



Spurring growth through Malaysia's human capital

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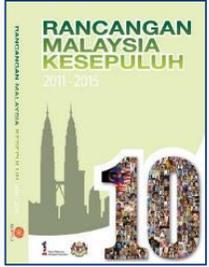
25 Sept 2017 | MDBC Annual Human Resource Forum 2017

- 1** Overview of TalentCorp & Malaysia's Talent Agenda
- 2** Overview of TalentCorp Initiatives

Evolution of Malaysia's Talent Agenda

THE ESTABLISHMENT

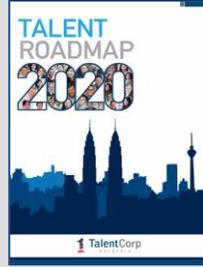
10th MALAYSIA PLAN, JUNE 2010



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

TALENT ROADMAP 2020

TALENT ROADMAP 2020, APRIL 2012



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

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



VISIONING MALAYSIA'S FUTURE OF WORK, END OF 2017



Launch of *Malaysia's Future of Work Blueprint* to tee up to TN50 that examines

- the talent landscape of the country today and areas that still need improvement
- the skills that Malaysian talent need to prepare for a future of work defined by technology
- TalentCorp's strategic direction to achieve nation's talent goals from 2017 to 2020 and beyond



BUDGET SPEECH, OCTOBER 2010

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

ESTABLISHMENT OF TALENTCORP, JANUARY 2011



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

TALENT-FOCUSED

Initiatives under the three main talent pools continue to grow:

MALAYSIANS IN MALAYSIA

- Graduates and Students
- Professionals
- Women returning to work

MALAYSIANS ABROAD

- Students
- Professionals

FOREIGN TALENT

- Professionals



Respond to future talent needs from a **market-driven perspective** – people, process, product and knowledge

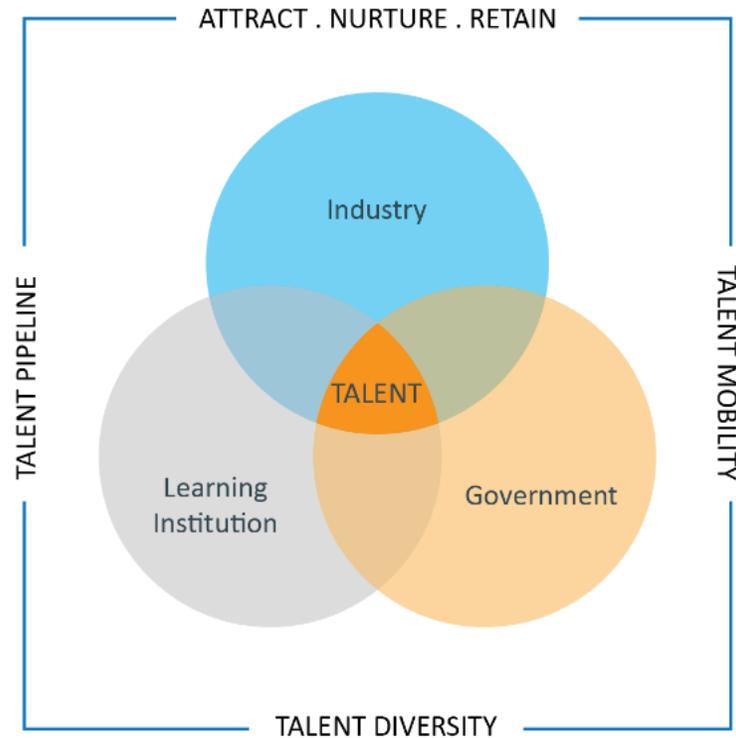
 <h4>1. MALAYSIA AS TALENT HUB</h4> <ul style="list-style-type: none"> • Currently ranked 42nd / 130 in terms of developing and deploying talent (2nd in Southeast Asia) • Kuala Lumpur ranks 73rd / 140 in terms of liveability • Attractive, high-income high-value jobs – iconic global talent 	 <h4>2. CREATE VALUE VIA HUMAN CAPITAL</h4> <ul style="list-style-type: none"> • Collaborate with industry on job creation • High level Industry Talent Advisory Panel • Prepare talent pipeline, increase greater mobility and talent diversity
 <h4>3. TALENT SEGMENTATION</h4> <ul style="list-style-type: none"> • Jobs of the future and emerging trends • Prepare Malaysian talent for the future • Research & analytics to better predict demand/supply 	 <h4>4. STRUCTURAL REFORMS</h4> <ul style="list-style-type: none"> • Labour law reforms • Improving public policies relevant to talent • Higher education reforms • Review of wage structure

VISION

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



Partnership with Government, Industry and Learning Institution at core of TalentCorp's strategies



Key Strategies

Enhance Talent Pipeline

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

Facilitate Talent Mobility

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

Promote Talent Diversity

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

Focused On Closing The Critical Skills Gap

TALENT PROFILES

Graduate & Emerging Talent

- 0–2 years working experience
- Malaysian graduates from local universities
- Malaysian graduates from foreign universities

Professional Talent: Malaysians

- Women professionals in Malaysia
- Malaysian professionals working in Malaysia
- Malaysian professionals working abroad

Professional Talent: Expatriates

- Highly-skilled foreign professionals working in Malaysia

SIGNATURE INITIATIVES

CRITICAL OCCUPATIONS LIST & NEXT PROFILING

- Internships
- Skills Development
- Industry-Academia Collaboration
- Scholarship Talent Attraction & Retention (STAR)

- Career Comeback Programme
- Women in Leadership
- Flexible Work Arrangements
- Professional Certifications
- Returning Expert Programme (REP)

