



TalentCorp

ATTRACT • NURTURE • RETAIN

ANNUAL REVIEW

2020

A report on **TalentCorp Group of Companies**
achievements for the year 2020

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TALENT ROADMAP



TalentCorp will act as a focal point for talent needs arising from the economic transformation. TalentCorp will play its role in developing and driving interventions to address critical skills gaps. Such interventions will involve a combination of addressing policies, building public-private collaborations, and implementing solutions directly. TalentCorp's priorities include developing a pool of graduate talent, as well as addressing the urgent requirement for experienced professionals.

- *Talent Roadmap 2020*



LEADERSHIP MESSAGES



MINISTER'S MESSAGE

Talent Corporation Malaysia Berhad (TalentCorp), as an agency under the Ministry of Human Resources (MOHR), is mandated to attract, nurture and retain the urgently needed talent and expertise to support industries which drive the country's economy.

TalentCorp's role under the Ministry's ambit is indeed a critical one as high-performing and high-quality human capital is widely acknowledged as the key enabler of sustainable development and transformation.

As we look ahead to the challenges of the immediate future in strengthening the economy, we need to ensure that the people's welfare and livelihoods are taken care of to ride out storm brought on by the COVID-19 pandemic. To that end, throughout 2020, the Government unveiled several initiatives to mitigate the economic risks of this pandemic, which focuses on the well-being of the people and to ensure the survival of affected businesses.

In support of these efforts, the Ministry reiterates its full commitment at strengthening Malaysia's human capital pool and the labour market. The Ministry aims to accomplish this by addressing unemployment, creating more jobs, and enhancing Malaysia's workforce through upskilling, reskilling, and cross-skilling. In this respect, all Departments and Agencies under the Ministry's purview will be called upon to provide support through the initiatives they undertake be it programmes, skills training, or recruitment incentives.

Through TalentCorp, the Ministry will address gaps in the labour market via initiatives such as the Structured Internship Programme (SIP); the #KisahSiswa graduate employability programme under the Young Employable Students (YES!) framework; the Nurturing Expert Talent analytics platform; and other programmes to boost graduate employability and cushion the pandemic's impact on future Malaysian talent.

Initiatives partnership with the Institute of Labour Market Information and Analysis (ILMIA) as such as these will further be supported by the Critical Occupations List (COL), a yearly publication to help the Government, industry, academia, and talent themselves, to understand the talent and skills shortages in the country's key industries. The COL is developed by TalentCorp in partnership with the Institute of Labour Market Information and Analysis (ILMIA) and the World Bank.

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TalentCorp will also continue to help Malaysian employers to prepare for the future workforce and workplace demands of the rapidly growing digital economy. This will be done through key initiatives including TalentCorp's Work-Life Practices (WLPs) advisory services and the Flexible Work Arrangements (FWA) Tax Incentive announced under the *Pelan Jana Semula Ekonomi Negara* (PENJANA). This FWA Tax Incentive falls under PENJANA's thrust 'Empower the People' and will sustain the new normal of work-from-home and provide the much-needed support required by both employers and employees.

Under the Ministry's leadership, these efforts in totality will help steer Malaysia in the right direction as we navigate through the uncertainties and the complexities of COVID-19.

DATUK SERI M. SARAVANAN
Minister of Human Resources



CHAIRMAN'S FOREWORD

2020 has been a year of significant challenges and also one of opportunities. Notwithstanding the “new normal” created by the global pandemic, Talent Corporation Malaysia Berhad (TalentCorp) continued to deliver value to our stakeholders while also helping to strengthen Malaysia’s talent landscape against the uncertainties of COVID-19 and the Future of Work.

In this past year, TalentCorp has been unrelenting in its work to identify and address gaps which are preventing Malaysia from fully optimising all her talent sources. As TalentCorp looks to the future, it will strive to fulfil the purpose for which it was established. A strategic plan is in place to catalyse a virtuous talent cycle and foster consistent, collective action where TalentCorp continues to serve as the focal point in Malaysia’s talent landscape, and bring together talent, industry, Ministries and related institutions. I have confidence that the plans set in motion will benefit Malaysians – our professionals in the country, professionals abroad, students, graduates, and employers for both the short- and long-run.

One major step taken by TalentCorp towards greater accountability involved the appointment of its new Board of Directors. Despite receiving their appointments in the second half of 2020, the Board was nevertheless able to enforce several key measures to increase effectiveness and also strengthen TalentCorp's governance structure. This, I believe, effectively sets the tone for the next stage of TalentCorp’s development.

I am certain that the determination and hard work of the team at TalentCorp will build on their past achievements in the months to come. Here I would like to express my gratitude to my fellow Board members for their support and contributions over the past several months. A special note of appreciation also goes to the Management team and staff of TalentCorp, for their passion, vision and continued commitment.

I would also like to extend my appreciation to our parent Ministry, the Ministry of Human Resources (MOHR), for their guidance and leadership. TalentCorp stands ready to do all that we can to support MOHR’s vision to be a leader in the human resources development and management of the country.

DR. WAFI NAZRIN BIN DR. ABDUL HAMID
Chairman



GROUP CEO'S REVIEW

Faced with a challenging year of 'business not as usual', Talent Corporation Malaysia Berhad (TalentCorp) was nevertheless able to make positive headway in 2020 in support of the mission championed by the Ministry of Human Resources

(MOHR) to develop competent, productive, responsive and resilient human capital for Malaysia.

Thanks to its vast network of partnerships and steadily expanding suite of signature initiatives, we have continued to contribute towards strengthening Malaysia's talent agenda through enhancing the country's talent pipeline, promoting talent diversity to drive the Future of Work, and facilitating talent mobility to and within Malaysia.

We have also been guided by the understanding that although TalentCorp has come a long way since its establishment in 2011, its mandate remains as relevant as ever today if not more so. There is much to be done still to prepare Malaysia's workforce for the sweeping disruptions of the 21st-century world, and to that end, in the past year we have sought to lay down a sustainable foundation that will bring us into 2021 and beyond.

In the months since I took the helm as Chief Executive Officer, it has been immensely fulfilling to work alongside a passionate team driven to nurture a national pool of talent who are empowered to realise their own potential and are capable of supporting the needs of industries seeking to move up the global value chain.

We have a lot of work to do. In 2021, we will step up our efforts and amplify collaborations with Government ministries and agencies, international societies, and business chambers. We will also focus on setting the foundation for building a network of top talents.

With that, I would like to express my gratitude to the employees at TalentCorp for their enthusiasm, dedication, and efforts thus far – I am confident these qualities will help to move us even further forward in the coming years. I am also much obliged to our esteemed Board of Directors for their collective roles in providing guidance and direction as TalentCorp begins the next phase of its evolution.

THOMAS MATHEW

Group Chief Executive Officer



OVERVIEW OF TALENTCORP



TALENT CORPORATION MALAYSIA BERHAD



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



Agency under the
Ministry of Human Resources
(MoHR)

Who?

When?

Why?

To transform Malaysia into a
Global Talent Hub

What?

Attract, nurture, and retain
the right expertise
to spur economic growth



Advocate
POLICIES

Drive strong & effective
PARTNERSHIPS

Introduce
BEST PRACTICES

Intervention
PROGRAMMES



Data Collection, Analysis & Engagement with Industry
Critical Occupations List (COL) | Nurturing Expert Talent (NEXT)



Implementation of intervention programmes based
on data analytics and industry insight

THRUST 1

THRUST 2

THRUST 3

Optimise MALAYSIAN TALENT

Attract & Facilitate GLOBAL TALENT

Build NETWORKS OF TOP TALENT

- Malaysian Graduates -
- Scholars (Public Scholarship Holders) -
- Latent Talent -

- Malaysian Diaspora -
- Highly Skilled Expatriates -

- Malaysian Talent -
- Global Talent -

- Structured Internship Programme (SIP)
- Scholarship Talent Attraction and Retention (STAR)
- MyASEAN Internship
- Semester Break Programme (SBP)
- Young Employable Students (YES!)
- Career Comeback Programme (CCP)
- Work-Life Practices (WLPs)
- Talent ProCertification

- Returning Expert Programme (REP)
- Residence Pass-Talent (RP-T)
- Malaysia Expatriate Talent Service Centre (MYXpats)

- Industry-Academia Collaboration (IAC)
- LIFE AT WORK Awards (LAWA)



Data & Analytics **Reduce Skills Mismatch**
Flexible Work Arrangements **Skills Gaps** **More Women At Work**
Increase FDI **Industry Partnerships** **Work-From-Home**
Ready-for-Work Graduates **Brain Circulation** **Diversity & Inclusion**
Transfer Expatriate Skills **Work-Life Integration**
Increase Work Productivity **Future Malaysian Leaders**



As an agency under the Ministry of Human Resources (MOHR), TalentCorp works to attract, nurture and retain the right talent and expertise to support Malaysia's journey towards greater economic progress.

Partnerships have been and continue to be at the core of TalentCorp's strategies. Our efforts to elevate the country's talent base are built on a foundation of effective partnerships with Government, industry, and academia, culminating in initiatives that enhance our nation's talent pipeline, promote talent diversity to drive the Future of Work, and facilitate talent mobility to and within Malaysia.

Consistent engagements with key sectors of industry have helped TalentCorp to develop talent measures that ensure the following outcomes are achieved:

- Graduates and emerging talent are equipped with industry-required skills.
- Malaysia's diverse talent sources are optimised towards the creation of a more inclusive and qualified workforce.
- Talented Malaysians who have studied or worked overseas, as well as highly-skilled expatriates in the country are effectively leveraged to support Malaysia's growth.



REVIEW OF 2020

UNDERSTANDING TALENT DEMAND & SUPPLY

UNDERSTANDING TALENT DEMAND & SUPPLY

As we aim to develop a globally competitive, creative, and innovative first-world talent base to drive Malaysia's economy, intervention programmes that are implemented need to be strategically developed based on data analytics and in-depth industry insight. TalentCorp works with relevant stakeholders in the Government, industries and learning institutions to identify the critical skills needed by the key sectors and finding solutions to a sustainable talent pool which maintains an equilibrium between talent demand and supply – enabling a supply of appropriate skilled talent to meet the demands of the industry.

Through data collection, analysis and engagement with key industry players, we aim to acquire a strong understanding of areas of critical skills gaps and talent issues that will enable us to effectively address them via our carefully strategised intervention programmes.



Talent Data Management Industry Engagement Academia Engagement
Skills Gap & Mismatch Industry Awareness

TalentCorp's signature work to understand talent demand and supply:

- Industry Partnership
- Research, Development and Policy
- Critical Occupations List (COL)
- Nurturing EXpert Talent (NEXT)
- Malaysia Expatriate Talent Service Centre (MYXpats)

INDUSTRY PARTNERSHIP

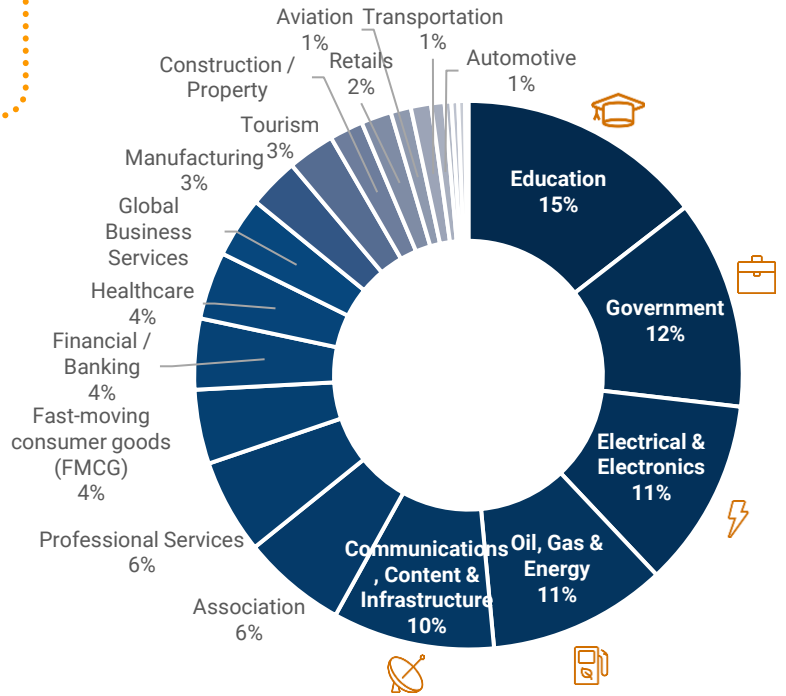
When the year began, no one could have anticipated the challenges that we would face. The full impact of the COVID-19 global pandemic is yet to be seen, yet much has already transformed in the way we conduct our business and ensure continuity to deliver our mandate.

300
COMPANIES
ENGAGED

503
ENGAGEMENT
SESSIONS

We pivoted and brought our engagements on-line to continue keeping up-to-date with industry requirements. These regular roundtable discussions, forums and workshops with our stakeholders serve as a communication platform to discuss and deliberate on talent related issues.

Overall industry engagement by sector:



Future Of Work Roundtable With Key Sector Representatives

TalentCorp organised a closed-door Future of Work Roundtable with key sector representatives in February 2020 to gain industry insights on Malaysia's human capital in the digital age. This was expanded in July 2020, when we co-organised the Economic Action Council Workshop Series themed 'Malaysia's Future Workforce' where input gathered is incorporated into Malaysia's medium-term recovery plan as well as the Twelfth Malaysia Plan, 2021-2025.



APEC 2020 Human Resource Development Working Group

In February 2020, TalentCorp contributed to the APEC 2020 Human Resource Development Working Group – Labour Social Protection Network (LSPN) which aims to foster strong and flexible labour markets, and strengthen social protection across APEC member economies.



Roundtable Discussion On Expatriate Hiring

In August 2020, MYXpats organised a Roundtable Discussion by the Ministry of Home Affairs (MOHA) together with the Immigration Department of Malaysia and industry partners to obtain industry input on policy changes in expatriate hiring.



Roundtable Discussions With The States Of Penang And Kedah

TalentCorp was invited to a Roundtable Discussion with the Penang State Government in March 2020 which was organised to obtain feedback on talent attraction strategies related to the state's human resource requirements. This was followed with a Roundtable Discussion with the Penang Deputy Chief Minister II in July 2020, during which we contributed ideas on providing assistance to those retrenched by COVID-19.

We undertook similar engagements in other states, such as a discussion on Kedah's talent requirements which was organised in June 2020 with Invest Kedah, the Kedah Industrial Skills and Management Development Centre (KISMEC) and the International Labour Organisation's (ILO) Regional Office for Asia and the Pacific.



Knowledge Sharing With Key National-level Platforms

Throughout the year, TalentCorp also successfully secured opportunities to share our ideas and expertise through key national-level platforms. This included:

- The development of the National Oil & Gas Services and Equipment (OGSE) Industry Blueprint 2021-2030, which will be the single reference point and framework for the structured and sustainable development for Malaysia's OGSE industry from 2021 to 2030;
- The Labour Market Intervention Working Committee Workshop under the Malaysian Social Protection Council (MySPC);
- The Services Sector Blueprint 2.0 by the Ministry of International Trade and Industry (MITI); and
- A National Wage Index meeting organised by ILMIA to give input on the indicators measuring remuneration changes for occupations in Malaysia's labour market.

RESEARCH, DEVELOPMENT & POLICY

In 2020, TalentCorp's Research department, together with partner agencies such as MOHR, MOHE, EPU, MITI, ILMIA, and MDEC, has worked hand in hand in developing labour market related policies.



