MINISTRY OF HUMAN RESOURCES

TalentCorp

ANNUAL REVIEW 2025

A report on TalentCorp Group of Companies' achievements for the year 2025

CONTENTS

Leadership Messages	04
Overview of TalentCorp	08
Addressing Challenges in the Talent Ecosystem	14
Year in Review	18
Driven by Big Data and Partnerships	24
MyMahir Ecosystem	32
Strategic Thrust 1	40
Strategic Thrust 2	54
Strategic Thrust 3	64
In The News	76

Leadership Messages

FOREWORD

by the Minister of Human Resources (KESUMA)

The pathway to Malaysia achieving its full potential rests on the strength of its talent. This extends beyond skills to our collective ability to adapt, innovate, and lead in a world that is evolving at an unprecedented pace.

In 2025, Malaysia continued to make steady progress amid accelerating global change. Artificial intelligence, digitalisation, and shifting workforce dynamics are reshaping the structure of jobs, the nature of work, and the expectations placed on both employers and workers. In this context, national strength is increasingly defined by the quality, adaptability, and productivity of its people.

Malaysia's direction is clear. Through the 13th Malaysia Plan 2026 to 2030, guided by the vision of Ekonomi MADANI, the nation is advancing a development agenda centred on people, capability, and long-term resilience. This is reinforced by the New Industrial Master Plan 2030 and the National Energy Transition Roadmap, which together position Malaysia to move decisively into higher-value, future-oriented sectors.

Budget 2026 reinforces this commitment through targeted investments in strategic industries, including semiconductors, pharmaceuticals, artificial intelligence, and digital technologies. Strong global confidence, reflected in continued investments by leading technology players, further affirms Malaysia's position as a competitive and emerging digital economy.

Amidst these shifts, one principle remains constant. Talent sits at the heart of our national agenda. Strengthening skills, improving productivity, and ensuring inclusive participation are not standalone priorities. They are deeply interconnected drivers of sustainable growth. As we navigate this transition, our approach to talent must also evolve. It is no longer sufficient to focus only on supply. We must ensure that skills development is closely aligned with industry demand, and that Malaysians are equipped not just for employment, but for progression and productivity.

TalentCorp's work in 2025 reflects this shift. Through the MyMahir ecosystem, a more structured approach is being established to connect labour market intelligence with industry-led action. Insights from the MyMahir Impact Study have provided greater clarity on how jobs are changing across key sectors, enabling more targeted and responsive interventions. This strengthens the alignment between skills development efforts and actual workforce demand, while improving the effectiveness of national talent strategies.

This reflects a broader shift towards a more structured, coordinated, and demand-led approach to talent development. One that strengthens the link between policy and implementation, and ensures that efforts across government, industry, and education are better aligned to national priorities.

At the same time, we remain committed to ensuring that growth is inclusive. Talent development must create opportunities for all Malaysians, including women, Persons with Disabilities, veterans, and those seeking to re-enter or transition within the workforce. Building a future-ready workforce must go hand in hand with building a fair and inclusive one.

TalentCorp continues to play a critical role in advancing this agenda. As an agency under KESUMA and its strategic think tank, it serves as a key enabler in bridging gaps across the talent ecosystem, from strengthening the pipeline of local talent to facilitating global expertise and engaging the Malaysian diaspora.

However, nation-building is never the work of one institution alone. It requires shared responsibility and sustained collaboration. The government provides direction and policy. Employers invest in and develop their workforce. Educational institutions prepare future talent. Individuals must continue to learn, adapt, and build new capabilities. When these efforts come together with purpose, we create the momentum needed to move the nation forward.

I commend TalentCorp for its continued commitment and contributions in advancing Malaysia's talent agenda. With sustained focus, strong partnerships, and a clear sense of direction, I am confident that we will build a future where Malaysian talent is equipped for change and capable of shaping future opportunities.

YB DATO' SRI RAMANAN RAMAKRISHNAN

FOREWORD

by the Group Chief Executive Officer of Talent Corporation Malaysia Berhad (TalentCorp)

The pace of change across industries continues to reshape how talent is identified, developed, and retained. Against this backdrop, TalentCorp sharpened its focus and strengthened its role in Malaysia's talent ecosystem, prioritising initiatives that deliver meaningful outcomes and create long-term impact. Our efforts were guided by a clear objective: to ensure talent development remains aligned with industry needs, national priorities, and the realities of a changing economy.

As KESUMA's strategic think tank, TalentCorp plays a dual role. We provide the data, insights, and policy perspectives that shape national talent strategies, while ensuring these translate into practical, on-the-ground outcomes.

A key part of this shift was strengthening how we work with partners. TalentCorp sits at the intersection of government, industry, and academia. In 2025, we deepened engagement across these stakeholders, moving towards more structured and outcome-driven collaboration. These partnerships have strengthened our understanding of workforce needs, enabled more targeted interventions, and improved alignment between workforce supply and industry demand.

This is reflected in the expansion and activation of 18 industry-led Future Skills Talent Councils under the MyMahir ecosystem. These councils serve as platforms for employers to validate roles, identify emerging skills, and guide workforce interventions, ensuring that our efforts remain closely aligned with industry needs.

At the same time, we strengthened our demand-driven approach. Greater emphasis was placed on understanding how industries are evolving, where jobs are being created, and what skills are required. These insights informed the design of programmes that are more targeted, timely, and responsive to workforce demand.

Rather than pursuing isolated interventions, TalentCorp focused on building scalable systems that connect data, talent, and opportunities. This is reflected in the continued development of the MyMahir ecosystem, which integrates labour market intelligence, industry collaboration, and delivery mechanisms into a more structured approach to workforce development.

This approach is beginning to show results. We are seeing stronger alignment between skills development efforts and industry demand, with more programmes directly informed by sector-specific needs and validated through employer engagement. Structured pathways into employment are also expanding, particularly through internship and early career interventions, helping to ease the transition from education to work.

Data continues to underpin TalentCorp's work. Insights from the MyMahir Impact Study and ongoing industry engagement provide a clearer picture of workforce shifts across sectors. This enables more responsive and targeted interventions, while ensuring resources are directed where they deliver the greatest impact.

Strengthening the pathway from education to employment remains a key focus. Many young Malaysians continue to face challenges in making this transition. TalentCorp's role is to make this pathway clearer and more structured through initiatives that support career navigation, industry exposure, and early work experience.

At its core, TalentCorp's work is about building continuity across the talent journey, from education to employment, and from potential to performance. This requires sustained coordination across stakeholders and a long-term commitment.

I would like to thank the Ministry of Human Resources (KESUMA) for its continued support and our Board of Directors for their guidance. My appreciation also goes to our partners across industry, academia, and government for their collaboration and shared commitment. To the TalentCorp team, your dedication and belief in this mission continue to drive our progress.

As we move forward, the focus remains clear. To stay grounded in data, responsive to change, and disciplined in execution.

We are ready for the next phase.

BIRUNTHA MOORUTHI

Overview of TalentCorp

TALENTCORP'S ROLE IN MALAYSIA'S TALENT ECOSYSTEM

Driving Malaysia's progress by empowering its people

FOR MALAYSIA TO PROGRESS, MALAYSIANS MUST PROGRESS

Talent Corporation Malaysia Berhad (TalentCorp) is Malaysia's strategic talent agency under the Ministry of Human Resources (KESUMA), mandated to strengthen the nation's talent ecosystem and support long-term economic growth.

Since its establishment under the 10th Malaysia Plan in 2011, TalentCorp has played a key role in addressing critical talent challenges by strengthening workforce readiness, improving access to opportunities, and supporting the development of future-ready skills. In 2024, TalentCorp was further mandated as KESUMA's strategic think tank on talent, reinforcing its role in providing evidence-based insights and industry-driven recommendations to support national workforce planning and policy development.

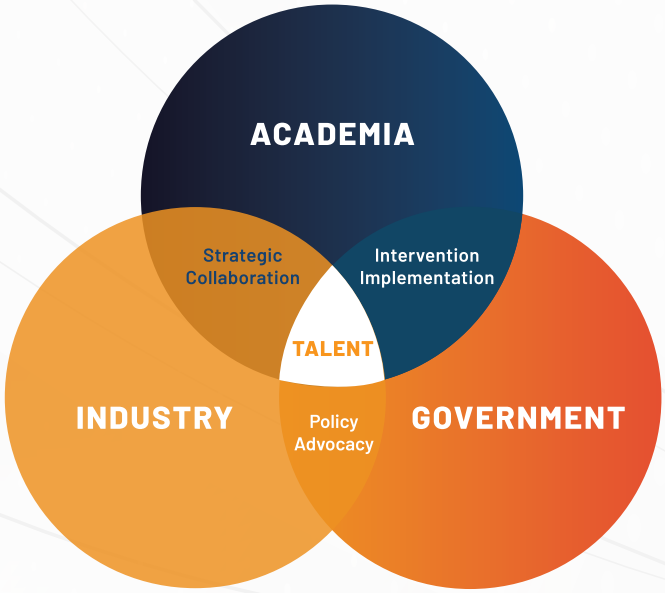
Working closely with government agencies, industry leaders, academia and other key stakeholders, TalentCorp helps translate labour market intelligence into practical solutions that address current and emerging workforce needs. Through labour market research and insights, talent development initiatives, industry partnerships and ecosystem collaboration, TalentCorp supports efforts to ensure Malaysians are equipped with the skills, opportunities and pathways needed to thrive in a rapidly evolving world of work.

As Malaysia advances towards a more digital, innovative and inclusive economy, TalentCorp remains committed to strengthening the connections between talent, industry, academia, and national priorities, helping build a workforce that is resilient, competitive and ready for the future.

In line with its commitment to strengthening governance, operational excellence, and integrity, TalentCorp Group continued to achieve key organisational certifications over the years. On 6 September 2019 and 4 July 2023, MYXpats, a subsidiary of TalentCorp Group, received the **ISO 9001:2015 certification**, reflecting its commitment to quality management standards. This was followed by TalentCorp's achievement of the **ISO/IEC 27001 certification** on 6 March 2024, demonstrating its commitment to information security management. On 25 August 2025, TalentCorp was also awarded the **ISO 37001 Anti-Bribery Management System certification by SIRIM QAS**, further reinforcing its zero-tolerance stance against bribery and corruption.

OUR TALENT-FOCUSED STRATEGY:

- **DRIVE INTERVENTION & STRATEGIC PARTNERSHIP**
- **MEANINGFUL JOBS, CAREERS & QUALITY OF LIFE**
- **ENHANCED TALENT AVAILABILITY**
- **MALAYSIA AS DYNAMIC GLOBAL TALENT HUB**



DRIVING IMPACTFUL TALENT SOLUTIONS FOR A FUTURE-READY MALAYSIA

TalentCorp's initiatives are designed to address Malaysia's evolving workforce needs and strengthen the nation's talent ecosystem. Guided by labour market intelligence, industry insights, and stakeholder engagement, our programmes are developed to ensure that talent strategies remain responsive to emerging economic priorities and future skills demands.

Anchored by our three Strategic Thrusts - **Optimising Malaysian Talent, Attract and Facilitate Global Talent, and Build Networks of Top Talent** - these initiatives translate insights into action. By working closely with industry, academia, government agencies and other ecosystem partners, we develop practical, demand-driven solutions that help bridge talent gaps, strengthen workforce readiness, and create meaningful pathways for career growth.

Our efforts span the entire talent lifecycle. From preparing students and graduates for the workforce, to supporting women returning to work, enabling upskilling and reskilling opportunities, engaging retirees, attracting Malaysian diaspora, and facilitating the contribution of global talent, TalentCorp's initiatives are designed to support diverse talent segments at every stage of their journey.

Through strategic partnerships, industry-academia collaboration, talent mobility programmes, skills development initiatives and workforce interventions, we continue to strengthen the connections between talent, industry and opportunity.

As Malaysia's strategic talent agency, TalentCorp remains committed to building a workforce that is agile, resilient and future-ready, ensuring Malaysians are equipped to thrive in a rapidly changing world while supporting the nation's long-term economic growth and competitiveness.

TALENTCORP'S TALENT GROUPS

LOCAL TALENT

GLOBAL TALENT

Our Signature Initiatives

PARTNERSHIPS:

MINISTRY | AGENCIES | INDUSTRY | ACADEMIA | TALENT

Data & Industry-Driven Engines

MyMAHIR BY TALENTCORP | MyNext BY TALENTCORP | MyCOL MALAYSIA CRITICAL OCCUPATIONS LIST BY TALENTCORP | MyHeart BY TALENTCORP | MYXpats BY TALENTCORP

THRUST 1 OPTIMISE MALAYSIAN TALENT

- MyNext / MyNext TVET
- MyNext Mobility
- National Structured Internship Programme (MySIP)
- SME Internship Matching Grant (LiKES)
- Young Employable Students (YES!)
- Career Comeback Programme (CCP)
- Work-Life Practices
- Flexible Work Arrangements
- Wanita MyWira
- Veteran MyWira

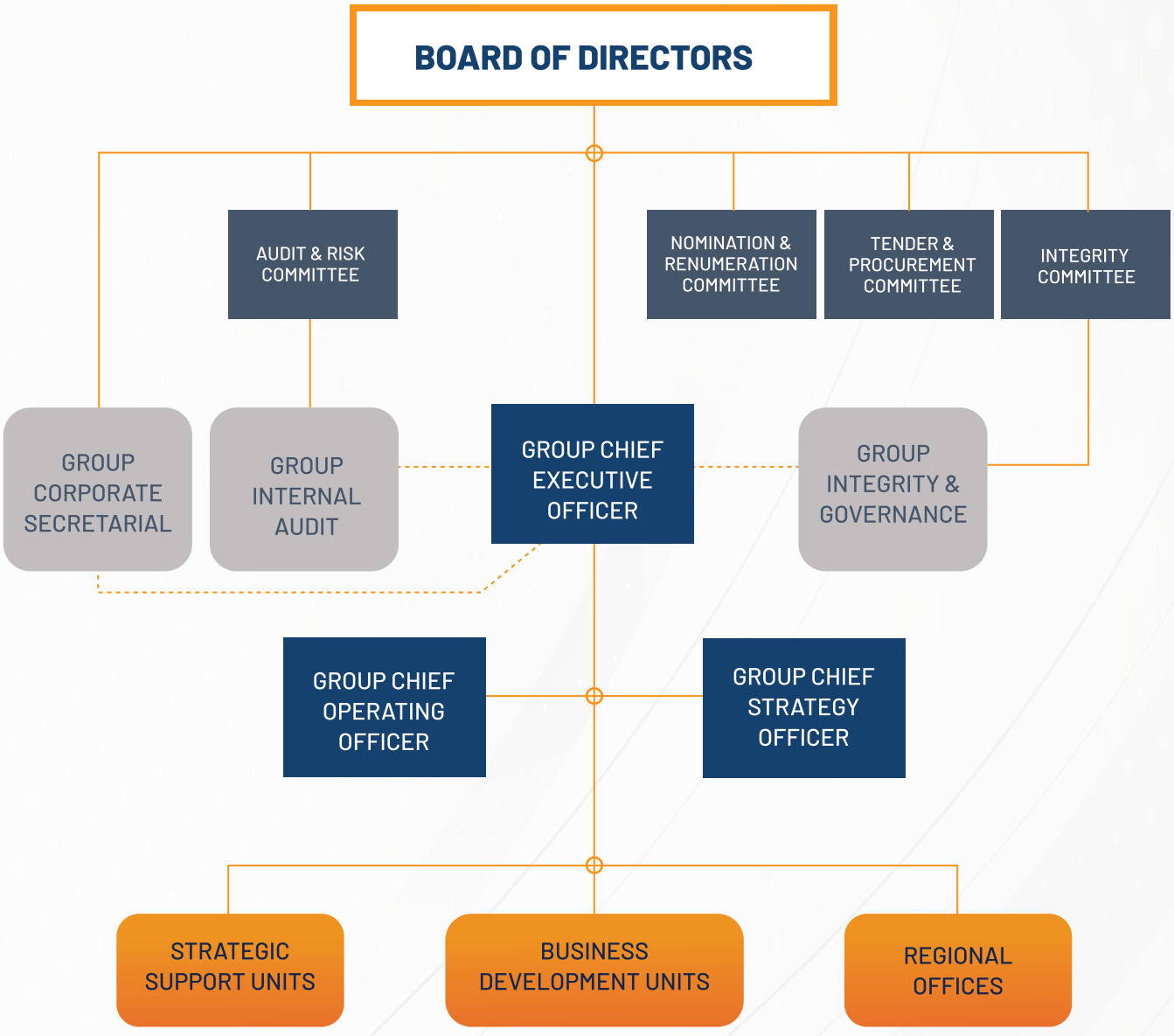
THRUST 2 ATTRACT & FACILITATE GLOBAL TALENT

- Malaysia @ Heart (MyHeart)
- Returning Expert Programme (REP)
- MYXpats Centre
- Xpats Gateway
- Residence Pass-Talent (RP-T)

THRUST 3 BUILD NETWORKS OF TOP TALENT

- MyMahir Future Skills Talent Council (FSTC)
- Industry-Academia Collaboration (IAC)
- Talent Fellows 50 (TF50)
- LIFE AT WORK Awards (LAWA)

TALENTCORP ORGANISATION CHART



- Group Client Relationship Management
- Group Communications & Public Relations
- Group Digital
- Group Finance
- Group Government Engagement & Facilitation
- Group Human Resources, Admin & Procurement
- Group Research & Policy

- Graduate & Emerging Talent
- School Talent
- MyMahir
- Veteran MyWira
- Women, DEI & Work-Life Practices
- MyHeart Facilitation
- MyHeart Network
- MYXpats Operations
- Residence Pass-Talent

- Northern Region
- Southern Region

Addressing Challenges in the Talent Ecosystem

ADDRESSING TODAY'S CHALLENGES

Building a Future-Ready Workforce for Malaysia

Malaysia's workforce is being reshaped by rapid technological advancement, demographic shifts, changing workforce expectations, evolving industry demands, and growing global competition for talent. While these developments present new opportunities, they also introduce complex talent challenges that require coordinated and forward-looking solutions.

