnic origin.

The painful truth is, many talented men brought to Malaysia, especially the Chinese, make up the bulk of the diaspora.

In all that government, via Talent Corporation Malaysia, has developed many initiatives to encourage Malaysians to return, but a better career must be designed.

Media consultant M. Veera Pradyan has been quoted by *The Star* as saying that Malaysia has talent, it's just a matter of moving and staying to be discovered what it is. The views expressed here are entirely the writer's own.

MAKING it so to achieve pre-pandemic economic growth this year but struggles to stay on track due to global headwinds, as well as certain structural constraints remain in the labour market.

National unemployment rate remains above 6%.

As of February, some 671,800 people, 4.1% of Malaysia's labour force, were unemployed.

The services sector has been the most sought after in Malaysia, particularly within the manufacturing sector in 2021, which accounted for 57% of total job vacancies.

The services sector came in third place at 19% of total job vacancies.

The COL gave a breakdown of each occupation, outlining the skills that are required to fill each position and the main reasons for the vacancies reported.

The three recurring reasons contained throughout the report include lack of required technical skills, lack of relevant job experience and shortage of applicants.

Applicants not having the relevant and necessary technical skills are strongly correlated with their academic pursuits.

Almost all jobs listed in the COL require a minimum of bachelor's degree, with many demanding additional certifications or qualifications reported in Statistics Department, the total vacancies in skilled jobs in 2021 yielded an estimate of around 42,000 total jobs, which is significantly lower than the number of unemployed graduates with tertiary education of 160,000.

As a result, firms need not hire fresh graduates' salaries due to the over-supply of graduates in the labour market.

It is also alarming to see that the largest portion of job vacancies remain concentrated around low and medium skilled jobs.

In fact, in 2021 around two per third of total job vacancies were for elementary positions compared to high skilled jobs such as scientific and technical activities.

The above findings justify the presence of high level of youth unemployment although they may seem contradictory to the feedback reported in the COL regarding shortage of applicants, thus raising the issue of unemployment.

As a matter of fact, approximately 50% of young workers in low-skilled manual jobs are said to be over-qualified for their occupations.

Therefore, many young educated people have to resort to jobs that do not utilize their expertise.

In addition, some of these young people are in the workforce for longer period, with an average of around five or more years of experience.

These figures indicate that Malaysia still has a large number of young people who are not pursuing higher education, but are instead entering the workforce to obtain advanced qualifications.

According to the World Bank, the number of graduates from tertiary education in 2019 in Malaysia was 1.1 million, compared to 2.4 million in Canada, 1.7 million in the US and 1.6 million in Japan.

The Star, 7 May 2022

## TVET medium terbaik tingkatan 35 peratus tenaga kerja mahir baharu

SHAH ALAM - Bidang Pendidikan dan Latihan Teknikal dan Vokasional (TVET) merupakan medium terbaik bagi merealisasikan sasaran kerajaan untuk meningkatkan 35 peratus tenaga kerja berkemahiran tinggi baharu dalam sektor ekonomi menjelang 2030.

Menteri Sumber Manusia, Datuk Seri M Saravanan berkata, phoska akan berganding handu dengan kementerian berkaitan untuk memperkasakan TVET secara holistik di bawah Majlis TVET Negara yang dipengerusikan oleh Perdana Menteri, Datuk Seri Ismail Sabri Yaakob.

"Kementerian Sumber Manusia (KSM) melalui jabatan agensi TVET di bawahnya menyasarkan komitmen dalam memperkasakan pelaksanaan TVET negara.

"Justeru, KSM akan menyokong penuh inisiatif pelaksanaan semula TVET dalam usaha menjadikannya pilihan utama platform penyediaan tenaga kerja berkemahiran dalam kalangan rakyat Malaysia," katanya dalam petrusan sempena sambutan Hari Pekerja pada Ahad.

Mengulas, Saravanan berkata, program usaha sama berkerjasama dengan industri, kerajaan dan swasta ini memerlukan kerjasama dan diperkasakan bagi memenuhkan keperluan mencapai sasaran 35 peratus tenaga kerja mahir menjelang 2030.

"Menyediakan Sistem Latihan Dual Nasional ini, kerajaan bersejajar melaksanakan Sistem Latihan Dual Nasional Plus bermula pada tahun 2021 melalui peningkatkan elain sebanyak RM1,000 sebulan, berbanding RM625 sebulan ini," jelasnya.

Dalam pada itu Saravanan berkata, KSM akan meningkatkan usaha mengajangi dan menggal pasti cabaran masa hadapan bagi mendedapangi agenda Revolusi Industri 4.0.

Hari Pekerja pada Ahad, Saravanan berkata, program usaha sama berkerjasama dengan industri, kerajaan dan swasta ini memerlukan kerjasama dan diperkasakan bagi memenuhkan keperluan mencapai sasaran 35 peratus tenaga kerja mahir menjelang 2030.

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Manokaran Mottain has served the industry as an economist for over 20 years and is currently the director of Rising Success Consultancy Sdn Bhd. The views expressed here are the writer's own.

The Star, 8 May 2022

## HEALTH DG ENGAGES WITH MALAYSIAN MEDICAL DIASPORA IN UK

Dr. M. Veera Pradyan, Director General of Health Services, Ministry of Health, Malaysia, engaged with the Malaysian medical diaspora in the UK during his visit to London.

Dr. Pradyan met with a group of Malaysian medical professionals in the UK, including doctors, nurses, and allied health professionals. The meeting was held at the Malaysian Consulate in London.

Dr. Pradyan expressed his appreciation for the contributions of Malaysian medical professionals in the UK and discussed the challenges they face in their respective countries. He also discussed the opportunities for collaboration between the Malaysian and UK healthcare systems.

Dr. Pradyan also met with the Malaysian Medical Association in the UK and discussed the association's activities and plans for the future. He also met with the Malaysian Medical Students Association in the UK and discussed the challenges they face in their studies and the opportunities for collaboration between the Malaysian and UK healthcare systems.

Bernama  
4 Jun 2022  
bernama.com.my

## TalentCorp sumbang komputer riba bantu pelajar kurang mampu



TalentCorp sumbangkan komputer riba kepada pelajar kurang mampu di sekolah-sekolah di seluruh negara.

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Sinar Harian, 2 May 2022

## Experts: Discrimination among reasons why Malaysian women seeking fortunes abroad, opt against return

Discrimination against women in the workplace and in society are among the reasons why many Malaysian women are seeking better opportunities abroad, according to experts.

The experts also noted that many women are returning to their home countries, but they are often facing discrimination in the workplace and in society.

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Malay Mail  
7 June 2022  
malaymail.com

TALENTCORP DONATES 100 LAPTOPS TO STUDENTS IN TAPAH TO BOOST GRADUATE EMPLOYABILITY

Tuesday 07/06/2022



Deputi Seri H. Saravanan, Minister of Human Resources (MHR) accompanied by (L-R) Tuan Haji Isham Shaharudin, Tapah District's Council Member, Dr. Hafiz Nordin bin Dr. Abdul Hamid, TalentCorp's Chairman, Senator Latoe Dr. Helwan Kengatamban, TalentCorp's Board of Director, and Thomas Hahweh, TalentCorp's Group Chief Executive Officer.

Bernama
7 June 2022
bernama.com.my

Promoting, supporting talent development in Penang



Buletin Mutiara
9 June 2022
buletinmutiara.com

Positives to Malaysian brain drain?



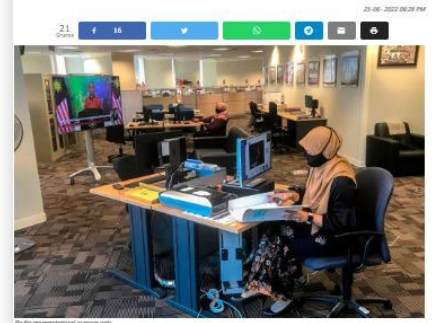
The Sun Daily
20 June 2022
thesundaily.my

Pembangunan perindustrian negara perlu ikut trend global



Sinar Harian
22 June 2022
sinarharian.com.my

Let industries determine Flexible Work Arrangements based on business requirements: MEF



The Sun Daily
25 June 2022
thesundaily.my

"Brain drain: Countering argument that it has benefits!"