Economic Planning Unit (EPU)

- 12th Malaysia Plan (RMK 12)
- Perancangan Pembangunan Labour Market Analytics Platform



Ministry of Human Resources (MOHR)

- *Mesuarat Statistik KSM Bagi Langkah-langkah Kementerian Semasa Pasca-COVID-19*
- *Sesi Perbincangan dan Perkongsian Maklumat Dapatan Kajian Gig Economy*
- Study on National Policy Framework for the Fourth Industrial Revolution (4IR)
- *Intervensi Pasaran Buruh Di Bawah Majlis Perlindungan Sosial Malaysia (MySPC)*
- *Pelan Strategik KSM 2021*



Institute of Labour Market Information and Analysis (ILMIA)

- National Human Resource Blueprint (NHRBP)
- Study on the "Development of The National Wage Index"



Ministry of International Trade and Industry (MITI)

- Performance of Services Sector Blueprint 2015-2020

KEMENTERIAN
PERDAGANGAN ANTARABANGSA DAN INDUSTRI



Ministry of Higher Education (MOHE)

- *Pengkonsepsian Kurikulum Masa Hadapan and Mesuarat Saringan Awal (MSA)*

KEMENTERIAN PENDIDIKAN TINGGI

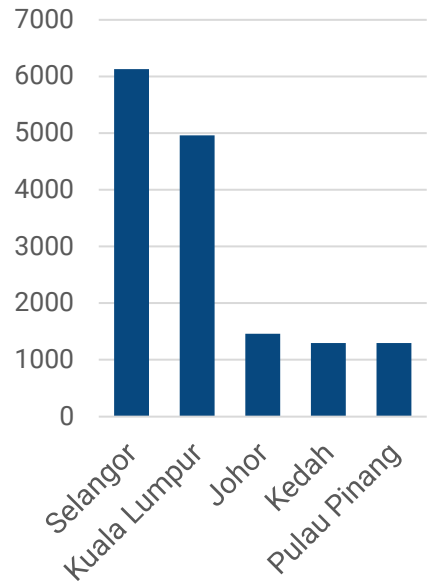
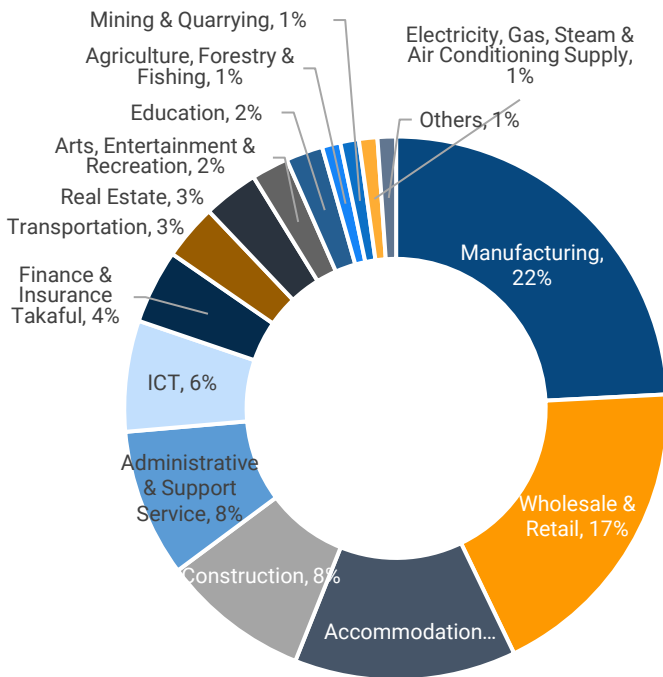


Malaysian Digital Economy Corporation (MDEC)

- National Digital Talent Framework and Industry Skills Framework

In response to the Government's call in providing immediate plans to address the increasing unemployment caused by COVID-19 pandemic, the Research department together with other Business Units (BU) have put together relevant information/data relating to employment trend, and on sectors that are most affected and most thriving due to COVID-19.

Sectors and states most affected by lost of employment, as of May 2020:



Thriving sectors after COVID-19*:

- Information Technology
- Food and Beverage
- Science and Technology
- Government
- Health and Safety
- Pharmaceutical
- Medical Supplies and Equipment
- Electrical and Electronics (E&E)
- Logistics (ride-hailing)
- Digital Platform
- E-commerce

COL 2020-2021

- After the publication of COL 2019-2020 in March 2020, the process of developing the next iteration of COL (2020-2021) was halted due to COVID-19. The procurement process was kickstarted in September 2020 and the first official Kick Off was held in December 2020.
- The COL 2020-2021 will be published in August 2021.

Sources:
 The Job Report, JobStreet (May 2020 Edition)
<https://www.theedgemarkets.com/article/special-report-covid19-fallout-jobs-under-threat>
<https://www.theedgemarkets.com/article/unemployment-rate-likely-surpass-forecast-amid-severe-covid19-impact-malaysia-%E2%80%94-94-bnm-governor>

CRITICAL OCCUPATIONS LIST (COL)

TALENT DEMAND

TalentCorp continues to develop the Critical Occupations List (COL) together with the Institute of Labour Market Information and Analysis (ILMIA) and the World Bank to identify talent shortages in Malaysia's key industries. The COL 2019/2020 is the fifth edition to date and covers 58 critical occupations from 18 economic sectors. The COL is used to coordinate policy interventions related to higher education and Technical and Vocational Education and Training (TVET), talent upskilling, scholarship management, and immigration.

Here are the 22 occupations that have appeared in every COL:

Accountant and Auditor

Job Title: Accountant, Account Executive, Financial Controller

Application Programmer

Job Title: Software Programmer, System Programmer, Analyst Programmer

Business Services Manager

Job Title: Production Manager, Business Development Manager, Compliance Manager

Computer Network Professionals

Job title: Network Engineer, Network Infrastructure Administrator

Electrical Engineer

Job Title: Electrical Engineer

Electronic Engineer

Job Title: Computer Engineers (Software), Electronic Engineers

Engineering Professionals (Excluding Electrotechnology) Not Elsewhere Classified

Job Title: Quantity Surveyor and Project Engineer

Finance Manager

Job Title: Finance Manager, Account Manager

Financial Analyst

Job Title: Financial Reporting Analyst, Credit Risk Management

Geologist and Geophysicist

Job Title: Geologist, Geophysicist

Industrial and Production Engineer

Job Title: Production Engineer, Automation Engineer

Information and Communications Technology Manager

Job Title: IT Manager, IT Project Manager

Policy and Planning Manager

Job Title: Project Planning Manager, Project Leader, Programme Manager

Manufacturing Professional

Job Title: Technical Executive, Manufacturing Quality Controller Executive

Mathematician, Actuaries and Statistician

Job Title: Data Scientist, Data Analyst, Big Data Engineers

Mechanical Engineer

Job Title: Mechanical Engineer, Maintenance Engineer

Mechanical Engineering Technicians

Job title: Machine Technician, Mechanical Engineering Technician

Mining Engineer, Metallurgist and Related Professionals

Job Title: Mining Engineer, Product Design R&D Engineer

Software And Applications Developers And Analysts Not Elsewhere Classified

Job title: Software Tester, Solution Architect (IT), Application Security Engineer (IT) and Tester (Selenium and Cucumber)

Software Developer

Job Title: Software Developer, Design Engineer, Software Engineer

Systems Administrator

Job Title: System Administrators, IT Executives, Project Coordinators

Systems Analyst

Job Title: IT Business Analyst, IT Specialist (SAP), Cyber Security Analyst

NURTURING EXPERT TALENT (NEXT)

TALENT SUPPLY

Nurturing Expert Talent (NEXT) is a national talent analytics platform and profiling tool to assist and equip talents with self-awareness, skills and competencies assessment. NEXT assesses a talent's career and personal values, interest and personal preferences and is capable of mapping out talent database at the national level to bridge the gap of Talent Demand and Talent Supply.

144,385
USERS

165
LEARNING
INSTITUTIONS

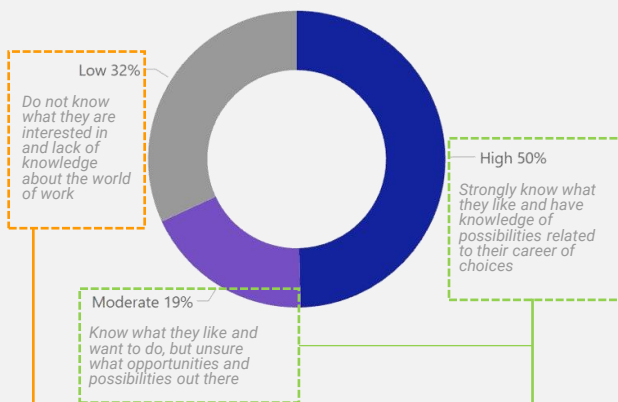
286
CAREER
ADVISORS

NEXT

NEXT can be applied in solving the issues of career alignment and employability readiness:

CAREER ALIGNMENT

Looks into how certain and clear students are about their career choice. The information will help learning institutions craft targeted intervention programmes.

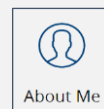


- Career Counselling
- Self-Awareness/ Psychometric Assessment
- Career Mapping
- GE awareness campaign
- Industry Exposure & Awareness
- Career Awareness
- Targeted intervention programme (mandatory participation) on GE essential skills

- Voluntary + Compulsory Internship
- Special Projects with Industries
- Mobility Project & Experience
- Forum & Dialogue Session
- Social Impact Project/ Volunteerism
- Industry Sharing Session – Market Intelligence
- Career Enhancement
- Strengthen Personal Branding - LinkedIn

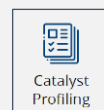
EMPLOYABILITY READINESS

Looks into how certain and clear students are about their career choice. The information will help learning institutions craft targeted intervention programmes.



About Me

- Demographics analytics of Malaysian talent



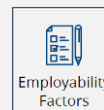
Catalyst Profiling

- Evidence based insights
- Talent basic competencies
- Leadership competencies
- Entrepreneurial competencies



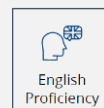
Career Exploration

- Identify interpersonal and intrapersonal skills
- Entrepreneurial competencies



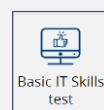
Employability Factors

- Graduate Employability readiness
- Opportunities awareness
- Industry exposures



English Proficiency

- Basic English Proficiency measurement and benchmarking towards employment



Basic IT Skills test

- Basic IT Skills measurement and benchmarking towards employment



CV

- Complementing the implementation and facilitation for MOHE's e-Portfolio
- Enrich CV content align with talent profiles

MALAYSIA EXPATRIATE TALENT SERVICE CENTRE (MYXPATS)

MYXpats, a subsidiary of TalentCorp, forms the initiative under our strategic thrust 2, which is to facilitate the best global talent to complement the Malaysian talent pool.

Established in 2015 as a joint initiative with the Immigration Department of Malaysia (JIM) overseen by the Ministry of Home Affairs (MOHA), MYXpats' aim is to ensure efficiency and governance in hiring highly skilled expatriates while giving access to data points, in order to monitor and anticipate trends. This data facilitates the establishment of guidelines for expatriate transfer of knowledge and other policy-making mechanisms, such as investments and skillsets needed by the country.

Expatriates both complement and fill the gaps within the Malaysian workforce. They cater to the shortage or unavailable skills within the Malaysian workforce due to new or proprietary technologies, and/or specialised skills required by investors and businesses. This symbiosis and diversity of talent spurs the competitiveness and innovative capabilities of the local workforce, promotes the transfer of knowledge to the local talent pool, and attract high-value foreign direct investments (FDIs). As a direct and immediate result, it leads to the creation of jobs for Malaysians, and the opportunity for setting up of new businesses and projects as part of Government to Government collaborations.

MYXpats uses a "one-stop" approach to Immigration services by processing and issuing the Employment Pass (EP) and other related passes that enable eligible expatriates to work in Malaysia.

- | RESIDENCE Pass-Talent (RP-T)
- | EMPLOYMENT Pass (EP)
- | PROFESSIONAL VISIT Pass (PVP)
- | DEPENDENT Pass (DP)
- | SOCIAL VISIT Pass (Long Term)

Through MYXpats, we are able to:



Accurately capture the expatriate data enabling Expatriate Employer Insights



Understand the talent needs of industries as basis for policy-making in collaboration with Government agencies



Review current processes and regulations to improve hiring practices of expatriates



Integrate with Government to better **understand the economic value that expatriates bring to Malaysia**



Work closely with Government agencies to **identify opportunities to attract FDI**

THRUST 1

OPTIMISE

MALAYSIAN TALENT

OPTIMISE MALAYSIAN TALENT

The availability of Malaysian talent is a critical component in meeting the needs of the country's continuous development. The Malaysian talent pool is the most vital and sustainable source of talent, therefore the crucial need for it to be optimised. In targeting this, TalentCorp aims to ensure a strong and sustainable talent pool, which includes Malaysians based in Malaysia as well as our Malaysian students studying abroad, that industries can leverage on to meet the evolving requirements of the economy.

TalentCorp partners with the Government, industries and learning institutions on initiatives that aim to:

- Prepare **Malaysian students and graduates** to meet the demands generated by the economy
- Facilitate the placement of **Government scholars** in the labour market and optimise the returns on investment made
- Facilitate **women** back into the workforce via policy advocacy and ensuring a workplace that is diverse and inclusive
- Encourage the upskilling of Malaysian talents via non-HRDF contributing employers



Graduate Unemployment Employability Awareness
Academia-Industry Bridging Skills Gap & Mismatch New norms
Work-Life Integration Talent Data Management Diversity & Inclusion
Government ROI Workforce for the Future Labour participation

TalentCorp's signature initiatives to optimise Malaysian talent:

- Structured Internship Programme (SIP)
- Scholarship Talent Attraction and Retention (STAR)
- MyASEAN Internship
- Semester Break Programme (SBP)
- Young Employable Students (YES!)
- Career Comeback Programme (CCP)
- Work-Life Practices (WLPs) Advisory
- Talent ProCertification

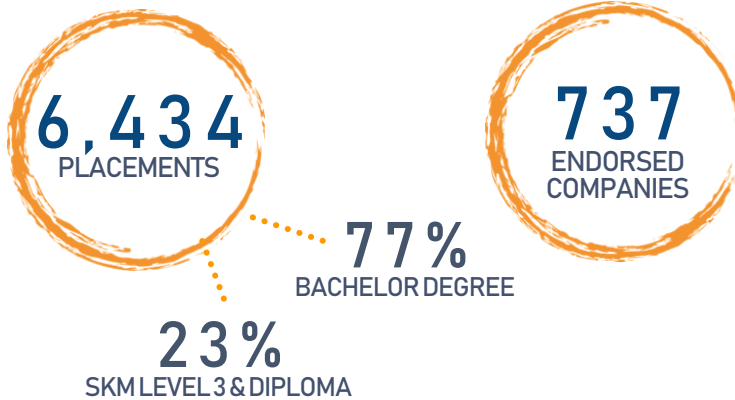
STRUCTURED INTERNSHIP PROGRAMME (SIP)

In collaboration with the Ministry of Human Resources (MOHR) and the Ministry of Higher Education (MOHE), TalentCorp implements the SIP to encourage employers to provide quality internship programmes for undergraduates and TVET talents. The SIP encourages companies, industry bodies and learning institutions to develop structured internships, while also providing students with early exposure to the working environment.



More than 20 SIP briefing sessions conducted with university and industry partners

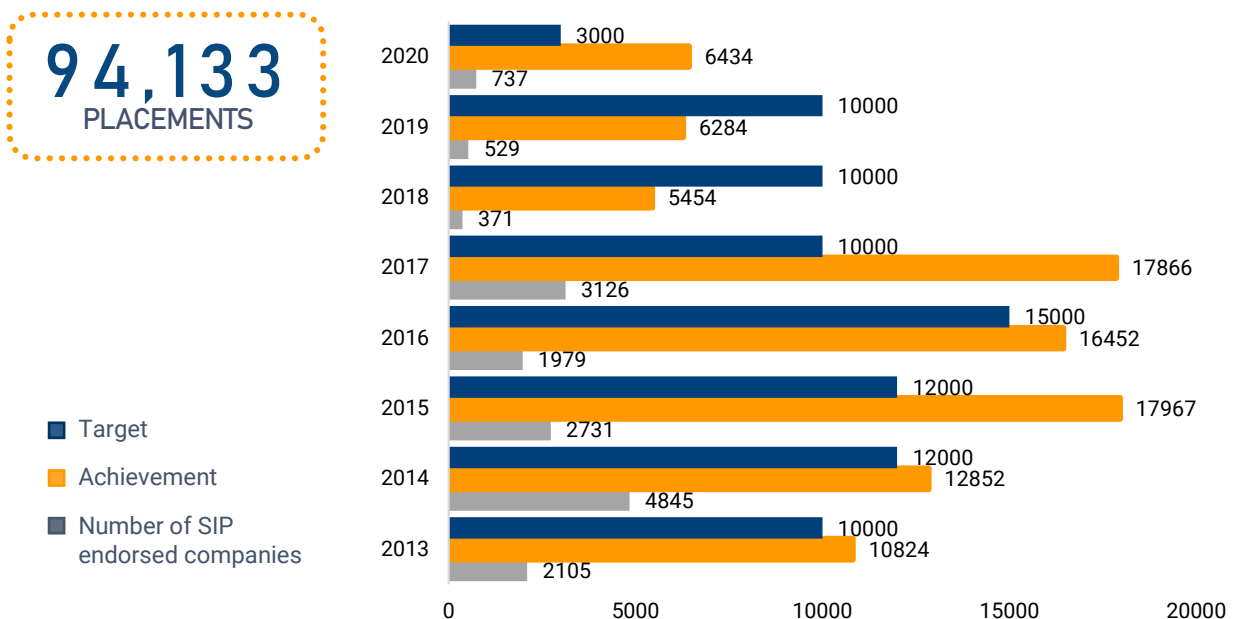
Achievement for year 2020:



Top hiring sectors:

-  Business Services
-  Financial Services
-  Agriculture
-  Oil, Gas & Energy
-  Wholesale & Retail

Achievement from programme inception in year 2013 to 31 December 2020:








SCHOLARSHIP TALENT ATTRACTION AND RETENTION (STAR)

STAR is a collaborative partnership between TalentCorp and the Public Service Department (JPA) which aims to ensure Malaysia is able to better optimise its large pool of Government scholars. This programme enables JPA scholars to serve their bond obligations by securing employment either with the public sector or an approved private sector company in Malaysia.

