ANNUAL REVIEW 2017

19 March 2018
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Overview

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

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

### THE ESTABLISHMENT

**10th MALAYSIA PLAN, JUNE 2010**

“Establishment of TalentCorp under Prime Minister’s Department to drive solution to attract, motivate and retain the talent needed for a high-income economy.”

**BUDGET SPEECH, OCTOBER 2010**

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

**ESTABLISHMENT OF TALENCTCORP, JANUARY 2011**

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

### TALENT ROADMAP 2020

**TALENT ROADMAP 2020, APRIL 2012**

Launch of Talent Roadmap by YAB Prime Minister and evolution to focus on initiatives by talent pools

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

**TALENT-FOCUSED)**

Initiatives under the three main talent pools continue to grow:

**MALAYSANS IN MALAYSIA**

- Graduates and Students
- Professionals
- Women returning to work

**MALAYSANS ABROAD**

- Students
- Professionals

**FOREIGN TALENT**

- Professionals

### FUTURE OF WORK

**VISIONING MALAYSIA’S FUTURE OF WORK, END OF 2017**

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

### FUTURE OF WORK

**RESPOND TO FUTURE TALENT NEEDS FROM A MARKET-DRIVEN PERSPECTIVE**

- People, process, product and knowledge

1. **MALAYSIA AS TALENT HUB**

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

2. **CREATE VALUE VIA HUMAN CAPITAL**

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

3. **TALENT SEGMENTATION**

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

4. **STRUCTURAL REFORMS**

   - Labour law reforms
   - Improving public policies relevant to talent
   - Higher education reforms
   - Review of wage structure
Partnership with Government, Industry And Learning Institution at the core of TalentCorp’s strategies

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

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

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

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**MALAYSIANS IN MALAYSIA**
**MALAYSIANS ABROAD**
**TOP EXPATRIATE TALENT**
2017 in a glance

A year in review

<table>
<thead>
<tr>
<th>Q1</th>
<th>Q2</th>
<th>Q3</th>
<th>Q4</th>
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<tbody>
<tr>
<td><strong>New initiatives introduced:</strong></td>
<td><strong>New initiatives introduced:</strong></td>
<td><strong>Regional Outreaches:</strong></td>
<td><strong>Regional Outreaches:</strong></td>
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<tr>
<td>- Nurturing Expert Talent (NEXT)</td>
<td>- KNOWMADS</td>
<td>- United Kingdom with DG Health</td>
<td>- Australia &amp; New Zealand Outreach with JPA &amp; with DG Health</td>
</tr>
<tr>
<td>- Regional Outreaches:</td>
<td>- Regional Outreaches:</td>
<td>- South Korea</td>
<td>- South Korea</td>
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<tr>
<td>- Jakarta</td>
<td>- Jakarta</td>
<td>- Singapore</td>
<td>- Singapore</td>
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<tr>
<td>- Bangkok</td>
<td>- Brunei</td>
<td>- MyASEAN Internship Market Day</td>
<td>- MyASEAN Internship Market Day</td>
</tr>
<tr>
<td>- Semester Break Programme 2017</td>
<td>- MoU with KADIN Indonesia to expand TalentCorp’s MyASEAN Internship</td>
<td>- Inaugural MyASEAN Youth Award (MAYA) 2017</td>
<td>- Career Comeback Networking and Job Fair 2017</td>
</tr>
<tr>
<td>- TalentCompact 4.0</td>
<td>- TalentCompact 4.0</td>
<td>- The Future of Work, Workplace, Workforce Conference</td>
<td>- Life At Work Awards 2017</td>
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<td>- TalentCorp Launch of Vision Report</td>
<td>- TalentCorp Launch of Vision Report</td>
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Annual Review 2017 | 6
Malaysia’s Future of Work
Objectives:
TalentCorp organised the inaugural Future of Work, Workplace, Workforce Conference on 20 November 2017 in Kuala Lumpur with the aim of kick-starting a national conversation on the future of work. More than 700 delegates were in attendance, representing various Government ministries and agencies, multinationals, academia, and NGOs.

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

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

“Let machines handle the routine work; let people make the judgement call.”
Andrew McAfee
Co-founder and Co-director
MIT Initiative on the Digital Economy

“We shouldn’t be promoting competition. We should be promoting collaboration and diversity. And through the Internet, people are collaborating more than ever.”
Sir Ken Robinson
Education and Creativity Expert
Visioning Malaysia’s Future of Work

A Framework for Action

OBJECTIVES

1. To start conversations with key stakeholders in a series of engagements TalentCorp has planned, involving the government, industry, learning, institutions and talent.