CAN there be positive sides to the brain drain? Perhaps. However, not at the scale and the stage as experienced by Malaysia, given its political and governance setup.

Focus Malaysia
20 June 2022
focusmalaysia.my

Resolving worker shortage woes

In an exclusive interview on the shortage of foreign workers, especially for the critical oil palm plantations and domestic maids, Human Resources Minister Datuk Seri M. Saravanan addresses the concerns.



Main body text of the interview with M. Saravanan regarding worker shortages in oil palm plantations and domestic maids.

The Star, 26 June 2022

Latihan kemahiran tingkatkan kebolehpasaran siswazah, graduan

Main body text of the article discussing skills training for graduates to improve their employability.

Berita Harian, 23 June 2022

Infographic titled '7种职业最抢手' (7 most sought-after jobs) during the epidemic period, listing various professions and their requirements.

The Busy Weekly, 25 June 2022

# Tidak semua sektor boleh laksana aturan baru

**SHAH ALAM** - Persekutuan Majlis-Majlis Malaysia (MFM) menaungi kebajikan pekerja dan memastikan pelaksanaan peraturan amalan kerja berkaitan (AKF) terhadap sektor perniagaan di luar negara.

Ini adalah langkah kerajaan yang membolehkan pekerja untuk memohon AKF kepada majlis yang dianggotai oleh kakitangan di sektor perniagaan di luar negara.

Sementara itu, Syed Husnan berkata, kerajaan akan melaksanakan AKF kepada sektor perniagaan di luar negara. Beliau berkata, sekiranya dilaksanakan dengan baik, AKF boleh meningkatkan kualiti hidup dan produktiviti pekerja.



Sinar Harian, 28 June 2022



The Star, 26 June 2022



Harian Metro, 8 June 2022

# MEF: Biar industri tentukan aturan kerja

**KUALA LUMPUR** - Ketua Pegawai Eksekutif MEF, Datuk Seri Syed Husnan Ali, berkata industri perniagaan di luar negara akan menentukan sendiri peraturan amalan kerja berkaitan (AKF) yang akan dilaksanakan.

Menyatakan bahawa industri perniagaan di luar negara akan menentukan sendiri peraturan amalan kerja berkaitan (AKF) yang akan dilaksanakan.

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Utusan Sarawak, 27 June 2022

# Economic impact of Malaysia's brain drain

COMMENTARY by Dato' Husein Bin Yusoff

Brain drain is a global phenomenon that has become a major concern for many countries, including Malaysia. It refers to the emigration of highly skilled individuals, particularly in technology, science, and engineering, from their home countries to other countries.

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# TECH-SAVVY WORKFORCE THE SOLUTION TO BRAIN DRAIN

Remote working could help tackle country's talent shortage, write DR RAIS HUSSIN and DR MARGARITA PEREDAYENKO

Workforce shortages, writes DR RAIS HUSSIN and DR MARGARITA PEREDAYENKO. The world is facing a global shortage of highly skilled workers, particularly in technology, science, and engineering.

# Remote working could help tackle country's talent shortage

Workforce shortages, writes DR RAIS HUSSIN and DR MARGARITA PEREDAYENKO. The world is facing a global shortage of highly skilled workers, particularly in technology, science, and engineering.

New Straits Times, 22 June 2022

# 'Kami tetap pulang ke sarang'

Ruli pengalihan pakar teknologi di luar negara dan sebilangan kembali ke Malaysia

Menyatakan bahawa industri perniagaan di luar negara akan menentukan sendiri peraturan amalan kerja berkaitan (AKF) yang akan dilaksanakan.



Sinar Harian, 13 June 2022

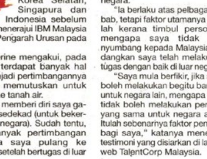
# 4,122 PAKAR DAH PULANG

Menyatakan bahawa industri perniagaan di luar negara akan menentukan sendiri peraturan amalan kerja berkaitan (AKF) yang akan dilaksanakan.

The Star, 22 June 2022

# Catherine tekad tabur bakti di tanah air

SHAH ALAM - Setelah lebih 10 tahun berkhidmat di beberapa negara, Pengarah Urusan International Business Machines Corp (IBM) Malaysia, Catherine Liou tekad untuk kembali menabur bakti di tanah air.



Sinar Harian, 12 June 2022



# “漂白非法外勞” 人資部長：遣返才是上策

【本報吉隆坡訊】人力資源部長拿督莫哈末尼山昨日在國會表示，遣返非法外勞才是上策。

# 馬孟同意非一決定

【本報吉隆坡訊】23日國會中法中台小組會議中，馬孟同意非一決定。

# 'Issue of recruitment of foreign workers to be resolved soon'

THE Star has reported that the recruitment of workers from Indonesia to Sarawak is a key priority for the Sarawak government.

# Recruitment of foreign workers to be resolved soon

THE Star has reported that the recruitment of workers from Indonesia to Sarawak is a key priority for the Sarawak government.

# Sin Chew Daily, 17 June 2022

The Borneo Post Sarawak, 8 June 2022

Sin Chew Daily, 8 June 2022

# Amran balik selepas 12 tahun

Pilih kembali tabur bakti di tanah air

SHAH ALAM

KISAH 2



AMRAN

Peribahasa 'hujan emas di negeri orang, hujan batu di negeri sendiri, lebih baik di negeri sendiri' barangkali sesuai untuk menggambarkan keputusan yang diambil Ketua Juruatid Dalam Kumpulan CIMB, Amran Mohamad untuk kembali ke tanah air selepas 12 tahun 'berhijrah' ke London, United Kingdom (UK).

Memetik laporan portal Talent Matters pada tahun 2020 lalu, Amran yang sebelum itu melaunching pengajian di London sebelum memutuskan untuk membina kerjaya di negara tempatnya menuntut itu berkata, meskipun selesa menikmati kejayaan di luar negara, namun keinginannya tetap kuat untuk kembali ke Malaysia.

"Seperti yang saya tahu ketika itu, melaunching pengajian di London sebelum memutuskan untuk membina kerjaya di negara tempatnya menuntut itu berkata, meskipun selesa menikmati kejayaan di luar negara, namun keinginannya tetap kuat untuk kembali ke Malaysia."

"Saya berasal daripada keluarga kelas pekerja biasa dan berada di tempat saya sekarang (ketika itu) kerana biasiswa yang saya terima daripada kerajaan."

"Atas sebab

itu, saya sedar bahawa saya perlu memberikan sesuatu kembali. Tetapi saya masha perlu memastikan bahawa saya mempunyai platform yang betul untuk mengambarkan kepada ekonomi dan masyarakat," katanya.

Justeru ujarnya, sebagai permulaan ke arah itu, beliau mengambil bahagian secara aktif dalam rangkaian diaspora profesional Malaysia dengan terlibat dalam sesi rangkaian industri oleh TalentCorp.

Melalui penyertaan tersebut, secara tidak langsung turut membolehkan dirinya berhubung dengan profesional Malaysia yang melawat UK dan 'mengintai' peluang kerjaya di tanah air.

"Apabila saya mendengar tentang TalentCorp, saya tahu bahawa ia akan menjadi platform yang tepat daripada industri Malaysia, jadi saya melaunching acara TalentCorp di UK sejak 2012."

Berbagai mengenai bidang kerjaya yang diceburinya, Amran berkata, masa depan industri pengauditan Malaysia mempunyai potensi tersendiri.

Beliau dalam masa sama bersedia berkongsi pandangan dan nasihat dengan golongan profesional orang Malaysia di luar negara yang sedang mempertimbangkan untuk kembali ke Malaysia.

Sinar Harian, 12 June 2022

## A holistic and sustainable programme is needed to retain Malaysian talents

By Nurul Huda

Malaysia's talent pool is a valuable asset that needs to be protected and nurtured. A holistic and sustainable programme is needed to retain Malaysian talents. This involves creating a supportive environment for talent development, providing opportunities for growth and advancement, and ensuring that the talent pool is diverse and inclusive.

The government and private sector need to work together to create a talent ecosystem that attracts and retains top talent. This includes investing in education and training, providing mentorship and coaching, and creating a culture of innovation and entrepreneurship.