Achievement for year 2020:



Top hiring sectors:

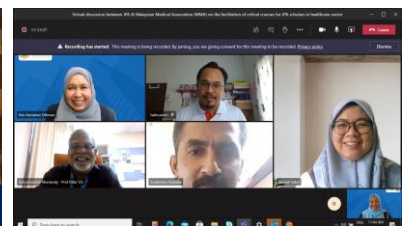
-  Professional Services
-  Oil, Gas and Energy
-  Finance
-  Electrical and Electronics
-  Manufacturing



Organised a virtual JPA-STAR Contract Briefing & Online Career Fair in September 2020, which recorded attendance from 1,443 participants

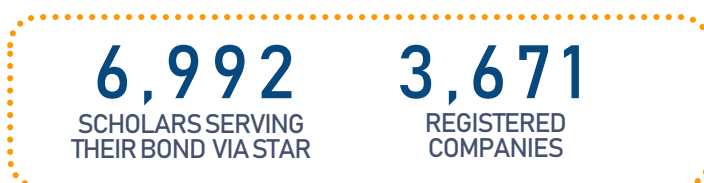


Hosted a JPA-STAR Webinar session - Connect & Interact with Tan Sri Ketua Pengarah Perkhidmatan Awam (KPPA)



Conducted a virtual discussion between JPA and the Malaysian Medical Association (MMA) on the facilitation of critical courses for JPA scholars in healthcare sector

Achievement from programme inception in year 2011 to 31 December 2020:



MYASEAN INTERNSHIP

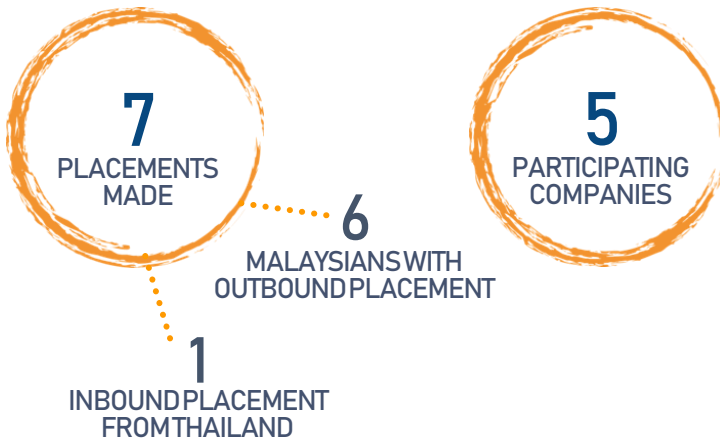
TalentCorp spearheads the MyASEAN Internship programme, an initiative to promote global citizenship and inculcate cultural intelligence among our young talent. MyASEAN Internship provides students with internship opportunities for a minimum duration of 8-weeks to absorb skills and knowledge from other parts of the world, while connecting to fellow young ASEAN talent.

Regrettably the COVID-19 pandemic had significant effect on the programme, curtailing our eligible ASEAN interns' opportunity for regional exposure.

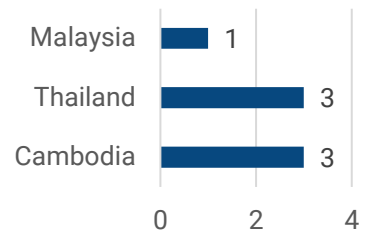
MyASEAN Internship was highlighted as a benchmark for talent mobility programme in Malaysia, especially for potential ASEAN interns, in a white paper titled "ASEAN's Internship Imperative: The need to develop cross-border internships" published by the ASEAN Human Development Organisation (AHDO).



Achievement for year 2020:



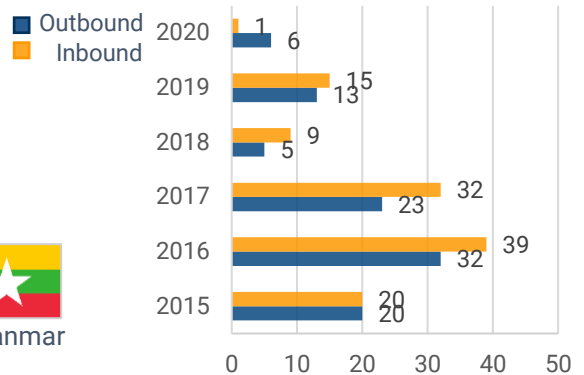
Internship destination:



Achievement from programme inception in year 2015 to 31 December 2020:



Top five nationalities:



SEMESTER BREAK PROGRAMME (SBP)

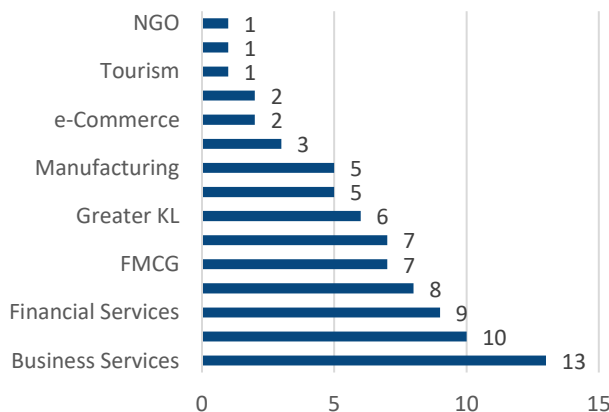
The SBP serves to enhance students' exposure to the corporate world, and to provide them valuable opportunities to network with influential Malaysian corporate leaders.

In September 2020, the SBP went virtual for the first time, where students were given an "on-line real world" introduction to Malaysia's top sectors.

Achievement for year 2020:



Achievement from programme inception in year 2014 to 31 December 2020:



YOUNG EMPLOYABLE STUDENTS (YES!)

YES! is a proactive intervention to enhance Malaysia's Graduate Employability (GE) and talents' essential skills, so that they are future-ready and future-proof. It offers solution-focused interventions to help graduates take charge of their career paths by equipping them with the skills and confidence to join the workforce.

In March 2020, we held a YESxUMK three-day workshop at *Universiti Malaysia Kelantan* (UMK) for 505 UMK students together with YES! strategic collaborators; the Ministry of Youth and Sports (KBS), IMPACT Malaysia, Teach For Malaysia, and CareerCube.

In May 2020, we launched #KisahSiswa as a response to the COVID-19 pandemic to guide and support young Malaysians with their career planning during the uncertain times. #KisahSiswa, a joint collaboration with our strategic industry partners, is an addition to our YES! framework and is supported by the MOHR and MOHE.

#KisahSiswa Career Coaching Circle Assistance



#KisahSiswa: Insights From Our Career Coaches

- The COVID-19 pandemic weighs heavily on the participants' minds, with primary concerns on the outlook of the job market.
- Participants are ambitious but lack strategic career planning and roadmap. They also appear to have low self-confidence and lack self-esteem.
- Most participants require an upgrade of core GE skills, such as personal branding, articulative skills, and critical thinking.
- Not many participants sought career advice from counsellors at the career centres at their respective institutions.
- Participants need to be exposed to industry knowledge and market awareness as early as possible, and need to keep their options open.

CUSHIONING THE IMPACT OF COVID-19 ON MALAYSIAN YOUTHS

We made efforts to cushion the economic impact of COVID-19 on Malaysian youths by growing our existing programmes and introducing new ones:

#KisahSiswa

In May 2020, TalentCorp launched the #KisahSiswa graduate employability (GE) initiative under the Young Employable Students (YES!) framework as a response to the issues and challenges presented with COVID-19. YES! aims to enhance the employability skills of Malaysian graduates and represents a collaboration between TalentCorp, MOHR, the Ministry of Higher Education (MOHE), and industry and academia.

1,512
PARTICIPANTS

120
CAREER
COACHES

5,024
SUBSCRIBERS
GE Telegram Channel



#BeliaBekerja Virtual Career Fairs

Together with the Ministry of Youth and Sports (KBS) and IMPACT Malaysia, TalentCorp co-organised the #BeliaBekerja Virtual Career Fair in May 2020 to help ease COVID-19 unemployment.

38
EMPLOYERS

11,000
ATTENDEES



This was followed by #BeliaBekerja 2.0 in August 2020, which was also met with positive reception from job seekers.

Semester Break Programme (SBP)

We held our first virtual SBP in September themed 'Survival Kit for Graduates: Welcome to Adulthood!' in collaboration with Seeds Job Fair. The 3-day event covered topics relevant to young people, including managing finances and creating personal branding.

4,299
VIEWS
via Zoom & Facebook Live



Nurturing EXpert Talent (NEXT)

In October 2020, TalentCorp's proprietary psychometric assessment system Nurturing EXpert Talent (NEXT) achieved a milestone of over 144,385 graduate and student users from various Higher Learning Institutions in Malaysia. This sets the stage for the initiative's planned expansion throughout the country in the next few years.

144,385
USERS

NEXT

#MyDigitalWorkforceWeek

In collaboration with the Malaysia Digital Economy Corporation (MDEC), TalentCorp participated in the #MyDigitalWorkforce Week in August 2020 to help connect job seekers to career and upskilling opportunities in the digital job market. The event featured the participation of close to 130 employers and attracted over 10,000 attendees.

122 EMPLOYERS
10,000 ATTENDEES



CAREER COMEBACK PROGRAMME (CCP)

Through the CCP, TalentCorp helps drive the Government's efforts to increase Malaysia's female labour force participation rate (FLPR) by encouraging the return of women to the workforce. This is achieved via a multi-pronged approach: 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.

The Career Comeback Workshop is part of the CCP that aims to create employability opportunities through learning and sharing of ideas, and facilitate women back to the workforce. In 2020, the programme branched out into virtual-based learning and networking sessions with employers. To date, we have successfully garnered the participation of 1,230 women who want to re-enter the workforce. In addition, TalentCorp facilitates applications for the tax exemption for women returning from a career break, as announced in Budget 2018 and Budget 2020.

Achievement for year 2020:



- Bangkok Bank
- Ambition
- Webhelp
- BrioHR
- Baker Hughes

Achievement from programme inception in year 2015 to 31 December 2020:

2,079
WOMEN IN
DATABASE

855
WOMEN
RETURNEES

323
COMPANIES EMPLOYING
CCP WOMEN

23
WORKSHOPS

1,230
WORKSHOP
ATTENDEES

17
PARTICIPATING
COMPANIES

WORK-LIFE PRACTICES (WLPS)

As part of our commitment to the Diversity and Inclusion (D&I) agenda, TalentCorp provides end-to-end advisory services to support companies in adopting WLPs. In light of the COVID-19 pandemic, WLPs have proven to be increasingly crucial to boost morale and productivity as employers and employees adapt to the new normal.

Throughout the Movement Control Order (MCO) period, TalentCorp sought to provide greater value by organising webinar workshops to encourage greater adoption of WLPs by employers. These webinars also support employers to better understand how they need to evolve in workplace practices to remain relevant and competitive for the future.

In 2020, we collaborated with UNDP Malaysia on the 'How We can Make Work, Work: Learning from the COVID-19 for Better Flexible Work Arrangements' report that will be released in early 2021.

Achievement for year 2020:



Collaborative companies for WLP webinars: Federation of Malaysian Manufacturers (FMM) | Malaysian Oil & Gas Services Council (MOGSC) | PwC Malaysia | United Nations Development Programme (UNDP) Malaysia | EY Malaysia | KPMG | Sarawak Energy



Achievement from programme inception in year 2015 to 31 December 2020:



TALENT PROCERTIFICATION

Through our Talent ProCertification double tax deduction incentive, we support the Government's effort to strengthen human capital development by encouraging non-HRDF contributing companies to enhance skills, knowledge and qualifications of employees in obtaining industry-recognised professional certifications.

Some of the approved Professional Certifications are selected certifications under the Board of Engineers (BEM) Malaysia, Institute of Electrical and Electronics Engineers (IEEE), Financial Planning Association of Malaysia (FPAM), Association of Chartered Certified Accountants (ACCA), Institute of Chartered Accountants in England and Wales (ICAEW), Microsoft, Oracle, Project Management Institute (PMI), Chartered Institute of Personnel and Development (CIPD), and Chartered Management Institute(CMI) UK.

Achievement for year 2020:



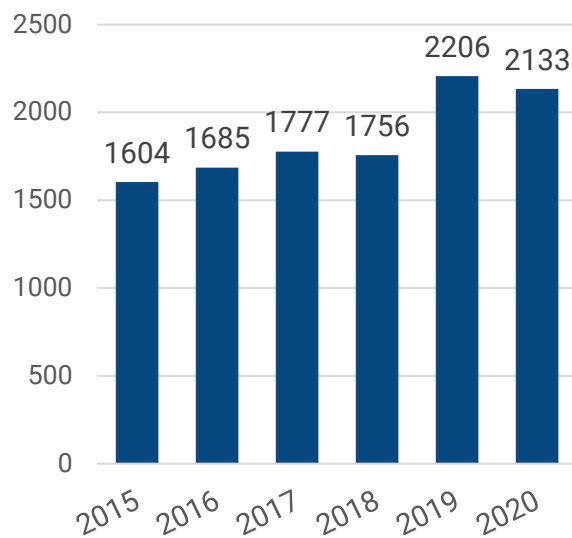
Top sector:

 Professional Services

Top 3 certifications:

- ACCA
- CPA
- ICAEW

Achievement from programme inception in year 2015 to 31 December 2020:



THRUST 2

ATTRACT & FACILITATE GLOBAL TALENT

ATTRACT & FACILITATE GLOBAL TALENT

The global talent pool, consisting of the Malaysian diaspora and foreign talent, provides compensating inflows to address immediate critical skills gaps resulting from brain drain and other talent leakages. This is especially critical to filling the need for experienced professionals in the workforce. The inflow of global talent into the local talent pool can have positive spill-over effects and exponential benefits as they interact and collaborate with each other. Rather than act as a substitute, global talent complements the Malaysian talent pool. Their addition into the workforce enhances existing skills standards, raises productivity levels, and brings in new knowledge and expertise that may not be readily available domestically.

TalentCorp works together with the Government and employers on initiatives to:

- Attract and retain **global talents** – be they Malaysian or foreign, skilled professionals or high-performing graduates
- Reach out to and connect with **Malaysians abroad** through our diaspora networking platforms, which not only ease access to opportunities but also enable cross-border contributions.



Brain Circulation vs Brain Drain Future of Work
Talent Database Management Skills Gap & Mismatch

TalentCorp's signature initiatives to attract and facilitate global talent:

- Returning Expert Programme (REP)
- Residence Pass-Talent (RP-T)
- Malaysia Expatriate Talent Service Centre (MYXpats)

RETURNING EXPERT PROGRAMME (REP)

The REP was introduced in January 2001 as part of measures by the Government to foster the establishment of a world-class Malaysian workforce. It was placed under the purview of TalentCorp in January 2011 and since then, its eligibility criteria and incentives have evolved in tandem with the needs of the economy. Based on analysis, skilled returning Malaysians bring positive economic impact to the country.

TalentCorp continues to encourage Malaysians abroad to bring their expertise home through the REP, especially in light of the COVID-19 pandemic where Malaysians with global experience may find that their skills are significantly sought-after back in Malaysia.