2. To provide actionable guidelines for the Malaysian workforce to prepare for the future of work, arising from the bottom-up feedback which will then be distilled and analysed to be reported in a comprehensive blueprint that will be announced in 2018.

Launch of Framework: 20 Nov 2017
(during Future of Work, Workplace, Workforce Conference)

5 Key Recommendations for Framework for Action

1. Engineering a Robust Talent Ecosystem
2. Enhancing the Skills and Capacities of the Workforce
3. Reforming Talent and Human Capital Policies
4. Employing Data to Better Coordinate Human Capital Policies
5. Developing a National Future of Work Action Plan
Since its inception five years ago, TalentCorp’s Life At Work Awards has been the platform to recognise employers and individuals who advocate best practices in striking the right balance between work and personal life, as well as advocating diversity and inclusion. In 2017, we celebrated the following winners of the Life at Work Awards 2017:

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

Special Mentions were given out to the following organisations:
- PwC Malaysia for their Human Library initiative
- Shell Business Operations Kuala Lumpur for their Employee Assistance Program and Phased Retirement Initiative
- Unilever Malaysia Holdings for their Digital Hiring Process
- Wong & Partners for extending employment beyond retirement age
Talent Compact 4.0

Providing thought leadership, guidance, intervention, influence
KNOWMADS

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

Vision:
Create a self-sustainable and catalytic environment for the exchange of knowledge, ideas and exploration of partnership opportunities.
Knowledge Sharing Technology Transfer
Sharing, inspiring, exchanging and transferring knowledge, skills, technologies and research in key learning and growth areas to support the nation’s progress

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

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

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

Advisory / Consultancy Professional Training
Provide professional advice and information in areas where you possess knowledge

Market Access Business Linking
Provide business contacts, networks and links on businesses, projects and collaborations for market access and business opportunities
During the Budget 2018 presentation, the government announced the introduction of the National Leaders Circle initiative to be spearheaded by TalentCorp, to develop future leaders and facilitate sharing of best practices and knowledge transfer within government-linked companies to solve national-level issues.

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

- **Build stronger partnership** in nurturing, access and availability of talent
- Contribute to **country’s transformation**

- **Strategic approach** in developing future leaders
- Transfer of tacit knowledge from GLCs to solve national-level issues
Research, Development & Policy Unit
Introduction to the Critical Occupations List (COL)

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

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

For the COL 2015/2016 and COL 2016/2017

Consulted and obtained valuable input from:

Currently used in:

<table>
<thead>
<tr>
<th>Source</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>MOHE: University Course Review</td>
<td></td>
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<tr>
<td>JPA: Scholarship Allocation</td>
<td></td>
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<tr>
<td>MARA: Scholarship Allocation</td>
<td></td>
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<tr>
<td>TalentCorp: Returning Expert Programme (REP) and Residence Pass Talent (RP-T)</td>
<td></td>
</tr>
</tbody>
</table>

We worked together with:

30 Industry Bodies/Regulators

28 Government Ministries/Agencies engaged

Ongoing uses:

<table>
<thead>
<tr>
<th>Source</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOHR: Workforce Skills Development, TVET</td>
<td></td>
</tr>
</tbody>
</table>

Source: Critical Skills Committee

NOTE: Listed examples here are not exhaustive
Currently in its third version, COL 2017/2018 has expanded in scope and coverage by: Sectors, Level of skilled occupation to Semi-Skilled. Key findings are as follows:

Call-for-Evidence (CfE) survey
685 Companies from 18 Sectors responded

Bottom-Up Engagement
63 Organisations via Consultation and Validation sessions

After the dovetailing and validation process
58 occupations were finalised for inclusion in COL 2017/2018
Critical Occupations List 2017/2018

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

**Other key findings:**

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

**Sample of 10 critical occupations from COL 2017/2018**

- Finance Manager
- Manufacturing Manager
- Information and Communications Technology Manager
- Civil Engineer
- Mathematician, Actuary and Statistician
- Accountant
- Software Developer
- Electrical Engineering Technicians
- Mechanical Engineering Technician
- Stationary Plant and Machine Operator Not Elsewhere Classified
BACKGROUND
There are concerns over the low wages and unsustainable living costs of fresh graduates working in Malaysia, especially in large cities (where most employment opportunities are). However, there is currently no government-published wage benchmark for this demographic.

OBJECTIVES
1. To create a wage benchmark for highly skilled / talented fresh graduates entering the workforce for the first time.

2. To promote awareness and manage expectation of wages in Malaysia given current circumstances for both employers and workers.