Malaysia's talent pool is a valuable asset that needs to be protected and nurtured. A holistic and sustainable programme is needed to retain Malaysian talents. This involves creating a supportive environment for talent development, providing opportunities for growth and advancement, and ensuring that the talent pool is diverse and inclusive.



Nurul Huda

The Star, 12 June 2022

## Intelektual wanita dominasi diaspora Malaysia, apa puncanya?

By Nurul Huda

Intelektual wanita dominasi diaspora Malaysia, apa puncanya? Terdapat beberapa faktor yang mempengaruhi dominasi intelektual wanita dalam diaspora Malaysia. Salah satunya adalah budaya yang lebih menghargai pendidikan dan pencapaian akademik bagi wanita. Selain itu, faktor sosial dan ekonomi juga memainkan peranan penting.

Wanita diaspora Malaysia cenderung lebih berminat dalam bidang profesional dan akademik. Mereka juga cenderung lebih aktif dalam organisasi dan komuniti diaspora. Ini mungkin disebabkan oleh faktor-faktor seperti budaya yang lebih menghargai pendidikan dan pencapaian akademik bagi wanita.

Walaupun demikian, dominasi intelektual wanita dalam diaspora Malaysia bukanlah sesuatu yang negatif. Sebaliknya, ini menunjukkan bahawa wanita diaspora Malaysia adalah individu yang berprestasi dan berambisi. Ini juga menunjukkan bahawa diaspora Malaysia adalah komuniti yang dinamik dan progresif.

## Reversing brain drain into brain gain



Keep Malaysian talents home

Brain drain is a significant issue for Malaysia, but it can be reversed into brain gain through various strategies. These include providing incentives for returning professionals, creating a supportive environment for talent development, and ensuring that the talent pool is diverse and inclusive.

The Star, 12 June 2022

## For family and country



Dr. Noor Hisham bertemu diaspora perubatan Malaysia di UK

Dr. Noor Hisham bertemu dengan diaspora perubatan Malaysia di United Kingdom. Beliau menyampaikan ucapan selamat datang dan menekankan kepentingan diaspora perubatan Malaysia dalam pembangunan negara.

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The Star, 12 June 2022

## Lebih 4,000 pakar Malaysia di luar negara telah kembali ke tanah air



Lebih 4,000 pakar Malaysia di luar negara telah kembali ke tanah air. Ini menunjukkan bahawa diaspora Malaysia adalah komuniti yang dinamik dan progresif.

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The Star, 12 June 2022

## Utusan Sarawak, 8 June 2022



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Utusan Sarawak, 6 June 2022

## Sin Chew Daily, 6 June 2022



## Dr Noor Hisham jumpa 250 golongan profesional dan penuntut perubatan

Dr. Noor Hisham bertemu dengan 250 golongan profesional dan penuntut perubatan di United Kingdom. Beliau menyampaikan ucapan selamat datang dan menekankan kepentingan diaspora perubatan Malaysia dalam pembangunan negara.

Sinar Harian, 12 June 2022

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Utusan Sarawak, 6 June 2022

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Sinar Harian, 12 August 2022

Does low unemployment rate appear to be too 'optimistic'?

THE latest statistics show that the unemployment rate in Malaysia remained below 4% for the second consecutive month since April, in the transition month into the endemic period.



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Focus Malaysia 17 July 2022 focusmalaysia.my

Pastikan Aturan Kerja Fleksibel 'untungkan' majikan, pekerja

PINDAAN ALAKA KEJA 1955 MEMBERIKAN SEMUA PELAJAR NEGARA INI MEMORAN ATURAN KERJA FLEKSIBEL (AKF) DENGAN MAJIKAN MAING-MING MULAI 1 SEPTEMBER.



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Berita Harian 14 July 2022 bharian.com.my

More investment in childcare sector needed

Despite the initiatives, Malaysia's female labour participation rate (FLPR) remains one of ASEAN's lowest at 55.5% according to the International Labour Office (ILO). Early on one of the 232 initiatives of the 12th Malaysia Development Blueprint (MDP) is to improve the FLPR by 2030. The ILO will be the bulk of the work to be done in the sector.

Under the MDP, the government will invest RM10 billion in the childcare sector over the next five years. The government will also invest RM10 billion in the childcare sector over the next five years. The government will also invest RM10 billion in the childcare sector over the next five years.



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New Sarawak Tribune, 29 July 2022

The Star, 29 July 2022

Thrivin sustainably with diversity, equity and inclusiveness. A grid of small images and text snippets related to diversity and inclusion.

Tingkatkan pelaburan, bantu wanita terus mara

Ini adalah bahagian terakhir daripada siri laporan tiga artikel mengenai usaha menggalakan wanita dalam pasaran tenaga kerja.

IBAH penjagaan anak Husna Hayati Jarni bermula - seperti lazimnya apabila berkahwin wanita, kerjaya dan anak - dengan peletakan jawatan. Pada awalnya, bekas jurutera minyak dan gas berusia 38 tahun itu yang berkahwin dengan rakan sejawatan dan melahirkan anak sulung mereka lebih sedekad lalu, menyangkakan dia masih boleh meneruskan kerjaya sekalipun sudah berkeuarga.

Selepas menjadi ibu sepenuh masa selama dua tahun, dia mendapati bahawa perlakuan pusat asuhan khas selepas didiagnosis mengalami autisme. Wanita itu kemudian menyanjung pengajian di peringkat sarjana secara sambilan sebelum menyertai warga kerja Universiti Teknologi Mara sebagai pensyarah kejuruteraan. Dia kini dalam proses mendapatkan ijazah doktor falsafah.

Dalam tempoh itu juga keluarannya bertambah besar dengan kelahiran dua lagi anak - seorang perempuan dan seorang lelaki yang kini masing-masing berusia lima dan empat tahun. Tidak seperti kebanyakan ibu bekerja di Malaysia, Husna berjaya kembali ke pasaran buruh selepas beralih sekejap untuk menguruskan keluarga. Pakar mengembarankan pasaran buruh wanita di Malaysia sebagai pasaran satu puncak, iaitu mereka menyertai pasaran tenaga kerja selepas tamat pengajian yang mencetuskan satu puncak, namun tidak ada puncak kedua yang boleh dilihat di Jepun dan Korea Selatan, di mana kaum Hawa mereka kembali bekerja selepas "berah" seketika.

Isuosa juga berjaya menemui kemudahan penjagaan anak yang bagus dengan bayaran berpautan - sesuatu yang agak sukar diiniknati oleh kebanyakan wanita bekerja di negara ini. Kongsinya lagi, dia juga beruntung kerana mempunyai waktu kerja anjal dan sokongan suami yang mengambil alih tugas memasak dan mengurus anak sulung mereka - selain boleh beruang ting harap pada alai keluarga yang lain untuk mengah anak sekiranya kemudiannya melahir.

Kerja Tidak Berbayar Pelbagai kajian menunjukkan sokongan penjagaan anak merupakan kunci kepada ketahanan wanita untuk kembali bekerja, sama ada dalam bentuk waktu kerja anjal, kemudahan penjagaan anak yang baik ataupun subsidi kos penjagaan anak. Tinjauan Wanita dalam Pasaran Buruh 2020 yang dijalankan oleh Asia Foundation dengan kerjasama Merdeka Centre mendapati 47 peratus daripada 605 responden menjadwalkan waktu kerja anjal sebagai insentif terbaik mereka untuk kem-



KERAJAAN melancarkan inisiatif Jamin Kerja yang menawarkan subsidi gaji hingga setahun kepada majikan yang mengambil wanitadn lain-lain kumpulan bekerja serta pengecualian cukai pendapatan buat wanita yang kembali ke pasaran buruh, iaitu program yang diruuskan oleh TalentCorp. - foto/BERNAMA

berganggu pada seorang sahaja. Anak lahir hasil hubungan dua orang, Iskandar Josteri. Kedua-duanya harus memainkan peranan dalam membebankan anak' tegasnya.

Penyelidik KRI Christopher Choong bersejuta dengan pandangan itu, dan menabahkan begitu banyak tumpuan diberikan kepada usaha mengemban wanita ke pasaran buruh, namun aspek kerja tidak bergaji kaum ibu seperti menguruskan rumah tangga termasuk menjaga anak, tidak benar-benar ditangani.