As KESUMA's strategic think tank, TalentCorp works closely with government, industry, academia, and other stakeholders to identify these challenges and develop targeted interventions that strengthen workforce readiness, improve talent competitiveness, and support national economic priorities.

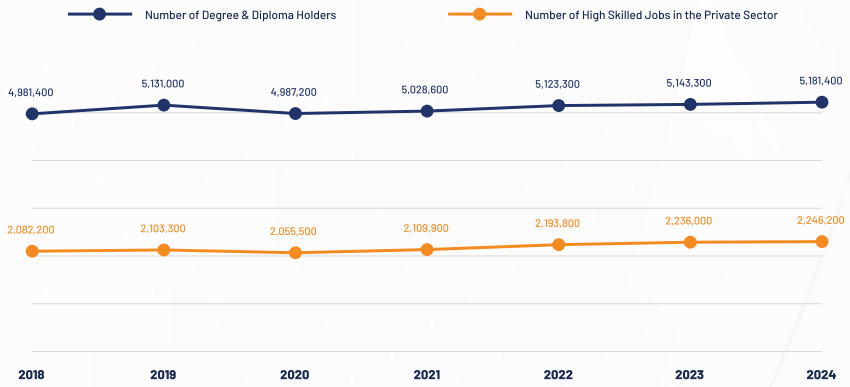
Guided by labour market intelligence, industry insights, and a skills-first approach, TalentCorp's initiatives are designed to address four key challenges within Malaysia's talent ecosystem.

These challenges include the pace of high-skilled job creation, persistent skills mismatches and underemployment, gaps in industry-ready talent, and untapped workforce participation. Addressing these issues is essential to building a workforce that is competitive, inclusive, and future-ready.

1.

Creating more high-skilled job opportunities

The pace of high-skilled job creation has not kept up with the growing number of diploma and degree holders, resulting in an imbalance that contributes to underemployment and the underutilisation of talent, with many individuals working in roles that do not fully utilise their qualifications, skills, or potential. Addressing this gap is essential to strengthening workforce productivity and ensuring talent can contribute meaningfully to economic growth. Encouragingly, Malaysia has made progress on the global stage, moving up in the **IMD Talent Ranking** from 33rd in 2024 to 25th in 2025.



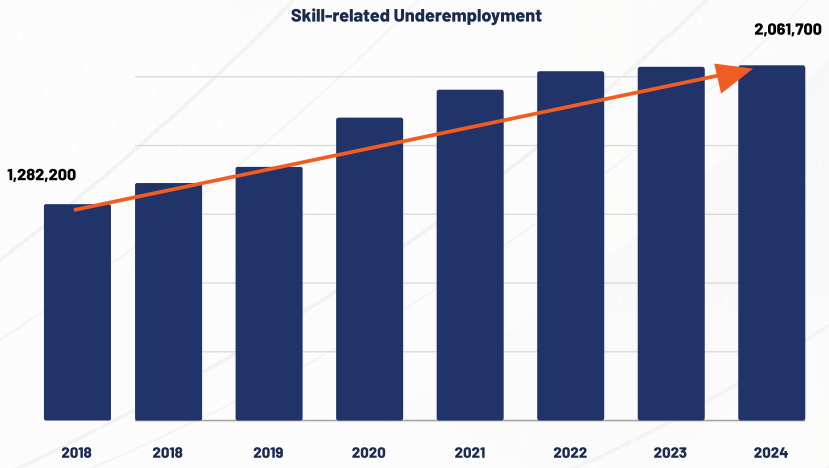
Source: Department of Statistics Malaysia (DOSM)

2.

Bridging skills and talent mismatch

Many graduates and skilled workers continue to enter roles below their capabilities. Rapid advancements in technology, digitalisation, and the green economy are reshaping workforce requirements across industries. As roles evolve and new occupations emerge, employers increasingly require skills that may not always align with existing workforce capabilities, contributing to skills gaps, talent shortages, and underemployment. This highlights the need for stronger alignment between workforce capabilities and industry demand to ensure talent can fully contribute to Malaysia's economic growth.

TalentCorp leverages labour market intelligence and industry collaboration to better understand emerging workforce needs. Through initiatives such as the Impact Study of AI, Digital, and Green Economy on the Malaysian Workforce, the Future Skills Talent Council (FSTC), and the MyMahir platform, we support more informed workforce planning and skills development efforts.



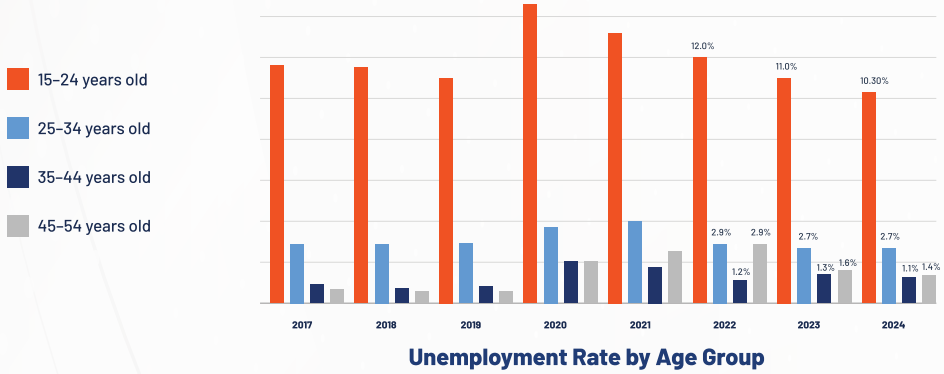
Source: Department of Statistics Malaysia (DOSM)

3.

Developing industry-ready talent

Youth unemployment remains a significant concern in Malaysia, particularly when compared to other demographic groups. This is often driven by limited industry exposure, experience requirements, and a gap between what is taught in academic settings and what is needed in the workplace. To address this, our initiatives focus on strengthening graduate employability and supporting a smoother transition from education into meaningful employment.

In fact, **63% of employers identify skill gaps as a key barrier to workforce transformation between 2025 and 2030***, reinforcing the urgency of this effort.



Unemployment Rate by Age Group

**Source: Skills-Based Hiring 2025 Report, LinkedIn*

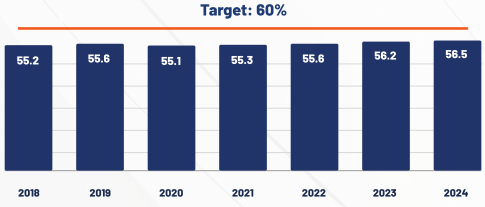
Source: Department of Statistics Malaysia (DOSM)

4.

Leveraging all segments of the workforce

Malaysia's workforce includes several underutilised talent pools with significant potential to contribute to economic growth. Despite having a strong pool of educated women and female labour force participation gradually improving, it still remains below the national target of 60% with retention continuing to be a key challenge in Malaysia. At the same time, retirees, the Malaysian diaspora, and global talent represent valuable sources of expertise that can help address workforce needs.

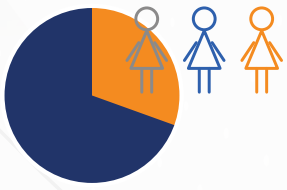
TalentCorp is committed to unlocking the full potential of Malaysia's workforce by placing inclusivity at the centre of its efforts. This includes supporting greater workforce participation through targeted initiatives that create pathways for diverse talent groups to contribute meaningfully to Malaysia's development. These efforts include supporting women returning to work, engaging experienced professionals, facilitating the return of Malaysian talent abroad, and attracting global expertise to strengthen the nation's talent ecosystem. Encouragingly, Malaysia has made progress in advancing gender parity, with its ranking in the **World Economic Forum Global Gender Gap Report** improving from 114th in 2024 to 108th in 2025.



Female Labour Force Participation Rate (FLFPR)

Source: Department of Statistics Malaysia (DOSM)

Only 30.5% of women are at skilled level occupation in 2023 (35.9% in 2022)



Source: Randstad Malaysia Talent Report 2022

As the workforce and talent landscape continues to evolve, TalentCorp remains responsive to the trends shaping Malaysia's future. From the rise of AI-driven innovation and ESG-focused transformations to the growing emphasis on inclusivity, hybrid work models, and DEI values, these shifts are redefining how talent is developed, engaged, and retained.

Addressing these challenges requires more than isolated interventions. It requires a coordinated ecosystem approach that brings together government, industry, academia, and talent to strengthen workforce readiness, improve talent mobility, and create meaningful opportunities for Malaysians at every stage of their career journey.

Guided by these priorities, TalentCorp's initiatives are designed to deliver targeted solutions that strengthen Malaysia's talent ecosystem and support the nation's long-term competitiveness.

Year In Review

YEAR IN REVIEW

2025 marked a year of significant progress in advancing Malaysia's talent agenda. Against a backdrop of rapid technological change, evolving workforce demands, and growing competition for talent, TalentCorp continued to strengthen its role as KESUMA's strategic think tank while delivering initiatives that support workforce readiness, talent competitiveness, and long-term economic growth.

Guided by industry insights, labour market intelligence, and close collaboration with government, industry, and academia, TalentCorp expanded opportunities across the talent ecosystem. From strengthening internship pathways and graduate employability to supporting workforce participation, skills development, talent mobility, and industry-academia collaboration, our initiatives were designed to address real workforce challenges while creating meaningful opportunities for Malaysians.

Throughout the year, TalentCorp also continued efforts to strengthen Malaysia's talent competitiveness by engaging the Malaysian diaspora, facilitating the contribution of global talent, and supporting industry-led workforce development. These efforts were complemented by strategic research and workforce studies that provided valuable insights into emerging skills, occupations, and talent needs across key sectors.

The achievements highlighted in the following pages reflect TalentCorp's continued commitment to translating insights into action and building a more resilient, inclusive, and future-ready talent ecosystem for Malaysia.

Creating More High-Skilled Job Opportunities

As Malaysia advances towards a more digital, technology-driven economy, strengthening access to high-skilled employment opportunities remains a key priority. TalentCorp continues to work closely with industry, government agencies, and ecosystem partners to support talent development, strengthen workforce readiness, and create stronger pathways into high-value careers.

A key milestone in 2025 was the establishment of the **MyMahir National AI Council for Industry (MyMahir-NAICI)**, led by TalentCorp in collaboration with the Ministry of Human Resources (KESUMA) and the Ministry of Digital, through the National AI Office (NAIO) and MyDIGITAL Corporation. The council serves as a platform to strengthen collaboration on AI talent development, workforce readiness, and AI adoption, supporting Malaysia's ambition to build a competitive AI-enabled workforce.

TalentCorp also strengthened workforce facilitation through the **integration of MYFutureJobs and ePPAx hiring requirements into the Xpats Gateway**. By streamlining Employment Pass applications, the platform improves the ease of doing business, enhances employers' access to international talent, and creates a more efficient and investor-friendly workforce ecosystem. These efforts have contributed to Malaysia's growing competitiveness, with the country rising 11 places in the 2025 IMD World Competitiveness Ranking, supported by improvements in business efficiency and digital readiness. As a key enabler of the MADANI Economy framework, Xpats Gateway supports Malaysia's ambition to position itself among the world's top 12 most competitive economies by 2033.

This achievement was further recognised under the Government's Bureaucratic Red Tape Reform (RKB) initiative for transforming Employment Pass applications through a fully integrated digital platform. By consolidating previously fragmented processes, strengthening inter-agency collaboration, and reducing administrative burden and processing time, Xpats Gateway demonstrates the Government's commitment to modernising public service delivery while reinforcing Malaysia's competitiveness as a preferred investment destination.

Bridging Skills And Talent Mismatch

As workforce demands continue to evolve, ensuring that Malaysians possess the skills required by industry remains a critical priority. Guided by insights from the Impact Study of AI, Digital, and Green Economy, as well as industry engagement through the Future Skills Talent Council (FSTC), TalentCorp continues to strengthen efforts to address skills mismatches by improving awareness of emerging occupations, future skills requirements, and evolving workforce demands.

To translate these insights into action, TalentCorp expanded the reach of the MyMahir ecosystem through a series of **Jelajah AI MyMahir TalentCorp** programmes across the country, including Kota Kinabalu, Sepanggar, Papar, and Bangi, that brought together 618 participants across 4 constituencies. These initiatives introduced communities to the practical and responsible applications of AI while promoting greater awareness of future skills and career opportunities in an increasingly digital economy.

Complementing these efforts, the **YES! Counsellor programme** equipped 1,085 *Guru Bimbingan dan Kaunseling* (GBK) nationwide with specialised training on the MyMahir and MyNext platforms. By strengthening career guidance capabilities within schools, the programme helps students make more informed education and career decisions while supporting stronger alignment between talent development and future workforce needs.

Developing Industry-Ready Talent

Preparing students and graduates for the workforce requires more than academic qualifications alone. Early career exposure, industry engagement, and access to reliable career guidance play an important role in helping young Malaysians make informed decisions and develop the skills needed for future employment.

Throughout 2025, TalentCorp expanded its efforts to strengthen career readiness through the YES! programme ecosystem. Through initiatives such as **YES! Rock The School at Kolej Vokasional, YES! Rock The School Mega Melaka, YES! Rock The School Mega Sabah,** and **46 YES! Rock The School outreach programmes** nationwide, students were introduced to career pathways, higher education opportunities, and industry insights. Supported by tools such as MyMahir and MyNext, with RIASEC and OCEAN assessments, more than **15,732 students** gained greater exposure to opportunities aligned with their interests and aspirations.

At the tertiary level, **MyNext Rock The Campus, implemented in collaboration with Jabatan Pendidikan Tinggi (JPT) through Minggu Haluan Siswa 2025**, reached **20 public universities** and **four branch campuses**, engaging more than 102,000 new students exploring career opportunities and future pathways through MyMahir and MyNext.

Complementing these efforts, the **MyMahir Industry Connect** strengthened industry-academia collaboration to ensure talent development remains aligned with evolving workforce needs, while the RM1 million SME Internship Matching Grant (LiKES) in Sarawak supported structured industrial training placements that provide students with valuable industry exposure and workplace experience.

Leveraging the Full Potential of Malaysia's Workforce

Strengthening workforce participation involves creating an environment where diverse talent segments can enter, remain, and thrive in the workforce. Through targeted interventions that support women, engage the Malaysian diaspora, and promote inclusive workplace practices, TalentCorp continues to unlock the full potential of Malaysia's talent pool.

A key milestone in 2025 was the **Wanita MyWira Convention**, which empowered female graduates and women returning to work through career guidance, skills development, and networking opportunities. Supported by TalentCorp's **Career Comeback Programme (CCP)**, the convention reinforced TalentCorp's commitment to increasing workforce participation and supporting women's career progression.