- Residence Pass-Talent (RP-T)
- MYXPats Centre
- Expatriate Services Division

IMPACT SINCE 2011

- **71,808¹** students gained early career exposure through internships at 5,054 companies
- **4,129¹** JPA scholars serving their bonds with 2,064 private sector employers under STAR

- **485¹** women returned to work under CCP since 2015
- **62¹** companies in Malaysia have implemented FWA since 2013
- **4,281¹** Malaysians abroad have been approved under the REP

- **6,591¹** highly-skilled expats have been approved the RP-T
- **97%¹** of employment passes were approved within MYXPats Centre's 5-day charter in 2016

1

Overview of Malaysia's Talent Agenda & TalentCorp

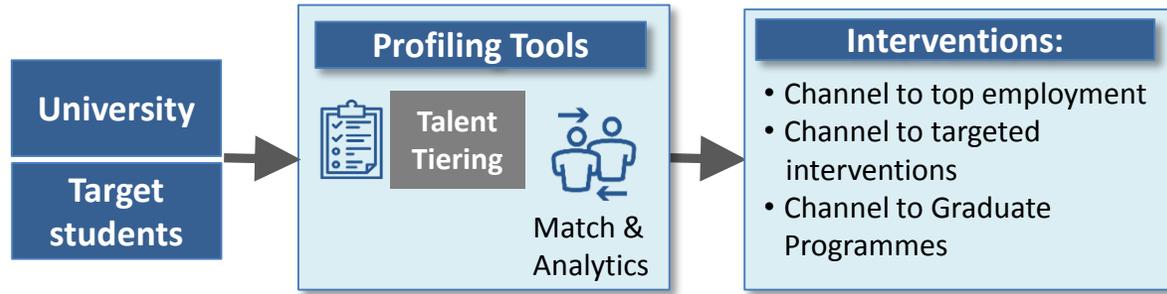
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Overview of TalentCorp Initiatives

NEXT Profiling to Map Talent Supply

Objective:

- To profile and map current and future talent at national and regional level
- To identify and forecast talent and market needs



- Talent to be profiled include:
 - Graduates, emerging talent and professionals
 - Both Malaysian and expatriate talent, in Malaysia and abroad
- Profiling includes assessment of value, interest, preference and 21st century employability skills
- Talent Profiling can be accessed online

Value chain of attracting, nurturing and retaining talent

1

Understanding talent needs

- **Profile talent** to understand needs & competencies
- **Address gaps** in individual needs/interest, competencies & job requirements through specific intervention programmes
- **Match talent** to jobs & organisations (based on organisation- and job-fit)
- **Chart progress** & updates through professional life

2

Understanding industry needs & requirements

- **Identify industry's** needs based on common requirements across the board
- **Identify organisational** needs
- **Identify specific job** requirements
- **Match jobs** to talent based on profile

3

Understanding & mapping nation needs

- **Monitor change** in job market continuously & consistently
- **Analyse gaps** to improve quality & quantity of graduates produced (e.g. course relevance, soft-skills and technical requirements)
- **Analyse trending** of industry needs & talent availability
- **Map national talent strategy** by identifying industry requirements & national aspirations

Initiatives Targeted to Graduate & Emerging Talent

1 Internship Programmes

Structured Internship Programme

71,808¹
students gained early career exposure at

5,054¹
companies

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

MyASEAN Internship



150¹ interns at
21 top companies in
7 countries

Provides ASEAN youth the opportunity to intern in ASEAN, where they can expand their international experience, knowledge as well as understanding of their host country.

2 Skills Development

Based on profiling results and market requirements, more targeted programmes can be identified for specific segments of graduates.

- Programmes include:
1. Enhancing English proficiency
 2. Bootcamps for soft skill development
 3. Upskilling or Professional Certification Development through strategic collaboration

55.4%
picked English as skill to improve on

Source: Tracer Study, 2015

3 Industry-Academia Collaboration

A collaborative effort between TalentCorp and the Ministry of Higher Education (MOHE) which seeks to create and establish a collaborative platform between Industry and Academia to produce industry-ready graduates competent in both technical and soft skills.

62%
Malaysian firms have difficulty finding skilled talent

48%
Identify lack of talent as a constraint for growth

Source: Grant Thornton, 2014

Interventions	Short term (1 year)	Long term (1- 4 years)
	<ul style="list-style-type: none"> • Internship+ • Competition 	<ul style="list-style-type: none"> • Train the Trainer • Curriculum Embedment • Certification

4 Scholarship Talent Attraction & Retention (STAR)

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

- Top Hiring Sectors:**
- Professional Services (17%)
 - Oil, Gas & Energy (16%)
 - Finance (16%)
 - Electrical & Electronics / Manufacturing (13%)

4,129¹
JPA graduates currently serving government bond with STAR-registered companies

2,064¹
companies registered with the STAR Initiative

¹ TalentCorp data up to June 2017

Initiatives Targeted to Graduate & Emerging Talent

- A **talent mobility programme** piloted by Malaysia which offers **4-12 months work placements** in Malaysia and APEC economies to **create a network of APEC youth** with local insight and global perspective of doing business in APEC.
- Under the programme, high-performing Malaysian youth have the opportunity to work at leading companies with business presence in the APEC region. Meanwhile, youth from other APEC economies can gain international work experience in Malaysia.

