

DRIVING MALAYSIA'S TALENT STRATEGY

TALENT CORPORATION MALAYSIA BERHAD





**FOR MALAYSIA TO PROGRESS,
MALAYSIANS MUST PROGRESS.**

Imagine **Malaysia**, a **market-driven talent hub** where talents with the **right skills** and **expertise** help spur **economic growth**.

ABOUT TALENTCORP



Announced in 10th
Malaysia Plan.
Began operations on
1st January 2011

Attract, nurture, and retain
the right expertise
to spur economic growth
to achieve high-income nation



KEMENTERIAN
SUMBER MANUSIA

Agency under the
**Ministry of Human
Resources (MoHR)**

Who?

When?

Why?

What?

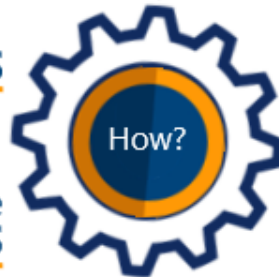
To transform Malaysia into a
Global Talent Hub

Advocate
POLICIES

Drive strong & effective
PARTNERSHIPS

Introduce
BEST PRACTICES

Intervention
PROGRAMMES

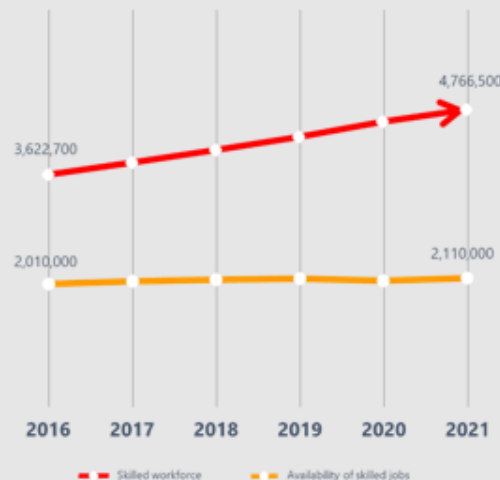


OUR TALENT-FOCUSED STRATEGY:



ADDRESSING CHALLENGES IN THE TALENT ECOSYSTEM

Challenge 1: CREATION OF HIGH-SKILLED JOBS



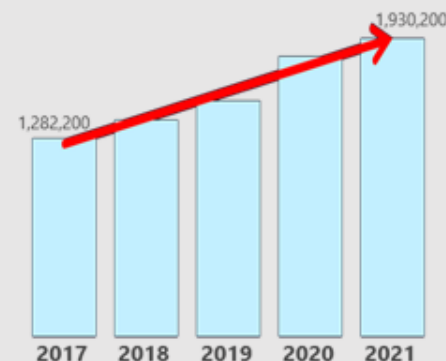
Skilled workforce > **Availability of skilled jobs**

The number of skilled labour grows each year.

But the number of skilled jobs does not grow in proportion to the number of skilled workers.

1

Challenge 2: TALENT MISMATCH & SKILLS GAP



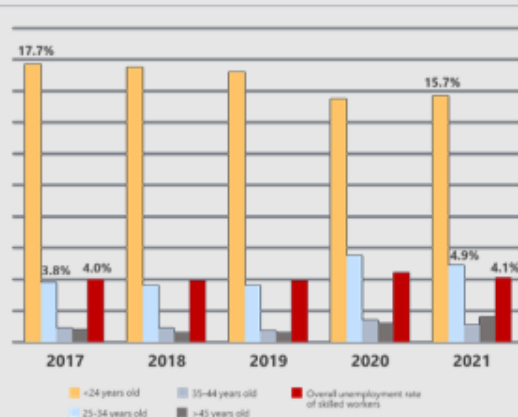
Underemployment of skilled workers ^

Skill-related underemployment has risen.

2 out of 3 working graduates only earn an income of RM2,000 and below.

2

Challenge 3: INDUSTRY-READY TALENT



The unemployment rate among young workers (under the age of 24) is high but will fall significantly throughout the mid-career period.