Achievement for year 2020:

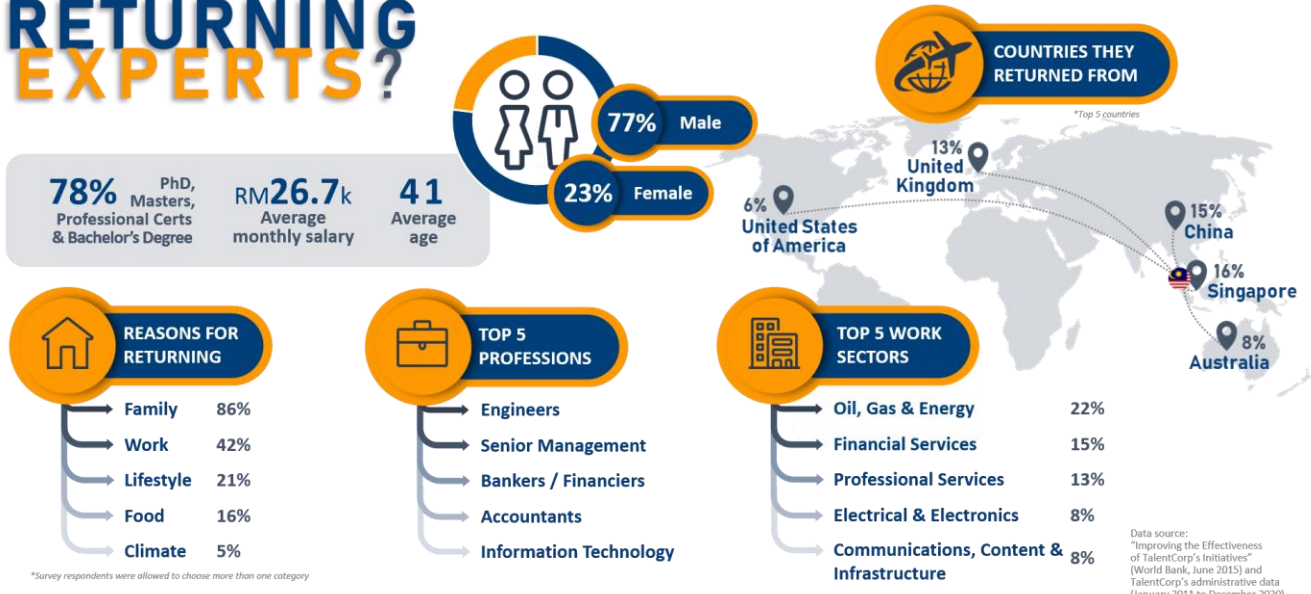


As announced in the Budget 2021 in the year 2020, the REP has been extended to 2023.

Achievement from year 2011 to 31 December 2020:



WHO ARE THE RETURNING EXPERTS?



*Survey respondents were allowed to choose more than one category

Data source: "Improving the Effectiveness of TalentCorp's Initiatives" (World Bank, June 2015) and TalentCorp's administrative data (January 2011 to December 2020)

RESIDENCE PASS-TALENT (RP-T)

Introduced in April 2011 together with the Ministry of Home Affairs (MOHA) and the Immigration Department of Malaysia (JIM), the RP-T is a 10-year renewable visa for highly skilled expatriate talent seeking to contribute to Malaysia's economy on a longer-term basis. Top foreign talent offer the diversity of experience and expertise to complement the local talent pool. A diverse and vibrant city in itself will become a magnet for greater investments and talent inflow, thereby reinforcing economic growth.

Achievement for year 2020:



Top nationalities:



India



United Kingdom



Japan



Australia



Pakistan

Top hiring sectors:

- Oil, Gas and Energy
- Information and Communication Technology
- Financial Services
- Education
- Business Services

Achievement from year 2011 to 31 December 2020:

11,007
APPLICATIONS
RECEIVED

8,751
APPLICATIONS
APPROVED

MALAYSIA EXPATRIATE TALENT SERVICE CENTRE (MYXPATS)



In May 2020 as a response to the COVID-19 pandemic, MYXpats announced that the Expatriate Services Division (ESD) and Residence-Pass Talent (RP-T) platforms would be enhanced with the new MyHelp On-line Appointment module. This was followed up several months later with the implementation of the MYEntry on-line system on ESD.

Beginning September 2020, applications by companies under the Malaysian Investment Development Authority (MIDA) and the Iskandar Regional Development Authority (IRDA) are to be made through the ESD on-line platform and processed by MYXpats.

MYXpats had to adapt its services due to the new Government policies based on realities of COVID-19, which consequently led to a drop to the 5-work day client charter to 75.5% in 2020, compared to 97.4% in 2019.

Trend for year 2020:



Trend from year 2015 to 31 December 2020:



Top sectors for approved companies:

- Information and Communication Technology
- Manufacturing
- Business services
- Construction
- Oil, gas and energy
- Education

Top five nationalities for approved expatriates:



China



India



Japan



Indonesia



Philippines

THRUST 3

**BUILD NETWORKS OF
TOP TALENT**

BUILD NETWORKS OF TOP TALENT

Through continuous engagements with local and global talent, TalentCorp focuses on building networks and platforms to foster collaborations, propagate the valuable opportunities that exist in Malaysia, and establish channels for Malaysians to contribute from abroad and potentially initiate conversations that lead to new ideas for cross-border business and professional opportunities. TalentCorp functions as a bridge between Malaysian diaspora, foreign talent and Malaysia to facilitate the transfer of knowledge, skills, and attract foreign direct investments (FDIs).

In addition, TalentCorp aims to strengthen the linkages and collaboration between industry and academia to bridge the gap between industry's demand for talent and academia's supply of graduates. It enables academia to better understand industry requirements and produce graduates who are industry-ready, as well as encouraging industry to contribute and be part of the process and curriculum by imparting industry knowledge.

TalentCorp works together with the Government, employers and institutes of higher learning on initiatives to build networks of:

- Collaborative employers
- Institutes of higher learning
- Future leaders
- Malaysian diaspora
- Expatriate communities



Brain Circulation Skills Committee Diversity & Inclusion
Diaspora Community Expert Community

TalentCorp's signature initiatives to build networks of top talent:

- LIFE AT WORK Awards (LAWA)
- Industry-Academia Collaborations (IAC)

INDUSTRY-ACADEMIA COLLABORATIONS (IAC)

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.

Achievement to-date:



IAC Electrical & Electronics

- E&E IC Design: 3D Programme
- E&E Embedded System

IAC Global Business Services

- Formation of GBS Talent Supply centre

IAC Rail

- Curriculum Review on Embedding Rail in Engineering Course

IAC Oil & Gas

- Curriculum Review on Oil & Gas for Bachelor of Technology MTUN

IAC Health Industries

- Curriculum Review on Health Industries for Bachelor of Health Industry with Technology, USIM

IAC General Studies

- Curriculum Review and Industry Consortium formation on iCEPS-UiTM Bachelor of General Studies

2020

Academia Partners



Industry Partners



SILTERRA

LIFE AT WORK AWARDS (LAWA)

Since 2013, the LIFE AT WORK Awards (LAWA) has recognised and celebrated employers that demonstrate their commitment to the Diversity & Inclusion (D&I) while also preparing for the Future of Work (FoW). It is organised annually in collaboration with MOHR and the Ministry of Women, Family and Community Development (KPWKM).

In 2019, 128 companies submitted entries to be considered for the awards. Two new sub-categories were also introduced for 'Outstanding Practice', to better showcase the initiatives implemented by companies in the areas of women workforce, talent development, initiative for millennials, work-life integration, and learning platform. In line with the 'new normal', TalentCorp announced the winners of the LAWA 2019 via video on 17 July 2020.



WINNERS OF LAWA 2019

Best Malaysian Organisation

- CIMB Group

Best International Organisation

- British American Tobacco Malaysia

Best Small and Medium Organisation

- IX Telecom Sdn Bhd

CEO Champions

Public Sector Organisation

- Azaddin Ngah Tasir, AKPK

Small and Medium Organisation

- Noor Mohd Helmi Nong Hadzmi, IX Telecom Sdn Bhd

Malaysian Organisation

- Tengku Dato' Sri Zafrul Tengku Abdul Aziz, Former CEO of CIMB Group, current Minister of Finance

International Organisation

- Annemarieke De Haan, Unilever Malaysia

Best New Entrant

Malaysian Organisation

- Daythree Business Services Sdn Bhd

International Organisation

- BP Malaysia Sdn Bhd

Best Public Sector Organisation:

- Agensi Kaunseling dan Pengurusan Kredit (AKPK)

Best Leadership Team:

- Malaysian Organisation: EcoWorld
- International Organisation: Shell Malaysia

Outstanding Practice

Initiative for Inclusive Workforce:

- DRB-HICOM Berhad
- Uniqlo Malaysia

Special Mention:

- Komuniti Tukang Jahit

Initiative for Millennials:

- PwC Malaysia

Initiative for Women Workforce:

- British American Tobacco Malaysia
- EcoWorld

Talent Development Initiative:

- CIMB Group

Work-life Integration Initiative:

- Maybank
- Roche Services & Solutions Operations APAC

HR Digitalisation Initiative:

- Digi Telecommunications

Learning Platform:

- IBM Malaysia
- Novartis Malaysia



TESTIMONIALS



INDUSTRY PARTNERS

I am impressed to know that TalentCorp has so many interesting programmes and definitely would like to explore more.

*RUES Micro
Media Resources*

We look forward to a strong collaboration with TalentCorp as Hartalega is dynamically expanding our business operations.

Hartalega

We are glad that this meeting was held. We understand clearly now about TalentCorp's roles and we are looking forward to work together.

Monsta Asia

Thank you for the sharing session. It was insightful and I believe it will benefit the students when they prepare themselves for employment. Looking forward to the next collaboration with TalentCorp.

UiTM Sabah

TalentCorp's Industry Academia Collaboration (IAC) is a very good initiative, especially as it enables industries to provide input for developing a new talent development programme.

*Kulim Technology
Park Corporation
(KTPC)*

We would like to extend our sincere appreciation for speaking to our young colleagues and trainees during the webinar themed; Employability – Post Covid-19 / During the Pandemic. It was imperative that we get the participation of real expert in the field and we are indeed delighted after an engaging session today sharing your expertise in an area which is very critical now. I'm also pleased to share that we received positive feedbacks all around. We sincerely believe that the session was beneficial to them and we hope this will be a stepping stone for Velesto Energy's future engagements with TalentCorp.

Velesto Energy

SIP will be beneficial to create a talent pipeline to fill up 300 of available vacancies for AI & Deep Learning Engineers.

*Skymind
Holdings*

STRUCTURED INTERNSHIP PROGRAMME (SIP)

Sunway Group

TalentCorp's Structured Internship Programme complements Sunway's efforts to attract young talents and nurture their development through the provision of relevant and pragmatic work experience during their internship with us. Additionally, our group of businesses can enjoy the double tax deduction incentives, which is part of this programme's initiative. Participating in TalentCorp's SIP encourages our businesses to extend internship offers to more local university and TVET students, apart from students from overseas universities.

Our experience with the programme has been great so far. The SIP team at TalentCorp has been very professional, supportive and helpful. We look forward to SIP's intern database going live next year, as it will provide us with an additional avenue to reach out to young talents for internship opportunities."

Fraser & Neave

We joined the SIP to ensure our company ventures into student employability and at the same time help us fill vacancies for internship placement. We are able to provide opportunities and a more structured internship for undergraduates to gain exposure in the commercial industry and we get access to a wider base of qualified talent pool from all universities/colleges. SIP is a good initiative which at the same time can forge the company to have a closer relationship with universities/colleges.

Hitachi eBworx

This collaboration is mutually beneficial for us in many ways, most enticingly is the eligibility to claim for double tax deduction for our trainees hired throughout the year and in addition our company will be more known and will help us to expand our candidate's pool. This programme has definitely helped to us to better structure our Internship Programme for the learning process of the students.

SCHOLARSHIP TALENT ATTRACTION AND RETENTION (STAR)



Lee Shu Mei
Auditor, PwC Malaysia



JPA-STAR initiatives have widen scholars' choices in allowing us to serve Government bond in private sector. This has greatly benefitted me in developing my career in audit with one of the Big Four audit firms.'



Mithran Radha Krishnan
Management Associate, CIMB Malaysia



The JPA – STAR initiative has bestowed me with the opportunity to serve my JPA scholarship bond at Malaysia's reputable companies in private sectors. The initiative has enabled me to gain vast exposure and experiences to train myself to be a better human capital with the leading employers in Malaysia, without any recall policy once enrolled. This meritorious initiative gives JPA scholars the privilege to venture into a career in the private sector and give back to the country without being limited to Government jobs only.



Muhammad Nasruddin bin Manan
Engineer, Intel



Through this programme, I can serve my scholarship bond while working in one of the biggest players in the semiconductor industry in Malaysia. Moreover, I am given a chance to contribute back to my beloved country while continuing my passion in engineering. Even though I am very new in the company, it has been an exciting journey and I learnt a lot of new things which is beneficial to my career advancement in this industry.



Euniss Wong Sue Yeen

2-month internship at BDO Cambodia



MyASEAN Internship is a great platform for me to gain deeper and invaluable insights in different areas. In technical aspects, I was given numerous learning opportunities to develop myself in the accounting and auditing industry. It has granted me a clearer viewpoint of this field and assisted me in my future career planning. Now I am certain that this is the field I want to pursue in my future career, all thanks to MyASEAN Internship.



Khairina Bt Khalid

2-month internship at BDO Cambodia



The MyASEAN Internship programme gave me the opportunity to work in a foreign country like Cambodia and exposed me to a different working culture. Overall, it helped me develop my social skills; now I am able to step out of my comfort zone.



Muhamad Nur Azhar Bin Abdull Rahman

5-month internship at Sirindhorn International
Institutes Thammasat, Thailand



My internship took place at a famous Bangkok university in Thailand, the Sirindhorn International Institutes Thammasat University. I was placed in the research centre as a research assistant. I am really grateful for this opportunity.

SEMESTER BREAK PROGRAMME (SBP)



Tejas Kirodawal

Head of Growth. ZALORA Malaysia



This is really a very good initiative by TalentCorp. It provides a very good exposure and platform for students to know how companies operate and what they can expect. It is also good for us, as we get to engage with the students and groom them.



Dr Sumitra Nair

Digital Talent Development,
Malaysia Digital Economy Corporation (MDEC)



I think it's an excellent programme. We need to figure out a way to scale programmes like these so that more of our undergraduates can get this kind of exposure. This will help them think about how they need to adapt their mindset and what kind of skills they need to pick up as they move forward.



Mohamed Saudi Syamier

University of Auckland, New Zealand



The session gave me a broader knowledge about the industry that I never knew of. I learned about specific players in the industry and what roles they play. This programme is good for graduates to learn more about the current job market and see how you can benefit in the long run.



Navindran Thangaratah

Universiti Tenaga Nasional



The Semester Break Programme is a good platform for students to know and grab opportunities of the future industry that they are interested to be part of.



Kelly Chaw Kah Yee

Quest International University



I'm fortunate and thankful to have come across #KisahSiswa during my job search. As a desperate fresh graduate, I wanted to build relationships and expand my industry connections. TalentCorp paired me with Mr Ameirul Anwar for coaching sessions, who provided the enlightenment I never knew I needed. He helped me to see through things that didn't come across my mind when I was blindly applying for jobs.

With his encouragement and support, we shared ideas; from crafting an outstanding resume to being happy in a successful career. Despite being in a different industry, Mr Ameirul helped to extend opportunities for me during my desperate moments. One month later, I managed to secure a job in the information security industry.

I'm currently a Business Process Delivery Associate in Accenture, serving a client company as a Security Analyst. I'm glad to have TalentCorp's support after my graduation.



Wong Khi Thong

Heriot Watt University Malaysia



I'm very grateful that I am eligible to take part in #KisahSiswa. Through this programme, I can say that I was well prepared in every interview session that I attended after my coaching sessions. Subsequently, I managed to secure my first job as Project Engineer.



Nor Alia Shazana Binti Zulkifli

Universiti Malaya



Thanks TalentCorp for #KisahSiswa! I gained a lot of new knowledge and insights from Prof Dr Balakrishnan. It helped me secure an internship placement at Jabil Circuit Sdn Bhd during the pandemic. #KisahSiswa has helped me to be ready for challenges in the future.

CAREER COMEBACK PROGRAMME (CCP)



“ HR Partner Oil & Gas Industry

It's my honour to be part of such great initiative that is built on the foundation of support, care and growth for the targeted audience. It's a needed platform to support those who are trying to get back to workforce, and with such platform, it will help to close the gap and prep the ladies to be ready for the ever changing workforce! Looking forward to more initiatives and definitely up to collaborate and contribute.

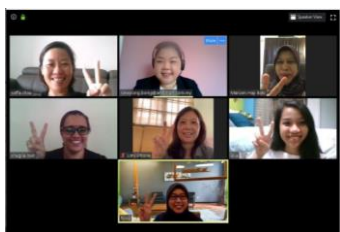


“ HR Manager Technical Consultancy

Always a pleasure to share insights on the upcoming in demand skills. It is important to keep up to date and CCP provides a great learning opportunity.

“ Webinar Participant CCP - Finding Your Professional Pitch

I've already benefited with many learning by attending one webinar. Looking forward to the next webinar series. Thank you TalentCorp for a fruitful presentation.



“ Webinar Participant CCP - Maximising Your LinkedIn Profile

It was indeed an excellent session, truly insightful and motivating.

“ Webinar Participant CCP – Ace Your Interview

The session held was informative and engaging with series of common interview questions that were discussed and the expectations by the hiring team.

WORK-LIFE PRACTICES (WLPS) ADVISORY

“ **Manager, Advisory Professional Services**

The event was informative! It was a great platform in promoting and increasing the awareness of flexible work arrangement. Interest was evident among participants with follow up request for more information

“ **Team Lead, Product & Marketing in Information and Communication Technology**

The webinars have been extremely insightful and helped us better understand how to transform and introduce company-wide changes from a people perspective. Especially during the pandemic.