"Anda sebahagian daripada pasaran tenaga kerja dan membawa pulang pendapatan, namun selepas waktu pejabat anda harus menanganai kerja-kerja penjagaan, atau apa yang kita panggil sebagai syif kedua," katanya.

"Itulah sebabnya peranan kaum lelaki dalam keluarga harus diuji dalam skohabangan daripada strategi agar ada kesetaraan gender dalam soal ini," tambahnya.

Menambah baik sektor penjagaan Sekalipun kerajaan menggalakkan penubuhan lebih banyak pusat asuhan anak, bermula dengan pejabat kerajaan dan diikuti sektor swasta - pakar berpandangan langkah itu tidak mencukupi. Kata mereka lebih banyak pelaburan diperlukan dalam kerja-kerja penjagaan beraskan komuniti dan keluarga.

Antaranya memperaki pengahung tidak berdaftar serta menjadikan sektor penjagaan sebagai bidang profesional yang diharap dapat menyelesaikan semua isu berbangkit.

Ini bermakna pelaburan yang menyedur, iaitu mewujudkan kumpulan pekerja dan fasiliti, memperkas proses kelulusan dan menyediakan pembiayaan. Pengusaha pusat penjagaan memberitahu Bernama bahawa mereka kekurangan pekerja berkeahlian dan terlatih, sememntara kadar pusing ganti (jumlah pekerja yang masuk dan berhent) juga tinggi disebabkan bidang itu melibatkan kerja yang agak berat dengan upah minimum. Selain itu, jumlah fasiliti, sama ada di institusi, komuniti ataupun di rumah, juga tidak mencukupi.

"Kita terlah bergantung pada import (pekerja domestik) dari (negara tetangga), dan tidak melabur untuk membangunkan kemudiannya penjagaan kita sendiri," kata Prof Madya Prof Dr Shantini Thambiah daripada Program Pengajian Gender di Universiti Malaya.

berdasarkan maklumat di laman sesawang Jabatan Latihan Masyarakat (KL) pada masa ini terdapat 2,983 pusat jagaan harian berdaftar di Malaysia termasuk 247 di pejabat dan 380 di rumah. Memandangkan jumlah anak jagaan tidak boleh melebihi kapasiti sesebuah pusat asuhan, jumlah pusat penjagaan sedia ada tidak dapat menampung keperluan negara yang memuncu kira-kira 2.6 juta kanak-kanak berusia bawah lima tahun.

Antara punca kekurangan pusat berdaftar ialah syarat pelesenan, khususnya bagi pusat-

asuhan berpangkalan di rumah. Di bawah Akta Taman Asuhan Kanak-Kanak 1984 dan Akta Pusat Jagaan 1993, pengusaha perlu mematuhi pedagai syarat, bergantung pada jenis pusat, termasuk latihan, keselamatan premis dari segi kebakaran dan ancaman keselamatan, sebelum diberikan lesen.

Pengusaha menfikirkan syarat yang tidak realistik serta proses kelulusan yang sukar sebagai penyebab. Presiden Kelab Rekreasi Pengusaha Malaysia Siti Azha Yusoff berpandangan JKM perlu mewujudkan satu pusat pelesenan sehati.

Katanya peraturan dan syarat juga harus digubal berdasarkan jenis pusat asuhan selain tidak memena guna satu standard untuk semua pusat jagaan.

Pakar bersejuta peraturan dan syarat sedia ada perlu diperkemaskan. "Ia adalah sesuatu yang perlu diselesaikan oleh kerajaan," kata Christopher.

Permuaan Semua usaha ini perlukan wang untuk direalisasikan. Pakar menyarankan agar kerajaan menyediakan sama ada faedah kumulatif atau universal atau subsidi bagi penjagaan ibu dan anak.

Christopher yang merupakan ketua penyediaan iktisadik, berkata amat penting untuk mengaktifkan tumbangan semua pengusaha, termasuk datuk dan nenek atau adik-beradik yang miskin, selain menyediakan faedah-faedah penjagaan kanak-kanak universal dan pencen sosial sejajar untuk warga emas, tanpa mengambik kira pendapatan.

Ragi golongan kaya yang tidak memohon subsidi, bilah menyuarakan penyelesaian mudah yang membolehkan bantuan itu kelihatan lebih egalitarian. "Kenakan cukai terhadap mereka," katanya.

Sementara itu, Asia Foundation menguulkkan beberapa model pembiayaan melibatkan ibu bapa, majikan, yayasan kebajikan dan kerajaan di peringkat tempatan, negeri dan persekutuan yang menyokong pusat asuhan, seperti subsidi untuk ibu bapa yang mempunyai anak-anak kecil serta rebat cukai bagi majikan. Kerajaan negeri dan tempatan pula boleh melaksanakan pengecualian fi, sementara yayasan boleh menyahurkan bayaran besar.

Shantini dan rakan sejawatannya menekankan bahawa pelaburan dalam sektor penjagaan anak boleh membolehkan wanita kembali bekerja memberikan pulangan yang besar, iaitu buhaya menggerakkan pertumbuhan ekonomi tetapi juga membanhi memertip generasi seterusnya.

Justeru kerajaan harus ada satu strategi kebangsaan berhubung pelaburan dalam sektor penjagaan terlahia kerana mendeapnati masalah kekurangan tenaga kerja sedang rakyatnya menuju ke arah masyarakat menua.

"Tolam Rancangan Malaysia seterusnya, kita perlu sediakan peruntukan yang besar untuk sektor ini, kerana buaya dengan cara ini lebih ramai wanita dapat kembali bekerja selain membolehkan pesara melaukan kerja (penjagaan) secara sambilan," katanya.

"Ramai wanita berpendidikan tinggi - berakat dan berkelayakan - tidak bekerja. Ini tidak betul," tambah Shantini - Bernama







Dokumentasi perisytiharan antara KUIS dengan TalentCorp. Foto Facebook Kolej Universiti Islam Antarabangsa Selangor

**Kerjasama KUIS-TalentCorp buka peluang pelajar jalani praktikal di luar negara**  
 11 August 2022, 3:37 pm

**Selangor Kini**  
 1 August 2022  
[selangorkini.my](http://selangorkini.my)



**TalentCorp selaras padanan kerja untuk graduan**  
 August 10, 2022 Writers by Media Baharu Published in Semasa

**Berita RTM**  
 10 August 2022  
[berita.rtm.gov.my](http://berita.rtm.gov.my)



**TalentCorp lancar mynext, perkasakan bakat sumber manusia negara**

PETALING JAYA, Kementerian Sumber Manusia (KSM) menerusi agensinya, Talent Corporation Malaysia (TalentCorp) telah memperkenalkan bakat sumber manusia negara melalui penerbitan inisiatif mynext. Inisiatif ini membolehkan pelajar kolej universiti TalentCorp dan KSM dalam memajukan kejuruteraan teknologi menerusi penempatan kerja ke dalam organisasi industri. Inisiatif ini bertujuan untuk meningkatkan kualiti sumber manusia di pasaran tenaga kerja Malaysia. Menteri Sumber Manusia, Dzulkefly Yusoff...

**Utusan Malaysia**  
 11 August 2022  
[utusan.com.my](http://utusan.com.my)



**TALENTCORP EMPOWERS LOCAL TALENT THROUGH MYNEXT INITIATIVE**

Dr. Sar M. Somanathan (TSC, left)

**Bernama**  
 11 August 2022  
[bernama.com.my](http://bernama.com.my)



**SOBA 2022 welcomes Digi and TalentCorp as sponsors**

CORPORATE NEWS  
 Monday, 15 Aug 2022

**Related News**

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 SOBA partners excited to be back



Digi chief business officer (CEO) Eugene Teh said the telecommunication company will share its own digitalisation journey and experience in transitioning from a connectivity provider to one that ventures beyond the connectivity segment.

PETALING JAYA: Digi.com Bhd and Talent Corp Malaysia Bhd (TalentCorp) have come onboard SOBA 2022 with Digi as main sponsor and TalentCorp, co-sponsor.

**The Star**  
 15 August 2022  
[thestar.com.my](http://thestar.com.my)



**Talent Corp Launches mynext An Initiative In Making Talents More Marketable**  
 By Editor - August 11, 2022

Talent Corporation Malaysia has launched the mynext initiative a joint effort with the Ministry of Human Resources (MOHR) which aims to bring private and public stakeholders, ministries and government agencies together to enhance Malaysia's talent pool in greater.