3

Challenge 4: WORKFORCE RETENTION



Only **38%** of skilled workforce are **women**

Female in IPTA: 61%
Female in IPTS: 53%

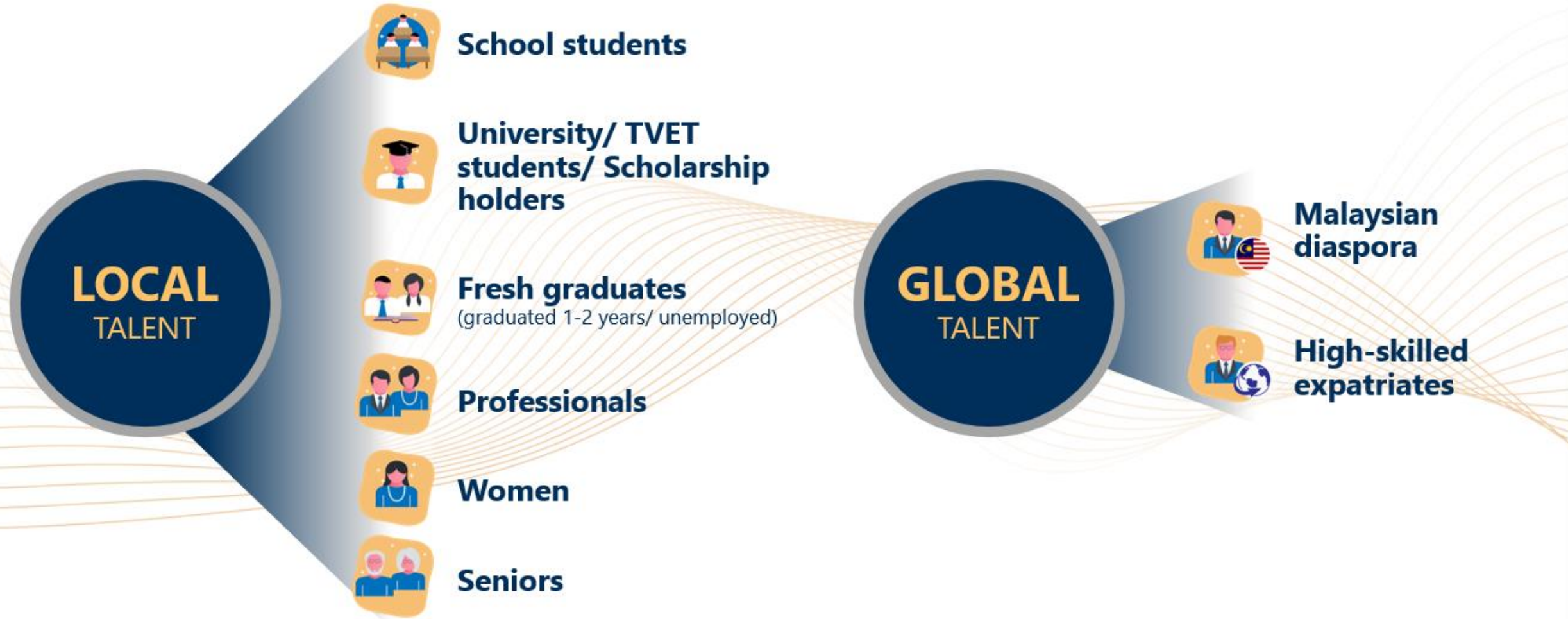


43% of organisations reported DEI concerns in the past year

Source: Randstad Malaysia Talent Report 2022

4

TARGETED TALENT GROUPS



TALENTCORP GROUP SIGNATURE INITIATIVES



TalentCorp
GROUP OF COMPANIES

INDUSTRY & ACADEMIA PARTNERSHIPS

mynext

An integrated talent solution and analytics platform

Critical Occupations List (MyCOL)

Insights and intelligence on industry talent demand and sought-after occupations

National Skills Registry (MyNSR)

A central platform for the standard of skills and future competencies

MyHeart

Database of Malaysian diaspora

MYXpats

Knowledge base and insights on industry expatriate needs

1

OPTIMISE MALAYSIAN TALENT

National Structured Internship Programme (MySIP)

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

Scholarship Talent Attraction and Retention (STAR)

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

MyASEAN Internship

Providing undergraduates with internship opportunities across ASEAN for global exposure

Semester Break Programme (SBP)

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

Young Employable Students (YES!)