Prerequisite



- 21-30 years old
- Citizen of an APEC economy
- Bachelor's degree
- Minimum CGPA of 3.0 or equivalent
- Excellent command of English
- Good communication skills

Entry & Facilitation



- Facilitate timely processing of Employment Pass for APEC citizens working in Malaysia under the MyAPEC YouthConnect programme

Placement at 54 companies



Since the launch on 18 October 2016, a total of **247 youth from 11 APEC economies** have applied (Malaysia, Brunei, Chile, Indonesia, Mexico, South Korea, Philippines, Thailand, Canada, China & Vietnam). **As at June 2017, 21 youths have undergone successful work placements.**

MyAPEC YouthConnect



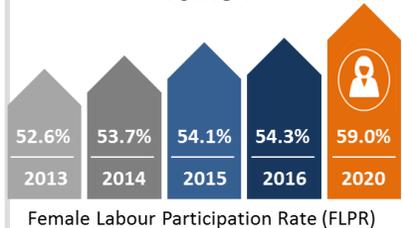
PACK YOUR BAGS. OPPORTUNITY AWAITS.
SHORT-TERM WORK PLACEMENTS AVAILABLE IN 21 APEC COUNTRIES.

APPLY TODAY AT
www.talentcorp.com.my/MyAPECyouthconnect

Initiatives Targeted to Malaysian Professional Talent

1 Career Comeback Programme

+7.5% increase in Female Labour Participation Rate, representing an additional **750,000** women



Career Comeback Grants aim to encourage employers to recruit and retain women on career breaks, enabling them to expand their talent pool and provide career opportunities for women looking to return to work.

485
women have returned to work under the Career Comeback Programme since 2015

TalentCorp connects employers to database of women who want to return to work

2 Women in Leadership



In partnership with ICAEW, we run the Women in Leadership Malaysia (WIL MY), a 6-months programme to equip Malaysian women professionals with the strategies and skills to navigate, build and lead in a dynamic and ever-changing 21st century work environment.

38.3%
of total labour force are women¹

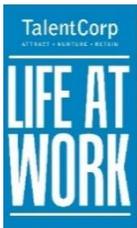
¹ Labour Force Survey (DOSM, 2015)

Mentors include:

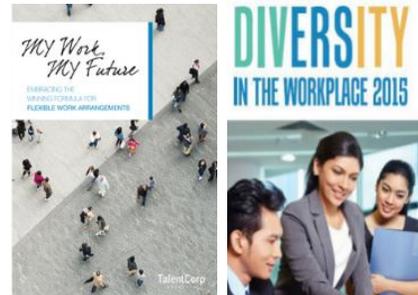
- Janet Yap, Country Managing Director, Accenture
- Azlin Arshad, former Group CEO, ECM Libra
- Rhenu Buller, Partner & SVP Healthcare, Frost & Sullivan
- Chin Suit Fang, Senior Exec Director, PwC Malaysia

3 Flexible Work Arrangements

We work with employers to retain talent in the workforce through implementation of Work Life Practices (Flexible Work Arrangements, Family Friendly Facilities and Work Life Benefits).



62¹
companies in Malaysia have implemented FWA since 2013



TalentCorp's Publications on FWA and Diversity programmes

Annual award recognises Work Life Practices champions

4 Professional Certifications

Tax incentive for industry-recognised professional certification programmes, aimed to encourage companies to invest in developing their employees to pursue professional certifications.

Top certifications:

- Finance & Accounting
- HR
- IT
- Tax
- Oil & Gas

5,201¹
employees trained since 2015

¹ TalentCorp data up to June 2017

Initiatives Targeted to Global Malaysian & Expatriate Talent

1 Returning Expert Programme

Facilitating the return of Malaysian professionals from overseas to participate in the many business and professional opportunities in Malaysia made possible by the Economic Transformation Programme (ETP).



International Recognition:

The Harvard Business School will be using the REP as a case study for the Master students in Macro-Economics this Fall 2017

Out of **4,281**¹ Malaysian professionals abroad who have been approved, **2,828**¹ have returned and are now working in key sectors

TalentCorp connects employers to database of Malaysian professionals working abroad

2 Residence Pass-Talent

A 10-year renewable pass for highly qualified expatriates to continue to reside and work in Malaysia. Helps retain top expatriate talents in Malaysia by providing greater certainty through a long-term immigration pass, which enables spouses to work.

6,591¹

highly-skilled expats have been approved since 2011

>90%¹

possess more than 10 years of global working experience

>90%¹

are C-suites and top management (technical experts in key economic areas)

3 MYXPats Centre

Processes Employment Pass and related pass services. Companies already registered with the Expatriate Service Division can make use of the MYXPats Centre to:

- Apply for relevant passes for their expatriate employees
- Seek assistance during the document submission process
- Collect endorsed immigration passes

97%¹

of employment passes were processed within the 5-day charter in 2016

14,595¹

companies have been registered in the ESD online system (since 2014)

138,236¹

applications were processed via the ESD online system (since 2014)

4 Expatriate Services Division

Established under the Immigration Department of Malaysia to provide efficient, effective and innovative services for expatriates and companies to submit expatriate related immigration matters.

Composition of expatriate talents vis-a-vis Malaysian talents in Malaysia :

- 1.52 million MALAYSIANS
- 69k EXPATRIATES

(1 expatriate for every 22 Malaysian employees)

¹ TalentCorp data up to June 2017

TalentCorp

ATTRACT · NURTURE · RETAIN

www.talentcorp.com.my



@TalentCorpMsia



@TalentCorpMsia



[linked.in/talentcorpmsia](https://www.linkedin.com/company/talentcorpmsia)

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GRADUATE AND EMERGING TALENT

- Industry-Academia Collaboration (IAC)
- Structured Internship Programme (SIP)
- MyASEAN Internship (MAI)
- MyAPEC YouthConnect
- Scholarship Talent Attraction & Retention (STAR)
- Competitions

Structured Internship Programme (SIP)