**Business Today**  
 11 August 2022  
[businesstoday.com.my](http://businesstoday.com.my)



人力部長：確保畢業生競爭力 大學課程須跟上工業4.0

【八打灵再也11日讯】人力资源部长拿督斯里沙拉瓦蒂认为，高教部必须厘清目前的大学课程，确保我国的教養体系能在未来10年的大挑战下，保持其相关性，以确保未来的产业工具设备应付工业4.0的条件。

**Sin Chew Daily**  
 11 August 2022  
[sinchew.com.my](http://sinchew.com.my)



**TalentCorp akan terus giat perkasakan wanita**

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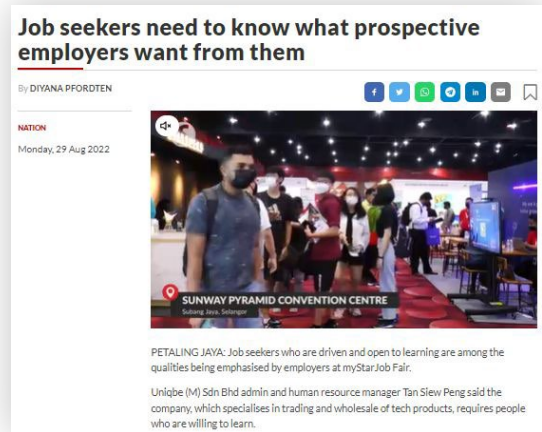
**Utusan Malaysia**  
15 August 2022  
[utusan.com.my](http://utusan.com.my)



**Business Today**  
18 August 2022  
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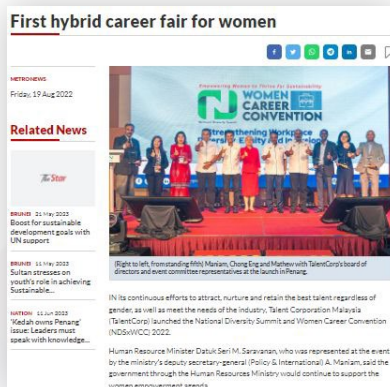
**Suara TV**  
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## Job seekers through myStarJob Fair for career opportunities



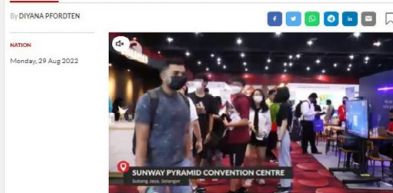
**The Star**  
27 August 2022  
thestar.com.my



## Lebih 47k wanita raih peluang pekerjaan melalui Program Wanita Bangkit@KPWKM

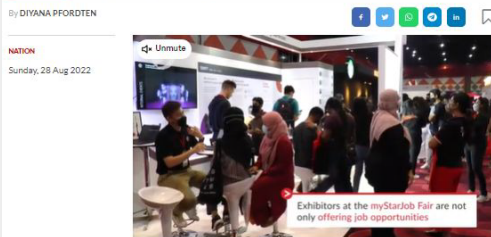
**Suara Merdeka**  
27 August 2022  
suaramerdeka.com.my

## Job seekers need to know what prospective employers want from them



**The Star**  
29 August 2022  
thestar.com.my

## Choices aplenty for job seekers



**By DIYANA FORDTEN**  
NATION  
Sunday, 28 Aug 2022

**Exhibitors at the myStarJob Fair are not only offering job opportunities**

PETALING JAYA: A wide range of employment opportunities is available at the myStarJob Fair at the Sunway Pyramid Convention Centre.

Visitors, who include students, fresh graduates and experienced workers, arrived as early as 10.30am yesterday to discover new or better career prospects.

The myStarJob Fair 2022 and the Star Education Fair 2022 are being held next to each other at the convention centre yesterday and today from 11am to 7pm.

**The Star**  
28 August 2022  
thestar.com.my

## Thriving sustainably with diversity, equity and inclusiveness



**By THOMAS HOONG**  
BUSINESS  
Tuesday, 30 Aug 2022

**Dauk Ani Moris, chair of 30% Club Malaysia and CEO of Maybank Investment Banking Group (MIBank IBC)**

Studies have shown a positive correlation between diversity and innovation, says PwC Malaysia.

PROMOTING diversity, equity and inclusiveness (DEI) is important for companies in Malaysia, especially for organisations that want to have robust competitive advantages and share differentiation to create their rights to win, according to Dauk Ani Moris, chairperson of 30% Club Malaysia and CEO of MIBank Investment Banking Group (MIBank IBC).

**The Star**  
30 August 2022  
thestar.com.my



Human Resources Minister Dauk Seri M. Saravanan (fourth left) and Deputy Higher Education Minister Dauk D Ahmad Maszud Muhammad (third left) during the launch of TalentCorp's mynext initiative. With them is TalentCorp group CEO Mahendran (far right) - AZLAN ABDULLAH/The Star

## ADDRESSING SKILLS GAP IN THE WORKFORCE

As more graduates take jobs below their skills, TalentCorp launches a solution

BASED on the Graduate Statistics 2021 published by the Department of Statistics Malaysia, the graduate unemployment rate has progressively worsened at 4.7% as compared to 4.6% in 2020.

Yet while that reduction, graduates working in semi-skilled and low-skilled occupations, the labour market increased to 29.9% from 31.2% in the previous year.

Every graduate a graduate with a skills gap - having mismatched occupation on skills and they are not getting a growing number that work as employees, executives and government agencies.

Many of them find the careers they studied for are not in demand, have no available vacancies or that they require additional hands-on knowledge and skills that can only be gained from having work experience.

A recent Elys survey study shows from a poll of over 17,000 respondents across the world, only 21% believe young people have the work force after finishing school.

TalentCorp's recently launched Critical Occupations List reveals that certain employers have difficulty sourcing for talents with interpersonal and communication skills, problem-solving skills, analytical skills and the ability to work in a team.

These issues, if not addressed, can cause a wider rift for those mismatched occupations - which will reduce the labour market and impact both wage and productivity negatively.

**Talents assembled**

TalentCorp initiative from the Government includes creating a dynamic talent ecosystem for various sectors.

It requires the need to enhance the talent talent and graduate employability through signature initiatives.

It was also introduced in eight

value to their offerings, and for employers to source the right talents for their companies.

There are three components for different segments.

mynext Talent supports students to take on their study and career transition with specially curated profiling tools, so that they can discover their strengths, interests, and employability traits.

It helps talent to discover potential career paths, career recommendations and job openings beyond the status quo of their field of study, which opens doors to a journey of self-discovery and possibilities.

The process, students can directly connect to internship with registered companies through an automatic matching service.

The program also includes free digital proficiency test for students to identify and improve problem-solving and an industry-standard CV creator.

mynext Company helps the national workforce by integrating various online platforms to create one platform, to bridge the gap between Malaysia's talent supply and internship via MyNext.

Companies can access a wide range of qualified candidates, such as digital talent pipeline, from all over the country via one digital platform.

Companies will gain access to insights from the candidate profile level of competency, the employability skills to ensure a higher level of compatibility with the company's requirements, or skills.

It is also open to higher education and skill-training institutions, which are under the supervision of the Higher Education Ministry.

Higher companies can apply to join TalentCorp's mynext initiative with double tax deduction benefits.

mynext University, which provides institutes of higher learning

**The Star**, 26 Aug 2022



Human Resources Minister Dauk Seri M. Saravanan (left) and Deputy Higher Education Minister Dauk D Ahmad Maszud Muhammad launching the TalentCorp's mynext initiative.

## WHAT MALAYSIANS SAY ABOUT MYNEXT

introduced him to the YES! programme.

He explained that the real-life situations presented on the platform progressed areas where the student needs to improve.

"For example, the programme highlighted that my speaking skills need improvement. Identify my weak areas, and I can improve myself."

"When I first gave my Yes! I was not expecting a response. Suddenly I got a call from a company that they were interested in me attending a programme."

"My experience has been positive as I have recently acquired my internship through the Yes! programme."

"I have been able to learn and share my own experiences with other students in my cohort. It has helped me to build my communication skills, leadership, teamwork and other important skills that are required in all fields of work."