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

Career Comeback Programme (CCP)

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

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

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

2

ATTRACT & FACILITATE GLOBAL TALENT

Returning Expert Programme (REP)

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

Malaysia at Heart (MyHeart)

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

Residence Pass-Talent (RP-T)

Retaining highly skilled expatriates to work and live in Malaysia

MYXpats Centre

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

3

BUILD NETWORKS OF TOP TALENT

Industry-Academia Collaboration (IAC)

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

Industry-Talent Advisory Council (InTAC)

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

Women Agenda Council of Experts (WACE)

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

Malaysia Global Talent Advisory Group (MyLead)

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

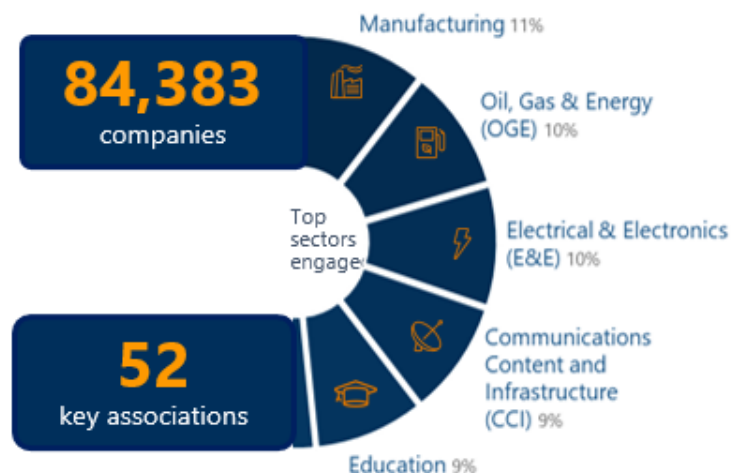
LIFE AT WORK Awards (LAWA)

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

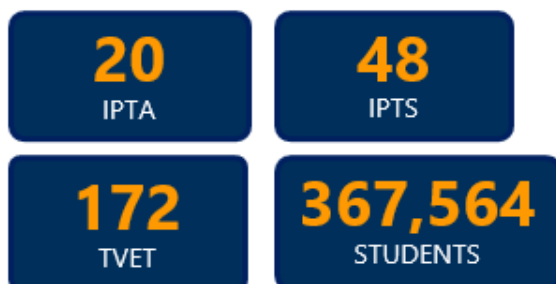
DRIVEN BY PARTNERSHIPS & BIG DATA

We rely on **data analytics** and **in-depth industry & academia insights** (both top-down, bottom-up approaches) to advocate policies, introduce best practices and build strategic intervention programmes.

INDUSTRY PARTNERSHIPS



ACADEMIA PARTNERSHIPS



Talent Intelligence Cross-Feeder Inputs & Outputs



An integrated talent solution and analytics platform

mynext

Lists critical and in-demand occupations. Published annually.

MyCOL
CRITICAL OCCUPATIONS LIST

A comprehensive and dynamic national skills framework.

RMK12
MyNSR

Connect, facilitate & create opportunities for the Malaysian diaspora.

RMK12
MyHeart

The ESD platform by TalentCorp is used for effective processing and issuance of expat-related passes.

MYXpats

THRUST 1: OPTIMISE MALAYSIAN TALENT

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

LOCAL TALENT



School students



University/ TVET students/ Scholarship holders



Fresh graduates (graduated 1-2 years/ unemployed)



Professionals



Women



Seniors

- Increase graduate employability. Industry-ready talent.
- Early exposure to career & growth mindset.
- Gender awareness.
- Meaningful & relevant internships.
- Builds talent pipeline, stimulates economy.
- Maximum return on investments of Scholars.

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

myneXt

MySIP MyASEAN

SBP AC

YES! #kisahsiswa

ROCKTHESCHOOL

YES! WOMEN

STAR

Flexible Work
Arrangements (FWA)

FWA@Workplace

Career Comeback
Programme (CCP)

THRUST 2: ATTRACT & FACILITATE GLOBAL TALENT

The inflow of global talent **complements the local talent pool** by bringing in positive spill-over effects as they interact with each other.



THRUST 3: BUILD NETWORKS OF TOP TALENT

Structured networks to facilitate the engagement of top talent for initiatives & policies.

INDUSTRY PARTNERSHIPS

84,383
companies

InTAC
Industry-Talent Advisory Council

A panel of industry leaders serving as a bridge between Government, businesses, and contribute to policy formulation.

WACE
By TalentCorp

A think tank supporting the TalentCorp women agenda.

MyLead

A network of global Expatriate industry leaders.

**LIFE AT
WORK
AWARDS**

An award that recognises employers with progressive workplace strategies that demonstrate their commitment to D&I.

**The most comprehensive
Diversity & Inclusion
award framework in
Malaysia.**

State Corridors & Investment Bodies:



and more...

Business Chambers:

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

let's collaborate





mynext
BY TALENTCORP

Introducing mynext by TalentCorp



Our 3 Strategic Thrust.