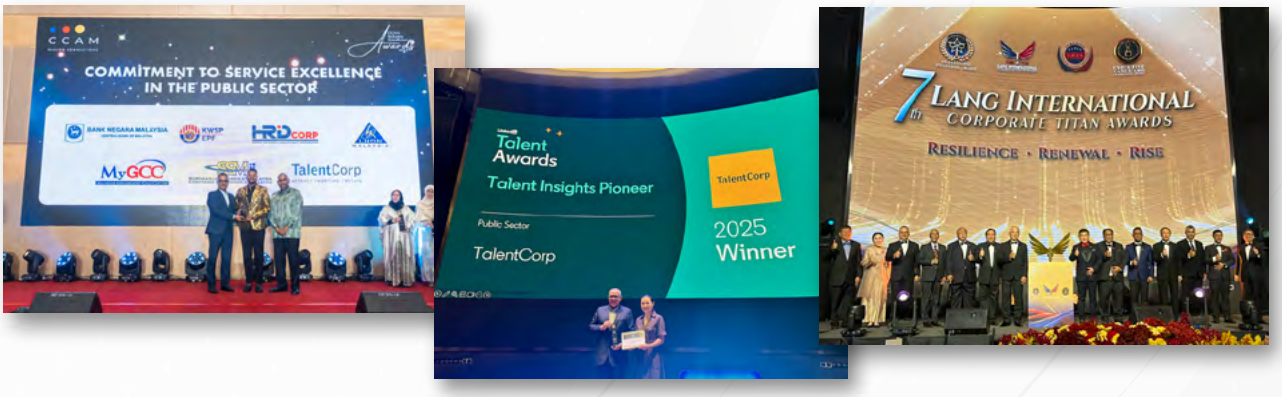
Further reinforcing the importance of progressive workplace culture, the **LIFE AT WORK Awards (LAWA)** celebrated organisations that champion inclusive, progressive, and people-centric workplace practices. With participation from **266 companies and 41 awards presented across 13 categories**, the programme reflects the growing recognition that workplace culture plays an important role in attracting, retaining, and developing talent.

Beyond Malaysia's borders, TalentCorp also strengthened engagement with Malaysians abroad through the **Salam Dari Malaysia** sessions in Dubai and Zurich, bringing together more than 100 Malaysians overseas. These engagements showcased opportunities available through the MyHeart platform encouraging knowledge exchange and collaborations while fostering stronger connections and encouraging the sharing of expertise, networks, and experiences that can contribute to Malaysia's development.

Shaping the Future of Work

Throughout 2025, TalentCorp strengthened efforts to align talent development with future workforce needs through initiatives such as the **MyMahir Academia Symposium**, which explored approaches to enhance structured industrial training, integrate micro-credentials into academic programmes, and improve skills matching through the MyMahir platform. On a broader regional scale, TalentCorp led the **ASEAN Green Skills Fair 2025**, highlighting emerging opportunities within the green economy while supporting the establishment of the ASEAN Green Jobs Centre of Excellence (AGJCOE), reinforcing Malaysia's role in advancing green skills development and future workforce readiness across ASEAN.

In addition to preparing talent for future jobs, TalentCorp is also helping employers adapt to changing workforce expectations through **Flexible Work Arrangements (FWA)**, through workshops and engagement sessions held in collaboration with key industry partners. These engagements provided practical insights and facilitated knowledge-sharing to support the implementation of more flexible and progressive workplace practices.



Achieving National and Regional Recognition

2025 saw TalentCorp receiving several recognitions that reflect its continued efforts in strengthening Malaysia's talent ecosystem and delivering impactful workforce initiatives.

At the **Contact Centre Association of Malaysia (CCAM)** Awards 2025, TalentCorp was recognised among the winning public agencies, reflecting its commitment to service excellence and effective stakeholder engagement. TalentCorp was also honoured with the **"Sahabat Entrepreneur-Accelerator" Award at the 7th Lang International Corporate Titan Awards (LICTA) 2025**, recognising its contributions towards talent development and entrepreneurial growth.

TalentCorp's efforts in leveraging workforce intelligence and digital talent solutions were further recognised at the **2025 LinkedIn Talent Awards**, where the agency received the **Talent Insights Pioneer Award**. The recognition highlights TalentCorp's use of talent insights and data-driven approaches to support workforce planning, talent development, and industry engagement.

These recognitions reflect TalentCorp's ongoing commitment to delivering meaningful outcomes for talent, employers, and the broader workforce ecosystem.

Driven by Big Data & Partnerships

DRIVEN BY BIG DATA AND PARTNERSHIPS

At TalentCorp, evidence-based policymaking is at the core of everything we do. By leveraging big data, robust data analytics, labour market intelligence, and real-time talent mobility trends, we gain deeper insights into emerging skill gaps and workforce challenges, enabling more informed and precise decision-making. Our close collaboration with industry leaders, academia, and government stakeholders ensures that our interventions are both timely and also highly relevant. With these insights, we are then able to advocate progressive talent policies, promote best practices in workforce planning, and design strategic programmes that respond effectively to the needs of a dynamic, knowledge-driven economy. Through the power of data and dialogue, we continue to drive the development of a future-ready talent ecosystem that is agile, inclusive, and globally competitive.

MyMAHIR BY TALENTCORP

MyMahir is Malaysia's national intelligence platform for future skills and workforce insights. Designed to support the nation's response to AI, digitalisation, and the green economy, the platform provides data-driven information on emerging occupations, skills demand, and upskilling/reskilling opportunities, helping individuals, employers, educators, and policymakers navigate a rapidly evolving world of work.

Powered by findings from the Impact Study of AI, Digital, and Green Economy, MyMahir connects workforce intelligence with practical action. Through features such as role exploration, personalised age-specific career guidance, training recommendations, and skills insights, the platform helps users make more informed decisions on education, career development, upskilling, and reskilling.

At the core of MyMahir is the Malaysia National Skills Registry (MyNSR), a national skills taxonomy that supports skills mapping, workforce planning, and curriculum alignment. Continuously enhanced through industry engagement, Impact Study findings, and MyCOL data, MyNSR helps ensure talent development efforts remain aligned with current and future workforce needs.

MyCOL MALAYSIA CRITICAL OCCUPATIONS LIST BY TALENTCORP

The **MyMahir Malaysia Critical Occupations List (MyCOL)** serves as a key reference for identifying talent shortages and workforce gaps across Malaysia. By providing localised insights into occupations facing recruitment challenges, MyCOL supports policymakers, industry players, and education institutions in developing targeted interventions aligned with regional and sectoral workforce needs.

Now in its **8th edition**, the **MyCOL 2024/2025** outlines regional demand for various occupations across Malaysia, highlighting geographical differences in the Northern, Central, Eastern, Southern, Sabah, and Sarawak regions. Demand for specific occupations varies significantly across these regions, reflecting geographic labour needs aligned with local industries. Recognising these regional needs is essential for tailored workforce development strategies. It identifies **66 occupations** as critical to Malaysia's labour market needs. **9 occupations** have remained critical across all eight editions of MyCOL since 2015. For the first time, **5 new occupations** have been included in the critical list.

By providing evidence-based insights into talent shortages, MyCOL supports workforce planning, skills development, and talent pipeline strategies. The report helps stakeholders better understand labour market needs and informs efforts to strengthen workforce competitiveness across Malaysia's evolving economy.

MyNext is TalentCorp's national talent platform that supports the transition from education to employment by connecting students, graduates, employers, and career development opportunities within a single ecosystem. What began with a focus on internships has since evolved into a broader career development platform, offering career profiling, internship placements, job matching, mentorship, coaching, and employability resources aligned with emerging workforce needs.

In 2025, MyNext continued to expand its reach and impact, recording **104,697 talent registrations**, onboarding **330 institutions**, and engaging **2,940 registered companies**. The platform also extended its support to Angkatan Tentera Malaysia (ATM) veterans through the Veteran MyWira programme, helping facilitate their transition into second careers. During the year, **4,546 new registrations** were recorded under the initiative.

MyHeart by TalentCorp is a global diaspora platform, designed for Malaysians living abroad to stay connected, collaborate, and contribute to the nation's development. It brings together the global Malaysian diaspora with opportunities to engage in national initiatives, co-create with local industries, and take part in cross-border collaborations that drive innovation and growth. Through the platform, members can participate in professional networking, industry engagements, knowledge-sharing initiatives, and explore opportunities such as the Returning Expert Programme (REP) for those considering a return to Malaysia.

In 2025, MyHeart recorded **5,935 new registrations**, comprising professionals, students, entrepreneurs, freelancers, retirees, and homemakers, including **2,351 student registrations**. The platform continues to serve as a growing network that strengthens connections between Malaysians abroad and opportunities within the country's evolving talent ecosystem.

TalentCorp also continued targeted sector engagement through initiatives such as the **UK Healthcare Networking Session**, which connected Malaysian healthcare professionals in the United Kingdom with employers and stakeholders in Malaysia. The session recorded a 35% increase in participation compared to 2024, reflecting growing interest among Malaysians abroad to contribute their expertise and experience towards national development.

MYXpats by TalentCorp serves as a one-stop expatriate services centre for related passes, facilitating the entry and mobility of global talent through streamlined immigration processes. Developed in collaboration with the Expatriate Services Division (ESD) of the Immigration Department of Malaysia (JIM) and overseen by the Ministry of Home Affairs, MYXpats supports employers through a coordinated effort yo atttract high-value global talent through processes that are efficient, transparent, and business-friendly.

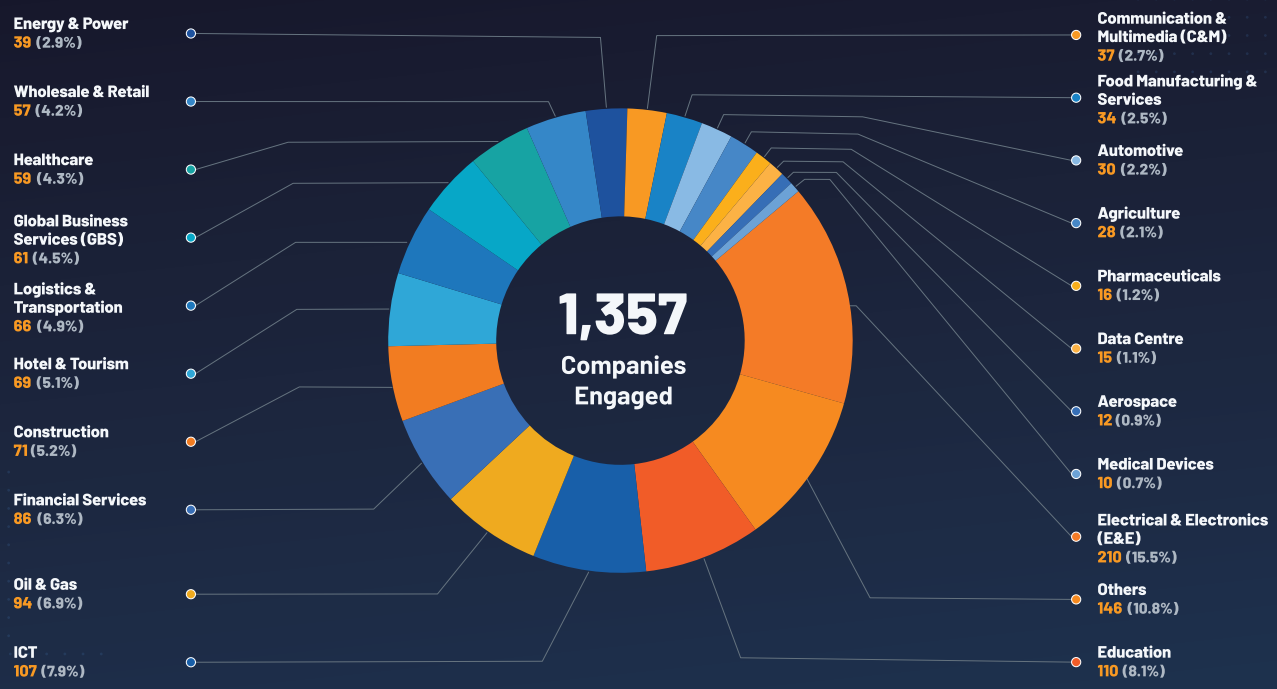
In 2025, MYXpats achieved a key milestone through the integration of the Xpats Gateway with ePPAx and MYFutureJobs. The enhancement streamlined approval processes, improved coordination across government systems, and strengthened Malaysia's digital service delivery ecosystem.

The platform continued to play a significant role in facilitating talent mobility, recording **36,115 approved Employment Pass (EP) applications** and **22,825 approved Professional Visit Pass (PVP) applications** in 2025. These outcomes reflect MYXpats' role in facilitating talent mobility while supporting Malaysia's broader economic growth ambitions.

Industry Partnerships

FSTC SECTOR ENGAGEMENT OVERVIEW

2,036 engagements with 1,357 companies



Throughout the year, TalentCorp has convened key stakeholders across industry, government, and academia to collectively address the evolving needs of Malaysia's workforce and shape its future direction. Through one-to-one engagements, workshops, roundtables, and industry forums, these sessions became vital spaces to validate skills demand, uncover emerging roles, and understand real workforce challenges across sectors. A key highlight was the AI, Digital & Green Economy Impact Study workshops, where industry players came together to identify critical roles, pinpoint urgent skills gaps, and shape priorities for upskilling and reskilling.

At the centre of these conversations is the **Future Skills Talent Council (FSTC)**. In 2025, it continued to drive sector-specific engagements and validation workshops across Healthcare, Biopharma & Manufacturing, Public Transport, Tourism & Hospitality, and Oil & Gas. These sessions strengthened collaboration between industry, government, and academia, translating insights into clear, sector-led skills roadmaps that keep upskilling or reskilling pathways aligned with real industry needs.

The **MyMahir** initiative also extended its reach on the ground. Working closely with state agencies, TVET institutions, industry parks, and economic corridors, it supported the growth of local talent pipelines. Conversations focused on practical pathways such as internships, structured industry training, digital talent development, and workforce readiness, all in support of key national priorities.

Driving this further is **Industry Connect**, MyMahir's engagement platform for capturing workforce needs at both national and regional levels. In 2025, engagements took place across Melaka, Kuantan, Sabah, and Sarawak, each reflecting unique regional priorities. From manufacturing and SME readiness in Melaka, to logistics and industrial workforce needs in Kuantan, to digital and transport challenges in Sabah, and energy transition skills in Sarawak, these sessions ensured that strategies are grounded in real, local contexts.

Together, these efforts turn insight into action, strengthening collaboration, shaping targeted upskilling pathways, and building a workforce that is ready for what's next.

Academia Partnerships

TalentCorp continues to strengthen its partnerships with higher education institutions through initiatives that bridge academia and industry, enhance graduate employability, and prepare students for successful careers in Malaysia. Through platforms that connect students, educators, employers, and policymakers, we create opportunities for talent development, industry exposure, and meaningful collaboration across the education ecosystem.

Academia Collaboration Statistics

20 IPTA

183 faculties

IPTA: Institusi Pendidikan Tinggi Awam (Public Higher Education Institution)

62 IPTS

IPTS: Institusi Pendidikan Tinggi Swasta (Private Higher Education Institution)

103 TVET institutions engaged

Engagement Impact

135 engagement sessions conducted

139,434 students benefited through MyNext

TalentCorp has expanded its efforts to include Technical and Vocational Education and Training (TVET) institutions, strengthening the pipeline of industry-ready talent. This is driven through close collaboration with key partners such as the Ministry of Higher Education (MOHE), the Department of Polytechnic and Community College Education (JPPKK), and the Department of Manpower (JTM), bringing together the wider education and skills development ecosystem.

A key step forward was the **MoU exchange between MARA and TalentCorp**, reinforcing a shared commitment to advancing talent development and supporting Malaysia's national TVET agenda.

At the same time, the **MyNext Graduate Employability Grant (MyNext-GEG)** has been expanded to reach beyond public universities to include private higher education institutions and TVET providers. Institut Kemahiran MARA (IKM) Besut marked a milestone as the first TVET institution to successfully unlock the grant, paving the way for broader participation. This momentum continued with the involvement of 11 Advanced Technology Training Centres (ADTEC) under JTM, further strengthening TalentCorp's engagement with the TVET ecosystem.