IN THE NEWS

NOVARTIS BIG ON TALENT GROWTH



PETER LING JAYA, Novartis CEO in the Asia Pacific region, says the company's commitment to talent growth is an integral part of its strategy to build and bring global players.

As an organization with a purpose to improve and extend people's lives, Novartis creates products, therapies, and services that are very important to its organization. He says the activity itself creates value for the organization, as individuals are driven by both intrinsic and extrinsic factors.

"Intrinsic motivation will drive higher engagement and productivity, while extrinsic motivation is more of a reward for progress in the organization."

"By placing an importance in learning and having the capacity to discover and create, our associates will progress through experiments and eventually become new competitors and progress in their careers," he said.

Novartis completed this with structured development programs through a series of blended and experiential learning, as well as cross-country assignments to prepare its talent for future learning.

"In 2019, we introduced our new cultural transformation, which was a strategic priority for Novartis. This included ensuring our associates felt engaged by our purpose."

Encouraging them to be constantly curious about new ideas and to create an inspired, vibrant and vibrant (ICV) culture to unleash the power

of our people.

"We believe that by nurturing this culture of ICV, we will drive our people to do their best and we will drive the company's performance, performance and reputation, as well as bring us nearer to our purpose to reimagine medicines."

Genetic testing has even been the start of the pandemic, Novartis has a deep sense of purpose to drive digital and technological transformation.

Novartis, a government investment promotion agency in its expansion to host in Global Shared Services for the AEC in Kuala Lumpur, Malaysia in 2015.

Novartis is a treatment of a multinational company's strong commitment to talent growth, which provides high value job opportunities, knowledge and skills transfer, expertise in Malaysian digital talent.

"Since 2018, we have launched many digital learning platforms to provide our associates with access to learning such as digital, virtual reality, and augmented reality. We also provide high value and high tech jobs to our associates through our business divisions and provide the access to future-ready jobs."

Novartis is also a member of the National Council on Education, Training and Skills Development (NCED) and the National Skills Development Fund (NSDF).

The program can be accessed through the Novartis Learning and Development (L&D) portal, as associates are empowered to choose the type of learning or training they are interested in.

"This platform has been used for a long time, as from January this year, we have received more than 42,000 hours of learning by our associates."

Novartis also received the 'World's Best Employer' award in 2019, awarded by the International Chamber of Commerce (ICC) and the International Chamber of Commerce (ICC).

Novartis offers a competitive business environment and an excellent infrastructure and digital connectivity, quality of life conditions and progressive multilingual and multicultural diversity, and strategic location provides us with seamless connectivity to other offices across the emerging South East Asia region. Another factor is Malaysia's digital infrastructure as one of the key areas to generate economic growth and progress in advancing healthcare infrastructure, improve access to innovative medicines and pay more healthcare workers.

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"Since 2018, we have launched many digital learning platforms to provide our associates with access to learning such as digital, virtual reality, and augmented reality. We also provide high value and high tech jobs to our associates through our business divisions and provide the access to future-ready jobs."

Novartis is also a member of the National Council on Education, Training and Skills Development (NCED) and the National Skills Development Fund (NSDF).

The program can be accessed through the Novartis Learning and Development (L&D) portal, as associates are empowered to choose the type of learning or training they are interested in.

"This platform has been used for a long time, as from January this year, we have received more than 42,000 hours of learning by our associates."

Novartis also received the 'World's Best Employer' award in 2019, awarded by the International Chamber of Commerce (ICC) and the International Chamber of Commerce (ICC).

Novartis offers a competitive business environment and an excellent infrastructure and digital connectivity, quality of life conditions and progressive multilingual and multicultural diversity, and strategic location provides us with seamless connectivity to other offices across the emerging South East Asia region. Another factor is Malaysia's digital infrastructure as one of the key areas to generate economic growth and progress in advancing healthcare infrastructure, improve access to innovative medicines and pay more healthcare workers.

The Star, 17 December 2020

刘永山：资金留住、技术提升、人才回流

2020年12月16日 343 次浏览

来自吉打州的马来西亚籍年轻华裔妈妈刘煜琳最近成为马来西亚人的佳话，这位中五毕业于吉打改制国民型中学的年轻妈妈最近当上美国加利福尼亚州东谷区议会主席（市长）。

根据维基百科，在2019年，这个区议会的华裔人口超过六万人。虽然这不是一个人口很大的地方政府，但是刘煜琳凭着马来西亚移民的身份在异地发光了，足以让“马来西亚籍华裔”感到骄傲光荣。

刘煜琳的新闻不仅在华人华语圈内热传，《马来前锋报》在星期一也在显著版位报导刘煜琳的威武史。

像刘煜琳这样的人物不会是先空巢后，四年前，来自檳城的K-Gurunathan也成功在珀山卡皮提角区议会竞选成为区议会主席。

我在2012年获雪州州议会前往英国国会考察时，意外发现英格兰Colchester区议会主席是一名在1971年从马来西亚移民英国的Helen Chuah。

许多媒体以刘煜琳的事件哀叹马来西亚人才流失。人才外流是受过高等教育或是具有专才技术的人民，为寻求更高薪水或是更好的机会，而迁移到其他更具经济优势的国外地区。

当资本全球化之际，人才全球流通也是自然现象。马来西亚作为一个发展中国家，人才流失肯定无可避免。这个问题我们不容否认。

然而，面对同样的问题不仅是马来西亚，许多比马来西亚更为先进的国家，包括英美日台新也面对同样的问题。

英国因为脱欧的原因，亦有可能面对人才大量流失给欧洲大陆，尤其是金融服务业的人才。美国自2018年开始加强和激励企业、资金和技术从中国回流后，人才流失的窘境才开始缓和。台湾的情况也和美国几乎一样。

搞好国内投资环境

尽管新加坡吸纳了大量马来西亚的高端人才，却也面临顶尖人才流失的问题。根据媒体报导，新加坡副总理张志在2012年就曾经表示，每年都有约1200名新加坡人放弃他们的国籍。这些新加坡人肯定是精英中的精英。为何他们离开新加坡？

可见人才外流是每一个国家都会面对的问题，只不过情况严重程度不一。对马来西亚来说，如果要提高竞争能力，除了必须把人才留住，也必须搞好国内的投资环境，尽最大的可能把资金留住。

当资金留在国内，各类型的投资活动和创新创业也将会在国内慢慢扎根萌芽。诸如TalentCorp这样的人才配对服务才能更有效地把事情办好。

今天我们一厢情愿的渴望人才回流，可是如果他们回来了，三餐不保，没有适合他们的工作机会，回来干嘛？与其东三顾四，倒不如祝愿他们锦绣前程，并希望他们把国外好的东西介绍回马，把国外技术人才或经商投资的网络和人脉也介绍给家乡。说不定假以时日，有了资金和就业机会，技术就会进步，再配合政策上的调整如提供各类补贴等等，人才或许会回流。

China Press, 16 December 2020

Tax relief for e-newspapers



David Thien
KOTA KINABALU: Budget 2021 provides for a relief for e-newspaper subscription which will expand to cover subscription for electronic newspaper with effect from taxation year of assessment 2021, just like printed newspaper subscription since 2020.

This was detailed by Tax Director of Messrs. Cheng & Co., accountant Lam Kwai Soon (pic) in a G&A group organised Zoom seminar "2021 Budget Talk & CEO Outlook" moderated by Dato' George Lim of G&A Group on Monday, Nov 16.

"The lifestyle tax relief has been increased to RM3,000 from the current maximum of RM2,500 in which RM500 is allocated for cost of purchasing sport equipment; entry/rental fees for sports facilities and participations in sports competitions, now expanded to cover subscription for electronic newspaper with effect from 2021."

"The maximum tax relief for individual with chargeable income range between RM50,001 to RM100,000 has been reduced

assessment 2022 until 2025 only.

For tax incentive for talented individual under the Returning Expert Programme (REP) to be applied through Talent Corp, the flat tax rate remains at 15 per cent on employment income for five years. Under Budget 2021, the application process has been extended to Dec 31, 2023.

However, import duty and excise duty exemption of one CBU vehicle or excise duty exemption for one CKD vehicle is subject to total exemption limited to RM100,000, a reduction of RM50,000 from the current 2020 exemption of RM150,000. It remains to be seen with the signing of so many free trade agreements including the current RCEP just signed, whether the government is seriously committed to reduce the high prices of motor vehicles that burden the purchasing public with high hire purchase debts coupled with poor public transportation system in Sabah.

Under Budget 2021, employers will be entitled to additional tax deduction for employing senior citizens and ex-convicts. This tax deduction will be extended until the taxation year of assessment 2025. The conditions are:

1. Full time employment basis.
2. Monthly remuneration is not more than RM4,000.
3. Employer and employee are not the same person.
4. Employer is not a relative of the employee.

Tourism sector and companies affected by Covid-19 pandemic can enjoy six months levy exemption by HRDF effective from Jan 1, 2021.

The bulk of the government's revenue will still be derived from income tax (40.9 per cent), followed by borrowings and making use of government assets (26.5 per cent), non-tax revenue (19.4 per cent) and indirect tax like SST (13.2 per cent).

Without GST, the government aims to improve its revenue collection strategy by addressing the smuggling of high-duty goods. Hence, various measures have been proposed, with an eye to curb the rampant illicit trade in the tobacco market, but poor enforcement standards in Malaysia and corruption have always been a bane.

The imposition of excise duties on devices of new generation cigarettes and consumable liquids may imply the forthcoming of a proper regulatory framework for such next generation products.

Under Budget 2021, the federal government's largest operating expenditure is to pay civil servants as their emoluments comprised 26.2 per cent with retirement charges at additional 8.6 per cent, followed by debt service charges at 12.1 per cent, while grants and transfer to state governments only comprised 2.4 per cent.

by one per cent from the current 14 per cent to 13 per cent with effect from 2021."

"The tax exemption for compensation upon retrenchment has been doubled from the current RM2,000 to RM4,000 for every complete year of service with effect from taxation year of assessment 2020 and 2021."

On tax relief for education fees (self), the maximum claimable remains at the current RM7,000, but RM1,000 that is inclusive in this relief can be deducted in 2021 for attending up-skilling and self-enhancement courses in any field of skills recognised by the Department of Skills Development of the Ministry of Human Resources with effect from the taxation year of assessment 2021 until 2022 only.

The maximum tax relief for the net saving relief on the National Education Savings Scheme (NESP) remains at RM8,000, but under Budget 2021, it has been extended by two years with effect from taxation year of assessment 2021 to 2022 as parents should not rely solely on the government to fund for their children's tertiary education, according to the National Higher Education Fund Corp (NHEFC) that provides two products – the SSPN-i and SSPN-i Plus, which both are shariah-compliant savings plans for the public.

For the maximum tax relief (2012 to 2021 ten years scheme) on Private Retirement Scheme (PRS), it remains at RM3,000, but under Budget 2021, the tax relief is extended from the taxation year of

Daily Express (Sabah), 20 November 2020

Tingkat kebolehpasaran graduan

Kuala Lumpur: Pelbagai peluang pekerjaan dirangka oleh TalentCorp. Katanya, ia merangkumi 3,037 peserta Program Latihan Industri Berstruktur (SIP), 128,000 peserta Nurturing Expert Talent (Next) dan 6,922 peserta Scholarship Talent Attraction & Retention (Star).

Katanya, 2,337 orang turut menyertai Young Employable Students (YES) dan sesi Kolaborasi Industri-Akademia (IAC) di antara Universiti Sains Islam Malaysia (Usim) dan Universiti Teknologi Mara (UiTM).

Menurutnya, pihaknya juga melaksanakan latihan kemahiran yang bersifat internship seperti Sistem Latihan Dual Nasional (SLDN) untuk meningkatkan jumlah peluang pekerjaan berkemahiran tinggi.

"Konsep SLDN adalah sistem pembelajaran yang mana 70 hingga 80 peratus latihan praktikal dilaksanakan di tempat kerja dan 20 hingga 30 peratus pembelajaran teori di pusat latihan," katanya pada sesi pertanyaan dan jawab lisan di Dewan Rakyat, semalam.

Beliau menjawab soalan Dato' Seri Dr Wan Azizah Wan Ismail (PKR-Pandan) mengenai langkah dan tindakan kerajaan dalam menangani masalah kekurangan peluang pekerjaan untuk graduan baharu serta perkara yang dibenarkan kerajaan.

Harian Metro, 10 November 2020

Sebanyak 95,161 dapat kerja menerusi MyFutureJobs

KUALA LUMPUR : Sebanyak 95,161 pemohon diterima bekerja di seluruh negara menerusi portal pekerjaan MYFutureJobs sehingga awal November lalu.

Timbalan Menteri Sumber Manusia, Awang Hashim berkata, daripada jumlah tersebut, siswazah dan golongan muda berumur lingkungan antara 20 hingga 30 tahun mencatatkan permohonan sebanyak 44,940.

"Kerajaan mengarahkan Pertubuhan Keselamatan Sosial (Perkeso) melaksanakan program Karnival Penjaja Kerjaya.

"Sebanyak 229 program Karnival Penjaja Kerjaya melibatkan penyertaan 541 majikan dan telah berjaya menempatkan 4,060 siswazah dan pencari kerja yang lain hingga Oktober lalu," katanya menjawab soalan Datuk Seri Dr Wan Azizah Wan Ismail (PH-Pandan) di Dewan Rakyat hari ini.

Dr. Wan Azizah mengemukakan soalan berkenaan tindakan kerajaan dalam menangani masalah kekurangan peluang pekerjaan untuk siswazah dan pekerja-pekerja yang kehilangan kerja tahun lalu.

Mengulas lanjut, Awang berkata, pelbagai program dan inisiatif yang sedang dan akan dilaksanakan bagi menambah baik ekosistem tenaga bakat muda negara dan pembangunan kebolehpasaran program.

"Antara inisiatif dan program yang dilaksanakan adalah Program Latihan Industri Berstruktur (SIP), Nurturing Expert Talent (NEXT), Scholarship Talent Attraction & Retention (STAR) dan Young Employable Students (YES).

"Selain itu, dua sesi Kolaborasi Industri-Akademia (IAC) yang diadakan antara Universiti Sains Islam Malaysia (Usim) dan Universiti Teknologi MARA (UiTM) Sistem Latihan Dual Nasional (SLDN), Program Insentif Pengambilan Pekerja, Bantuan Mobiliti dan program latihan di bawah Pelan Jana Semula Ekonomi Negara (Penjana) turut dijalankan kerajaan," katanya. **UTUSAN ONLINE**

Program Pembangunan Bakat

Sejak 2010, banyak syarikat besar di Malaysia mula memberi fokus kepada kepentingan pembangunan bakat. Mengikuti dapatan tesis PhD (2013), Dr Dewi merumuskan sektor perbankan di Malaysia perlu mewujudkan program bakat yang bermula daripada mencari, membangun dan mengekalkan pekerja berbakat. Malah, Bank Negara Malaysia (BNM) telah memunculkan *Financial Sector Talent Enrichment Program (FSTEP)* sejak 2007 dalam pembangunan bakat perbankan.

Program ini adalah satu 'Latihan Intensif Graduan' dirangka untuk melengkapkan bakat graduan dengan kemahiran dan pengetahuan yang betul sebagai platform mereka memasuki industri perkhidmatan kewangan. Lanjutan daripada FSTEP ini, BNM berkolaborasi dengan *Asian Banking School (ABS)* dalam membangun bakat sebagai penyedia latihan program berkualiti perbankan bagi ASEAN.

Sejajar dengan kedudukan Malaysia sebagai hub kewangan Islam, ia juga merangkumi perbankan Islam dan tafakul.



Penubuhan Talent Corp pada 2011 adalah satu perkongsian antara sektor awam dan swasta dengan inisiatif mencari, mengasuh dan mengekalkan pekerja berbakat di Malaysia.

Bagi agensi kerajaan, penubuhan Talent Corp sejak 2011 di bawah Kementerian Sumber Manusia adalah satu lagi testimoni pentingnya pembangunan bakat dan modal insan. Agensi ini adalah satu kaedah perkongsian antara sektor awam dan swasta untuk melaksanakan tiga inisiatif. Inisiatif ini bertujuan menarik, mengasuh dan mengekalkan pekarangan yang betul-betul diperlukan untuk memenuhi permintaan bakat hari ini dan masa akan datang.

Rumusnya, bakat anda akan menjamin pencapaian dan kecemerlangan yang maksimum di dalam diri sendiri bermula dari usia kanak-kanak hingga dewasa, kesihatan diri sendiri, suasana persekitaran, kitaran kehidupan harian, dan organisasi tempat bertugas. Maknanya, apabila anda faham untuk mengahangi potensi bakat anda, ia membantu anda dalam mencapai matlamat anda sebagai seorang individu dan organisasi anda sebagai sebuah institusi. - *DagangNews.com*

Utusan Malaysia, 9 November 2020

Dagang News, 9 October 2020

2021 預算案 誰能受惠?