Launched in
2012

A collaborative effort between TalentCorp and the Ministry of Higher Education (MOHE) encouraging employers to provide University students with **high quality industry-relevant practical learning experience** through internships

Internship framework requirements



71,808 students gained early career exposure

5,054 participating endorsed companies

Source: TalentCorp data, June 2017



MOHD AKMAL BIN ABD LATIF
Hewlett Packard
RM 900 (as allowance)
Bachelor of Information Technology
IIUM



SITI NADIRAH BINTI ROSLI
PETRONAS ICT
RM 500 – RM 1,000 (as allowance)
Computer Science
Universiti Putra Malaysia

Benefits

Employer

- Ongoing pipeline of future fulltime employees
- Forge closer relationship with universities
- Enhance visibility of internship programme

Student

- Gain experience, develop skills, build network, strengthen resumes, learn about a field, and assess interest and abilities

Scholarship Talent Attraction and Retention (STAR)

Launched in
2011

A collaborative effort between TalentCorp and Jabatan Perkhidmatan Awam (JPA) which **enables JPA scholars to serve their bond obligations by securing employment** in an approved private sector company in Malaysia as a way of contributing back to the nation

Benefits

Employer

- Invitation to closed-door Networking Sessions to meet JPA scholars
- STAR employers featured on portal, accessible to top JPA scholars

Scholar

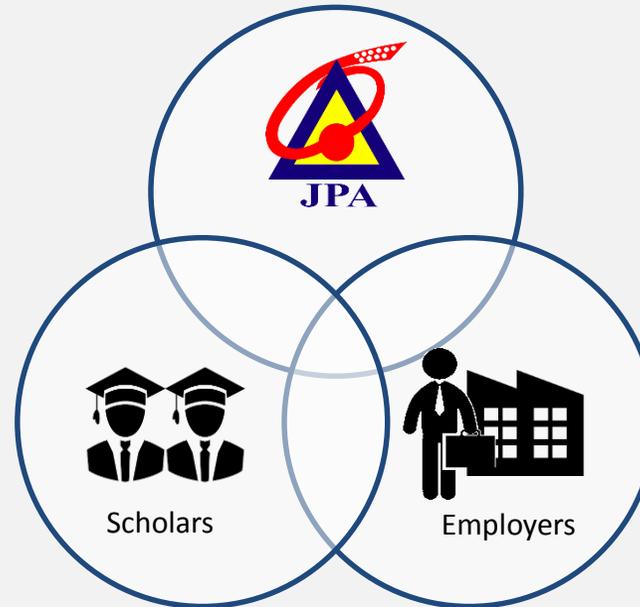
- Able to serve their bond and develop their career in leading private sector companies in Malaysia
- No recall policy by JPA

4,129 scholars serving their bond in private sector

2,064 leading employers

Source: TalentCorp data, June 2017 16

Retaining Malaysia's top young talent



NADIRA JEANNOT
GAMUDA Berhad
University of Melbourne
(Aus), 2015



YUVHA DARSHINI
Lazada MY
Auckland University (NZ),
2012



TIMOTHY TAM
Iflix MY
Stanford University (US),
2012



SYAMIL ASYRAN SUHAIMI
IBM Malaysia
Iowa State University (US),
2015

MALAYSIAN PROFESSIONAL TALENT

- Career Comeback Programme (CCP)
- Flexible Work Arrangement (FWA)
- Life At Work Awards
- Professional Certifications
- Lead at Work – GLC Leadership Programme
- Returning Expert Programme (REP)

Career Comeback Programme (CCP)

Launched in
2015

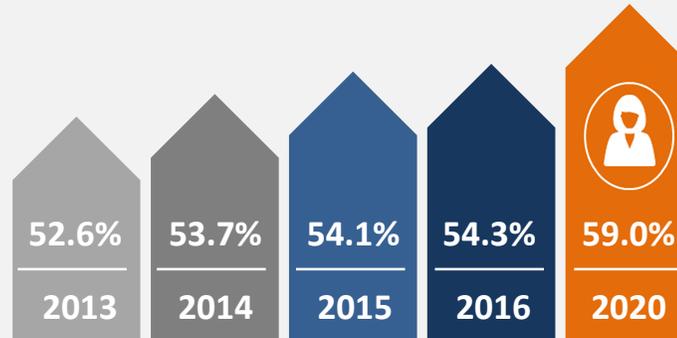
The Career Comeback Programme aims to **increase the participation of women in the workforce** by **encouraging employers to recruit and retain women on career breaks**, enabling them to expand their talent pool and provide career opportunities for women looking to return to work

RESOURCING GRANT

- Implement or enhance a programme or campaign to recruit women returnees
- The grant offers co-funding of 75% of the cost incurred by employers to run the programme, up to a maximum of RM100,000.

RETENTION GRANT

- Successful recruitment and retention of women returnees for more than six months
- The grant amount is equivalent to returnees' one month salary, to encourage employers to recruit and facilitate their transition back to work. The retention grant is up to a maximum of RM100,000 per employer.