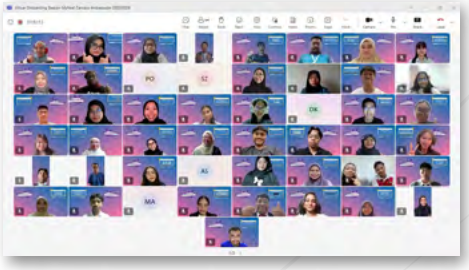
Another key initiative under this effort is the **Internship Market Week (IMW)**, a flagship programme under MyNext that connects students and fresh graduates with employers through both virtual and physical marketplaces. Supported by the YES! Programme, IMW provides young talent with access to internship opportunities, direct engagement with employers, and practical insights into industry expectations and workplace readiness. In 2025, the platform brought together 301 companies, offering 511 internships across 1,279 internship vacancies, with 4,600 students registering to explore opportunities. It also enabled SMEs and LiKES companies, many participating in digital recruitment for the first time, to discover and engage potential interns more efficiently.

Beyond job matching, IMW helps us attract, nurture, and retain talent by helping students build employability skills, understand industry requirements, and access structured, paid internship opportunities that encourage them to build their careers in Malaysia.

To further strengthen the link between academia and industry, TalentCorp organised the **MyMahir Academia Symposium**, a national platform that brings together academia and policymakers to advance graduate employability. The symposium focused on four key themes: **Internship Excellence, Micro-credential and Lifelong Learning, Industry–Academia Collaboration,** and **Industry-Infused Research.** Designed to translate dialogue into action, the symposium explored practical solutions to improve talent development pathways and ensure academic programmes remain aligned with industry needs.

In 2025, the symposium engaged 956 participants across the Central, Northern, Southern, Sabah, and Sarawak regions, with representation from 165 academic institutions, including universities, polytechnics, and other higher learning providers.

TalentCorp also continued to expand the **MyNext Campus Ambassador Programme**, which empowers students to serve as peer leaders and advocates for MyNext on campus. Acting as a bridge between academia and industry, ambassadors raise awareness of internship opportunities, guide students in exploring career pathways, and encourage greater utilisation of the platform. Over a 10-month journey, ambassadors gain hands-on experience in digital campaigns, project management, networking, and personal development through TalentCorp-led initiatives. In 2025, **32 IPTA ambassadors** from the previous cycle were successfully offboarded, while **74 ambassadors** representing **25 institutions** across IPTA, IPTS, and TVET were onboarded for the 2025/2026 cycle. Collectively, ambassadors organised more than **40 campus engagements**, including sharing sessions, personal branding workshops, booth activations, and faculty tours, contributing to over 4,000 new MyNext registrations. They also supported more than 10 key TalentCorp initiatives, including YES! Rock The School, Internship Market Week (IMW), Veteran MyWira, and MyNext Rock The Campus, while independently reaching over **300 students** through campus-led career sharing sessions.



The programme also delivered tangible outcomes, including one ambassador securing an internship with TalentCorp and others gaining opportunities with organisations such as Petronas. To further strengthen leadership, career readiness, and personal growth, 10 dedicated workshops were conducted throughout the year.

Together, these initiatives demonstrate TalentCorp's commitment to building stronger academia-industry partnerships, enhancing graduate readiness, and creating clearer pathways from education to employment for Malaysia's future workforce.

MyMahir Ecosystem

EMPOWERING MALAYSIA'S TALENT PIPELINE THROUGH MyMAHIR BY TALENTCORP

MyMahir is TalentCorp's national future skills and workforce ecosystem, built to prepare Malaysians for a world reshaped by AI, digital transformation, and the green economy. Grounded in the Impact Study of AI, Digital and Green Economy on the Malaysian Workforce, it translates deep labour market insights into action, connecting data to industry-driven talent solutions, career pathways, and workforce readiness across Malaysia's most critical sectors. MyMahir consists of five integrated components.

The **MyMahir Impact Study of AI, Digital, and Green Economy on the Malaysian Workforce** serves as the backbone of the ecosystem. It maps workforce trends, emerging roles, evolving skills demands, and sectoral shifts across key industries, providing the foundation for national workforce planning and future skills strategies.

Complementing this is **MyMahir.my**, TalentCorp's future skills and career platform that brings clarity to complexity. It provides access to emerging job roles, future skills insights, industry trends, AI readiness information, and career pathways across strategic sectors. Designed for students, workers, employers, and policymakers, it enables sharper decisions in a rapidly changing workforce landscape.

Driving alignment between insight and action is the **MyMahir Future Skills Talent Council (FSTC)**. This industry-led council brings together employers, government, academia, and ecosystem partners to identify workforce gaps and shape targeted talent solutions. It strengthens workforce planning, builds talent incubation pathways, and ensures solutions remain grounded in real industry needs. In parallel, TalentCorp's collaboration with the National AI Office (NAIO) under MyDigital led to the establishment of the MyMahir National AI Council for Industry (MyMahir-NAICI), strengthening national coordination in building an AI-ready workforce.

Execution comes to life through **MyMahir SkillsLab**, an industry-driven talent incubation initiative focused on high-impact and future growth sectors. Through structured pathways ranging from weeks to months, participants gain practical capabilities, industry exposure, and employer-aligned outcomes that directly respond to workforce demand.

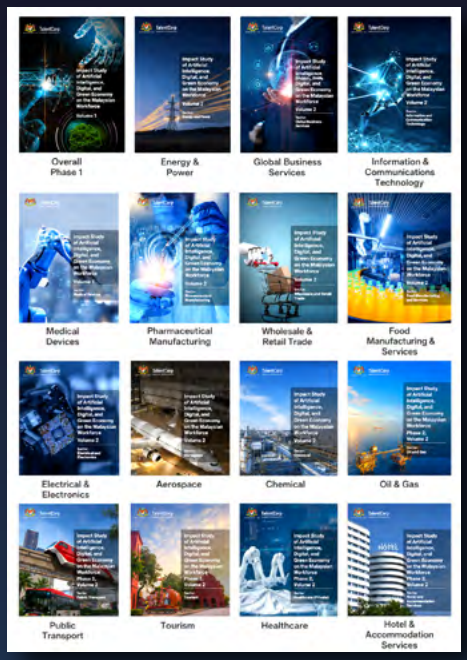
Extending this impact to the broader public, **Jelajah AI MyMahir TalentCorp** drives nationwide awareness of AI and digital transformation. Through accessible, on-ground engagements, it equips Malaysians with the awareness, confidence, and readiness needed to navigate and participate in an AI-driven future.

MyMahir Impact Study of AI, Digital, and Green Economy on the Malaysian Workforce (Phase 2)

Operating as a strategic think tank under the Ministry of Human Resources (KESUMA), TalentCorp plays a pivotal role in advancing a workforce that is resilient, adaptive, and prepared for the future. Its work is anchored in rigorous, data-led insights that support Malaysia's broader policy and economic priorities.

The Impact Study was rolled out in two phases to capture a comprehensive view of workforce transformation. Phase 1, launched on 18 November 2024, examined 10 key sectors over a six-month period from April to September 2024. Building on this, Phase 2 extended the analysis to 12 additional sectors from November 2024 to October 2025, deepening insights into the effects of AI, digitalisation, and the green transition. Together, both phases provide a complete picture across 22 sectors.

These insights are then embedded within the MyMahir.my platform, translating research into practical guidance for policymakers, educators, and individuals. By bringing together stakeholders across industry, government, academia, and training providers, Phase 2 has demonstrated the strength of coordinated collaboration in shaping a workforce that is aligned, informed, and ready for what lies ahead.



Key Findings

From The Impact Study Assessment

1. All sectors have adopted **AI, digitalisation,** and **green economy** practices, albeit at different paces
2. **2,266** job roles were validated across **21 sectors** (95% existing roles, 5% emerging roles)
3. **3.2 million** employees will be impacted by AI, digitalisation, and the green economy within the next three to five years. Within this, 697,000 workers are highly impacted.*
4. Highly impacted roles can pivot to other roles within or across sectors
5. **Skills transferability** will become increasingly desired and the norm
6. **Upskilling is a necessity** to future-proof the workforce
7. **120 emerging roles** will become more important (73% in AI and digital, 18% in green, and 9% in new tech)
8. **16** basic skills and **1,601** unique specific skills were identified across **21 sectors**
9. Specific skills in demand revolve around **data**, e.g. data engineering, data visualisation and management
10. **Digital fluency** and **sustainability awareness** are 2 examples of basic skills that future workforce must have

** Excluding Communications & Multimedia sector.*

MyMahir.my is an integrated future skills and career platform that provides insights on industry trends, emerging job roles, skills requirements, career pathways, and workforce solutioning programmes across strategic sectors.

The platform integrates findings from TalentCorp's Impact Study of AI, Digital, and Green Economy on the Malaysian Workforce into the Malaysian National Skills Registry (MyNSR), creating a centralised resource to support workforce planning and talent readiness amid evolving industry demands.

Integrated within the platform is the **AI Readiness Index Assessment (AIRI)**, an industry-focused AI readiness assessment framework. AIRI enables organisations and business units to assess their current AI readiness levels, identify capability gaps, and better understand the steps required to strengthen AI adoption and implementation readiness.

Visit **MyMahir.my** to explore all Impact Study reports and uncover the full insights.

MyMahir Future Skills Talent Council (FSTC) is an industry-driven initiative led by TalentCorp to strengthen Malaysia's future talent pipeline and ensure Malaysians are prepared for evolving workforce demands across key economic sectors.

By bringing together industry leaders, government agencies, academia, and ecosystem partners, FSTC identifies emerging job roles, critical skills gaps, and workforce priorities to support more targeted and industry-aligned workforce solutioning. Serving as a strategic bridge between industry and talent development stakeholders, FSTC supports stronger alignment between workforce needs and talent readiness, while helping Malaysians remain competitive in a rapidly evolving economy.

2025 Implementation Summary:

Total FSTC Sectors Established: **18 sectors**

Number of Programmes Approved: **107**

Total number of candidates approved for training: **4,024 candidates**

Total number of job placements: **1,218 pax employed**

Solutioning programmes that took place in 2025:

Sectors ongoing solutioning: **5 sectors (E&E, ICT, GBS, Aerospace, FMS)**

Number of programmes: **63 programmes**

Number of solution providers: **20**

Number of participants trained: **1,727**

Number of participants employed: **1,012**

MyMahir-NAICI

MyMahir-NAICI is a specialised council established under the MyMahir FSTC framework through close collaboration between TalentCorp and the National Artificial Intelligence Office (NAIO) under MyDigital.

The council focuses on strengthening coordination for AI talent development across industries through a cross-sector strategic advisory platform comprising Chairs from all existing FSTC Sector Councils.

MyMahir-NAICI focuses on:

- **Identifying AI priority sectors and sector-specific talent needs**
- **Assessing national demand for AI talent and emerging roles**
- **Evaluating sector AI readiness and implementation maturity**
- **Mapping AI use cases to workforce development**
- **Strengthening collaboration between industry, academia, and government on AI talent development**

The initiative also supports AI workforce solutioning across the full talent pipeline through:

- **AI@School**
- **AI@Vocational**
- **AI@University**
- **AI@Work**

A key feature of the collaboration is the integration of the AI Readiness Index Assessment (AIRI) into the MyMahir.my platform, enabling organisations to assess AI readiness, identify capability gaps, and take targeted steps towards AI adoption and workforce transformation.

TESTIMONIALS FROM FSTC COUNCIL MEMBERS

"MyMahir FSTC has created a strong collaborative platform for industry leaders, academia, and government agencies to collectively shape Malaysia's future workforce agenda."

Jusri Ong
Chairperson, MyMahir FSTC (GBS)
CEO, Telecontinent Sdn Bhd

"FSTC Automotive serves as a critical platform that brings together industry, academia, and government to identify future skills needs and develop talent strategies for the evolving automotive sector."

Rich Fozi
Chairperson, MyMahir FSTC (Automotive)
Group Director, HCD & CSD, UMW Toyota Motor Sdn Bhd

"The FSTC provides a vital platform for the aerospace sector to align technical requirements with national policy, ensuring our workforce remains globally competitive."

Kevin Teoh
Chairperson, MyMahir FSTC (Aerospace)
Group Managing Director, Dviation Group Of Companies

"In short, FSTC has moved the construction sector from reacting to the skills gap to actively designing the workforce we need."

Amli Saprin
Chairperson, MyMahir FSTC (Construction)
Head of Group Human Resources & Administration, Ahmad Zaki Resources Berhad

"Our collaboration continues to strengthen industry-academia alignment and support the growth of a future-ready transportation and logistics workforce in Malaysia."

Nadiah Tan Abdullah
Chairperson MyMahir FSTC (Transportation & Logistics)
Chief Human Resources Officer, Malaysia Airports Holdings Berhad (MAHB)

"Supported by TalentCorp, this co-creation approach reinforces our broad purpose of not only powering industries, but ultimately powering the nation."

Feldatun binti Sharif
Chairperson, MyMahir FSTC (Energy & Power)
Chief People Officer (CPeO), Tenaga Nasional Berhad

MyMahir Future Skills Talent Council

Chairpersons by Sector

SECTOR
Electrical & Electronics (E&E)

Dr. R Nathan Raman

COMPANY
Micron Memory Malaysia Berhad

SECTOR
Information & Communications Technology (ICT)

TS Koay Tze Siang

COMPANY
Dell Technologies Malaysia

SECTOR
Aerospace

Kevin Teoh

COMPANY
Dviation Group Of Companies

SECTOR
Pharmaceutical

Ridzwan Raja

COMPANY
Biocon Sdn Bhd

SECTOR
Food Manufacturing & Services (FMS)

Azhari Arshad

COMPANY
Malayan Flour Mills Berhad

SECTOR
Global Business Services (GBS)

Jusri Ong

COMPANY
Telecontinent Sdn Bhd

SECTOR
Wholesale & Retail

Malik bin Murad

COMPANY
Mydin Mohamed Holdings Berhad

SECTOR
Hotel & Tourism

CS Lee

COMPANY
Holiday Villa

SECTOR
Energy & Power

Feldatun binti Sharif

COMPANY
Tenaga Nasional Berhad (TNB)

SECTOR
Medical Devices

Chee Keng Buan

COMPANY
Teleflex Medical Sdn Bhd

SECTOR
Data Centre

Andrea Chan

COMPANY
DayOne DC

SECTOR
Financial

Datuk Yvonne Chia

COMPANY
Asian Institute of Chartered Bankers (AICB)

SECTOR
Healthcare

Norhamijah Mohd Hanafiah

COMPANY
KPJ Healthcare Berhad

SECTOR
Oil & Gas

Ts. Sharifah Zaida Nurlisha Syed Ibrahim

COMPANY
MMC Oil & Gas Engineering Sdn Bhd

SECTOR
Construction

Amli Saprin

COMPANY
Ahmad Zaki Resources Berhad

SECTOR
Automotive

Rich Fozi

COMPANY
UMW Toyota Motor Sdn Bhd

SECTOR
Transportation & Logistics

Nadiah Tan Abdullah

COMPANY
Malaysia Airports Holdings Berhad (MAHB)

SECTOR
Agricommodity

Tuan Haji Amran Zakaria

COMPANY
Johor Plantations Group Berhad

MyMahir SkillsLab

MyMahir SkillsLab is TalentCorp's industry-driven talent incubation initiative designed to equip Malaysians with industry-relevant skills and workforce readiness for high-impact sectors.