01

Optimise Malaysian Talent

- Ensuring a strong and sustainable demand driven talent pool

02

Attract and Facilitate Global Talent

- Attracting diaspora and foreign talent with requisite experience and expertise that can provide brain gain

03

Build Networks of Top Talent

- Engagement of top talents to foster collaborations and contribution for talent development

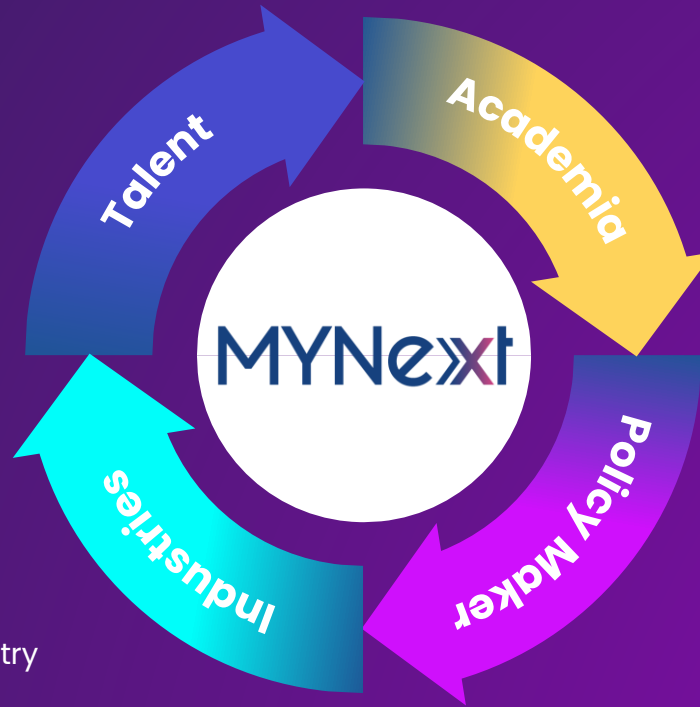
MYNext was formed to drive the first of TalentCorp's three thrust, Optimising Malaysian Talent. We advocate talent solutions to support, inspire, and empower the talents within the nation through industry driven initiatives and creative digital content.

"mynext by TalentCorp" is the application that connects MYNext's strategy, setting a vital link between education and future employability, using an easy-to-use integrated talent solutions and analytics platform.

A HOLISTIC SOLUTION FOR ALL STAKEHOLDERS

Talent

- **Self understanding and self awareness** (self-assessment, self-strength and self-potential for future career possibilities)
- **Competencies Building & Online Life-long-learning** module and credible assessment tailored to industry
- Early Industry exposure in 2nd & 3rd year students
- **Exposure to emerging technology & Solutions**



Industries

- **Build and optimize talent pool** that match industry needs.
- **STEADY IN-FLOW** of talent pipeline
- **Carved out potential collaboration with academia, strengthen cooperation**
- Industry module and competency assessment provider to nurture excel talent
- Improve next gen talent marketplace
- Branding opportunity for SME industry to attract high in-flow of talents

Academia

- Access to clear demand pipeline and **data analytics of talents**
- Develop **evidence-based framework of action and intervention** to increase GE through enhanced courses
- **Introducing myCOL to schools for the necessary exercise and interventions**

Policy maker

- **Forecasting nationwide Talent SUPPLY & DEMAND** via detailed database (field of study, psychometric, internship to work)
- Develop **national intervention and action plan** across ministry/ agency
- Making **mynext** a **sustainable** model to support priority stakeholders (MOHR, MOHE, MOE and KBS), Industries and Talent.
- Possibility to reduce government expenses.

Our Solutions



myneXt
Talent

Supports students and individuals of the workforce by providing access to profiling tools that enables them to discover their strengths, interests, most employable traits, and connect them directly to ideal internship programmes



myneXt
University

Supports institutes of higher learning with data and information that enables the development of training programmes and curricula that are in line with current industry demands, whilst addressing the needs of individual students



myneXt
Company

Supports the national workforce by integrating talent solutions and analytics onto one platform, with a focus on bridging the gap between Malaysia's talent supply to future jobs via TalentCorp's Structured Internship Programme (MySIP)



Design Your Future Today with mynext Career Profiling Suite



RAISEC

OCEAN

McKinsey

01.



Work Values

Discover what kind of career matches that resonates with your personal goals.

02.



Work Interests

Discover what interests you most in your life and can be used to design your future career.

03.