"The evaluation results will indicate where strengths lie and where areas need improvement. I will be able to update my resume with new opportunities that are available to me."

"Another great point is that it also helps students who are yet undecided on which direction to take their career development. I agree to that."

Both Dauk and Naraya said they were very impressed with the platform and will continue to support it.

"I believe it can help someone build a great positive character," said Dauk.

After initial impression of the platform, he was further impressed with the new opportunities that can benefit them."

With the Government's mandate in hand, TalentCorp is all set to roll out a dynamic talent ecosystem for various sectors through its newly launched mynext initiative.

Through that, students can learn to identify their strengths and gaps, employers can source for talents with the right competencies and university can improve their student employability rate.

The mynext initiative was rolled out in 2021 as a one-stop platform with input from experienced professionals and psychologists in order to improve graduate employability, enhance their digital proficiency, and build their self-awareness, self-confidence, and self-esteem.

mynext Talent supports students to take on their study and career transition with specially curated profiling tools, so that they can discover their strengths, interests, and employability traits.

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Higher companies can apply to join TalentCorp's mynext initiative with double tax deduction benefits.

mynext University, which provides institutes of higher learning

**The Star**, 26 Aug 2022

# First hybrid career fair for women

Commitment to female empowerment agenda also reaffirmed at summit and convention



The Star, 19 Aug 2022

## TalentCorp raises employability of M'sian talents through mynext initiative

**KUCHING:** The Ministry of Human Resources (MOHR) through its agency Talent Corporation (TalentCorp) Malaysia empowers Malaysia's talents through its recent initiative launched on August 1 by the Deputy Minister of Higher Education, Senator Dato Dr. Masrizal Muhammad. TalentCorp is an on-going joint effort by TalentCorp and MOHR to drive strategic collaboration among stakeholders, including academia and government agencies to support the employment of M'sian talents under the auspices of the MyNext Initiative. TalentCorp is the government's primary talent solution provider for M'sian talents and is committed to providing high-quality and highly skilled graduates that will be well-prepared for local and global job markets. TalentCorp will also offer the M'sian talents, and assist them in their career journey.

The Borneo Post Sabah, 17 Aug 2022



沙拉瓦南：大学课程错配是巨大挑战。

## 人力部长：确保未来10年仍合时 高教部应检讨大学课程

(八打灵再也11日讯) 人力资源部长拿督斯里沙拉瓦南日前在国会表示，高教部必须检讨目前的大学课程，确保我国的教育体系能符合未来10年的环境，保持其相关性，以确保未来的毕业生具备能应付工业4.0的条件。

## 课程错配挑战大

他说，目前我面对的最大挑战是大学课程出现的错配情况，10年、20年的课程还继续保留。沙拉瓦南今天与高等教育部副部长拿督阿末马利耶在国会联手为mynext主持推介礼后，在记者会上说，工业4.0属于全球性的工业改革，

Nanyang Siang Pau, 12 Aug 2022



## 人力部长：确保未来10年仍合时 大学课程须跟上工业4.0

(八打灵再也11日讯) 人力资源部长拿督斯里沙拉瓦南日前在国会表示，高教部必须检讨目前的大学课程，确保我国的教育体系能符合未来10年的环境，保持其相关性，以确保未来的毕业生具备能应付工业4.0的条件。

## 指就业不足 不能怪政府

他指出，该部目前最大挑战并不只是失业问题，因为该部从此前合时5.9%的失业率，努力降至如今的3.9%，证实该部是有能力应付失业问题的。他表示，至于要如何减少人才外流 (brain drain) 的问题，则必须从整体或全面检讨该课题。

Sin Chew Daily, 12 Aug 2022

## 首批印尼劳工已抵马

(吉隆坡11日讯) 人力资源部长拿督斯里沙拉瓦南说，第一批的印尼工人已经抵达了大马，另外有一批涉及2万3000名的印尼工人，目前正在审查文件。

## 人力部长：另2.3万人待审批

“印尼工人已经开始进来，第一批的工人已经进入大马了。”部长今日出席大马人才机构 (TalentCorp) 的MYNext倡议推介礼后在记者会上这么表示。

## 他指出，印尼早前同意从8月1日起解除暂停输出劳工到大马的禁令，而印尼工人在这之后已开始逐步进入大马。

Sin Chew Daily, 12 Aug 2022

## SOBA 2022 welcomes Digi and TalentCorp as sponsors

**PUTRAJAYA:** Digi Com and Talent Corporation (TalentCorp) Malaysia are proud sponsors of SOBA 2022 with Digi as main sponsor and TalentCorp as co-sponsor. SOBA 2022 is the largest and most significant business-to-business (B2B) event in Malaysia, bringing together over 1000 exhibitors and 100,000 visitors. The event is a platform for businesses to showcase their products and services, and to network with potential partners. SOBA 2022 is organized by SOBA Group, a leading B2B event organizer in Malaysia. The event is held at the Sunway Pyramid Convention Centre, a state-of-the-art venue in Putrajaya. SOBA 2022 is a must-attend event for all B2B professionals in Malaysia. It offers a unique opportunity for businesses to connect with their target audience and to explore new business opportunities. SOBA 2022 is a testament to the strength of the Malaysian B2B market and to the commitment of SOBA Group to providing high-quality events for its members. SOBA 2022 is a platform for businesses to showcase their products and services, and to network with potential partners. SOBA 2022 is a must-attend event for all B2B professionals in Malaysia. It offers a unique opportunity for businesses to connect with their target audience and to explore new business opportunities. SOBA 2022 is a testament to the strength of the Malaysian B2B market and to the commitment of SOBA Group to providing high-quality events for its members.

The Star, 15 Aug 2022

## Bentuk belia berkemahiran baharu, kalis cabaran pascapandemik

• Atasi belia menghadapi generasi muda masa kini adalah pengisian program yang relevan dan berkesan dalam kalangan kaum muda. • Kembangkan member perkhidmatan teknologi untuk meningkatkan kualiti belia dan membina daya saing pengisian belia profesional ke luar negara.



Berita Harian, 13 Aug 2022

## TalentCorp raises employability of M'sian talents through mynext initiative

**KUCHING:** The Ministry of Human Resources (MOHR) through its agency Talent Corporation (TalentCorp) Malaysia empowers Malaysia's talents through its recent initiative launched on August 1 by the Deputy Minister of Higher Education, Senator Dato Dr. Masrizal Muhammad. TalentCorp is an on-going joint effort by TalentCorp and MOHR to drive strategic collaboration among stakeholders, including academia and government agencies to support the employment of M'sian talents under the auspices of the MyNext Initiative. TalentCorp is the government's primary talent solution provider for M'sian talents and is committed to providing high-quality and highly skilled graduates that will be well-prepared for local and global job markets. TalentCorp will also offer the M'sian talents, and assist them in their career journey.

The Borneo Post Sarawak, 17 Aug 2022

## Digital workspace webinar to focus on SMEs

**KL:** A webinar titled 'Digital Workspace Webinar to Focus on SMEs' was held recently, featuring speakers from TalentCorp and MOHR. The webinar focused on providing digital skills training for SMEs to enhance their competitiveness in the digital economy. The speakers discussed the importance of digital transformation for SMEs and the role of TalentCorp in providing digital skills training. The webinar was attended by a large number of SME owners and managers. The speakers provided valuable insights and practical tips on how to implement digital transformation in SMEs. The webinar was a success and provided a platform for SMEs to learn and grow. The speakers discussed the importance of digital transformation for SMEs and the role of TalentCorp in providing digital skills training. The webinar was attended by a large number of SME owners and managers. The speakers provided valuable insights and practical tips on how to implement digital transformation in SMEs. The webinar was a success and provided a platform for SMEs to learn and grow.

The Star, 16 Aug 2022

## Networking vital, SME players told

Monday, 05 Sep 2022



**MENARA STAR**  
Petaling Jaya  
Business Empowerment talk and networking event at Menara Star on Friday

The Star hosts PUMM empowerment event to gather like-minded entrepreneurs

PETALING JAYA: Local entrepreneurs got together for an evening of networking and to talk up business opportunities and the way forward.