The programmes are developed and delivered by accredited solution providers, and endorsed by the MyMahir FSTC. Focused primarily on fresh graduates and unemployed graduates with less than 3 years of working experience. MyMahir SkillsLab helps bridge the gap between education and employment through structured solutioning pathways aligned to actual industry demand. Participants who successfully complete the upskilling programmes will receive industry-recognised certificates from the respective solution providers upon completion of their training. To support employment outcomes, programme graduates are subsequently matched with job opportunities and placed with hiring employers across various sectors. The top hiring companies include:

1) Flextronics Technology Sdn Bhd
2) Scicom (MSC) Berhad
3) Micron Semiconductor Malaysia Sdn Bhd
4) UST Global (Malaysia) Sdn Bhd
5) Maistorage Technology Sdn Bhd
6) Famax Technology (M) Sdn Bhd
7) TCRS Group
8) YTL Data Centers Sdn Bhd
9) CXL Executive Sdn Bhd
10) MZ Hotel Management Sdn Bhd
11) Elliance Sdn Bhd
12) CIMB
13) Johnson Controls Hitachi Air Conditioning Malaysia Sdn Bhd
14) JLG Centrix Sdn Bhd
15) AIROD Aerospace Engineering
16) NXP Malaysia Sdn Bhd
17) Dell Technologies
18) Gamasky Technology Sdn Bhd
19) Standard Chartered Global Business Services
20) Nexagate Sdn Bhd

Programmes are offered across multiple strategic sectors, including:

- **Electrical & Electronics (E&E)** - covering key sub sectors: IC Design & Development, Wafer Fabrication and EMS & Assembly Test & Packaging.
- **Information & Communications Technology (ICT)** - technical programmes covering AI, software & application development and cybersecurity.
- **Aerospace** - covers high-demand Manufacturing & MRO sub sectors
- **Global Business Services (GBS)** - covers 3 key verticals: IT & Digital Services, Human Resource and Customer Service
- **Food Manufacturing & Services (FMS)** - programmes covering the entire value chains, from R&D and production/manufacturing to food services.
- **Hotel & Tourism** - Technical & Softskills Hospitality training
- **Wholesale & Retail** - focuses on Omnichannel & e-commerce Retail
- **Medical Devices** - covering Assembly & Production value chain
- **Pharmaceuticals** - covers R&D, Assembly & Production and Distribution/Marketing value chains

To support outreach and participation, TalentCorp also introduced **MyMahir Talent Connect**, a virtual engagement series providing participants with insights into programme structures, career pathways, industry expectations, and employment opportunities under MyMahir SkillsLab.

More than 700 participants joined the Talent Connect sessions held virtually and physically across multiple locations.

SUCCESS STORIES

SITI ROZIAH BINTI OTHMAN
SOFTWARE ENGINEER

- Undergone 1-month Software Developer training under SHRDC
- Secured placement at Dell Global Business Center in Selangor.
- Aged 25 and holds a Bachelor in Computer Science from YPC International College at Kedah.

POON YONG HAO
ENGINEERING GRADUATE TRAINEE (GRADE 3)

- Successfully completed 1 month of Front End Wafer Fabrication Process training with KISMEC.
- Secured placement at Infinecs System Sdn Bhd in Penang.
- Aged 24 and originally from Nibol Tebal, Penang; holds a Bachelor's degree in Electrical Engineering from MAHSA University.

PRAVIN RAJ A/L MURALITHARAN
SOFTWARE ENGINEER

- Undergone 1-month Software Developer training under SHRDC
- Secured placement at Dell Global Business Center in Cyberjaya.
- Aged 23 and originally from Masai, Johor; holds a Bachelor's degree in Computer Science from UM.

Jelajah AI MyMahir TalentCorp

Jelajah AI MyMahir TalentCorp is a nationwide outreach initiative focused on equipping Malaysians with practical AI literacy, prompting skills, and exposure to emerging AI-enabled job roles.

Through hands-on workshops and community-based engagements, participants are introduced to AI applications, digital productivity tools, and opportunities to obtain recognised AI certifications through the MyMahir Skills Credit.

Implemented in collaboration with Members of Parliament, Ernst & Young (EY) Ripples, and ecosystem partners, JAM brings accessible AI learning directly to communities nationwide, including students, academics, entrepreneurs, women, and local community leaders.

The initiative addresses the growing gap between rapid AI advancements and practical AI readiness among the wider workforce, particularly outside major urban centres. By expanding access to future-ready skills at the grassroots level, Jelajah AI MyMahir TalentCorp supports workforce readiness, employability, and Malaysia's broader digital transformation agenda.

JELAJAH AI MYMAHIR JAM TALENTCORP

KEY ACHIEVEMENTS IN 2025

Covered four locations – Kota Kinabalu, Sepanggar, Papar, and Bangi – engaging a total of 618 participants across four constituencies. Participants ranged from students aged 16–18 to individuals above 55 years old, with a balanced gender mix of 57% female and 43% male. The majority, representing 94%, comprised students, entrepreneurs or employers, and members of the general public. Notably, 90% of participants reported high confidence in writing effective AI prompts following the workshop, reflecting strong learning outcomes and practical impact.

TESTIMONIALS

"Secara keseluruhan, sesi ini sangat bermanfaat dan tersusun dengan baik. Penceramah berjaya menarik perhatian peserta, manakala aktiviti yang dijalankan membantu meningkatkan pemahaman terhadap topik yang dibincangkan."
Student

"Program yang dilakukan memberikan pelbagai inisiatif kepada para pelajar dan graduan untuk menceburi bidang AI dengan lebih baik"
Student

Strategic Thrust 1

OPTIMISE MALAYSIAN TALENT

BUILDING THE TALENT THAT BUILDS THE NATION

At the core of Malaysia's long-term competitiveness lies a fundamental priority: building, strengthening, and future-proofing Malaysian talent. In a landscape shaped by rapid technological change, evolving industry demands, and intensifying global competition, the ability to nurture a workforce that is skilled, adaptable, and future-ready is more critical than ever.

TalentCorp continues to drive this agenda through a holistic ecosystem that spans early exposure, structured development, and workforce integration. By bridging the gap between education and employment, strengthening collaboration with industry, and expanding access to meaningful opportunities, these initiatives collectively ensure that Malaysian talent is not only prepared for the future, but positioned to lead it.

Early Talent Development and Career Awareness

Preparing Malaysia's future workforce begins long before graduation. Through the **Young Employable Students (YES!)** initiative, TalentCorp equips students with essential skills and early exposure to the realities of the working world.

Focusing on career planning, personal branding, leadership, and social impact, the initiative gives students a clearer sense of where they stand and where they can go. It helps them understand what the working world demands, while building the confidence and adaptability to meet it. More importantly, it gives them a starting point that feels real, relevant, and within reach.

YES! works closely with Higher Learning Institutions (HLIs) to deliver student-focused programmes, helping nurture a generation of young Malaysians who are adaptable and ready to thrive in the workforce.

YES! BY TALENTCORP

KEY ACHIEVEMENTS

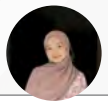
In 2025, 17 sessions were conducted nationwide, reaching 5,368 participants across higher learning institutions, TVET centres, and polytechnics. The programme expanded across multiple states with support from over 30 collaborators, including MOHE and JPPKK.

A key highlight was the launch of YES! MyNext Move in collaboration with UiTM Shah Alam, an explorace-style programme that attracted 431 registrations and engaged 250 participants in an immersive career discovery experience.

TESTIMONIALS

"As an undergraduate stepping into the professional world soon, this experience has truly boosted my confidence and readiness for what's ahead."
Youganthi Poobalan,
YES x Universiti Malaysia Perlis

"I had never thought that there would be a day where I would be sitting comfortably, listening and watching a demonstration of personal image consultation right before my eyes for FREE."
Sabrina Rafie,
YES x Universiti Sultan Zainal Abidin



"It was an engaging way to build teamwork, critical thinking, and communication skills while learning more about future career pathways."
Norsyahira Adlina,
YES MyNext Move x UiTM Shah Alam

"Every session was packed with actionable insights from personal branding to mastering interviews that I can't wait to put into practice."
Aida Wena,
YES x Universiti Teknologi Malaysia (UTM)

"Sesi ini juga membuka mata saya kepada landskap peluang pekerjaan terkini di Malaysia, memastikan saya sentiasa relevan dengan kehendak industri."
Muhammad Nur Adam,
YES x Institut Kemahiran Mara Besut (IKM Besut)

Recognising that this journey must start even earlier when they are still in school, **YES! Rock The School** brings that same sense of clarity directly into schools. YES! Rock The School is a nationwide outreach initiative created to empower secondary school students aged 15 to 18 with the knowledge, tools, and confidence to explore future career pathways.

Through career talks, assessments tools, and hands-on Career Roadmap planning session, the programme helps turn career exploration into something practical, relatable, and easier to navigate. By reaching thousands of students nationwide through workshops, employer engagements, and career simulation activities, the initiative nurtures awareness, readiness, and confidence for the workforce of tomorrow.

YES! ROCKTHESCHOOL BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, 46 outreach sessions and 2 YES! Rock the School Mega sessions were conducted, reaching 15,732 students across more than 100 schools nationwide and expanded across 12 states. The initiative also introduced the MyNext and MyMahir platforms to secondary school students, helping them better understand their strengths and potential career directions as well as well as the MyMahir Future Jobs Insights, giving them early exposure to emerging career trends, in-demand skills, and the evolving opportunities while strengthening focus on STEM/TVET pathways. The success of YES! Rock the School was made possible through close collaborations with Ministry of Education (MOE) and Jabatan Pendidikan Negeri (JPN), among others.

TESTIMONIALS

"Dapat menikmati aktiviti seperti projek mini, pengkodan, Micro:bit dan STEM Racing, yang dianggap paling menyeronokkan."

"Lawatan sekitar kampus dan pendedahan kepada teknologi sebenar memberi pengalaman bermakna serta meningkatkan pemahaman mengenai kerjaya masa hadapan."

"Sesi berkaitan AI dan teknologi amat menarik dan membantu mereka memahami bagaimana teknologi AI berfungsi."

At the same time, strengthening the ecosystem requires empowering not only students, but also those who guide them. **YES! Counsellor** equips school counsellors with the knowledge and tools to provide more relevant and informed career guidance.

Through structured sessions and exposure to platforms such as MyMahir and MyNext, counsellors gain clearer visibility into industry trends, emerging roles, and future job opportunities. This allows them to guide students with greater precision and confidence, ensuring that career decisions are grounded in reality. Over time, this raises the overall standard of guidance across schools, creating a more consistent and reliable support system for students who are navigating their future.

YES! Counsellor

KEY ACHIEVEMENTS

In 2025, 23 YES! Counsellor sessions reached 1,085 participants nationwide. The programme achieved full nationwide coverage across vocational and technical institutions. At least one counsellor or *Guru Bimbingan dan Kaunseling* (GBK) from all 86 Kolej Vokasional, 9 Sekolah Menengah Teknik, and 56 Maktab Rendah Sains Mara nationwide was equipped with the MyMahir platform and MyNext profiling tools, benefiting a total of 163 counsellors/GBK and equipped over 900 counsellors from secondary schools.

TESTIMONIALS

"Aktiviti seperti bengkel, aplikasi interaktif, kuiz dan simulasi menjadikan penerokaan kerjaya lebih seronok dan mudah difahami."

"Tambah baik bidang yang high demand dari semasa ke semasa."

"Platform MyNext membantu pelajar mengenal pasti kekuatan diri dan memadankan personaliti dengan kerjaya dengan cara yang mudah dan menarik."

Did You Know?
100% of Kolej Vokasional (KV), Sekolah Menengah Teknik (SMT) and Maktab Rendah Sains Mara (MRSM) nationwide have now been trained on the MyNext and MyMahir platforms. 5 Kolej Vokasional and 3 Sekolah Menengah Teknik were awarded the YES! KPM STEM TVET Talent Fund 2025/2026 to support career awareness programmes within their schools.

To complement guidance with real-world exposure, **YES! Explore** extends learning beyond the classroom through direct engagement with industries and professionals. It brings both primary and secondary school students closer to the environments they are preparing to enter, allowing them to experience the working world in a way that feels immediate and real.

Through industry visits and career sharing sessions, students gain a clearer understanding of workplace dynamics, role expectations, and the pathways available to them. By turning career exploration into something hands-on, the initiative helps students move from uncertainty to informed decision-making. It builds early awareness, but more importantly, it builds confidence that their future is something they can actively shape. It also supports talent retention by introducing students to STEM-related fields and showcasing meaningful growth pathways available within Malaysia.

KEY ACHIEVEMENTS

In 2025, 3 YES! Explore sessions engaged 538 students across schools in Sarawak and Johor. Delivered in collaboration with Jabatan Pendidikan Negeri (JPN), Petroleum Sarawak Berhad (PETROS), and Ibrahim Technopolis (IBTEC), the programme provided direct industry exposure and strengthened early career awareness.

Building A Strong Internship Ecosystem

Awareness alone is not enough. For talent to truly take shape, it must be tested, stretched, and experienced in the real world. This is where structured pathways into the workforce become critical.

The **National Structured Internship Programme (MySIP)** plays a central role in making that transition real. It gives students the opportunity to step beyond theory and into environments where expectations are higher, stakes are real, and learning takes on a different weight. Through structured, paid internships aligned with industry needs, students gain not just experience, but a deeper understanding of what it takes to perform, contribute, and grow. MySIP supports participating employers through incentives such as a double tax deduction on student allowances and claims of up to RM5,000 per intern annually to help cover training, logistics, and digital communication costs. Nearly 70% of MySIP interns receive a monthly allowance ranging from RM1,000 to RM1,500. Based on the MySIP Trend Report, for every 10 interns who complete the programme, at least 3 receive their first job offer.

In doing so, MySIP strengthens more than employability. It builds familiarity, confidence, and readiness. It strengthens collaboration between industry and academia, creating a stronger pipeline of skilled talent for Malaysia's future workforce.

MySIP
NATIONAL STRUCTURED INTERNSHIP PROGRAMME BY TALENTCORP

KEY ACHIEVEMENTS

As of February 2026, 15,215 internship placements were facilitated across 958 participating companies. The programme intensified outreach through Open Day sessions and partnerships with Federation of Malaysian Manufacturers (FMM), Federation of Malaysian Employers (FME), and the Government-Industry TVET Coordination Body (GITC), strengthening employer participation and visibility.

TESTIMONIALS

"Yes, we find the double tax deduction incentive under the Malaysia Structured Internship Programme (MYSIP) highly beneficial to our organisation."
Shai Auto Sdn Bhd

"The double tax deduction under MySIP is beneficial to our operations as it helps reduce internship and training costs while supporting the development of skilled technical talent."
Salutica Allied Solutions Sdn Bhd

"The double tax deduction incentive under MySIP is beneficial to our organisation. It helps to defray internship related costs and encourages continued participation in structured internship programmes."
Eastspring Investments Berhad

"The MySIP double tax deduction is highly beneficial as it effectively offsets our operational training costs, enabling us to offer competitive monthly allowances and free hostel accommodation while building a sustainable pipeline of high-caliber talent for our smart manufacturing operations leading into 2026."
Panasonic Industrial Devices Malaysia Sdn Bhd

While large organisations often lead structured internship programmes, broadening access across the wider economy is just as important. This is where **LiKES (Latihan Industri untuk Perusahaan Kecil dan Sederhana)** steps in, opening up opportunities within SMEs and startups. Participating employers may claim up to RM250 monthly per intern for a RM500 allowance, or RM300 monthly for a RM600 allowance, covering up to 10 interns per company.

Backed by a RM30 million fund over three years, LiKES supports internship placements of up to 12 months, giving students valuable and career-relevant work experience within the SME and start-up ecosystem. The initiative helps address the gap between industry and academia while strengthening employability skills within Malaysia's talent landscape. At the same time, businesses are given the support to invest in talent in a more structured and sustainable way. What this creates is a two-way exchange. Students gain real, grounded experience, while businesses begin to see talent development as part of their growth, not separate from it.

LiKES BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, LiKES successfully recorded 3,670 internship placements, creating valuable opportunities for students to gain meaningful workplace experience within SMEs and start-ups across Malaysia. The initiative also saw strong employer participation, with 1,345 registered companies taking part in the programme.

TESTIMONIALS

"The LiKES internship matching grant is a very helpful initiative for SMEs like us."
Jaxer Digital Sdn Bhd

"Geran LiKES memberi manfaat kepada organisasi kami."
Eura Enterprise

"Insentif LiKES memudahkan kami untuk mengambil intern tanpa membebankan kewangan syarikat."
Kidz Collection Corner

"The program supports talent development and contributes positively to our digital growth."
Findoc Sdn Bhd

Did You Know?

To further support employers, bi-weekly internship open day sessions were held, guiding companies through the full LiKES journey. These sessions attracted 7,336 company representatives, reflecting strong industry interest and engagement.

At a broader level, the **1:3 Internship Policy**, implemented by the Ministry of Human Resources (KESUMA) through TalentCorp, brings a more deliberate structure to how global and local talent intersect. By requiring companies to provide 3 internship placements for every active expatriate holding a valid Employment Pass (subject to EP level requirements) employed, it ensures that the presence of global expertise translates into meaningful opportunities for Malaysians.