3. To influence public policies to address wage issues in Malaysia
Average salary increment

For Professionals

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

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

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

Source: TalentCorp

NOTE: For the chart as above, blue bar indicates the amount of median salary increment upon confirmation from probation. Referring the above point for Legal Professionals, the salary increment upon confirmation is RM700 – as indicated by the blue bar.
Hard-to-fill occupations with fresh graduates

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

### Top 10 hard-to-fill Professionals occupations

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

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

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

Source: TalentCorp

NOTE: To interpret the tables as above, the percentage represents the highest numbers of nomination as Hard-To-Fill occupations by companies’ respondents. For example, out of all the occupations nominated as Hard-To-Fill by companies respondents, Mechanical Engineers receives the highest nomination percentage of 6.1%.
BACKGROUND
Although previous studies have looked at the efficacy of work-life practices (WLPs) in improving business outcomes, there is not much similar information covering the Malaysian economy. If WLPs are truly beneficial to companies, this study will capture the extent of that benefit, and show how to implement these policies depending on the company’s industry.

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

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<th>1</th>
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<th>4</th>
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<tbody>
<tr>
<td><strong>WORKFORCE STRATEGY</strong></td>
<td><strong>PRODUCTIVITY</strong></td>
<td><strong>SUCCESS FACTOR</strong></td>
<td><strong>OPPORTUNITY</strong></td>
</tr>
<tr>
<td>Offering <strong>WLPs</strong> is widely acknowledged as a <em>key strategy</em> to meet <em>future workforce needs</em></td>
<td>Most firms recognize <strong>benefits of WLPs to drive productivity and increase employee engagement and retention</strong></td>
<td><strong>People oriented enablers</strong> (top and middle management support, and organizational culture) are key to successful WLP implementation</td>
<td>Despite a high prevalence of WLPs, most firms <em>fall short</em> when it comes the extent of implementation</td>
</tr>
</tbody>
</table>

- **90%** believe that WLPs are a *key strategy for addressing workforce needs of the future*.
- **80%** agree that work-life balance contributed to *improved productivity*. 
Firms rate WLPs to have a moderate to strong positive impact

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

Source: TalentCorp
Flexible Work Arrangements (FWA)

Top 5 FWA practices:

- Flexible Hours: 48%
- Leaving Early from Work: 34%
- Staggered Hours: 22%
- Job Sharing: 19%
- Telecommuting: 16%

Industries offering FWA:

- **Financial Services**
  - Maybank
  - BNP Paribas
  - RHB
  - Standard Chartered
  - CIMB

- **ICT/GBS**
  - DHL
  - Dell
  - BASF
  - IHS
  - IBM

- **FMCG/W&R**
  - British American Tobacco
  - Berjaya
  - Unilever
  - Nestle
  - PepsiCo

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

**Recommendations for TalentCorp**

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

**Recommendations for Policy-Makers**

6. Identify **critical skills** required in the long term for Malaysia to **achieve the TN50 ambition**
7. Enhance local regulation to encourage WLPs, particularly for paternal leave and family-friendly facilities
8. Assess **readiness to the Future of Work** and formulate action plans
9. Focus on solid **management buy-in** for successful implementation of WLPs
10. **Formalise and monitor** WLPs for better productivity

Source: TalentCorp
Graduate and Emerging Talent
MyASEAN Internship

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

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

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

Lim Sin Pei
Nationality: Malaysia
Internship destination: Phnom Penh, Cambodia

Lee Jie Jiun
Nationality: Malaysia
Internship destination: Hanoi, Vietnam
MyAPEC YouthConnect

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

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

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

Iman Nur A’ina Azma
Nationality: Brunei
Position: Regional Public Relation Executive

Dicky Cahyadi
Nationality: Indonesia
Position: Design Engineer
Scholarship Talent Attraction and Retention (STAR)

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

Achievements:
- 1,206 scholars approved to serve their bond with employers registered under the initiative
- 528 companies registered as employers
- Top hiring sectors: professional services; oil, gas & energy; finance; electrical & electronics / manufacturing
A collaborative effort between TalentCorp and the Ministry of Higher Education (MOHE) which seeks to create and establish a collaborative platform between Industry and Academia to produce industry-ready graduates competent in both technical and soft skills.