Female Labour Participation Rate (FLPR)

485 women returned to work under the CCP

+7.5% increase in Female Labour Participation Rate since 2010

Source: TalentCorp data, June 2017



LORRAINE ANNE SCULLY
Financial Security Analyst,
Intel
Career break: 6 years

- Resigned to care for her special needs child
- Support from employers through FWA enabled her to bring her son to therapy sessions and hospital appointments



ROSILAH HASSAN
Accounts Payable Analyst,
BASF
Career break: 3 years

- Resigned to care for her sick mother
- After mother's recovery, landed a job-sharing position at BASF through the Career Comeback Programme

FOREIGN PROFESSIONAL TALENT

- Residence Pass-Talent
- MYXpats Centre

Residence Pass-Talent (RP-T)

Launched in
2011

Facilitating the entry and stay of top foreign talent with the skillsets and expertise needed to help address critical skills gaps and diversify Malaysia's talent pool via a 10-year renewable pass for highly qualified expatriates to continue to reside and work in Malaysia

Notwithstanding the nation's priority to Malaysian talent, the Government also recognises the complementary relevance of foreign talent to Malaysian talent

- In the short run, foreign talent plays an important role in helping to **address critical skills gaps**
- In the longer term, they blend well with Malaysian talent to provide greater diversity of our talent pool while **providing employability, transfer of knowledge and skills to our local workforce**

The infographic consists of six grey rectangular boxes arranged in a 2x3 grid, each containing an icon and text describing a benefit of the RP-T pass.

- Top Left:** Icon of a person and a briefcase. Text: "Being able to work and live in **Malaysia** for up to **10** years." (The number 10 is large and stylized with a briefcase icon).
- Top Middle:** Icon of two person silhouettes with an arrow between them. Text: "Being able to **change employers** without having to renew the pass."
- Top Right:** Icon of a family (adult and child). Text: "**Spouse and children** (under 18 years old) are eligible for the pass."
- Bottom Left:** Icon of a passport and a globe. Text: "Dependents **over 18 years** of age, parents and parents-in-law are eligible for a **5-year** Social Visit Pass."
- Bottom Middle:** Icon of a briefcase. Text: "Spouse can also **seek employment** without the need to apply for an Employment Pass."
- Bottom Right:** Icon of a graduation cap. Text: "**The spouse and children** (under 18 years old) are also eligible to study."

6,591 highly-skilled expats approved

>90% possess more than 10 years global working experience

>90% C-suites and top management (technical experts in key economic areas)

Source: TalentCorp data, June 2017

Launched in
2015

A joint initiative between TalentCorp and the Immigration Department of Malaysia, overseen by the Ministry of Home Affairs, providing a **service centre for employers submitting Employment Pass applications and other related immigration passes** for their expatriate employees

Services

Companies already registered with the Expatriate Service Division can make use of the MYXpats Centre to:

- Apply for relevant passes for their expatriate employees
- Seek assistance during the document submission process
- Collect endorsed immigration passes



14,595

companies
registered with
ESD*

138,236

applications
processed via
ESD online

97%

employment passes
processed within the 5-day
charter

Source: TalentCorp data, June 2017

*ESD – Expatriate Services Division, a division under the Immigration Department of Malaysia established to provide efficient, effective and innovative services for expatriates and companies to submit expatriate related immigration matters

01



joint initiative



TalentCorp
MALAYSIA

Collaboration
through JWC-E
since 2012

02



policy custodian

MOHA to ensure
MYXpats
implementation
is inline with
the current
policy

Consistency with
new developments
of expatriate
facilitation in
Malaysia

03



data sharing



Ensuring enhanced
and secure
immigration
services

BY GOVERNMENT . WITH GOVERNMENT . FOR GOVERNMENT

PRODUCT AND SERVICES

Residence Pass-Talent
(RP-T)

Employment Pass
(EP)

Professional Visit
Pass **(PVP)**

Dependant Pass
(DP)

Social Visit Pass
(SVP)

Social Visit Pass -
Internship **(SVP-i)**

i-Kad

Expatriate Services
Division

vs

MYXpatS
CENTRE
MALAYSIA EXPATRIATE TALENT SERVICE CENTRE



MANAGED BY

TalentCorp
MALAYSIA

Company registration

APPLICATION

Expatriate application

Evaluates employers for
compliance, risks and needs

EVALUATION

Evaluates expatriates
for suitability of jobs

Inspectorate Committee
Chaired by : KDN
Secretariat : ESD

APPROVAL PANEL

Expatriate Committee
Chaired by: KDN
Secretariat: MYXpatS



OVERALL PROCESS

Overview



Expatriate Services Division Bahagian Khidmat Ekspatriat

Company submits all related company information through the Expatriate Services Division (ESD), Immigration Department of Malaysia at esd.iml.gov.my

STAGE 1

STAGE 2



Expatriate Applications via MYXpats Centre



HALAJA EXPATRIATE TALENT SERVICE CENTRE



Company can now submit expatriate applications.

STAGE 3

STAGE 4



Passport Endorsement & Collection



HALAJA EXPATRIATE TALENT SERVICE CENTRE



Pay the applicable fee, endorse the passport at MYXpats Centre, and collect the passport once it is ready.



Expatriate Services Division Bahagian Khidmat Ekspatriat

Companies sign Letter of Undertaking (LoU) and receive further access to the ESD's portal services.