The policy focuses on paid and structured internships, with eligible students identified through the MyNext platform. Companies that comply may also benefit from the National Structured Internship Programme (MySIP), including eligibility for a double tax deduction on approved internship-related expenses. To qualify, internship placements must meet required standards, including a minimum duration of 10 weeks, monthly allowances of RM500 or RM600 depending on study level, and endorsement by TalentCorp.

1:3 Internship Policy

KEY ACHIEVEMENTS

In 2025, we strengthened industry engagement through partnerships with Deloitte, EY, KPMG, and Crowe. Quarterly engagements with industry bodies such as Federation of Malaysian Manufacturers (FMM) also ensured stronger adoption, compliance, and awareness of the policy.

Global Exposure For Future-Ready Talent

As industries evolve, the boundaries of learning can no longer be confined within one country. Exposure to different environments, systems, and ways of thinking becomes an essential part of building talent that can compete and collaborate on a global stage.

Through **MyNext Mobility**, TalentCorp expands these horizons by giving students access to both local and international learning experiences. It is designed to broaden students' horizons, strengthen their skills, and enhance employability through meaningful global learning experiences.

Whether through internships or social impact projects, students are exposed to new ideas, different standards, and alternative ways of solving problems, so that they return with new knowledge and also a broader understanding of how they can contribute, both locally and globally.

MyNext Mobility BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, 293 students benefited from the programme across 33 institutions and 4 organisations. Participants gained global exposure through internship placements and social impact projects, with notable achievements including international recognition and community contributions.

TESTIMONIALS

"Taking part in the Financial Literacy Project in Klaten was a rewarding opportunity where I could contribute my knowledge to support rural communities in managing their finances more effectively."
UMS Student

"This programme was an eye-opening experience for me."
Kolej Komuniti Jerantut

Did You Know?

Through MyNext Mobility by TalentCorp, UPM student Muhammad Zulfakhri Zulkifli represented Malaysia at the Eindhoven Semicon Summer School 2025 in the Netherlands, where his team won Best Student Project while gaining hands-on semiconductor exposure and global industry connections.

Inclusive Talent Development

Through **Wanita MyWira**, TalentCorp is actively reshaping how women engage with the workforce. It supports the nation's commitment to greater gender equality in the workplace, while serving as a platform that connects women with opportunities and employers across Malaysia as well as women who are entering or re-entering the workforce.

By connecting women with opportunities, support systems, and industry networks, the initiative removes friction from the journey back into work. The introduction of the Wanita MyWira Accelerator further strengthens this by aligning national efforts with global frameworks, pushing participation and progression into sectors that will define the future economy. The initiative attracts and empowers women to participate more actively in the workforce through TalentCorp programmes such as the Career Comeback Programme (CCP), Women Career Convention, Women-Industry Network, YES! Wo+Men, and Jelajah Wanita MyWira, alongside ongoing industry engagements and collaborations.

WANITA MyWIRA BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, 15,309 women were engaged across all initiatives. This includes 7,804 participants in the Career Comeback Programme and 5,368 participants through Jelajah Wanita MyWira. The Women Career Convention engaged 514 participants, while YES! Wo+Men benefited 122 female students through 4 dedicated sessions. Through the Women-Industry Network, a total of 342 women participated, including 49 mentors and 293 mentees. Wanita MyWira also recorded 1,159 general engagements through broader public and industry outreach efforts. The initiative also launched the Women's Empowerment Principles Corporate Action Lab (WEPsCAL) cohort with 11 companies to advance gender equality strategies.

Introduced in 23 October 2025, the **Wanita MyWira Accelerator** is a national acceleration initiative led by Ministry of Human Resources (KESUMA) through TalentCorp in partnership with the World Economic Forum, marked Malaysia as the first ASEAN country to join Global Gender Parity Accelerator Network aimed at advancing workplace gender parity. The initiative aims to empower more than 100,000 women beyond 2030 by accelerating women's participation, retention, and career progression, especially in future-ready and high-growth sectors such as AI, digital, green economy, and Global Business Services. The initiative supports both talent and employer ecosystems. For women, it provides upskilling and reskilling pathways certified under MyMahir, with a targeted 80% job placement rate within six months for pilot cohorts. For employers, it promotes flexible work arrangements, inclusive hiring practices, and structured returnship programmes that help create more supportive workplaces.

Its first phase is backed by a RM15 million co-investment model, with plans to train approximately 1,000 women and engage 1,000 companies, demonstrating a strong public-private partnership approach.

Launched in March 2025, **Jelajah Wanita MyWira** is a strategic outreach initiative by TalentCorp created to empower Malaysian women at the grassroots level through skills development, workforce reintegration, and employability support. As part of the broader Wanita MyWira framework, the programme supports Malaysia's national aspiration of achieving a 60% female labour force participation rate by 2033. By connecting women directly with career opportunities, market incentives, and employer networks, the roadshow serves as an important bridge for those looking to return to work, re-enter professional life, or explore new pathways for growth. The programme successfully engaged a diverse range of participants, with a focus on three key groups: women returning to work through the Career Comeback Programme (CCP), women currently employed and seeking growth opportunities, and pre-employment candidates preparing to enter the workforce. Its success was strengthened through strategic collaborations with the Ministry of Women, Family and Community Development (KPWKM), the Selangor State Executive Councillor for Women's Development, and Wanita Berdaya Selangor (WBS).

Geographically, the initiative achieved broad national reach through activations across the Borneo, Southern, Central, and Northern Zones in conjunction with International Women's Day 2025 celebrations

TESTIMONIALS

"The mentorship component, in particular, gave me the confidence to refine my professional goals and take tangible steps forward."

Anis Awatif Binti Zakaria,
Country Client Service Head,
Standard Chartered Bank Malaysia Berhad

"I was informed by a friend about the CCP for women, registered and got selected and yes the eye opener in using Artificial Intelligence became an eye opening moment."

Teoh Choon Ean a.k.a Cikgu Ean,
Creative Content Provider, THE STAR-NIE

"It was an absolute privilege for me to be part of TalentCorp's Women Industry Network (WIN) program."

Kruthiga Permar,
Senior Director, Corporate Engagement and Partnerships, Asia School of Business

Through **Work-Life Practices (WLP)**, TalentCorp promotes Flexible Work Arrangements as a practical and necessary shift in how organisations operate.

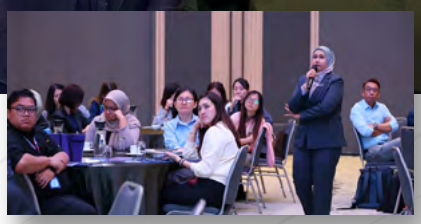
For many, the ability to participate in the workforce is shaped by responsibilities outside of it. By encouraging flexibility, organisations are actively removing barriers, allowing talent to remain, grow, and contribute without being forced to choose between personal commitments and professional progress.

As more organisations adopt these practices, the result is a workforce that is more stable, engaged, and productive. WLP-FWA supports TalentCorp's mandate by helping organisations adopt more flexible, people-centred ways of working. These practices make workplaces more attractive to talent, help employees grow and stay engaged, and strengthen retention through better work-life balance. The initiative also aligns with national labour policies and the *Garis Panduan Aturan Kerja Fleksibel*.

WORK-LIFE PRACTICES

KEY ACHIEVEMENTS

In 2025, 2,635 companies participated, benefiting over 515,260 employees nationwide. A key milestone for the year was the Work-Life Practices Dialogue 2025, under the theme "Family-Friendly Workplace (*Tempat Kerja Mesra Keluarga*)". This flagship national dialogue brought together policymakers, employers, industry leaders, and civil society to discuss flexible work, caregiving support, mental well-being, and inclusive workplace practices. It also aligned with amendments to the Employment Act 1955 recognising Flexible Work Arrangements under Sections 60P and 60Q.



At the other end of the workforce journey are those who have already served, led, and contributed in different capacities. **Veteran MyWira** recognises that this experience should be carried forward into new roles.

The initiative responds to common challenges faced by veterans. These include limited recognition of skills gained during military service, mismatches between existing capabilities and industry needs, and adapting to new workplace environments. This initiative steps in to bridge that gap, providing structure, guidance, and opportunities that allow veterans to reposition themselves within the workforce.

VETERAN MyWIRA BY TALENTCORP

KEY ACHIEVEMENTS

As of 2025, 4,546 registrations were recorded, with 49 programmes conducted and 2,220 second-career applications supported. A total of 84 veterans were successfully employed, reflecting the programme's growing impact in building a more inclusive and diverse workforce.

TESTIMONIALS

Through the Veteran MyWira Programme, the veterans placed within our Security, Safety & Logistics Department have strengthened our workforce with their professionalism, discipline, leadership, and ability to perform under pressure. As a result, through this collaboration, we have enhanced entry pathways for veterans under the Auxiliary Police (Polis Bantuan) scheme for TRX, whereby veterans retiring at the rank of Sergeant and above were appointed at the rank of Corporal (Polis Bantuan), while those retiring at the rank of Corporal and below were appointed at the rank of Lance Corporal (Polis Bantuan). Proof that their presence has enhanced team performance, supported the integration of new recruits, and fostered a strong culture of accountability and operational readiness.

MOHAMAD FADZLI ABD AZIZ (ASP/AP)
Head Of Security, Safety & Logistic Dept,
POLIS BANTUAN MULIA PROPERTY | Exchange 106

Strategic Thrust 2

ATTRACT AND FACILITATE GLOBAL TALENTS

CONNECTING TALENT BEYOND BORDERS

Malaysia's growth is no longer shaped by local talent alone. In an increasingly interconnected world, the ability to engage, attract, and integrate global talent has become a defining advantage.

This is not simply about bringing people in. It is about building meaningful connections across borders, strengthening the flow of knowledge, and creating an ecosystem where Malaysian talent – wherever they are – can contribute to the nation's progress. From engaging the diaspora to facilitating the movement of global professionals, TalentCorp plays a central role in ensuring that Malaysia remains open, competitive, and a business-friendly country connected to the world.

Engaging The Global Malaysian Diaspora

Across the world, Malaysians are building careers, leading organisations, and shaping industries. The opportunity lies in reconnecting this global community back to the nation in ways that are seamless, relevant, and meaningful.

Through **MyHeart**, TalentCorp provides a structured platform that brings Malaysians abroad closer to home. It creates a single, connected ecosystem where professionals, students, entrepreneurs, and communities can engage, collaborate, and contribute regardless of where they are based.

Whether Malaysians are building careers overseas, considering a return, or looking to contribute from afar, MyHeart provides a clear pathway that keeps them connected to opportunities in Malaysia. This turns distance into advantage, and diaspora into a living extension of the nation's talent ecosystem.

MyHeart
BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, the MyHeart platform continued to expand its global reach, recording 5,935 registrations across a diverse mix of professionals, students, entrepreneurs, and other Malaysians abroad. The platform also recorded 2,937 number of employers, reflecting strong industry engagement. The platform also extended its international footprint with the addition of 9 new countries, further strengthening its role as a global network connecting Malaysian diaspora back to home.

Dubai

Zurich

Salam Dari Malaysia Dubai & Zurich

"Through the Salam Dari Malaysia sessions in Zurich and Dubai, we saw the strength of Malaysia's global talent network come to life. With over 100 attendees at each session, the programme successfully brought together working professionals, business owners, students and freelancers — reflecting a highly engaged Malaysian diaspora that continues to contribute, connect and shine across the world."

Building on this foundation, **MyHeart Collaborations** deepens engagement by creating opportunities for knowledge exchange between Malaysian diaspora and local talent.

Here, expertise is shared, transferred, and applied. Through intellectual discourse, collaborative programmes, and industry engagement, highly skilled Malaysians overseas contribute directly to local talent development. This creates a continuous flow of ideas and insights, strengthening Malaysia's capabilities without requiring physical relocation.

MyHeart BY TALENTCORP

COLLABORATIONS

KEY ACHIEVEMENTS

In 2025, MyHeart Collaborations benefitted 1,902 local talents through a diverse range of programmes spanning innovation, education, and industry engagement. These included major initiatives such as the IDEA-AI hackathon with UTM, Project DiME with UMPSA, and multiple partnerships across academia and industry, alongside smaller but impactful sessions in design thinking, employer-led projects, and site visits. The initiative also extended its presence onto prominent platforms such as TEDxKL 2025, where Malaysian diaspora speakers, Dr. Daniel Mahadzir and Hannah Maran contributed thought leadership on sustainability and legacy.

Taking this further into the space of innovation, **MyHeart Innovate** opens the door for Malaysians abroad to build and scale ventures within strategic collaboration with Beyond4 and Cradle.

For many diaspora entrepreneurs, the challenge is access. This initiative provides a structured pathway into the Malaysian startup ecosystem, offering mentorship, market insights, and opportunities for funding. It allows ideas developed abroad to find relevance locally, while strengthening the country's innovation landscape. In doing so, it transforms global exposure into tangible economic contribution.

MyHeart BY TALENTCORP
INNOVATE

KEY ACHIEVEMENTS

In 2025, MyHeart Innovate supported 10 entrepreneurial teams, culminating in a Demo Day held at MRANTI Park that showcased the outcomes of a 4-month masterclass programme. The initiative attracted 29 startups across MyNext and MyHeart Innovate, reflecting strong interest in building ventures within Malaysia. Top-performing teams represented the Malaysian diaspora from Germany, Hong Kong, and the United States.

At the same time, future leadership must also be nurtured early. Through **MyHeart Young Global Leader (YGL)**, TalentCorp supports Malaysian student leaders abroad in organising career and leadership initiatives that benefit their communities.

This programme is led by students themselves, supported with funding, mentorship, and networks. Through this, young Malaysians abroad are not only connected to the country, but actively contributing to it. It bridges the gap that exist in student-led initiatives for career readiness where it provides efficient opportunity for next generation of global Malaysian leaders.

MyHeart BY TALENTCORP

Young Global Leaders (YGL)

KEY ACHIEVEMENTS

In 2025, MyHeart YGL engaged 25 Malaysian student associations, benefitting a total of 5,134 students worldwide. The initiative also supported 34 student-led events across 11 countries, ranging from career fairs and symposiums to mentorship programmes and leadership platforms. Through initiatives such as Think Tank in Australia, MSAJ Career Fair in Japan, RENTAP in Germany, and SPARK in the United Kingdom, YGL empowered Malaysian students abroad to take the lead in shaping meaningful career and professional development experiences.

"After thirty years in the UK, my sense of belonging to Malaysia remains deeply rooted. Through the Nine Arts Festival, I am proud to contribute to the artistic landscape I still call home. TalentCorp's support has been truly meaningful — from providing resources to showing up and celebrating with us. I'm grateful to collaborate with such curious, creative individuals, and look forward to many more years together!"

Foo Mei Yi

Founder and Director, Nine Arts Festival London, United Kingdom

Returning Global Expertise To Malaysia

While engagement is critical, enabling the return of talent is equally important. The **Returning Expert Programme (REP)** plays a central role in encouraging Malaysian professionals abroad to bring their experience, knowledge, and global perspectives back home.

Malaysia's journey towards a high-income, innovation-driven economy requires talent that has been exposed to different systems, standards, and ways of thinking. REP creates a structured pathway for these individuals to reintegrate into the local workforce, ensuring that the country benefits from their global experience.

Ultimately, this programme is about strengthening the talent pool with individuals who can raise the bar across industries and accelerate national progress. The REP tax incentive has been extended until 2027, further reinforcing the government's commitment to attract and retain top Malaysian talents from around the world

REP
Returning Expert Programme
BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, the Returning Expert Programme (REP) received 780 applications, with 449 approvals granted and 279 Malaysians successfully returning to contribute to the local workforce.

The following profiles showcase inspiring individuals who embody the spirit of the Returning Expert Programme (REP), talented Malaysians who left a mark abroad and are now making a difference back home.