預算案答問錄文 / 協助提供

問：余先生是一名熱愛打羽球的健身達人，預計每年花費在羽毛球上的開支約為RM100。健身中心會員年費是RM2500。請問余先生在2021年可望有多少個個人所得稅減免？

答：余先生在健身中心所支付的會員費可用零存高達RM2500的生活方式稅務減免。此外，2021年預算案還增加了額外RM500稅務減免給予有關運動器材。余先生應利用目前所支付的健身會員費及購買羽毛球拍等器材的開支可享有RM1000稅務減免。因剩余的RM100是不可獲得減免的。

問：譚女士正行動管制令開始後開始兼職工作。為了賺取自給的地稅支出，譚女士想2021年報稅電匯遺產。請問譚女士可以享有稅務減免嗎？

答：目前，由政府或財政部批准的定期或臨時課程，或在任何保稅的碩士學位上存在享有RM7000的學費稅務減免。為了鼓勵受疫情影響的人員繼續進修或學業，政府將在2021和2022學年把現在學費稅務減免範圍擴展至所有獲大馬國家技術文憑局或馬來西亞大馬國家技術文憑局認可的自修班或可享有RM1000的稅務減免。因此，如果譚女士所報讀的課程不是大馬國家技術文憑局或馬來西亞大馬國家技術文憑局認可的課程，她可享有RM1000稅務減免。

問：郭先生是一位往來曾入任何所產的上班族。最近，他出于短期考慮，計劃在2021年，手繪畫買入一兩磅。目前畫框的市場價格分別為RM400,500以及RM650,000。請問郭先生如何以最佳方式報稅呢？

答：根據今年的財政預算案，如果郭先生所購買的畫框價值在RM500,000以下，即應得RM400,000的折扣，即可享受免稅的中供款合同 (loan agreement) 與持地稅 (MOT) 的免稅優惠。但郭先生應先選擇另一套RM500,000的房產，則完全享受免稅的稅務減免。如果免稅用途(2021年1月1日至2025年12月31日)的稅務減免。

問：A先生的太太在前年不幸查出患有癌症，每年在醫院治療費用高達十餘萬。同時也需要為她定期檢查全面的醫療檢查，每年治療費用在數千至五千元。今年因為COVID-19疫情關係，A先生家庭收入進一步下降，是否有相關的國家政策可以幫助到他們家庭？

答：根據今年的財政預算案，針對A先生這樣的情況，在2021年的個人所得稅中給予進一步的扣除規定。如果是本人，配偶或子女患嚴重疾病 (癌症、獲得癌症診斷報告、有血癌、帕金森、癱瘓、自血、心臟病等)，A先生可向其所在個人所得稅中扣除RM8000的治療費用，其中包括最高RM1000的全面醫療費用。

問：我是一家房地產發展商，主要進行高層住宅的開發，想了解2021年對發展商是否有何種房屋發展稅務優惠？

答：自2013年1月1日起至2020年12月31日，為了鼓勵承包商及發展商開發新住宅項目和舊住宅，承包商在住宅項目中開發或重新開發住宅發展住宅項目應繳印花稅及轉讓房屋及土地所有權印花稅減免。

同時，為了減輕發展商的財務負擔，購屋者將獲得住宅房屋轉讓印花稅減免和印花稅稅務減免。在2021年財政預算案的提案當中，上述的印花稅減免建議再延長1年。由房地產及政府所承認的住宅住宅項目的開發與轉讓所支付的印花稅為2021年1月1日至2021年12月31日。

問：我了解到今年的財政預算案的提案，個人所得稅收入在RM50,000至RM70,000是最低稅率，個人所得稅率從14%降低至13%。那么如果我的收入是RM60,000，我是否會受惠於這項提案？

答：是的，仍然可以受惠。因為個人所得稅計算是基於累積稅率。如果總收入是A先生所對應的累積稅率進行分層計算的累計數。那么如果年收入RM60,000，在扣除RM9000的個人減免後，應納稅額為RM71,000，其中RM50,001至RM70,000的部分應納稅額的稅率將降低1%，相當於省下了RM200的稅款。

問：由於疫情的关系，許多在海外工作的丈夫會回國工作。請問是否有什麼稅務優惠可以讓他們家庭受惠？

答：為了鼓勵特定領域的馬來西亞海外專業人士回國工作，政府將提供超額扣除計劃五年內開支以下稅務優惠：
(a) 15%的稅率 (為85年)；和
(b) 兩次回國車票的估計扣除和國內暫住稅免。或購買CADP車輛的因買物稅率將不超過RM100,000的稅務減免。

海外專業人士必須在2021年1月1日至2021年12月31日期間向大馬人才機構 (TalentCorp) 提出申請。

問：目前我的定期存款利率較低，所以打算買一些股票來平衡我的儲蓄。請問有那些相關稅務減免可以受惠？

答：如果是在2021年1月1日起至2021年12月31日之間透過馬來西亞證券委員會批准的證券交易平台進行買賣股票或基金等項目，將可享受等於其股息及每股50%的總收入所得稅免 (每筆股票平均所得的免稅金額以RM50000為限，可扣除的免稅金額以該項總收入總額的10%為限)。

与此同时，投資者、被投資公司和投資商必須向馬來西亞證券委員會申報，投資者須被投資公司沒有任何家庭成員，並且自投資之日起五年內不得向該項基金或其投資的股。

Of being a woman, work, leadership and life

Nor Nadia admits that she enjoys all the roles as they are different and close to her heart in different ways



Q Can you share with us a little bit of your educational background? And how it all started for you in the automotive industry?



NOR Nadia Kamaruddin, Proton Holdings Bhd deputy head of corporate quality, is an optimist. Throughout her career, Nor Nadia strives to give the best in what she does, the chief executive heading, while impartially balancing her professional and personal life. Here's her story.

I started many things on an intuitive where the scope includes new car introductions and being a bridge between customer quality issues and the factory, as well as an award and development in the years working there. I had the opportunity to work in the company's head office in Sweden. I spent 10 years in a foreign land before returning to Malaysia and joined my heart to Proton.

The Malaysian Reserve, 16 October 2020

I believe that in anything that we do — if we talk, think, figure and do — we can fail. It's not to bother the weekends and family time because sometimes we cannot escape the call of duty. In our work, we try to give our best to the business. We must be happy at work, in order for us to produce our best results.

Q Really, how do you explain "quality" and what does it mean to you?

For me, quality is a way of life. It's subjective. Different people attach different meanings to it. However, in everything that we do, we must make sure it is of quality. This means, doing something with proper planning, thought and care, and ensuring that to the middle of doing it, we do not burn others. When we practice quality in our lives, the output will be meaningful. Our lives are more purposeful, we get to contribute to society and we can have a good night's sleep.

Q How do you stay "focused" and deliver your best at work?

I view my job very much and I love to help people solve problems. It gives me satisfaction and it keeps me going. I would like to be recognized for what I do, not for what I am. When there's a problem, it becomes a challenge and I become motivated to solve it. The automotive industry today is a fast-changing industry. With the injection of technology, comes higher complexity, as well as potential quality risks, and we need to be ready. It's a huge challenge, and it matches my personality as I am someone who always hungry for new knowledge, and wanting to share this knowledge with others. I am also a strong believer that continuous improvement, at least for my team and I, is crucial for our business success.

Q As a working person, how do you juggle your time between being a mother and wife?

Wife life balance is my motto since I started working. From my earlier career path, my husband from Sweden always emphasized the beauty of work-life balance. When I am at work, I dedicate my time and focus on the work I need to deliver. I am a rather structured person, I prefer to structure my time under my parivartam, and make sure I respond to each task. I also de-

legate the tasks to the right personnel for efficiency purposes. This allows me to enjoy my work hours without bringing my job back home. When I am not at work, I am with my family. I am thankful and grateful for understanding husband who helps in the house chores, as well as taking care of the children.

Q In your opinion, as a woman with leadership roles, do you find yourself as a role model for many young girls who are still searching for their identities?

When I see young girls out there today, I see my shadow in them. I am when I am looking to hard work, and when opportunities come, they are not afraid to have faith in their abilities. Never let anyone second guess their work, nor capabilities. On the work front, the one thing I am passionate about is sharing knowledge. I will try to impart as much knowledge as possible because I know what it means to have a mentor in life guides and paves way for us. There are many industries out there where I believe to be better because I had the opportunity to learn from those people. For this "mentor" should be others, so that, they too, can achieve great things in life.

Q On being a working professional, mother, wife. Which gives you the most satisfaction?

Personally, I enjoy all the roles. Each role is different and it close to my heart in different ways. At work, it is the teamwork and job achievements, which give meaning to my life. Being a mother is a totally different experience altogether. I carried them in my body for nine months each. That bond will never disappear. I love to see their progress, be it school, and when they need me. It will always be the most important thing for me. I hope they grow up to be good individuals who understand the world and would make things better for generations to come. Mentally, being a wife allows me to relax with the love of my life — who is also my confidant. I am blessed to live with the best — and I am grateful each day that I get to spend my life with him. It's really a blessing that sometimes we don't get what we think we should get. It means that we are bound for something better.

How do you wind down after a hard day at work?



Nor Nadia's job scope includes mentoring and lead to ensure their design is sales and after sales at Proton.

Q Who do you look up to as a young girl? And what do you look up to now?

I have always been impressed with successful people, especially those successful entrepreneurs. It was the same then — as it still is now. To me, it does not matter if they are men or women as long as they are approachable, hardworking and can tell their success stories without being arrogant or talking down to people. I think that trait is admirable.

Q If you are down and out now, what do you say to yourself to cheer yourself up?

It could be how been worse. My work requires me to do a lot of working from one office to another and being me, as I like to witness success firsthand. I would walk all day if I have to get to the bottom of things. As it is, I can only do it with comfortable flat shoes.

When you're back, how do you feel about it?

When I am back, I feel refreshed and energized. It's a good feeling to be back to work.



When you're back, how do you feel about it? When I am back, I feel refreshed and energized. It's a good feeling to be back to work.

Progressive workplace

BRITISH American Tobacco Malaysia Berhad (BAT Malaysia) came out tops in the prestigious LIFE AT WORK 2019 Awards, emerging as Best International Organisation and Outstanding Practice — Initiative for Women Workforce.

The LIFE AT WORK Awards are organised annually by the Ministry of Human Resources (MOHR) through its agency, Talent Corporation Malaysia Berhad (TalentCorp) and in collaboration with the Ministry of Women, Family and Community Development (KPWKM) to celebrate organisations whose leading workplace strategies demonstrate a drive and commitment to not just recruiting but nurturing and cultivating local talents in the workforce. BAT Malaysia beat 62 other international companies within its category to take home the much-coveted accolade of Best International Organisation.

A key standout in sealing BAT Malaysia's win include the company's efforts in upskilling employees across the organisation through the roll-out of robust learning interventions such as e-learning platforms and the adoption of digital technology including digital recruitment and virtual office tours as part of attracting and recruiting talents to the organisation.



BAT Malaysia human resource director Felicia Teh (left) and Vaffa Chau, manager, Malaysia Professional Talent Programme from TalentCorp.

The Sun, 29 September 2020

Producing capable OSH professionals

UNIVERSITI Kuala Lumpur Branch Campus Institute of Medical Science Technology (Unikl-Mestech) has opened the September intake for the Bachelor of Occupational Safety and Health (Honours).

This four-year programme is offered to Sijil Tinggi Pelajaran Malaysia holders, foundation/matriculation students and diploma graduates who fulfil the entry requirements. Students will be equipped with theoretical and practical management skills in the occupational safety and health (OSH) sector. It is a multidisciplinary course that aims to produce knowledgeable, competent and professional OSH practitioners capable of independent practice in any industry sector.

It offers strengths in various areas such as OSH legislation, occupational management system (BSO5001), industrial toxicology, risk assessment, human factor and ergonomics. Students will also need to conduct research projects on safety and health selective subjects related to occupa-



Students will be equipped with theoretical and practical management skills in the OSH sector. It is a multidisciplinary course that aims to produce knowledgeable, competent and professional OSH practitioners capable of independent practice in any industry sector.

ens legislative requirements for OSH, future demand for OSH professionals is expected to be high.

The Institute of Labour Market Information and Analysis and TalentCorp Malaysia in February 2019 listed the OSH professional in the Critical Occupations List as it is significantly in demand and facing shortages in the Malaysian labour market.

This dedicated group of safety and health professionals is responsible for managing the OSH system, compliance to regulatory requirements, making available technical advice and providing OSH promotion and education at the workplace.

Graduates of this programme will be able to undertake safety and health professional roles in various sectors as health, safety and environment (HSE) executive, safety and health officer, OSH coordinator, industrial hygienist, OSH competent person and HSE Consultant.

For details, contact 03-8739 5894 or email mrusdan@unikl.edu.my

The Star, 24 September 2020

Over 1,000 PSD-sponsored students join online interview programme

PUTRAJAYA: More than 1,000 Public Service Department (PSD) sponsored students who have or will be graduating from overseas for the period of 2019 to 2021 participated in the Virtual JPA-Star Contract Briefing & Online Career Fair held for three days beginning last Monday.

PSD said contract briefings and interviews with 31 private

companies registered under the Scholarship Talent Attraction & Retention (STAR) programme were conducted virtually by offering more than 200 positions with about 1,000 vacancies.

Among the companies involved in the webinar session and online interview programme organised by PSD in collaboration with Talent Corporation Malaysia Bhd (TalentCorp) are CIMB, Ambank, IBM, Vitrox and Air Asia.

PSD in a statement today said the programme was held to provide clear information on the agreement contract and responsibilities of PSD sponsored students after their graduation. "The programme also aims to bring students together with representatives of suitable

company as exposure to the needs of the industrial sectors and country," said PSD.

According to the statement, PSD director-general, Tan Sri Mohd Khairul Adib Abd Rahman in his message to the students in the webinar session "Connect & Interact with PSD) reminded them to be mentally and physically prepared to face challenging situations in the workplace.

Mohd Khairul Adib said PSD has taken a step forward beyond the new normal as a sponsoring body to facilitate and connect companies with potential students.

"It is hoped that students would seize this opportunity to get to know each other in the effort to find jobs that are suitable for their respective fields," he added. — Bernama

New Sabah Times, 10 September 2020

人才如何回流

眼明心亮



利兆强
台湾暨马来西亚
暨新加坡研究中心主任

回国服务没有后顾之忧。
政府的政策如果还是严守“拉萨（我国的第二首相）防线”的话，基本上任何的革新政策都是表层的虚晃一招，包括上述的吸引专才计划，那最后只是消耗预算，做一些公关和宣传而已。上述报章相当清楚，第一没有全面的配套，加上审查的不积极，其实是间接拒绝人才回流；第二，宣传缺乏积极性，再加上执行者可能还存在某种的“排他”心态；第三，国内政策没有配合开放，让回流者对国家的变革缺乏信心。

日前报道，人力资源部透过马来西亚人才机构（Talent Corp.），自2011年推行人才回流计划（IRP）起，由于该计划没有具体目标，也缺乏一系列的配套，导致计划的运作在2017-2018就陷入“迷途”的状态。

招揽我国人才回流是否重要？我国半个世纪来的偏左政策，已经浪费和间接把人才往外推，政府应该清楚我们因此丧失多少的竞争力。如果政府有心让国家恢复动能，吸引人才回流是必须的。然而，我们“破破”的经济体是否准备好？政府的决心在哪里？根据相关研究发现，回流的人才在返回就业时，有45%面对不合适的薪水，42%不习惯国内的就业市场，以及不适当的就业机会。这些原因，部分是因为政策，而部分就是我们的发展慢。

首先我们必须确认一件事，我国的人才外流严重吗？基本上外流情形相当明显，严重与否要看政府的看法。例如政府动用国家资源，积极栽培许多专业人士，可能可以弥补人才的外流，如果政府这样认为，那外流人才并不严重。另一方面，我们的人才流到何方？目前可以看到的有新加坡、澳洲、中国、台湾、香港、美国、英国、加拿大等都有我国外流人才的前途。从新闻报道中，可以看到政府在宣传上花了不少的费用，但是与效果似乎不成正比。细究其中原因，政府所有做法都是表面化，首先我们是否有亮点过，我国目前缺乏哪些领域的专才？接着就是我们的配套措施，例如我们在政策应该全面的去支援，并且让专才

回流已经进行将近十年，从开始雷声大，到后来的雨点小，未来可能无疾而终。症结在于，不管谁当政府都不敢挑战“拉萨防线”，因为这会影响选票，甚至导致政权的动摇。胡先翁、马哈迪、阿都拉、纳吉、再到马哈迪和今天的慕尤丁，他们都清楚国家面临的困境，也知道解决之道。然而，为了选票，顾虑到所属政党的未来，也清楚某些集团的利益所在，这些因素都让他们一直都在左倾的政策中，“去芜存菁”。

由于改革无法推行，所有的旧情和革新计划都是空话，从2020起到一个马来西亚，都是“拉萨防线”下的产物。所有看起来不错的政策，都在领导人决心不够的情况下，沦为形式化的行政运作。如今人才回流不见成果，但是人才外移进一步的扩大，国人出洋谋生和放弃国籍的人数，到底有多少？政府应该很清楚实际的情况。我国的经济停滞不前，教育没有理想但无法突破昔日的框架，政党斗争持续不断，这些都是我们国家要迈向发展的极大阻碍。

经过今年的疫情，政府应该体认到我们国家经济的脆弱，我们要进步不能只靠天然资源，而必须仰赖高端与专业的人力资源。如果，政府的政策都只是跑短程，我国的未来是无法期待的。要一个国家繁荣昌盛，就必须以公平、不分族群的政策来吸引他们，太多的偏差考量，最终只会赶走国家的未来。

Minggu #MyDigitalWorkforce tawar 5,000 kerja

Minggu #MyDigitalWorkforce berlangsung mulai 31 hingga 30 Ogos ini dijangka menawarkan lebih 5,000 peluang pekerjaan di giat sepanjang lima hari penganjurannya secara maya.