The Future of Work

Discover which of the 16 competencies will equip and get you prepared the future of work.

04.



Personality & Motivation

Discover the strength of your traits via the 5 personality factors and how these factors motivate you.

05.



Employability

Discover what will make you highly employable and what you can do to unlock your full potential.

06.



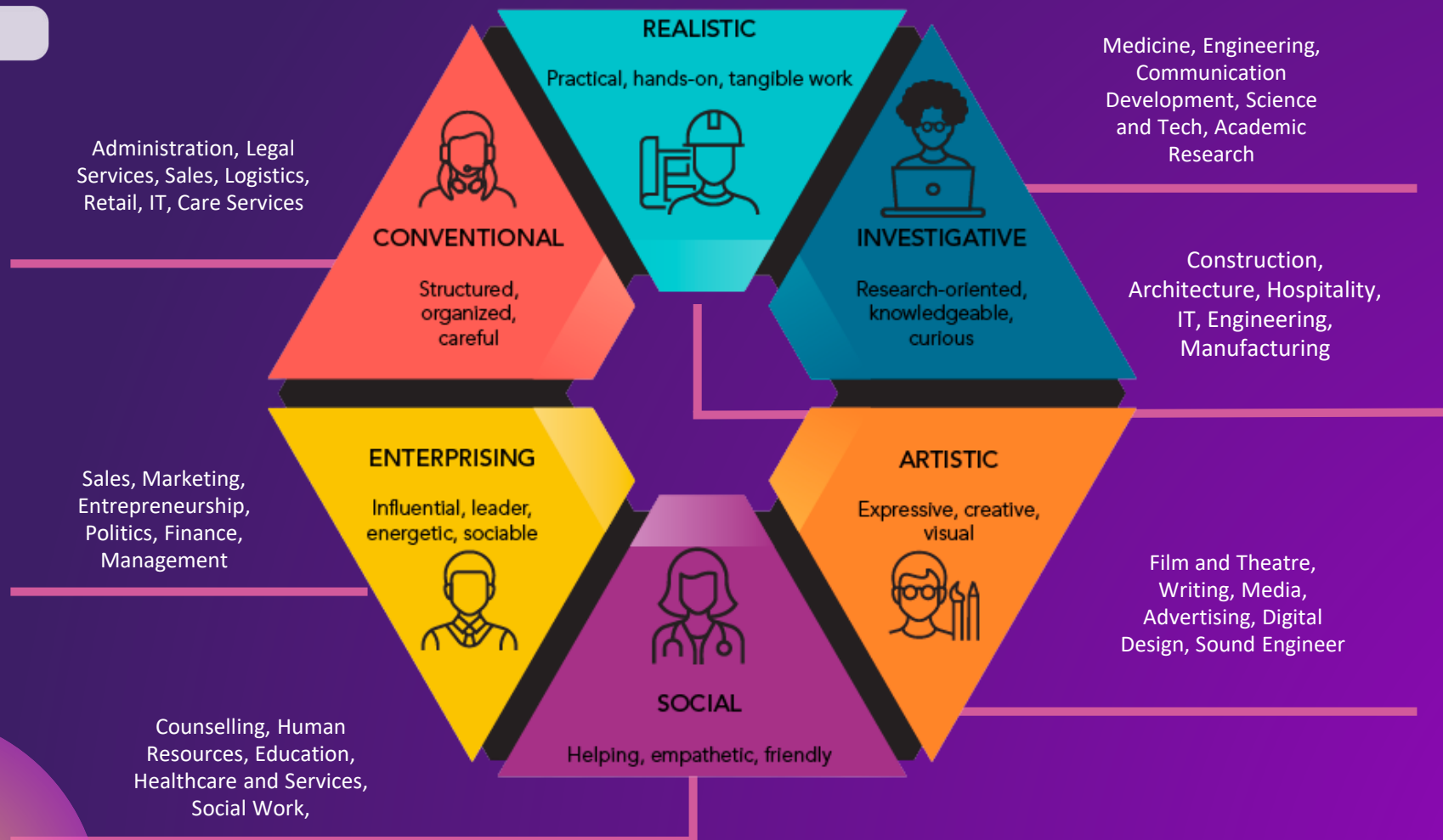
English Proficiency

Discover your level of competency in English.





Profiling : Work Interest -RIASEC





Profiling : Personality & Motivation

The Personality and Motivation Inventory provides an individual with more than insight into their work values and motivation but extends into all areas of life and relationships including family and leisure time. The Five-Factor Model is also known commonly under the acronym **OCEAN**, based on the following order of the **Five Personality Traits**.