2

3

MYXpats Centre – Business As Usual

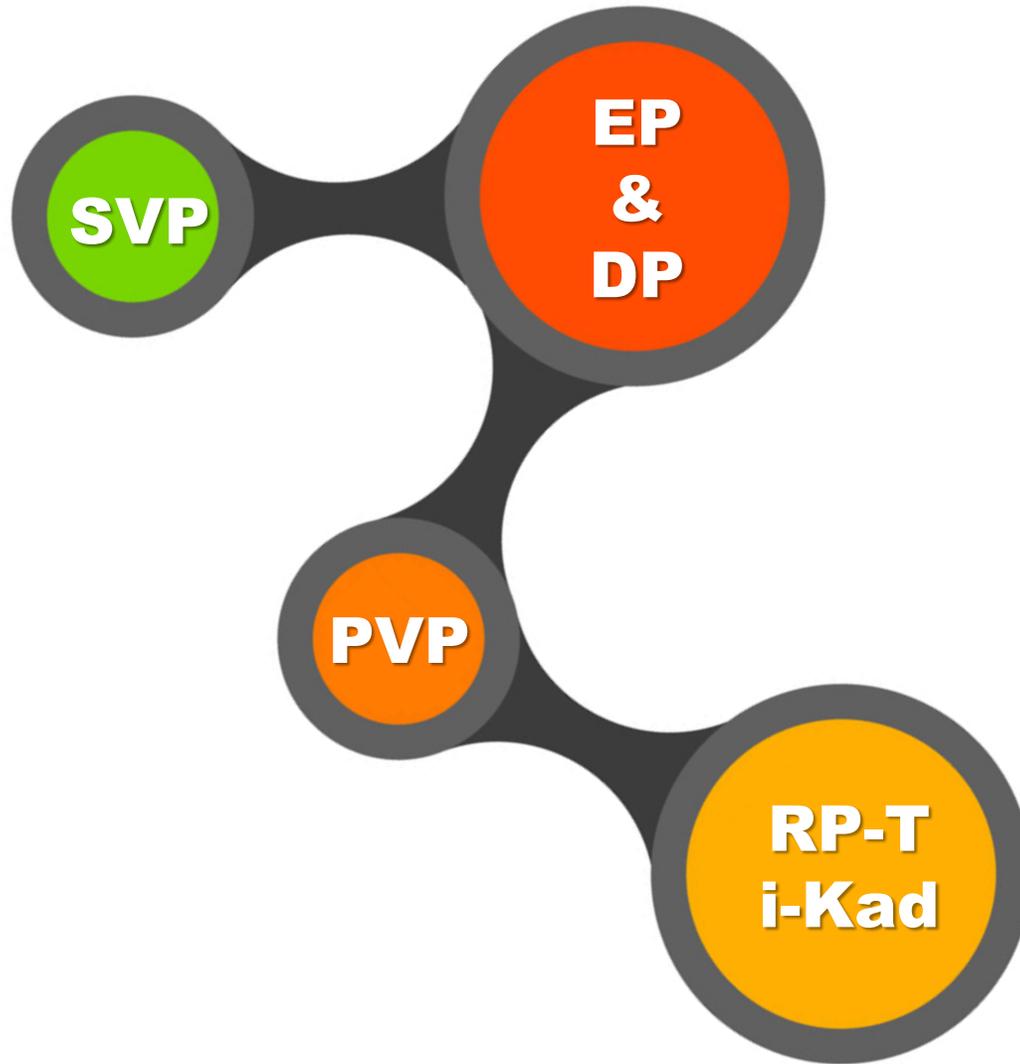


MYXpats Centre will not replace or supersede the expatriate service centres managed by other government Approving Agencies



ESD system to be integrated with all approving agencies beginning 2016

MYXpats Centre – Current Available Services



- Application for **RELEVANT PASSES**
- Seek assistance during the **DOCUMENT SUBMISSION** process
- **COLLECT** endorsed immigration passes

Employment Passes Reclassification

Employment Pass Type	 Salary		 Contract		 Dependents	
	Before	After	Before	After	Before	After
Category I Expatriate	RM5,000	RM10,000	min 2 years	Up to 5 years	Allowed	Allowed
Category II Expatriate	RM5,000	RM 5,000 to RM 9,999	Less than 2 years	Up to 2 years	Allowed	Allowed
Category III* Knowledge/ Skilled Worker	RM2,500 to RM4,999	RM 3,000 to RM 4,999	<=12 months (maximum 2x renewal)	<=12 months (maximum 2x renewal)	Not Allowed	Not Allowed

* Mandatory medical check-up and levy only for Construction, Manufacturing, Mining, Food related sector to be implemented for EP III