Dr. Mohamed Eskandar Shah

COUNTRY OF RESIDENCE IN ABROAD: Qatar
LAST DESIGNATION ABROAD: Associate Professor - Islamic Studies, Qatar Foundation, Qatar
INDUSTRY: Education
TOTAL WORKING EXPERIENCE ABROAD: 3 Years, 1 Month
POSITION WHEN RETURNING: Chief Executive Officer, ISRA Associates
YEAR OF RETURNING: 2025

Nurul Ain Natasha Binti Mohamed Hussain

COUNTRY OF RESIDENCE IN ABROAD: Turkey
LAST DESIGNATION ABROAD: Presenter & Senior Producer to TRT World
INDUSTRY: Telco & Multimedia
TOTAL WORKING EXPERIENCE ABROAD: 7 years
POSITION WHEN RETURNING: Editorial & Media Relations Manager, Payments Network Malaysia (PayNet)
YEAR OF RETURNING: 2024

Chook Yi Jean

COUNTRY OF RESIDENCE IN ABROAD: Ireland
LAST DESIGNATION ABROAD: Client Manager, Cafico International
INDUSTRY: Financial Services
TOTAL WORKING EXPERIENCE ABROAD: 5 years, 1 month
POSITION WHEN RETURNING: Manager, Sustainability Data Governance, Pos Malaysia Berhad
YEAR OF RETURNING: 2023

Dr. Onn Akbar Ali

COUNTRY OF RESIDENCE IN ABROAD: Australia
LAST DESIGNATION ABROAD: Visiting Lecturer in Discipline of Medicine, Faculty of Health Sciences, The University of Adelaide
INDUSTRY: Healthcare
TOTAL WORKING EXPERIENCE ABROAD: 11 years, 5 months
POSITION WHEN RETURNING: Senior Consultant Internal Medicine Cardiology, KPJ Kajang Healthcare Bhd
YEAR OF RETURNING: 2013

Facilitating Global Talent Into Malaysia

Attracting global talent requires efficient, transparent, and business-friendly systems that enable employers to access the expertise they need. **MYXpats Centre** serves as Malaysia's one-stop centre for expatriate immigration services under the Expatriate Services Division (ESD), Immigration Department of Malaysia (JIM), overseen by the Ministry of Home Affairs (MOHA). It manages the processing of Employment Passes (EP), Professional Visit Passes (PVP), and related passes for expatriates.

Through MYXpats, TalentCorp, together with JIM, continues to streamline expatriate immigration processes and strengthen Malaysia's talent mobility ecosystem. By simplifying procedures and improving service efficiency, the platform supports employers in accessing global expertise while enhancing transparency and ease of doing business.

These efforts contribute to strengthening Malaysia's position as an attractive destination for global talent, investment, and long-term economic growth.

MYXpats BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, MYXpats continued to streamline Malaysia's expatriate facilitation process, receiving 38,258 Employment Pass (EP) applications and 25,516 Professional Visit Pass (PVP) applications. Of these, 36,115 EP and 22,825 PVP applications were approved. In addition, a total of 9,313 passes were successfully issued through the Expatriate Satellite Centres at KLIA Terminals 1 and 2.

Complementing MYXpats Centre is **Xpats Gateway**, a single-window digital platform Integrated with ESD Online that streamlines the expatriate application journey by bringing together documentation, approvals, and stakeholder coordination within one integrated system.

By simplifying processes and improving inter-agency connectivity, Xpats Gateway enhances efficiency, transparency, and the overall user experience for employers. The platform also supports faster processing and better visibility throughout the application lifecycle, reducing administrative complexity for businesses seeking to access global talent.

More importantly, Xpats Gateway reflects Malaysia's ongoing efforts to strengthen digital service delivery and create a more efficient, business-friendly environment that supports talent mobility, investment, and economic growth.

Xpats GATEWAY

KEY ACHIEVEMENTS

In 2025, Xpats Gateway processed a total of 54,472 applications, of which 41,439 were successfully supported. Notably, 95.9% of all applications were processed within the established service charter. The Investor Pass introduced by the Ministry of Home Affairs on 1 April 2025 allows applications to be submitted via Xpats Gateway. Investor Pass is a multiple-entry visa (MEV) facility introduced for business visitors or foreign investors to facilitate their business activities, particularly for those who have committed to investing in Malaysia through investment agencies or relevant authorities. Investor Pass holders are permitted to enter Malaysia for a period of six (6) months, with the option to extend for an additional six (6) months, subject to the applicants justification and requirements.

Did You Know?

A key milestone was the introduction of the Investor Pass, which allows business visitors and foreign investors to enter Malaysia under a multiple-entry visa.

Completing Malaysia's global talent ecosystem is the **Residence Pass-Talent (RP-T)**, which focuses on retaining highly skilled professionals over the long term. As a renewable 10-year, employer-independent pass, it provides greater flexibility and certainty for eligible talent to establish their careers and contribute to Malaysia's economic development.

Implemented through close collaboration between TalentCorp, the Ministry of Home Affairs (MOHA), and the Immigration Department of Malaysia (JIM), RP-T supports Malaysia's efforts to strengthen its global talent competitiveness while facilitating knowledge transfer and industry growth.

RP–T BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, RP-T continued to attract high-calibre global professionals, with 1,568 approvals granted from the 1,691 applications presented at panel level.

MAJOR HIGHLIGHTS

RP-T Engagement 2025 – TalentCorp × JIM

The Residence Pass-Talent (RP-T) engagement session marked the first joint initiative between TalentCorp and the Immigration Department of Malaysia (JIM), aimed at strengthening communication and improving clarity on immigration processes.

The session featured key updates, administrative briefings, and a moderated Q&A, allowing RP-T holders to raise practical questions and receive direct responses. It served as a valuable platform to engage talent while reinforcing collaboration in supporting high-skilled foreign professionals in Malaysia.

Majlis Berbuka Puasa RP-T with TalentCorp, JIM and MOHA

The RP-T Majlis Berbuka Puasa brought together TalentCorp, the Immigration Department of Malaysia, and the Ministry of Home Affairs in a more informal setting during Ramadan.

The session provided an opportunity to strengthen relationships and coordination among the agencies involved, supporting smoother collaboration in the ongoing administration and implementation of the RP-T programme.

Cross-Unit RP-T Engagements

Residence Pass-Talent (RP-T) outreach was conducted through engagement platforms such as MYXpats Open Day sessions and virtual briefings across key regions.

These sessions provided employers, HR representatives, and talent with clearer insights into eligibility, application procedures, and key benefits, while allowing participants to raise practical questions.

TESTIMONIALS

"I am an advocate for Malaysia, encouraging foreign companies to set up here and use it as a strategic base. For me, it's all about investing in Malaysia."

Reece Kurta

Chairman, Malaysia New Zealand Chamber of Commerce

"At this stage, I want to share and groom others, contributing to the country economically, socially, professionally, and emotionally."

Anita Bakhtani

HR Director, CAE Flight & Simulator Services

"By working together creatively, we can boost the industry, attract interest, bring in foreign investment, and contribute in many fields. I am proud to be able to showcase and contribute to the Malaysian economy."

Irina Inozemtseva
Managing Director,
INIC Sports Management Sdn. Bhd.

Strategic Thrust 3

BUILD NETWORKS OF TOP TALENTS

CONNECTING INFLUENCE, CREATING IMPACT

Building a strong and future-ready talent ecosystem requires more than programmes and policies. It requires meaningful connections between government, industry, academia, and influential talent leaders who can collectively shape solutions for Malaysia's evolving workforce needs.

As Malaysia navigates a rapidly changing world of work, TalentCorp plays an important role as a convener and connector, bringing together diverse perspectives, expertise, and networks to drive collaboration and informed decision-making. Through strategic partnerships and cross-sector engagement, we create platforms that transform ideas into action and strengthen the nation's talent competitiveness.

By fostering these networks, TalentCorp helps build a more connected, agile, and resilient talent ecosystem that is equipped to support Malaysia's long-term growth ambitions.

Creating Leadership Networks

At the centre of this effort is **TalentCorp Fellows 50 (TF50)**, a flagship programme that brings together a curated group of leaders across industry, academia, entrepreneurship, and civil society.

Through TF50, these individuals are given a platform to challenge conventions, bridge perspectives, and co-create solutions to some of the country's most pressing talent challenges. From addressing skills mismatch to strengthening talent retention and advancing workforce inclusivity, their contributions extend beyond dialogue into action.

What sets TF50 apart is its ability to convert insight into impact. By anchoring discussions in real-world challenges and leveraging the collective experience of its Fellows, the initiative ensures that ideas are always applied.

TALENT FELLOWS 50

KEY ACHIEVEMENTS

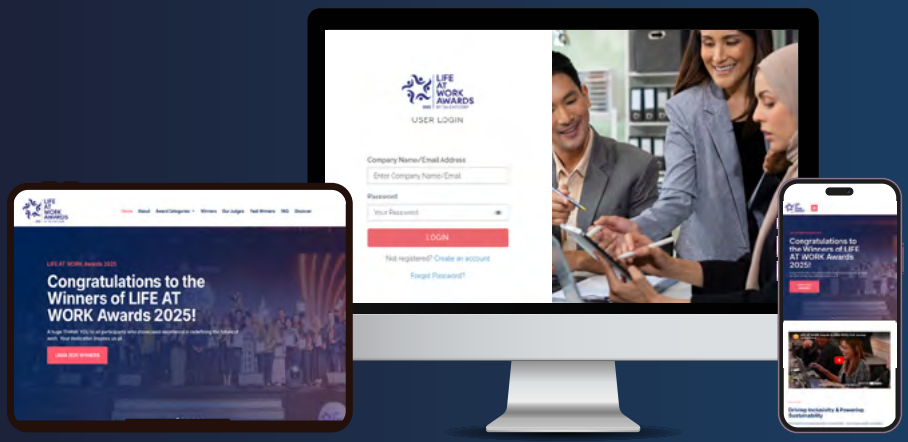
In 2025, TalentCorp brought together 33 Fellows through the TF50 Solution-Focused Roundtable, addressing key talent challenges using the 4E framework (Emerging Technologies, Entrepreneurship, Education, and ESG). Beyond the roundtable, Fellows played active roles as panelists, moderators, and mentors across major national platforms, including LIFE AT WORK Awards (LAWA), the LAWA Conference, the TC Hackathon Mentoring Session, the Malaysian Public Policy Competition (MPPC), and the Ministry of Education's STEM Career Education Module assessment.

Championing Progressive Workplaces

The future of work is not defined by talent alone, but by the environments in which talent can thrive. Through the **LIFE AT WORK Awards (LAWA)**, TalentCorp recognises employers that are creating progressive, inclusive, and people-centric workplaces that respond to evolving workforce expectations while supporting organisational performance and employee wellbeing.

Over the past decade, LAWA has evolved beyond a recognition platform to become a catalyst for workplace transformation. By championing practices that promote Diversity, Equity and Inclusion (DEI), workplace flexibility, sustainability, and employee engagement, LAWA encourages organisations to adopt people-centric approaches that strengthen talent attraction, retention, and productivity.

More importantly, LAWA reflects a broader shift in how organisations approach work. It reinforces the importance of building workplaces where people can thrive, while inspiring more employers to embed inclusive, forward-thinking practices into their workplace culture. As workforce expectations continue to evolve, LAWA continues to support the development of a more resilient, competitive, and future-ready workforce for Malaysia.



LIFE AT WORK AWARDS 2025 BY TALENTCORP

KEY ACHIEVEMENTS

In 2025, LIFE AT WORK Awards (LAWA) marked its 10th anniversary with 266 participating organisations. 719 applications were submitted across diverse sectors and a total of 41 awards were presented across 13 categories.

LIFE AT WORK Awards (LAWA) 2025 LAUNCH

LIFE AT WORK Awards (LAWA) Pitching Session 2025

The LAWA Pitching Session 2025 served as a key platform for organisations to showcase their commitment to advancing Diversity, Equity and Inclusion (DEI) in the workplace. From 266 submissions received across multiple industries, 60 shortlisted organisations were invited to present their initiatives, outcomes and measurable impact to an esteemed panel of judges. The pitching sessions highlighted forward-thinking DEI strategies, inclusive leadership practices, equitable workplace policies and employee well-being initiatives, reflecting the growing maturity of Malaysia's DEI landscape. More importantly, they demonstrated a strong and collective commitment among employers to building progressive, inclusive and future-ready workplaces.

LIFE AT WORK Awards (LAWA) Conference 2025

The LAWA Conference 2025, organised by TalentCorp under the Ministry of Human Resources (KESUMA), marked a significant milestone in advancing the future of work in Malaysia. Held under the theme **Driving the Future of Work: Sustainable, Inclusive & Human-Centred**, the conference brought together 599 industry leaders, employers, policymakers, academicians and HR practitioners to exchange insights, strategies and real-world experiences in building progressive workplaces. The conference fostered collaboration among organisations committed to meaningful workplace transformation, championing inclusive, flexible and sustainable practices that enable businesses and talent to thrive in an increasingly dynamic and uncertain future.

LIFE AT WORK Awards (LAWA) Night 2025 - 10th Anniversary Celebration

LAWA 2025 WINNERS

BEST ORGANISATION

International Organisation

WINNER	Mercedes-Benz Malaysia Sdn Bhd
1st Runner Up	Allianz Malaysia Berhad
2nd Runner Up	United Overseas Bank (Malaysia) Berhad

Public Listed Company

WINNER	Sunway Group
1st Runner Up	CelcomDigi Berhad
2nd Runner Up	ViTrox Corporation Berhad

Private Limited Company

WINNER	Pelabuhan Tanjung Pelepas
1st Runner Up	Tea Garden
2nd Runner Up	Mulia Property Development Sdn Bhd

Public Sector

WINNER	Bank Negara Malaysia
1st Runner Up	Suruhanjaya Sekuriti Malaysia
2nd Runner Up	USAINS Group

Small Medium Enterprise

WINNER	Q3 Management Solutions Sdn Bhd
1st Runner Up	Central Force International Sdn Bhd
2nd Runner Up	MIDP Group Sdn Bhd

CEO CHAMPION

International Organisation

WINNER — **Ng Wei Wei**
United Overseas Bank (Malaysia) Berhad

Public Listed Company

WINNER — **Dato' Chu Jenn Weng**
ViTrox Corporation Berhad

Private Limited Company

WINNER — **Datuk Wira (Dr) Hj. Ameer Ali Mydin**
MYDIN Mohamed Holdings Berhad

Public Sector

WINNER — **Dato' Mohammad Faiz Bin Mohammad Azmi**
Suruhanjaya Sekuriti Malaysia

Small Medium Enterprise

WINNER — **Dr Thomas Ong**
NanoTextile Sdn Bhd

CHRO CHAMPION

International Organisation

WINNER — **Rubakantan Rethinalingam**
Mercedes-Benz Malaysia Sdn Bhd

Public Listed Company

WINNER — **Andrew Chan Geh Hui**
Press Metal Aluminium Holdings Berhad

Private Limited Company

WINNER — **Rozalawati Ngah**
Emerson Process Management (Malaysia) Sdn Bhd

Public Sector

WINNER — **Dr. Vanitha Thurairasu**
Kinta District Health Office,
Perak State Health Department

Small Medium Enterprise / Others

WINNER — **Wong Ye San**
PLC Tax Consultants Sdn Bhd

LIFE AT WORK AWARDS 2025 BY TALENTCORP

WOMEN AT WORK & LEADERSHIP

International Organisation / Public Listed Company

WINNER	Allianz Malaysia Berhad
1st Runner Up	Micron Memory Malaysia Sdn Bhd
2nd Runner Up	Ramboll

Private Limited Company / Public Sector

WINNER	Tea Garden
1st Runner Up	Pelabuhan Tanjung Pelepas
2nd Runner Up	QSR Brands Holdings

Small Medium Enterprise

WINNER	Central Force International Sdn Bhd
1st Runner Up	The Association of Banks In Malaysia
2nd Runner Up	Fish Camp Learning Sdn Bhd

YOUNG GRADUATES

International Organisation / Public Listed Company

WINNER	Western Digital Tech & Regional Center (M) Sdn Bhd
1st Runner Up	PwC in Malaysia
2nd Runner Up	CIMB

Private Limited Company / Public Sector

WINNER	Bank Negara Malaysia
1st Runner Up	Zuspresso (M) Sdn Bhd
2nd Runner Up	Greatech Integration (M) Sdn Bhd

Small Medium Enterprise

WINNER	Q3 Management Solutions Sdn Bhd
1st Runner Up	Tetap Hangat Reliance Sdn Bhd
2nd Runner Up	MIDP Group Sdn Bhd

EMPLOYEE CARE & WELL-BEING

International Organisation / Public Listed Company

WINNER	Alcon Malaysia
1st Runner Up	United Overseas Bank (Malaysia) Berhad
2nd Runner Up	British American Tobacco (Malaysia) Berhad