Openness to
Experience

Inventive/Curious
vs.
Consistent/Cautious



Conscientiousness

Efficient/Organized
vs.
Extravagant/Careless



Extraversion

Outgoing/Energetic
vs.
Solitary/Reserved



Agreeableness

Friendly/
Compassionate
vs.
Critical/Rational



Neuroticism

Sensitive/Nervous
vs.
Resilient/Confident



English Proficiency Test

Get to know your English proficiency levels through a series of:

- ✓ 20 Grammar related questions
- ✓ 10 Comprehension related questions

Upon completion of both tests, individuals will be furnished with their levels of English competency which they may utilise to identify areas that require intervention.

- Level 1: Basic understanding of English
- Level 2: Average understanding of English
- Level 3: Above average understanding of English
- Level 4: Good understanding of English
- Level 5: Strong understanding of English





Stakeholder Benefits

Support Company Branding

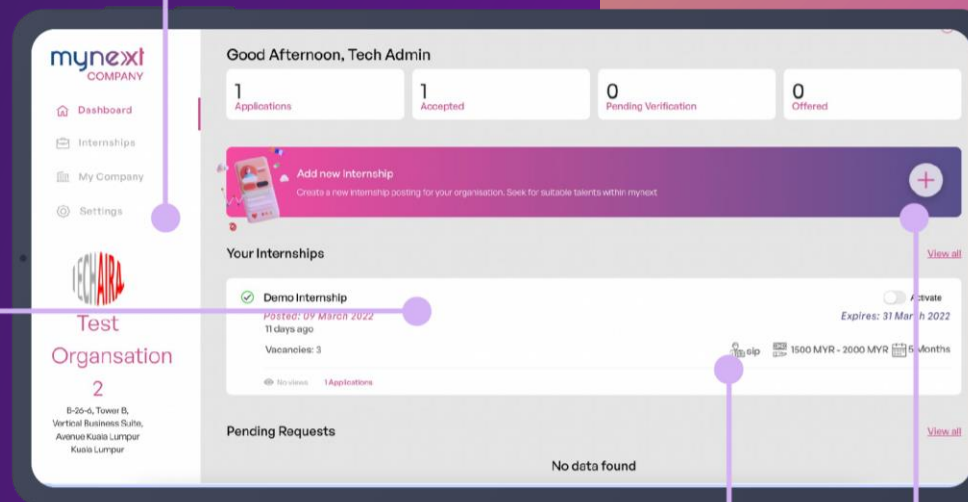
– ideal for SMEs

- Website
- Newsletter
- Social Media
- Advertising

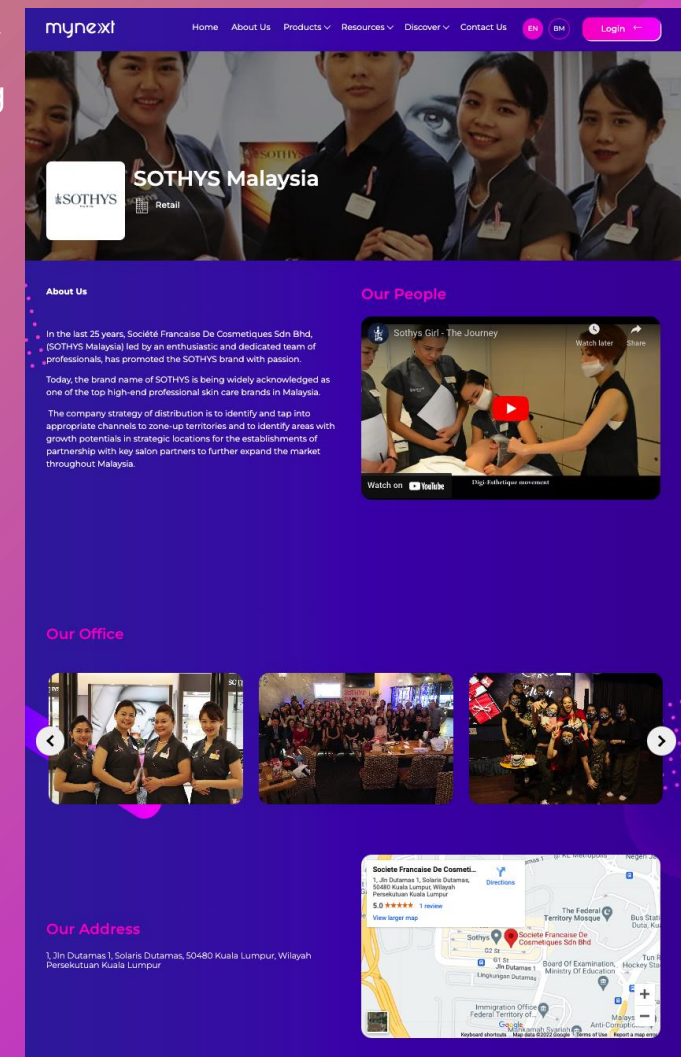
Be eligible as a National Structured Internship Programme (MySIP) provider