Ketua Pegawai Eksekutif Perbadanan Ekonomi Digital Malaysia (MDEC), Surina Shakeri, berkata platform kerjaya ini akan ditawarkan oleh lebih 100 syarikat pelbagai industri termasuk DHL, Motorola Solutions, AirAsia, Lenovo, TNG Digital dan DIALOG.

“Bagi mereka yang mahu meningkatkan pengetahuan dan kemahiran, pejabat webinar oleh pakar industri digital turut disediakan. Mereka akan berkesempatan dan keupayaan mereka dalam subjek seperti sains data, keselamatan siber, animasi, pembangunan permainan digital dan perisian serta banyak lagi.”

Minggu #MyDigitalWorkforce dianjurkan oleh MDEC dengan kerjasama i-LEAD, Impact Malaysia dan TalentCorp Malaysia bersempena kempen #SayaDigital.

Acara itu dianjurkan selaras dengan kempen strategi MDEC untuk memperkayakan rakyat Malaysia dengan kemahiran digital bagi menyumbang kepada ekonomi digital Malaysia.

Surina berkata, bagi meningkatkan kemahiran pulis lebih 21 rakan kongsi termasuk Sunway iLab, Fusionex Academy dan Intel Microelectronics akan melaksanakan acara sambilan membolehkan pelajar togik seperti Tabhou i Integration, Pintech dan ComPTIA Security – sempena minggu #MyDigitalWorkforce.

“Acara sambilan ini telah berlangsung sejak 17 Ogos dan berakhir pada 4 September ini,” katanya.

Sememtar ini, Surina berkata, pendidikan pelbagai industri di Malaysia member peluang baharu dalam memperkayakan ekonomi digital namun masih terdapat

jarang antara kemahiran yang dimiliki dan kemahiran yang diperlukan untuk mengisi peluang itu.

“Inisiatif yang pertama ialah Digital Skills Training Directory (DSTD) yang bertujuan memberi panduan kepada warga Malaysia berkenaan kemahiran atau perisian yang boleh mereka sertai bagi melengkapkan diri untuk kerjaya dalam bidang digital,” katanya.

Surina berkata, inisiatif lain yang turut dianjurkan ialah #MyDigitalWorkforce Jobs Platform iaitu platform agregator pekerjaan digital yang bertujuan memadamkan peluang kerjaya digital dengan bakal pekerja yang berpotensi.

Beliau berkata, platform pekerjaan berkenaan telah diakses di <https://mde.mydigital-economy/initiatives-for-the-people-mydigitalworkforce-jobs>

“Untuk maklumat lebih lanjut dan pendaftaran sebagai peserta, sila layari mde.mydigital-economy/initiatives-for-the-people-mydigitalworkforce-jobs,” katanya.

Berita Harian, 27 August 2020

Mother of 2 gets a free knowledge 'upgrade' to help her re-enter the workforce

Faye Kwan - August 26, 2020 9:30 AM

PETALING JAYA: For the past eight months, mother-of-two Darshini Nadarajah had been on the hunt for a job to re-enter the working world after a five-year hiatus, but it was not easy.

Darshini, who left her career in human resources to focus on raising a family, had been itching to get back to a full-time job since last December but faced rejection after rejection.

The 39-year-old had been helping her husband with his events company but when the movement control order (MCO) was implemented, the business was badly affected and Darshini's desire to find a job became more of a necessity.

While scrolling through LinkedIn for job opportunities, she stumbled upon a Malaysia Digital Economy Corporation (MDEC) advertisement offering free online courses. MDEC is co-organising #MyDigitalWorkForce week with i-LEAD, Impact Malaysia, TalentCorp.

Free Malaysia Today, 26 August 2020

Sin Chew Daily, 27 August 2020

Novartis Malaysia wins LIFE AT WORK 2019 Award for Outstanding Practice

By Business Today - August 11, 2020



Novartis Malaysia, a leading global medicines company with more than 40 years presence in Malaysia, has bagged the TalentCorp's LIFE AT WORK 2019 AWARD for Outstanding Practice: Learning Practice.

LIFE AT WORK is an annual event organised by the Ministry of Human Resources (MOHR) through its agency TalentCorp, and in collaboration with the Ministry of Women, Family and Community Development (KPWKM).

It aims to celebrate employers with progressive workplace strategies that demonstrate their drive and commitment in championing the Diversity & Inclusion agenda by embracing the Future of Work, Workplace and Workforce.

At Novartis, Diversity & Inclusion and Learning & Development are seamlessly integrated to achieve inclusive professional growth, talent management and a culture of excellence.

Business Today, 11 August 2020

經濟恢復計劃 失業者獲工作及培訓

吉隆坡17日訊：人力資源部長拿督斯里拉惹曼惹日前表示，政府將透過推行經濟復甦計劃（PENJANA），讓企業重新及積極影響商業的人士，其中包括馬六甲、麻坡及峇株巴轄。拉惹曼惹表示，透過復甦計劃，失業者將獲得更多的就業機會，並獲得培訓及技能發展的機會。此外，政府也將提供貸款，以幫助失業者在復甦計劃中獲得工作。拉惹曼惹表示，政府將繼續努力，以確保復甦計劃能為失業者提供足夠的支持，並幫助他們重返工作崗位。

職。從2019年至2019年10月止，共有8,000名失業者獲得了培訓及技能發展的機會。拉惹曼惹表示，政府將繼續努力，以確保復甦計劃能為失業者提供足夠的支持，並幫助他們重返工作崗位。此外，政府也將提供貸款，以幫助失業者在復甦計劃中獲得工作。拉惹曼惹表示，政府將繼續努力，以確保復甦計劃能為失業者提供足夠的支持，並幫助他們重返工作崗位。

See Hua Daily News (Sarawak) 24 July 2020

CIMB gondol 3 anugerah

Kuala Lumpur: CIMB Group (CIMB) menerima pengiktirafan di anugerah TalentCorp Life at Work 2019 dengan mengondol tiga penghargaan utama bagi kategori Organisasi Terbaik Malaysia, Amalan Terbaik bagi Inisiatif Pembangunan Bakat dan Juara CEO.

CIMB dalam kenyataan berkata, anugerah itu membuktikan usaha berterusan syarikat dalam melaksanakan amalan modal insan terbaik dan mendorong kepelbagaian serta inklusif selaras nilai terasnya.

Ketua Pegawai Kaitangan Kumpulan CIMB, Datuk Hamidah Naziudin berkata, anugerah itu berdasarkan dasar sumber manusia CIMB yang progresif bagi mewujudkan ekosistem gender seimbang.

Harian Metro, 22 July 2020

Tengku Zafrul bags TalentCorp's Life at Work 2019 Award

KUALA LUMPUR: Finance Minister and former CIMB Group chief executive officer, Tengku Datuk Seri Zafrul Tengku Abdul Aziz emerged as the winner of TalentCorp's Life at Work 2019 award for the CEO category for Malaysian organisation.

As for the international organisation, Annemarieke De Haan of Unilever Malaysia secured the award while for the public sector organisation and small and medium organisation, Azaddin Ngah Tasir from Agensi Kaunseling dan Pengurusan Kredit and Noor Mohd Helmi Nong Hadzmi from IX Telecom bagged the award.

Organised annually by the Ministry of Human Resources through its agency, TalentCorp Malaysia Bhd and in collaboration with the Ministry of Women, Family and Community Development, the Life at Work awards aim to promote greater workplace diversity and inclusion for the future of work in Malaysia.

Human Resources Minister, Datuk Seri M. Saravanan said flexible working could actually help businesses raise their productivity in the new environment created by COVID-19.

“Through the jobs and skills development opportunities created by the National Economic Recovery Plan (PENJANA), the government remains focused on cushioning the impact of the pandemic on the jobless and vulnerable workers, including the nation's youth,” he said in a statement Friday.

Meanwhile, the other winners during the award ceremony which was announced via video include the CIMB Group for best Malaysian organisation, Daythree Business Services Sdn Bhd (best new entrant) and Eco World (best leadership team). —Bernama

Tengku Zafrul menang Anugerah Life at Work 2019

Kuala Lumpur: Menteri Kewangan Yang Jaja bekas Ketua Pegawai Eksekutif (CEO) Kumpulan CIMB, Tengku Datuk Seri Zafrul Tengku Abdul Aziz, muncul pemenang Anugerah Life at Work 2019 TalentCorp untuk kategori CEO bagi organisasi Malaysia.

Bagi organisasi antarabangsa, Anugerah Life at Work dari TalentCorp Malaysia meraih anugerah ini manakala bagi organisasi sektor awam serta organisasi kecil dan sederhana, Azadim Nisah Tasir dari Agensi Kaunseling dan Pengurusan Kredit (AKPK), dan Noor Mohd Helmi Nore Hamzi dari D Telekom memenangi anugerah ini.

Dianjurkan setiap tahun oleh Kementerian Sumber Manusia melalui agensi swasta, TalentCorp Malaysia Ltd dan dengan kerjasama Kementerian Pembangunan Wanita, Keluarga dan Masyarakat, Anugerah Life at Work bertujuan mengapresiasi kepel-



Tengku Zafrul Tengku Abdul Aziz

dan pembangunan kemahiran yang diwujudkan oleh Pelan Jemaah Semula Ekonomi Negara (PENJANA), kerajaan teras fokus untuk mengurangkan impak daripada pandemik itu kepada pekerja yang mengangsur dan mudah kembali ke negara ini," katanya dalam kenyataan, semalam.

Sementara itu, pemenang lain pada majlis anugerah itu yang diumumkan melalui video termasuk Kumpulan CIMB untuk organisasi terbaik Malaysia, Da

Maklumat lanjut mengenai majlis anugerah akan dimuatkan dalam edisi mingguan Anugerah Life at Work 2019 dan syarikat yang mengahiri anugerah boleh didapati di www.lifeatwork.my

BERNAMA

2019年職場生涯獎 東姑賽夫魯獲最佳CEO

(吉隆坡17日訊)在受委財政部長之前担任联昌集团(CIMB)首席执行员的东姑赛夫鲁,获颁大马人才机构(TalentCorp)2019年职场生涯奖的本地企业最佳首席执行官。

此外,马来西亚联合利华的安妮玛烈卡获颁国际企业最佳首席执行官;信贷咨询与债务管理机构(ATKP)首席执行官阿扎丁雅以及IX Telecom首席执行官诺莫哈末海米,则获颁公共组织以及中小型企业最佳首席执行官。

人力资源部长拿督斯里沙拉瓦南今日发表文告指

出,灵活的工作策略,将能确保受疫情影响的企业创造新环境,并提高生产力。

视频直播宣布得奖者

由于受到疫情影响,今年的颁奖礼也以视频直播的方式宣布得奖者。

其中,联昌集团获颁本地最佳组织奖,DayThree Business Services有限公司夺得最佳新进企业奖,绿盛世代(Eco World)则获得最佳领导团队奖。

欲知更多有关2019年职场生涯奖颁奖礼的完整获奖名单和企业,也可透过www.lifeatwork.my网站进行查询。

Berita Harian, 18 July 2020

Sin Chew Daily, 18 July 2020

There are always jobs for the flexible and adaptable

Higher education institutions are stepping up to provide career services and support for their graduates.

Stories by SANDHYA MENON sandhya@theedupulse.com

DECEMBER the Corona Crisis of 2020 "This year's cohort of vocation graduates has graduated at a time when the world is dominated by the most global recession in history to the United States."

Locally, the Malaysian Engineers Federation estimated that salary payments could hit two million this year.

But even as factors such as demand have fallen and unemployment has risen over there, there is still room for the "class of 2020" to not only succeed, but even excel. They are flexible, adaptable and willing to work hard.

Higher education institutions in some sectors have decreased due to the pandemic. Malaysian Engineers Federation estimated that salary payments could hit two million this year.

The job market was already changing because of digital disruption. The pandemic simply accelerated this disruption and many companies are using this as an opportunity to move their businesses to digital technology.

"The result of this is a transformation in jobs and the very nature of work, with jobs involving manual and repetitive tasks gradually being replaced by those that are more complex and require digital skills."

"So, there will always be opportunities for graduates who are well prepared with the ability to adapt to this digital disruption," he said.

Universities will need to cope with the rapid transformation occurring across all sectors.

"Universities will need to continue and intensify their efforts to support students and job opportunities, particularly in addressing the new opportunities brought about by digital disruption."

However, this paradigm needs to be shared differently with career fairs, internship programmes and other activities being conducted virtually to address the new paradigm, and also provide students with access to opportunities globally via live recruitment.

"The Star" Education Director Higher Education Research Institute Yew Teo Wang Chie is agreed.

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She is a graduate of the University of Malaya.



He is a graduate of the University of Malaya.



He is a graduate of the University of Malaya.

"This can lead to different kinds of jobs. In fact, 822 students have graduated from Universiti Teknologi Malaysia (UTM) in the month of August. Another 1,215 are expected to graduate by the end of the year."

UTM has been working with industry partners to ensure that its graduates are well equipped with the skills and knowledge needed to succeed in the workplace.

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Be proactive

"I am a graduate of the University of Malaya. I am currently working for a multinational company. I have been able to secure a job because I was proactive in my studies and in my career preparation."

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The Star, 19 July 2020

New Straits Times, 13 July 2020

What to do if you lose your job or have to take a pay cut

BY VANESSA GOMES

Thomas (not his real name), recently found his employment contract postmarked terminated and replaced with one that came with a 50% pay cut and a three-day work week. This happened even after his employer had announced at the beginning of the year that the Covid-19 (MCO) period that he and other employees in the same salary bracket would only take a pay cut of between 10% and 20%.



"This [revoked] contract is only valid for three months after which I will be reviewed before renewal. This is very stressful as I do not know if I stand with my employees. I will still have a job after three months or will I be required to accept a further revised contract?" he says.

At the head of his family, Thomas' commitments include household expenses, monthly loan commitments and bills. Although the government's loan moratorium has helped with the financial commitments for six months, he worries about what will happen after that, considering that the loans were given based on his last drawn salary.

The Covid-19 pandemic has caused uncertainty for personally as well as for the economy. It is interesting to first hand the effects of the pandemic as an employee has been badly impacted," says Thomas.

"The business does not improve, therefore would like justification for keeping staff employed, especially someone in my position, whose contract will be reviewed every few months. As I do not maintain a savings pool, I have had to renege on my expenses and commitments on my current monthly salary."

While Matthew (not his real name), did not take as substantial a pay cut as Thomas, he considers the 15% cut a sizable reduction as he is the main breadwinner in his family. The monthly shortfall of RM600 has had a major impact on his expenses as he pays the electricity, water, Astro and grocery bills as well as his and his parents' insurance policies.

"I did not have to pay my bills because of the moratorium. I used the money saved to cover my expenses but I had very little left over for myself, only about RM300. Thankfully, I was working from home, so I did not spend much on travelling and eating out," says Matthew.

While he did try to put aside some money for a rainy day, he was only able to save about RM200 a month. Job security is a major concern now as his employer has been letting go of staff since the company had to shut down operations during the MCO. It is recently reported for business.

The pay cut happened over two months and is now up for review as we have reported. From this experience, I have learnt the importance of saving money no matter what, because you never know what will happen. We did not know that we would face a pandemic," says Matthew.

He has also been starting up to take a hybrid make-up course so that it can be a source of income for me in the future. The course and materials are not cheap so I will take some time to get there that I am not giving up."

The last six months have been difficult for nearly everyone. Many have lost their jobs or, like Thomas and Matthew, have had to take pay cuts as businesses across all industries struggle to stay afloat.