MORE THAN
15,000

APPROVED: 12,844 REJECTED: 2,156

COMPANIES
REGISTERED
WITH ESD

MORE THAN

149,992

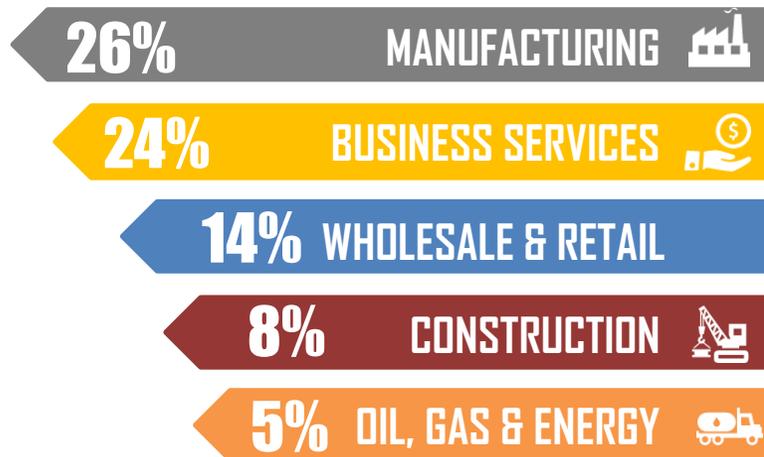
EP: 94,082 PVP: 55,910

EMPLOYMENT PASS &
PROFESSIONAL VISIT PASS
APPLICATIONS SUBMITTED
THROUGH ESD SYSTEM

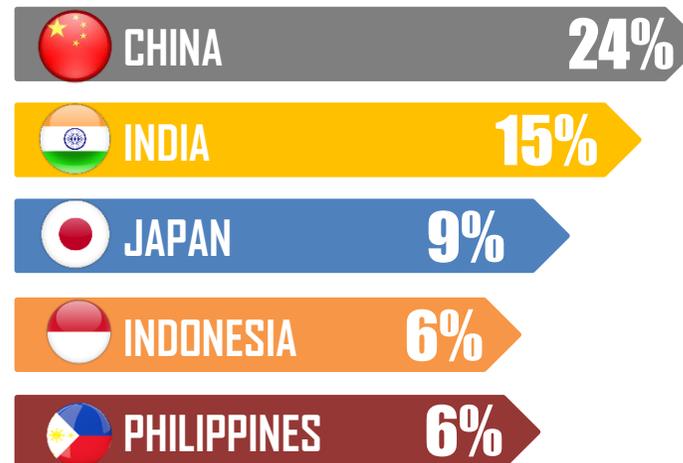
95.9%

CLIENT CHARTER
PROCESSING
EMPLOYMENT PASS
WITHIN 5 WORKING DAYS
IN 2017

TOP 5 INDUSTRIES



TOP 5 NATIONALITY



TOP 5 SECTORS FOR EXPATRIATE



MANUFACTURING

3405
COMPANIES

21584
EMPLOYMENT PASS
APPLICATIONS

11425
PROFESSIONAL VISIT
PASS APPLICATIONS

TOP 3 NATIONALITY

- 1 INDIA
- 2 CHINA
- 3 JAPAN



OIL, GAS & ENERGY

662
COMPANIES

11085
EMPLOYMENT PASS
APPLICATIONS

4928
PROFESSIONAL VISIT
PASS APPLICATIONS

TOP 3 NATIONALITY

- 1 INDIA
- 2 U.K.
- 3 INDONESIA



BUSINESS SERVICES

3134
COMPANIES

15796
EMPLOYMENT PASS
APPLICATIONS

5190
PROFESSIONAL VISIT
PASS APPLICATIONS

TOP 3 NATIONALITY

- 1 INDIA
- 2 CHINA
- 3 JAPAN



CONSTRUCTION

940
COMPANIES

13317
EMPLOYMENT PASS
APPLICATIONS

18952
PROFESSIONAL VISIT
PASS APPLICATIONS

TOP 3 NATIONALITY

- 1 CHINA
- 2 INDIA
- 3 S.KOREA



EDUCATION

393
COMPANIES

11586
EMPLOYMENT PASS
APPLICATIONS

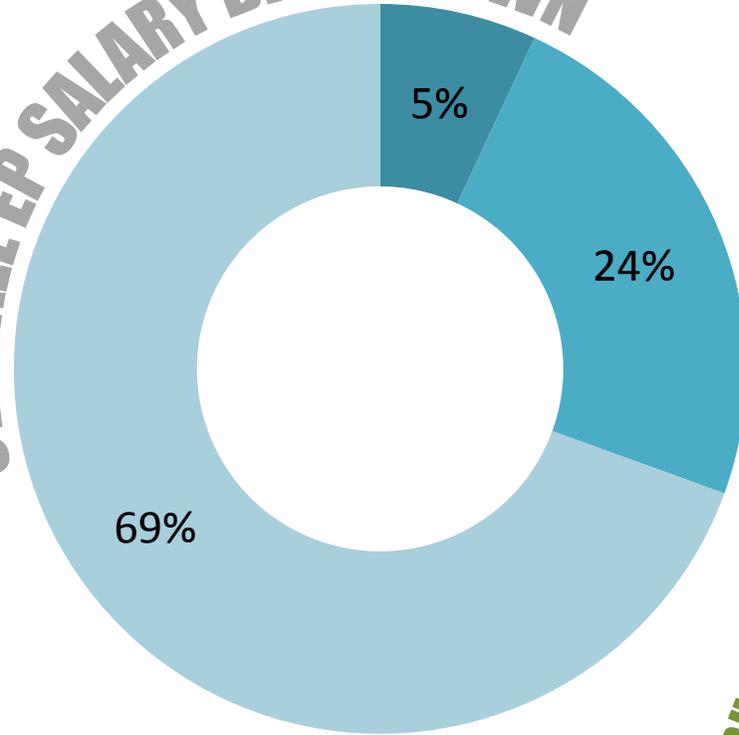
1279
PROFESSIONAL VISIT
PASS APPLICATIONS

TOP 3 NATIONALITY

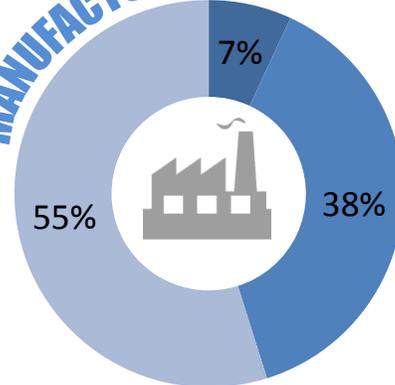
- 1 U.K.
- 2 INDIA
- 3 U.S.A.