Private Limited Company / Public Sector

WINNER	Suruhanjaya Sekuriti Malaysia
1st Runner Up	U Mobile
2nd Runner Up	Bank Simpanan Nasional

Small Medium Enterprise

WINNER	MIDP Group Sdn Bhd
1st Runner Up	Central Force International Sdn Bhd
2nd Runner Up	CR SEA (Malaysia) Sdn Bhd

TALENT SUSTAINABILITY

International Organisation / Public Listed Company

WINNER	Sunway Group
1st Runner Up	KPJ Healthcare Berhad
2nd Runner Up	Alcon Malaysia

Private Limited Company / Public Sector

WINNER	Mulia Property Development Sdn Bhd
1st Runner Up	TLP Terminal Sdn Bhd
2nd Runner Up	VERITAS Architects Sdn Bhd

Small Medium Enterprise

WINNER	Verdant Solar
1st Runner Up	Colorcon Malaysia Sdn Bhd
2nd Runner Up	Emerging EPC Sdn Bhd

LAWA 2025 WINNERS

WORKPLACE INNOVATION

International Organisation / Public Listed Company

WINNER	Mercedes-Benz Malaysia Sdn Bhd
1st Runner Up	Sunway Group
2nd Runner Up	Daythree Business Services Sdn Bhd

Private Limited Company / Public Sector

WINNER	Pelabuhan Tanjung Pelepas
1st Runner Up	VADS Business Process Sdn Bhd
2nd Runner Up	Edaran Otomobil Nasional Berhad

Small Medium Enterprise

WINNER	Q3 Management Solutions Sdn Bhd
1st Runner Up	i-Stay Management Sdn Bhd
2nd Runner Up	Colorcon Malaysia Sdn Bhd

DIGITAL & TECH EXCELLENCE

International Organisation / Public Listed Company

WINNER	BASF Asia-Pacific Service Centre Sdn Bhd
1st Runner Up	Allianz Malaysia Berhad
2nd Runner Up	AirAsia MOVE

Private Limited Company / Public Sector / Small Medium Enterprise

WINNER	Bank Negara Malaysia
1st Runner Up	Centauri Services and Technology Sdn Bhd

CORPORATE SOCIAL RESPONSIBILITY

International Organisation / Public Listed Company

WINNER	CelcomDigi Berhad
1st Runner Up	Micron Memory Malaysia Sdn Bhd
2nd Runner Up	Robert Bosch Sdn Bhd

Private Limited Company / Public Sector / Small Medium Enterprise

WINNER	USAINS Group
1st Runner Up	Pandai Education Sdn Bhd
2nd Runner Up	VERITAS Architects Sdn Bhd

FUTURE-READY UNIVERSITY & COLLEGE

Public Sector

WINNER	Kolej Kemahiran Tinggi Mara Balik Pulau
1st Runner Up	Universiti Teknologi Malaysia
2nd Runner Up	Universiti Malaya

Private Sector

WINNER	Asia Pacific University of Technology & Innovation
1st Runner Up	UOW Malaysia KDU Penang University College
2nd Runner Up	Sunway Education Group

FUTURE-READY SCHOOL

Public

WINNER	SM Teknik Alor Setar
1st Runner Up	SM Teknik Kuala Lumpur
2nd Runner Up	SM Teknik Kuantan

Private & International

WINNER	HELP International School
1st Runner Up	Tenby Schools Penang

CHANGEMAKERS: NGO, NPO, MSME & OTHERS

Open

WINNER	SOLS Foundation
1st Runner Up	Pepper Labs Sdn Bhd
2nd Runner Up	Arus Academy

SPECIAL RECOGNITION AWARD 1: DIGITAL & TECH EXCELLENCE

Private Limited Company / Public Sector / Small Medium Enterprise

RECIPIENT	Bank Simpanan Nasional

SPECIAL RECOGNITION AWARD 2: FUTURE-READY SCHOOL

Private / International

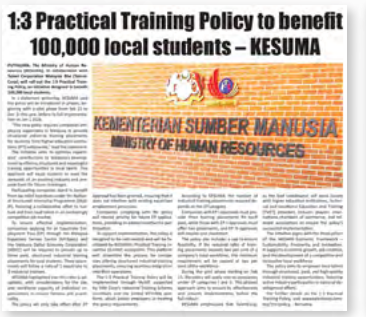
RECIPIENT	SAM Education

In The News

A snapshot of selected media appearances in 2025

The media clippings featured are selected highlights and do not represent the full range of TalentCorp's media appearances throughout 2025.

JANUARY


1:3 Practical Training Policy to benefit 100,000 local students – KESUMA

Caregivers find lifeline in new policy

No more worrying about having to quit jobs, say carers

Dasar Latihan Amali 1:3 dijangka beri manfaat 100,000 pelajar

Kajian TalentCorp papar perubahan landskap pekerjaan Malaysia

Practical Training Policy to benefit 100,000 students: Kesuma

FEBRUARY

Over 10,000 applied to return home to work, says Sim

TalentCorp collabs with Council to improve job skills

Building a competitive workforce

沈志強：4730人已回國 近1.1萬海外專才申請回流

黃書琪：外籍專才抵馬即獲准證 機場ESC櫃台 助企業省4億

Cetpelunga kenaya, gaji lebih baik di luar negara 2 juta bakat berhijrah

2 juta bakat berhijrah

FSTC可電商子弟5%! 獲得高5至15%薪資

女性企業家扮演要角

MARCH

MyHeart platform for national devt

4,730 anak tempatan kembali berkhidmat di Malaysia

BRIDGING TALENT AND INDUSTRY DEMANDS

TalentCorp shares key initiatives that support industry talent needs at Open Day

MyWIRA bantu veteran ATM

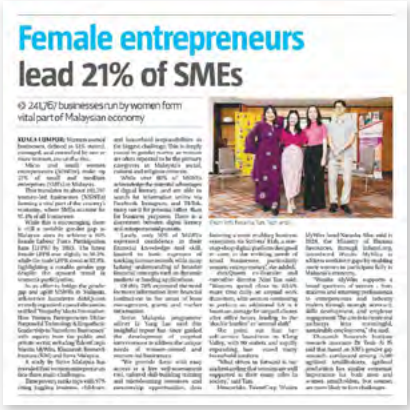
STEM Racing dedah pelajar teroka peluang kerjaya

全國比例最高 雪7成女性投入職場

4,730 tenaga profesional pulang sejak 2011

APRIL

WOMEN TALK ... Self-service laundrette dobiQueen recently organised a panel discussion titled Empathy Meets Innovation: How Women Entrepreneurs Utilise Purposeful Technology & Empathetic Leadership to Transform Businesses, which brought together experts from the public and private sectors. Seen above are from left head of Wanita MyWira at TalentCorp Natasha Nasi; dobiQueen co-founder and executive director Nini Tan, Khazanah Research Institute research associate Da Teoh Al Ni and Strive Malaysia programme officer Li Yang Lau.



Female entrepreneurs lead 21% of SMEs

24(1/6) businesses run by women form vital part of Malaysian economy

人才机构：AI 重塑职场

提升技能适应变革

尤其在技能培訓職業安全

馬港加強人資發展合作

MAY

多重负担压垮事业心？

助力女性重返职场

MyMahir AI Council launched to future-proof workforce

AI council set up to 'drive workforce growth'

大馬人才機構：公私合作

60%女性勞動力可期

退役人馬英雄職業扭曲

2年內49人受聘美光存儲

Move to boost women hires catching on

Konvensiyon perkasa tenaga kerja wanita

JUNE

SECURING FUTURES IN THE AI ECONOMY

人力資源部長沈志強

自動化衝擊62萬個工作崗位

但轉型之路亦孕育新機

TalentCorp introduces three new categories for Life at Work Awards 2025

72 peratus veteran ATM dapat kerja

28日雪州女性大會

故眼2030年女性勞動力增至75%

JULY

1:3 Practical Training Policy to benefit 100,000 local students – KESUMA

PUTRAJAYA: The Ministry of Human Resources, in collaboration with Talent Corporation Malaysia Bhd (TalentCorp), will roll out the 1:3 Practical Training, or Latihan Amali 1:3 (LA1:3), policy by Feb 15.

In a statement yesterday, KESUMA said the policy will be introduced in phases, beginning with the implementation of LA1:3 for 30,000 graduates from Jan 15 to Jan 31, 2026.

"This new policy requires companies employing between 10 and 149 workers to provide practical training placements for 30 per cent of their workforce, while companies with 150 or more employees must offer placements for 10 per cent of their workforce," it said.

According to KESUMA, the number of industry-ready graduates is expected to increase by 100,000 annually.

Companies employing over 150 workers must also offer training placements for fresh graduates, which can be counted as part of their mandatory quota.

To ensure effective implementation, companies applying for an Expatriate Service Division (ESD) pass under the Immigration Department will be required to provide up to three paid, structured industrial training placements, depending on the number of expatriate positions approved.

The Human Resources Ministry will be implementing the policy in collaboration with the Education Ministry, Talent Corporation, the Malaysian Employers Federation (MEF), the Malaysian Trades Union Congress (MTUC) and the Malaysian Employers Consultants Association (MECA).

KESUMA said the policy will be implemented through MyHEP, supported by the Graduate Employability Management Scheme (GEMS) and the Skim Latihan Vokasional Terancang (SLVT) programmes, which provide monthly allowances, insurance coverage and access to training.

"Companies can apply for Talent Corporation's Key Talent Programme (KTP) to support the hiring of skilled talent, while those in the Multimedia Super Corridor (MSC) Malaysia status can tap into the Digital Talent Accelerator (DTA) programme," it said.

KESUMA said companies that fail to comply with the policy may face penalties, including the suspension of ESD passes, blacklisting from government procurement and tax incentives, and a ban on hiring foreign workers.

Caregivers find lifeline in new policy

No more worrying about having to quit jobs, say carers

Dasar Latihan Amali 1:3 dijangka beri manfaat 100,000 pelajar

Putrajaya: Dasar Latihan Amali 1:3 yang bakal dilaksanakan Kementerian Sumber Manusia (KESUMA) menerusi Talent Corporation Malaysia Bhd (TalentCorp) dijangka memberi manfaat kepada 100,000 pelajar tempatan.

KESUMA dalam kenyataan memaklumkan dasar itu akan dipantau dan dilaksanakan secara berperingkat bermula fasa pertama pada 15 Februari hingga 31 Disember depan dan akan berkuat kuasa sepenuhnya pada 1 Januari 2026.

"Dasar baharu ini mewajibkan syarikat yang mengambil tan ekspatriat di Malaysia untuk menyediakan penempatan latihan amali kepada pelajar institusi pengajian tinggi (IPT) di sektor tegaris," menurut kenyataan itu, semalam.

KESUMA berkata, tanggung jawab ini merupakan sumbangan ekspatriat kepada pembangunan negara dengan memberi peluang kepada bakat tempatan menjalani latihan amali berstruktur bagi mengembangkan kemahiran untuk memenuhi keperluan industri.

Menerusi dasar itu, syarikat tersebut akan menikmati insentif pelepasan cukai melalui Program Latihan Industri Berstruktur Nasional (MySTEP), di samping rembanan dan kemudahan untuk mengalakkan tawaran pekerja yang kompetitif.

Kajian TalentCorp papar perubahan landskap pekerjaan Malaysia

Platforma MyMahir bekalkan rakyat kemahiran bagi mendepani daya saing ekonomi negara, global

Practical Training Policy to benefit 100,000 students: Kesuma

1：3實習培訓政策 惠及10萬本地學生

印裔技能计划2.0开跑 放眼年内创500职缺

TalentCorp SAMENTA

中小企業商會聯手TalentCorp 提升畢業生就業能力

Samenta, Talentcorp tackle talent gap

KHALA LUMPUR: The Small and Medium Enterprises Association (SAMENTA) and Talent Corporation Malaysia Bhd (TalentCorp) have inked a memorandum of understanding to enhance graduate employability and support talent development in the country's small and medium enterprises (SME) sector.

The association stated that through the partnership, TalentCorp has allocated RM6 million to SAMENTA members in a matching grant programme called LEJS.

"For SAMENTA, the RM6 million allocation from TalentCorp will be matched by participating companies, resulting in at least RM4 million in total allowances paid to interns. The framework is built on structured internships that give young people real, hands-on industry experience, ensuring they are better prepared for the workforce," it said in a statement today.

SAMENTA said the two-year partnership aims to leverage the association's extensive network to increase the number of paid, structured internship placements, with a target of facilitating a minimum of 5,500 internship slots in SMEs over the next two years.

Its national president, Datuk William Ng, said the RMs million allocation specifically for SAMENTA members is a game-changer, making structured, paid internships not only possible but also an affordable growth strategy. "This initiative allows our members to inject fresh ideas into their operations, assess potential future employees, and play an active role in shaping the next generation of Malaysian professionals. It is a powerful tool for building capacity and ensuring our SMEs remain competitive," he said. – bernama

人才機構撥款中小企商會 200萬作實習津貼招人才

YES! Rock The School programme highlights prospects, empowerment in STEM, TVET fields

Program YES! Rock The School himpunkan lebih 700 pelajar dari seluruh negara

M'sia records over 5,000 participants in Asean Green Skills Fair 2025

SEPTEMBER

TalentCorp empowers Sabah youth through YES! Rock the School Mega 2025

Malaysia up eight spots to 25th in IMD talent ranking

KK is TalentCorp's first stop

TalentCorp umum RM1 juta dalam bentuk geran padanan kepada PKS

限200人報名 週五AI MyMahir巡迴活動

TalentCorp strengthens Sarawak's future workforce

Swak nagit nyadi hab AI tebilang di Malaysia datai ba taun 2027

OCTOBER

500 pelajar Sabah diberi pendedahan kerjaya melalui Yes! Rock the School

建國需軟硬件也需“心件”

Program Jelajah AI MyWahir dimulakan di Kota Kinabalu

邁向以人爲本的職場
大馬推動
靈活與永續並行工作文化

MALAYSIA JOINS WEF TO CHAMPION GENDER EQUALITY AND TALENT DEVELOPMENT

100,000 women to gain high-growth skills through Wanita MyWira initiative by 2030

NOVEMBER

沈春祥吁年輕子民
留影就業獎掖2500

Diaspora Malaysia sumbang kepakaran

THE HEART WORK REVOLUTION

Malaysia must bridge AI talent gap to stay ahead

Return to M'sia made easy under TalentCorp

Charting a course for digital evolution

TalentCorp, ECERDC join hands to strengthen East Coast workforce readiness

DECEMBER

UPLIFTING WOMEN THROUGH GUIDANCE

Return of Malaysians signals confidence in growth

Workforce must be prepared to survive AI wave

人才樽構推“女性產業網絡”
助女性晉身高成長領域

As we conclude this chapter of the year, we take pride in the meaningful progress achieved and reaffirm our commitment to advancing Malaysia's talent agenda through strategic, inclusive, and future-focused solutions.

We recognise that sustainable impact is not built by policy alone, but it is also powered by partnership. Every milestone reached is a testament to the dedication, innovation, and collaboration of the many individuals who form the TalentCorp community. From our driven internal teams to our valued partners, stakeholders, and advocates, your collective efforts have been instrumental in shaping a stronger, more resilient workforce.

To everyone who has contributed, whether through shaping policy, driving engagement, co-creating solutions, or delivering initiatives on the ground, we want to say a big thank you. Your work has made a tangible difference in the lives of Malaysian talents and in building a workforce that is dynamic, inclusive, and ready for the future. We are deeply grateful to our stakeholders for your continued support, shared vision, and invaluable insights. Your partnership remains critical in ensuring that our strategies reflect the evolving needs of the nation.

Looking ahead, we are excited to move forward with renewed purpose. TalentCorp will continue to innovate, connect ecosystems, cultivate partnerships, and champion talent in all its diversity across all sectors, demographics, and stages of career. Together, we can future-proof Malaysia's workforce and ensure that no talent is left behind.

The TalentCorp Team

GET IN TOUCH

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

Talent Corporation Malaysia Berhad 201001035653

E-mail info@talentcorp.com.my

Website www.talentcorp.com.my

Malaysia Expatriate Services Centre Sdn Bhd 201301004330

E-mail helpdesk@myxpats.com.my

Website www.myxpats.com.my

MYNext Sdn Bhd 200901017217

E-mail hello@mynext.my

Website www.mynext.my

TalentCorpMsia