The Star  
5 September 2022  
thestar.com.my

## TalentCorp Launches FWA Initiative to Encourage Wider Adoption Among Companies

By Elizabeth Yee - September 7, 2022



Post-pandemic era, Flexible work arrangements (FWA) are to be seen as a necessity for employers. It is no longer a novelty.

With more and more potential employees seeking better work-life balance in their careers, companies need to consider implementing FWA to attract the right talent.

Business Today  
7 September 2022  
businesstoday.com.my

## Human Resources Ministry will not compromise against worker intimidation, says minister



Human Resources Minister Tan Sri Li Liangsoon speaks during speech by TalentCorp at Sime Darby Convention Centre August 16, 2022. — Photo by Ahmad Zamri

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Friday, 02 Sep 2022 9:38 PM MYT

Malay Mail  
2 September 2022  
malaymail.com



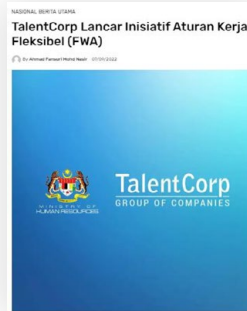
**PERANGKAIAN PENTING, KATA PEMAIN PKS**

05 September 2022 | 13:55 | 13 Views

The Star melaporkan acara persembahan PUMM untuk mengumpulkan usahawan yang berfikir sama.

PETALING JAYA: Usahawan tempatan berkumpul untuk malam rangkaian dan bertapak tentang peluang perniagaan dan cara ke hadapan.

Berita Kini  
5 September 2022  
beritakini.biz

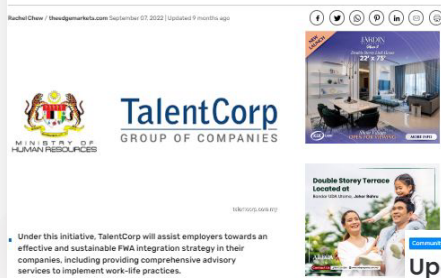


Suara TV  
7 September 2022  
suara.tv



The Edge Markets  
7 September 2022  
theedgemalaysia.com

## TalentCorp offers FWA@Workplace for free until end-2022



Edge Prop  
7 September 2022  
edgeprop.my

## Upcoming: Virtual Career Fair by TalentCorp Offers Over 1,000 Vacancies in E&E Sector

Tan Mei Kuan - 17/09/2022

Ipo Echo  
17 September 2022  
ipohecho.com.my



H: Lebih 1,000 peluang pekerjaan sektor elektrik menanti yang layak

Wilayahku  
19 September 2022  
wilayahku.com.my







### Employ@SCORE set to benefit more than 1,000 job-seekers in Sarawak

**KUCHING:** The Employ@SCORE programme is set to benefit more than 1,000 job-seekers, including fresh graduates and school-leavers, in Sarawak.

Under the programme, participants would undergo value-added and industry-driven, training and upskilling modules provided by selected institutions.

Funded by the federal government with an allocation of RM6 million, this one-year programme would be implemented by the Regional Corridor Development Authority (RECODA).

Upon the completion of training, the participants would then undergo six-month job placements conducted by the participating companies and investors in the Sarawak Corridor of Renewable Energy (SCORE) areas.

One of the five economic corridors in the country, SCORE encompasses a land size of more than 20,000 square kilometres, covering many parts of the state's central region up to the northern region.

RECODA is the authority that oversees the overall development of SCORE. The launch of Employ@SCORE, together with another programme Community@SCORE, was performed by Deputy Premier Datuk Azhar Awang Tengah Ali Hassan at a hotel here yesterday where he was accompanied by Sarawak Datuk Paritiga Tan Sri Abang Johari Tun Engku who is also RECODA chairman.

Community@SCORE is a programme that aims to spur socio-economic development across the 840 groups in areas under the jurisdiction of the Upper Rajang Development Agency, Highland Development Agency and Northern Borneo Development Agency, as well as in Mukah and Simunjan.

Under this programme, a total of six projects have been identified and set to benefit 600 job-seekers throughout the SCORE region, bringing various commodities including intercom, agriculture, retail and services, as well as other economic activities.

It is stated that this one-year programme, with federal funding of RM6 million, has been implemented by various government agencies and closely monitored by RECODA to ensure smooth implementation of projects.

The launch ceremony also included the exchange of memorandums of understanding (MoU) documents between RECODA and eight strategic partners: the Ministry of Education, Innovation and Talent Development, Universiti Teknologi Sarawak, Sarawak Skills Development Centre, Kuching Polytechnic, Centre of Technical Services (CENTSS), Social Security Organisation and Taseco Corp.

Through this collaboration, RECODA hopes to prepare the Sarawak workforce with relevant skills and match them with industry players.

RECODA Chief executive officer Datuk Ismail Ismail said through this collaboration with the additional nine job providers, RECODA hoped to achieve a similar objective, "that is to prepare our workforce with the relevant skills and match them with the industry players."

He added that this was the second such collaboration following MoU with CENTSS in Mukah in August last year.

He was speaking at the launch of two new programmes EMPLOY@SCORE and COMMUNITY@SCORE here.

At the launch was Deputy Premier and RECODA board member Datuk Azhar Awang Tengah Ali Hassan, who represented the Premier of Sarawak, and RECODA chairman Datuk Paritiga Tan Sri Abang Johari Tun Engku.

## RECODA inks talent devt deals with 8 partners



RECODA inks talent devt deals with 8 partners

**KUCHING:** RECODA inks talent development deals with eight strategic partners to carry out talent development programmes.

The strategic partners are the Ministry of Education, Innovation and Talent Development, Universiti Teknologi Sarawak, Sarawak Skills Development Centre, Kuching Polytechnic, Centre of Technical Services (CENTSS), Social Security Organisation and Taseco Corp.

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New Sarawak Tribune, 1 October 2022

## Empower women to return to the workforce

**Budget 2023 would be a good platform for the government to activate strategies that optimise Malaysia's potential workforce and increase the income of the rakyat by looking at a gender responsive budgeting approach.**

Women's participation in the workforce also increases productivity across industries and provides additional sources of critical skills in a competitive economic sector. At the same time, increasing women's labour force participation is also a key to increasing the country's growth trajectory.

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This is the second of such collaboration following a MoU with the Centrelink Mukah in August last year, said a statement released in connection with the event.

The Star, 7 October 2022

### MICRON SETS UP FIRST INDUSTRY-DRIVEN CHILD CARE CENTRE AT BATU KAWAN



Micron bangun pusat jagaan kanak-kanak sokong ibu bapa bekerja

Bernama 24 November 2022 bernama.com.my

### PIKOM, TalentCorp Komited tingkatkan peluang pekerjaan untuk industri perniagaan global



Dagang News 23 November 2022 dagangnews.com/

Utusan Malaysia 23 November 2022 utusan.com.my

## Utusan Malaysia 23 November 2022

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## Utusan Borneo Sarawak, 25 November 2022

**Utusan Borneo Sarawak, 25 November 2022**

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## Business resilience for future challenges

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The Borneo Post Sarawak, 1 October 2022

## Kosmol, 27 November 2022

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Kosmol, 27 November 2022

## UTM tawar 100 baharu sejak 2020, hasilkan tenaga berkemahiran tinggi

**UTM tawar 100 baharu sejak 2020, hasilkan tenaga berkemahiran tinggi**

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Kosmol, 27 November 2022

## Walaupun menghadapi cabaran, sektor perniagaan Malaysia terus berkembang

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Utusan Borneo Sarawak, 25 November 2022

## Business resilience for future challenges



Business resilience for future challenges

## Kursus tak relevan, kurang popular dimansuh setiap tahun

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Berita Harian, 7 November 2022

## Micron bangun pusat jagaan kanak-kanak di Batu Kawan



Micron bangun pusat jagaan kanak-kanak di Batu Kawan

## Perkukuh pembangunan ekosistem bakat graduan

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Berita Harian, 15 November 2022

## Focus is on tapping into the best brains

**Focus is on tapping into the best brains**

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## 成功經濟學家和金融專家

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Nanyang Siang Pau, 28 December 2022

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Nanyang Siang Pau, 28 December 2022