Access to quality talent pool matched automatically to job posting based on mynext Profiling Suite

Get internship posting application approved within 5 working days



Post, manage and hire all via one platform





MySip National Structured Internship Programme

- ✓ Provide a minimum internship period of ten (10) weeks
- ✓ Pay a minimum monthly allowance of RM600 for master's degree, bachelor's degree, SKM5 and Professional Certificate or equivalent
- ✓ Pay a minimum monthly allowance of RM500 for diploma/Malaysian Skills Certificate (SKM) Level 1 to Level 4 or equivalent
- ✓ Provide an internship framework that includes practical experience and emphasizes on the development of specific knowledge or skills for students and approved by TalentCorp
- ✓ Registered with the Companies Commission of Malaysia (SSM)
- ✓ Complete your MySIP registration at www.mynext.my

MySIP: Double Deduction Tax Incentives - Expenses incurred on certain activities can be set off twice against taxable profits.



SAMPLE TAX CALCULATION:

Assuming AinaTech! hired 50 interns for 2022, paid RM1,000 allowance per month and internship period is 12 month in a year. The company also invested on training, which includes the logistics cost of meal, accommodation & travelling and pays monthly cash allowance in internet bills (digital & communication)

| Description | Per Intern | Total expenses |
|---|------------------|-------------------|
| Internship allowances | | |
| Total monthly allowances (RM1,000 x 50 interns x 12 months) | | |
| TOTAL Per Intern | RM 12,000 | RM 600,000 |
| Training and other expenses | | |
| Training (RM2,400 x 50 interns) | RM 2,400 | RM 120,000 |
| Logistics (RM250 per month x 50 interns x 12 months) | RM 3,000 | RM 150,000 |
| Cash allowances on internet (RM50 per month x 50 interns x 12 months) | RM 600 | RM 30,000 |
| TOTAL Per Intern | RM 6,000 | RM 300,000 |
| Grand TOTAL Expenses on Internship Programme | RM 18,000 | RM 900,000 |

MySIP: Double Deduction Tax Incentives - Expenses incurred on certain activities can be set off twice against taxable profits.



SAMPLE MySIP TAX SAVINGS CALCULATION:

| Description | Non-MySIP Company | MySIP Company | Double-Tax Deduction Saving | Remarks |
|--|-------------------|---------------|-------------------------------|--|
| Gross Income | 7,950,000.00 | 7,950,000.00 | | |
| Less Expenses | | | | |
| Direct & Indirect Expenses | -2,050,000.00 | -2,050,000.00 | | |
| Internship Allowances | -600,000.00 | -600,000.00 | The 1 st deduction | |
| Internship Other Expenses | -300,000.00 | -300,000.00 | | |
| Nett Profit | 5,000,000.00 | 5,000,000.00 | | |
| Less : Double Tax Deduction Incentives (MySIP) | | | The 2 nd deduction | |
| Internship Allowances | 0.00 | -600,000.00 | 144,000.00 | No restriction |
| Internship Other Expenses | 0.00 | -250,000.00 | 60,000.00 | Limit up to RM5,000 per intern/ per year (RM5k x 50) |
| Adjusted Income | 5,000,000.00 | 4,150,000.00 | | |
| Tax payable (assume 24%) | 1,200,000.00 | 996,000.00 | 204,000.00 | Tax Saving RM4,080 per intern |