*Data up to 31 August 2017

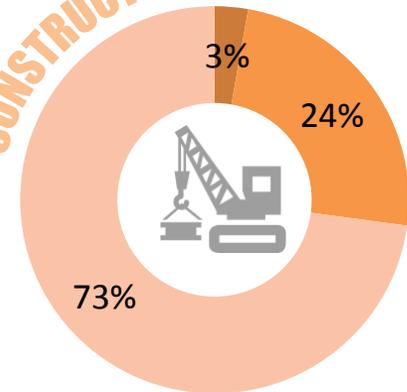
OVERALL EP SALARY BREAKDOWN



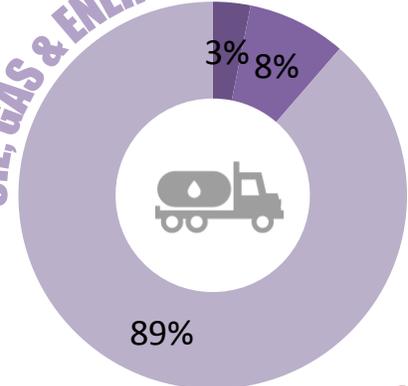
MANUFACTURING



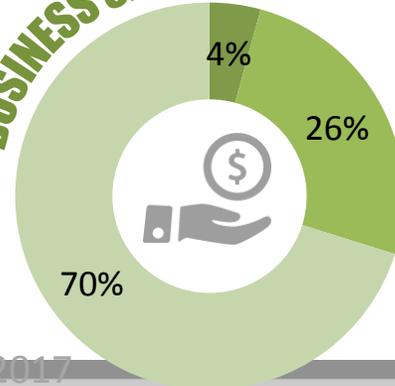
CONSTRUCTION



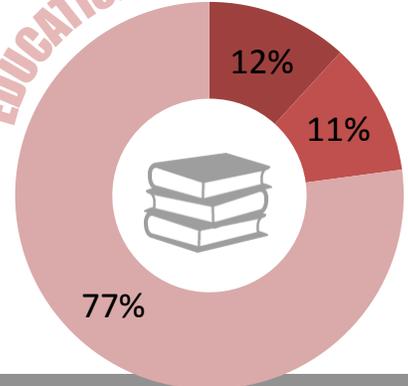
OIL, GAS & ENERGY



BUSINESS SERVICES



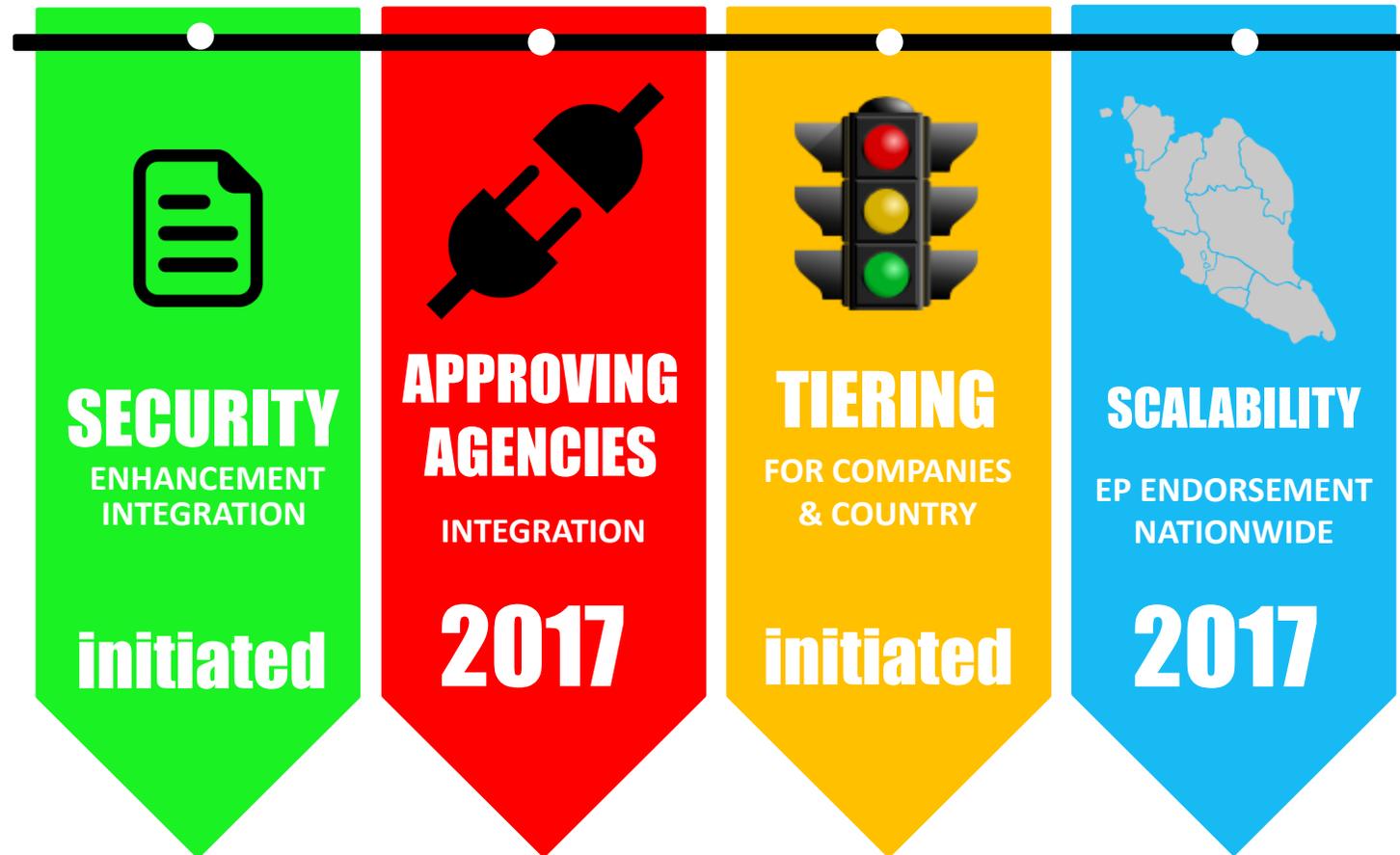
EDUCATION



*Data up to 31 August 2017

**EP Data only

MOVING FORWARD >>



CONTACT US:

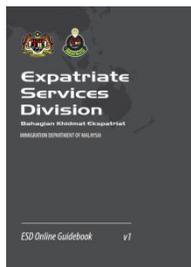
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