**Achievements:**
- IAC Rail kick off in collaboration with MyHSR, MOHE and 4 participating universities:
  - Universiti Tun Hussein Onn Malaysia (UTHM)
  - Universiti Teknologi Malaysia (UTM)
  - Universiti Teknikal Malaysia Melaka (UTeM)
  - Universiti Kuala Lumpur (UniKL)

**IAC for the Electrical & Electronics sector:**
- Collaboration between 17 companies and 10 universities
- Covers 7 technology clusters

**IAC for the Global Business Services sector:**
- Collaboration between 12 companies and 8 universities
Structured Internship Programme (SIP)

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

Achievements:

- **17,866** students placed across **3,787** companies
Malaysian Professional Talent
Career Comeback Programme

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

Achievements:

- 206 women returned to the workforce
- 650 women on career break registered to date
- 86 companies hired women on career break

Engagements & Outcomes:

- WOW STAR Bazaar booth in March
- Career Comeback Networking & Job Fair in August, with more than 300 women in attendance
- Kulim Hi-Tech Career Fair in August, with more than 60 women registered for the CCP
Announced under the 2001 Budget, the Returning Expert Programme (REP) was initiated under Ministry of Human Resources (MoHR) and in 2011, REP was placed under TalentCorp’s purview as the administrator of the incentive and Secretariat for the meetings. REP has evolved since 2011 – in terms of the eligibility criteria and incentives. The World Bank through the Report on the Effectiveness of the REP and RP-T in June 2015, found that the REP is successful in attracting the skillsets required by the country.

**Achievements:**

- REP applications received: 726
- REP applications approved: 405
- Approved REP applicants returned: 272

**Top five sectors:**

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

**Engagements & Outcomes:**

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

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

Achievements:

- 2,518 applications received
- 13 new companies applied for the programme in 2017 (out of 29 participating companies)

Top two applying sectors

- Professional services
- Financial services

Top two applications are for certifications in:

- ACCA
- CPA
Foreign Talent
MYXpats Centre

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

Achievements:

- Employment Pass (EP) applications approved: 41,048
- EP processed within the 5-working day client charter (2017 KPI was 80%): 96.7%

Top five nationalities:

- China
- India
- Japan
- Indonesia
- Philippines

EP breakdown by sector:

- Manufacturing: 22,522
- Agriculture: 444
- Business Services: 16,884
- Construction: 15,587
Residence Pass-Talent

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

Achievements:

1,049 applications approved (2017 KPI was 900)

Top five nationalities:

- India
- UK
- Japan
- Australia
- USA

Top five sectors:

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

Top RP-T profiles:

- Alois Hofbauer (MD and Head Nestle)
- Christopher Kelly (GM Intel)
- Sajith Sivanandan (Country Head Google)
- Toshihiko Matsunaga (MD & CEO Nomura Asset Management)
- Anna Maria Braun (President B. Braun)
- Sir Ken Robinson (TED speaker, education and creativity expert)
Moving Forward
We want to ensure significant strides are made

... beyond just addressing current market gaps

MALAYSIA AS A GLOBAL TALENT HUB

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

Realign and accelerate education and skills for the future

MEET FUTURE DEMAND

2018
Talent Development
2020
Future of Work 21st Century Skills
2030
Holistic & Competitive 21st Century Talent
2040
2050

Leadership & Global Platforms
National Leaders Circle KNOWMADS

Talent Analytics & Platform
NEXT Profiling

Strategic Policy Impact
Talent Compact 4.0 Future Of Work – Future Skills & Impact Study

ADDRESS CURRENT MARKET GAPS

TC Signature Programmes
Fill Gaps with continuous supply of talent

Malaysian Professional Talent
REP ProCert

Graduate & Emerging Talent
STAR MyASEAN Internship MyAPEC YouthConnect

Strategic Policy Impact
CCP WLP/FWA COL

Foreign Talent
ESD RP-T
Traditional career paths will be disrupted

TalentCorp will evolve to support this new reality

STRATEGIC PARTNERSHIP
To ensure right intervention from the start

Future of Work in partnership with:
• MOE & MOHE – curriculum embedment, industrial revolution 4.0, education reform etc.
• Universities – NEXT profiling
• Khazanah Research Institute – report on Future of Work Industry Trends
• World Bank – predictive analysis of skills required in the future.
• Disrupt education by investing in and building new education ecosystems.

CURRENT INTERVENTION
To fulfill Malaysia’s current talent gap

Sustainability:
• Signature programmes: REP, RP-T, STAR, FWA, CCP,
• Strategic programmes: NEXT Profiling, KNOWMADS, National Leaders Circle, Talent Compact 4.0, Future Of Work

Regionalisation:
Elevate & strengthen Malaysia as a:
• Talent Hub by 2020
• Advocators of regional talent mobility by 2030
• Advocators of global talent mobility by 2050

STRATEGIC INTERVENTION
To create a pool of eminent leaders

Solidify position and competitive advantage by establishing a National leaders database:
• National Leaders’ Circle
• Lead@Work
• Rise@Work

... as well as talent in clear leadership roles