MyNext Graduates Online Job Portal – Added Value

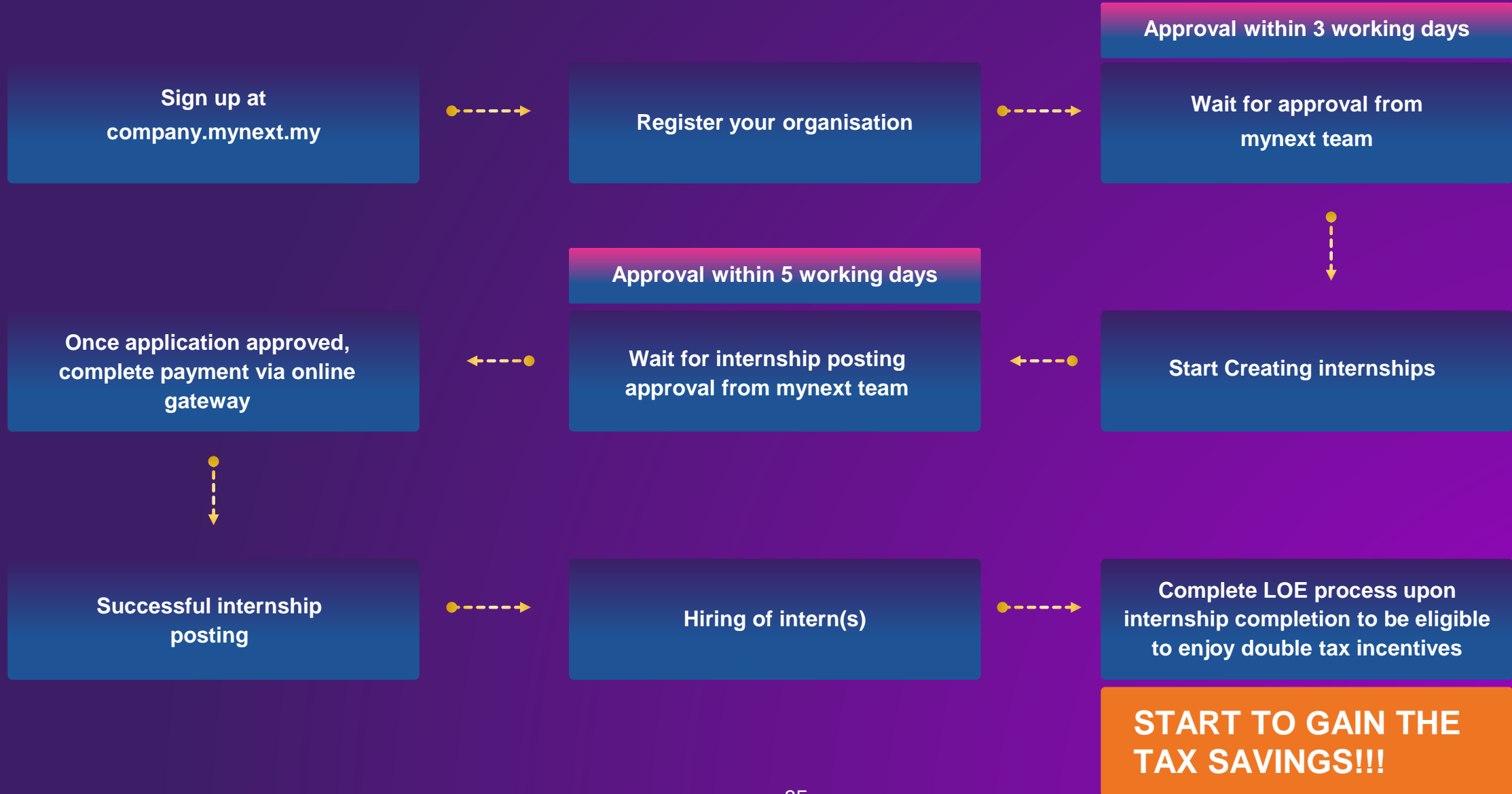
| DESCRIPTION | ENTERPRISE | PREMIUM | PRO | BASIC |
|---------------------------|------------|---------|---------|---------|
| Talent Job Posting | 15 | 10 | 6 | 3 |
| Job Posting Duration | 90 days | 60 days | 45 days | 30 days |
| Job Description Generator | YES | YES | YES | YES |
| Interview Scheduling | YES | YES | YES | YES |
| Company Branded Page | YES | YES | YES | YES |

Employee Management

| | | | | |
|----------------|----------|----------|----------|----------|
| Employee Quota | 50 users | 50 users | 50 users | 50 users |
|----------------|----------|----------|----------|----------|

Coming Soon by JULY 2023

HOW IT WORKS – Advertise in mynext





"The best way to predict your future is to create it"

- Abraham Lincoln

The question is, are you ready to create yours?

Thank You

Ready To Get Started?

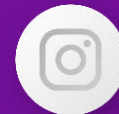
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