賽夫魯

報導：吳珍妮、李佳健 獨家  
攝影：黃志漢

## 敗選仍受委部長飽受批評

# “只想繼續貢獻”

賽夫魯說，首相通知他受委掌管貿工部，他認為只要可以繼續貢獻就答應了。（黃志漢攝）

（八打灵再也8日訊）尽管在大选时输了却可以入阁而他受批评，新任国际贸易及工业部长东姑赛夫鲁指出，当他接获首相拿督斯里安华的通知时，他认为只要能够继续贡献就同意接受了。

至于有些人提及三任首相都委任赛夫鲁入阁，甚至有揣测是否与王官有关，他说，这是首相的决定。

### 指是首相决定职位

“我能怎样呢？这是首相的决定。”他在宣誓就任后的第4天接受星洲日报和星报采访时说，第一次接获首相的电话，受委为财政部长时，他离开了银行界，他是一心想为国服务。

“当我这次再度接到首相（拿督斯里安华）的电话时，我被告知将会受委为贸工部长，我同意了，只要我还能继续贡献就好。”

他说，本来一开始也是以当财政部长3年而已，因为上议员的任期是3年一任，结果接下来就是太迟了。

“当时我想如果要继续留在政府内，就必须变选，否则只有3年的上议员任期而已。”赛夫鲁在大选时代表团队在瓜雪上阵，败给诚信党候选人拿督斯里祖基菲里，后者反而没有被委入

阁，因此赛夫鲁的重返内阁之路掀起争议。

### 被指是内閣“三朝元老”

赛夫鲁曾经在丹斯里慕尤丁和拿督斯里依斯迈沙比利任相时都受委为财政部长，首相拿督斯里安华任相后也委任他为贸工部长，是目前的内阁中唯一的“三朝元老”。

此前，漫画家法米差扎制作插图，我国连续3年换了3名首相，内阁阵容中唯一不变的只有赛夫鲁。

他说，其家人包括妻子常常批评他，所以他不会受到外界的批评所影响。

### 打趣不敢问为何非受委财政

至于这次何以不是受委为财政部长，赛夫鲁打趣说，他不敢问安华，否则他就是“最短命”的贸工部长。

“在安华宣布内阁阵容当天的大约下午7时，我才接到电话，其他部长也是大约这个时间接到确定的电话。前首相拿督斯里依斯迈沙比利也是在宣布前通知我。”

他表示，对于整个委任内阁的过程并不清楚。在受委财政部长之前担任联昌集团（CIMB）首席执行官的东姑赛夫鲁，获颁大马人才机构（TalentCorp）2019年职场生涯奖的本地企业最佳首席执行官。



UTAR Global Economics Society visiting Talent Corporation (TalentCorp) Malaysia Berhad.

## Producing successful economists and financial experts

GLOBAL economic developments have a significant impact on the activity and financial markets of multinational corporations. Globalisation fosters expanding businesses, trade, investment, and economic activities and opportunities among countries or economies. These international economic opportunities between countries are intertwined and can positively or negatively impact other countries.

UTAR's Bachelor of Economics (Honours) Global Economics is recognised by the Malaysian Association of Company Secretaries (MACS). The three-year global economics degree programme examines the workings of economics in a global environmental context.

This wholesome programme will provide students with the analytical skills and strategic knowledge needed to discuss global economic issues, international trade trends, and global investment opportunities.

Students who acquire these knowledge and skills are highly valued by organisations, particularly multinational corporations involved in global trade and investment.

Faculty of Accountancy and Management Dean Dr Sia Bee Chuan said, "Economic development is a critical component that drives economic growth in an economy, creating job opportunities and improving the quality of life. One of the distinct features is the programme's rigorous curriculum which is well received by the industry as evidenced by the high graduate employability and constant feedback and engagement with the industry."

"Apart from seeking knowledge from lecture classes, students who enrol in the programme also get to participate in various activities such as talks, conferences, colloquiums, student exchange programmes, and community projects to enhance their soft skills and gain experiences that are relevant to the workforce."

Throughout the three-year programme, global economics students are taught subjects such as Global Business Strategy, Global Environmental Economics, International Trade Theory and Policy, Monetary Economics, Strategic Financial Management, Econometrics, Microeconomics, Macroeconomics and other courses that provide students with a solid foundation in both theoretical and applied economics, enabling them to apply their knowledge to assess a range of economic and social phenomena and make educated decisions about their own lives, businesses, and government policies.

By the end of the programme, students



Students during the TalentCorp office tour.

will gain a solid foundation and understanding of the extent, causes, and implications of a more fully integrated world economy which prepares them to assume leadership roles in businesses, non-governmental organisations, or places where policies are made.

The programme is designed to prepare students for a range of successful careers, such as economic, economic researcher, financial planner, finance consultant, corporate finance analyst, research and analyst in security, economic adviser, and fund manager, as well as positions in global economics, foreign trade, international NGOs and policy environments.

UTAR is a university offering undergraduate and postgraduate programmes in various areas such as Accountancy, Actuarial Science, Applied Mathematics, Arts, Chinese Studies, Malaysia Studies, Business and Economics, Biotechnology, Engineering and Built Environment, Information and Communication Technology, Life and Physical Sciences, Medicine and Health Sciences, Media and Journalism, Education and General Studies, Agriculture and Food Science, and engages in research, consultation, management and leadership training and other related educational services at its campuses in Bandar Sungai Long and Kampar, Malaysia. For more information, go to [www.utar.edu.my](http://www.utar.edu.my) or call 03-468 8888 (Kampar Campus) or 03-9086 0288 (Sungai Long Campus).

UTAR's Open Day will be held on Dec 17 and 18 at its Kampar Campus in Perak and Sungai Long Campus in Bandar Sungai Long. UTAR is also having Cyber Information Day starting Dec 13-16, 9am to 5pm.

Kindly visit <https://study.utar.edu.my/> for more information.

## Strong demand to support Micron's Malaysian operations

GEORGE TOWN: Strong market demand will continue to underpin Micron Technology Inc's operations in Malaysia along with its increased factory space in Penang of 15 million square feet.

Chief executive officer Sanjay Mehrotra said the United States-based computer memory and computer data storage producer has invested US\$1 billion in its operations here since 2019 which included a 800,000 sq ft factory for assembly and testing.

"We will invest another US\$1 billion over the course of the next few years as we build our second factory, which will bring our total factory space to 1.5 million sq ft and is expected to begin production next year," he told Bernama.

Sanjay said despite the current down-cycle experienced by the memory industry, Micron is poised to emerge stronger as it sits in a "sweet spot" of the semiconductor market, supported by the most advanced technology, the right products and a great team.

He said technology has evolved significantly which simultaneously causes our day-to-day lives being heavily reliant on data, artificial intelligence (AI), Internet-of-Things smart homes and smart cities.

"We make the products that go into smartphones, vehicles and so on. Data lives in the products that Micron makes, therefore our products are essential. We are becoming bigger as storage is also becoming a bigger part of the semiconductor industry. Our growth opportunities are



Mehrotra says the United States-based computer memory and computer data storage producer has invested US\$1 billion in its operations here since 2019 which included a 800,000 sq ft factory for assembly and testing. — Bernama photo

tremendous and we can navigate through the current down-cycle of the industry. We look for a strong performance and continued growth in line with market demand," he said.

He said its Penang operations, which provided over 4,000 employment opportunities, have become a critically important part of Micron's global manufacturing network, particularly looking at the tremendous opportunity the memory and storage industry represent to the global economy.

In this regard, Sanjay said workforce development also continued to be one of Micron's top priority where it has carried

We make the products that go into smartphones, vehicles and so on. Data lives in the products that Micron makes, therefore our products are essential.

Sanjay Mehrotra

he added. To ensure the well-being of its employees, Micron has recently set up the first public-private funded childcare centre in the country in a bid to support work-life balance for its team members.

On the basis of creating a supportive and caring environment, Micron understood that access to childcare is one of the biggest factors that determines whether working parents and mothers specifically are able to build a strong and fulfilling career.

The childcare centre was set up through a partnership with the Penang government and TalentCorp and managed by the Whytehouse Education Group, an established operator of early childcare education facilities in Malaysia.

"We aim to build a culture of collaboration, diversity, inclusion and sustainability in our operations," he added. — Bernama



# Get in Touch

Want to know more about our programmes and initiatives?  
Connect with us.

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