The latest statistics reported by the Department of Statistics showed that the unemployment rate spiked to 5% in April, the highest since 1993. The Department of Statistics also said the number of unemployed persons had gone up 48.8% year on year to 778,000 in April.

Unsurprisingly, the pandemic has resulted in a rise in mental and psychological distress, not least because of financial anxiety, especially with the looming possibility of pay cuts and job losses across industries. In a report by US-based nonpartisan fact tank Pew Research Center, a quarter of adults in the US said the Covid-19 outbreak was a major threat to their personal health and finances while about 24% said it was a major threat to their finances, but not their health.

Mohd Sekel, Joint Lead of Investment and financial planning at OOH Key Han Wealth Advisors Sdn Bhd, says the income loss during the pandemic combined with financial illiteracy and mismanagement shows that a large number of individuals face the risk of considerable debt and associated psychological difficulties, which translates into financial anxiety.

According to him, out of every 20 people he knows, two have lost their jobs and four have had to take pay cuts. "One of my friends, who freelances as an event presenter, experienced a seismic impact after three organisers cancelled events in one month. With almost 70% of the preparation completed, I put a heavy financial burden on her personally," says Mohd Sekel.

"Just one cancellation [at short notice], she lost about RM2,000 to RM3,200 for her deposit with a wedding and make-up artist. In addition, she needs to pay her personal assistant a monthly salary of RM2,500."

He believes that the number of unemployed graduates has definitely increased this year as most companies have been trying to reduce their headcount due to the slowdown in business and cash flow.

"The graduating class of 2020 could face years of reduced pay, limited prospects and job mismatches. One of our approaches to helping young graduates increase their employability is by partnering TalentCorp which runs a structured internship programme as well as virtual job fairs. During the pandemic, we have also absorbed some of them as casual staff," says Mohd Sekel.

"Anyone can have more money, regardless of income or profession. The first thing to do is to accept that your life will be different for a while and then focus on the things you can control, not because someone is earning a high salary does not mean that he is automatically financially solvent."

STEPS TO TAKE

In the early stages of the MCO, the government announced two stimulus packages for the people and small and medium enterprises (SMEs). Recently, it announced its Economic Recovery Plan (Perdana). The initiatives include a six-month loan moratorium, wage subsidies, zero-interest rate loans for SMEs that qualify and one-off cash assistance for the B40 (low income) and M40 (middle income) groups.

Despite the government's efforts and the majority of Malaysians spending less because they are working from home, job security remains an issue. Ian Wong, licensed financial planner and partner at IFF Financial Planning Group, says ideally, one should have three months' worth of expenses saved up for times like these.

"Three months' worth of expenses is reasonable to start with. If you want to be extra safe, then save enough for six months. But the question is, how much are your expenses?" he says.

Whether or not a person already has an emergency fund, the first and most important rule is to know what you are spending on, says Wong.

"Step one is to do not panic. It is definitely a matter of concern, but responding emotionally without an strategy is mind will not serve you well," says Neoh.

"The next step is to look at your finances such as your available cash and liquid assets – and whether these can be disposed of at a profit or minimal loss – as well as the money in your Employees Provident Fund (EPF) accounts and the cash value of your insurance policies. Jet down your expenses and regular financial

commitments as well as any areas in which you can reduce spending.

"When you put all your available funds together and divide it by your expenses, the period for you to get to the office or grocery runs, RM500 will not cut it. You will need other sources of income. But at this point, a person should have all hands on deck to manage his expenditure."

Neoh says that could be the time when people discover a side hustle or passion. Those who have taken a pay cut can consider working overtime or taking on a non-conflicting part-time job to optimise their free time, he adds.

"Running an online business is one way of doing so. You can set this up on your own or assist those experiencing a surge in business. Gig economy work is also something to look at. This includes ride-sharing, doing deliveries or picking up jobs on freelance platforms such as Fiverr," says Neoh.

At this point, he sure to update your resume so that it reflects any new or existing skills and experiences that match the job you are seeking. While losing a job can be devastating, Mohd Sekel advises people to lower their job expectations to increase their chance of reemployment.

"For example, if you have lost a job that paid you RM6,000 per month, you may have to lower your salary expectation to RM4,000 per month. Or you may choose to get involved in the gig economy and take on work such as food delivery or ride sharing," he says.

"This temporary approach will reduce your financial constraints. In some circumstances, employees will refuse staff after the crisis has passed."

COMMON FINANCIAL MISTAKES If in dire need, people may consider looking at the cash value of their insurance policies or taking out personal loans. But only do these as a last resort.

Wong points out that there is an unhealthy cultural norm among Malaysians to take out personal loans for things like wedding planning, travel and home ownership. "Being so cash-poor, your finances. It is ridiculous that some parties are advertising such loans and encouraging people to put themselves in debt for things like family," he says.

"But if you have an emergency, then you have no choice. It is better you take a personal loan because of your inability to pay your salary. It is not to take more than what you invest."

Wong says that if you have an investment-linked insurance policy and access to the money without incurring a penalty, it can be considered during an emergency. For policies that generate a cash value and can be taken out when someone turns 60, for example, these are structured in such a way that the person overpays when he is younger in order to ease his financial burden when he is older using the surplus generated. Hence, withdrawing this surplus means that the insurance policy may no longer be sustainable.

You need to be aware that this is what you are doing with your policy and you have to put

When you put all your available funds together and divide it by your (revised) monthly expenses, how many months will the money last? This will give you a better sense of your financial well-being.

The first thing to do is to accept that your life will be different for a while and then focus on the things you can control.

If you have an investment-linked insurance policy and access to the money without incurring a penalty, it can be considered during an emergency.

Individuals should be alerted to the fact that skipping insurance premiums for more than three months can cause difficulties when making their claims. Instead of skipping the insurance premiums altogether, individuals can exercise their right to a premium holiday from the available insurance cash value.

Alternatively, some insurance providers allow eligible policyholders a grace period of 90 days to pay the premiums. During this deferral period, the insurance company continues to provide protection. However, this is not automatic; policyholders must approach their insurance agent or financial adviser to apply for this deferral.

NEOH SUGGESTS keeping some cash in reserve first before investing any extra funds, and a little more on the impact of the current economic conditions on income stability is a concern. If you are experiencing a shortfall in cash flow due to a pay cut, then you should consider reducing your regular savings and investment plan temporarily.

"However, if your cash level remains healthy, you can use the current market volatility and share price weakness to top up your investments or increase your monthly savings and investments," he says.

In the current situation, individuals should focus on their short-term investment strategy, says Mohd Sekel. This is to ensure the liquidity of the funds when there is a need to access the money. For example, investing in unit trusts is still favourable as it is less volatile than investing in the stock market.

A preservation strategy should become the priority instead of a wealth accumulation strategy. Have a high allocation to defensive sectors like consumer staples, healthcare and utilities. However, investing in equities does not require cash from their investments should maintain dividend stocks," says Mohd Sekel.

Meanwhile, Wong says if you realise you have cash to spare after budgeting and will not need it for the next three to five years, you should look at the equity markets, specifically the Malaysia or US markets, as they are recovering but not quite at their previous highs.

"A lot of good stocks are currently trading at a discount. You can view this as a sale," he says.

"Having said that, I generally advise clients to be smart when it comes to investing in the stock market. For example, Malaysia's rubber glove industry has seen a huge spike in value due to an increase in global demand because of Covid-19. A savvy investor would ask himself, 'How long will the demand last? Will the demand be as high when the pandemic is over?'"

The Edge, 6 July 2020

THE NEW NORMAL SERIES

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COVID-19: PENUGASAN SEMULA PEKERJAAN ATAU PENCIPTAAN PEKERJAAN BARU?

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Mohamad Nazrul Aziz
Ketua Bahagian Graduan dan Bakat Baharu, TalentCorp

Hawati Abdul Hamid
Pengerusi Khazanah Research Institute (KRI)

Professor Dr. Zafir Khan Mohamed Makhbul
Timbalan Pengerusi, Fakulti Ekonomi & Pengurusan, UKM

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MOHAMAD NAZRUL AZIZ
Ketua Bahagian Graduan dan Bakat Baharu, TalentCorp

Implement what you need of the

Astro AWANI (TV), 29 June 2020

Armed for re-employment

LOSING your job can be mentally and emotionally challenging, says Sunil Hasmiharay, president of the Malaysia Association of Professional Trainers and Coaches.

"View all situations and challenges from an appreciative lens. I believe that every cloud has a silver lining."

"Consolidate your resources, strengths and skills to explore what can be done next. Focus on solution building and not the cause of the problem."

"Use what entrepreneurial and motivational speaker Robert Schuller said: 'Tough times don't last, tough people do.'"

"Stay focused on your intentions and keep working hard looking out for possibilities," shares Sunil, who is also the founder and president of the Malaysia Positive Psychology Association.

5 tips for job seekers post-Covid-19



Add value
Be open to providing your expertise and not just add value to your employer.

Sharpen your skills
There are many courses and programmes you can benefit from to upskill and re-skill yourself.

Read
Increase more knowledge to expand your horizon.

Discover your Kigai
The Japanese concept of *kigai* called *kigai* means 'reason for being'. Take this opportunity to discover what your passion and purpose.

Leverage on technology
Use LinkedIn where you can connect with recruiters, HR leaders, potential employers and project your value/experience.

Consolidate your resources, strengths and skills to explore what can be done next.



SUNIL HASMIHARAY

Belia Malaysia perlu bangkit bersaing, jangan lena



Dari Kaca Mata

Perkembangan dunia teknologi semakin pesat. Ini membuka peluang kepada generasi muda untuk bersaing di era digital. Namun, kita sebagai generasi muda perlu bersedia untuk menghadapi persaingan yang semakin ketat.

Kita sebagai generasi muda perlu bersedia untuk menghadapi persaingan yang semakin ketat. Kita perlu meningkatkan kualiti diri kita dan bersedia untuk menghadapi persaingan yang semakin ketat.

Belia Malaysia perlu bangkit bersaing, jangan lena. Kita sebagai generasi muda perlu bersedia untuk menghadapi persaingan yang semakin ketat.

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Kementerian Belia dan Sukan kemudi ini memulakan projek pembangunan semula di kawasan ini.

青年部与2单位合作 明起办青年就业展

(吉隆坡 16 日讯) 青年及体育部与 Impact Malaysia 及马来西亚人才机构合作，将在本月 18 日至 22 日举办“青年工作” (#BeliaBekerja) 职业展。

青年及体育部大臣拿督斯里理查马力于本月 4 日宣布，该部与数个机构合作举办“青年工作”、#BeliaCelikDuit 及“青年业”活动，协助提高大马青年的就业机会。

“如今通过‘青年工作’，雇主或网友若不参与在何处或网上参与招聘程序。”

青年及体育部大臣拿督斯里理查马力于本月 4 日宣布，该部与数个机构合作举办“青年工作”、#BeliaCelikDuit 及“青年业”活动，协助提高大马青年的就业机会。

Berita Harian, 10 June 2020

When old is gold

The old is gold. It's a saying that means that experience is valuable. In the current job market, experience is a key factor in getting hired. Many employers prefer candidates with several years of experience over fresh graduates.

“Old is gold” is a saying that means that experience is valuable. In the current job market, experience is a key factor in getting hired. Many employers prefer candidates with several years of experience over fresh graduates.



The Edge, 11 May 2020

人才机构推“KisahSiswa”计划 助大学毕业生疫后就业

支持国家大学毕业生就业议程，通过干预措施，帮助大学毕业生在疫后找到工作。人才机构推出“KisahSiswa”计划，旨在帮助大学毕业生在疫后找到工作。

“因为疫情，预计全球失业者与失业率将急剧增加，我国今年预计也将面对同样趋势。”

该机构指出，经济和企业活动将逐渐发展“新常态”。因此，我国年轻人必须做好专业准备，以应对疫情后的世界。

青年人才可从 4 月 28 日起，通过 www.suneymonkey.com/kisahsiswa 在线登记。欲获取更多关于大马人才机构与公共领域及私人领域合作的计划，请登入大马人才机构网站 www.talentport.com.my/surwork/employer-partner。

Nanyang Siang Pau, 17 May 2020

获职业教练指导

“KisahSiswa”计划部分将专注于职业训练指导与大学毕业生就业。这部分将帮助他们通过线上从自愿者到导师，提供丰富的职业教练经验，获得指导与咨询。

职业教练将通过适合他们的学习方式，激励与指导。

“KisahSiswa”计划的第二部分——毕业生的可能性教练将分享与发布毕业生职业发展相关资讯、工作机会相关资讯，共享领域知识，或在互动论坛的线上信息渠道。

文告说，人才机构与其合作伙伴，包括人力部、社区发展及国家服务 (CDB) 、高等教育部的就业发展中心 (CESS) 、高教部 (MHRD) 、Dale Carnegie Malaysia、GTL Media、Career Cube、Change Dynamics 等。

人才机构推“KisahSiswa”计划 助大学毕业生疫后就业

(吉隆坡 4 日讯) 作为应对 2019 冠状病毒病疫情影响全球经济与国家劳动力市场的积极主动干预措施, 大马人才机构今日宣布推出“KisahSiswa”计划。

该机构指上述计划是一个大学毕业生就业计划, 协助青年及国家年轻人求职

定策略职业规划, 以面对因疫情而导致职场格局变化的挑战。

大马人才机构发公告说, “KisahSiswa”是年轻求职者(YES)框架的一项措施; 它是大马人才机构、人力资源部、高等教育部及策略工业伙伴合作

获职业教练指导

“KisahSiswa”计划前部分将专注于职业训练指导与大学毕业生就业, 这部分将帮助他们通过线上从自愿加入该计划且经验丰富的职业教练处, 获得指导与咨询; 职业教练将通过适合他们需要的学习方式, 激励与指导。

“KisahSiswa”计划的第二个部分——毕业生的可能性渠道将分享与发布毕业生

就业有关资讯、工作机会相关活动、共享领域知识、在线互动论坛的线上信息渠道。

文告说, 人才机构与其合作伙伴, 包括人力局的社区及雇佣支援服务(CESS)、高教部属下的职业发展中心俱乐部(CDCC)、Dale Carnegie Malaysia、GTI Media、Career Cube, Change Dynamics

支持国家大学毕业生就业议程, 通过于干预措施, 强调让大学毕业生具备符合国家主要经济领域时需求的就业元素与技能。

发展“新规范”

“因为疫情, 预计全球失业率与待业率将急剧增加, 我国今年预计也将面对同样趋势。”

该机构指预计零工经济和创业活动将迅速发展“新规范”, 因此, 我国年轻人需做好专业准备, 以应对冠病之后的世界。

咨询、HC 咨询服务集团, 以及大马专业培训师和导师协会合作推出这平台。

28日起在线登记

青年人才可从 4 月 28 日起, 通过 www.surveymonkey.com/r/KisahSiswa, 在线登记。直至管控令结束后的 3 个月。

欲知更多关于大马人才机构与公共领域及私人领域合作的计划, 请登入大马人才机构网站 www.talentcorp.com.my/ourwork/employer-partner。

人才機構推出 #KisahSiswa助青年覓職

(吉隆坡2日讯) 人才机构(TalentCorp)宣布推出“#KisahSiswa”计划, 协助年轻人进行策略性职业规划, 以面对冠病疫情对就业市场所带来的改变和挑战。

该机构今日发公告指出, 随着冠病的影响, 全球失业率和就业不足率预计将会显著提高, 国家失业率预计今年将增加7至8%。

文告指出, 零工经济和企业的出现与兴起, 是不断变化和充满挑战的就业市场的新常态。这清楚显示迫切需要根据疫情, 为年轻人提供专业培训。

文告指出, 此计划是人才机构与人力资源部、高等教育部和业界策略伙伴在“年轻应聘者”(YES!) 框架下的合作, 致力于让毕业生具备与经济领域需求相符的就业能力及技能。

文告指出, 此计划也提供“毕业生就业渠道”, 以透过在线管道分享就业讯息, 例如各职业与就业机会、各行业的知识分享, 以及互动性的在线论坛。

有兴趣者即日起可在www.surveymonkey.com/r/KisahSiswa登记, 直到全国结束行动管制令的3个月后截止。

Sin Chew Daily, 3 May 2020

HOME MONEY

TalentCorp: #Kisahsiswa initiative aims to tackle effects of Covid-19 pandemic

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Office workers are seen wearing masks along Jalan Bukit Bintang, Kuala Lumpur March 16 2020. — Picture by Choo Choy May

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KUALA LUMPUR, May 4 — Talent Corporation Malaysia Berhad (TalentCorp) today announced the launch of the #KisahSiswa initiative as an intervention measure on the effects of the Covid-19 pandemic on the global economy and the country's labour market.

TalentCorp said #KisahSiswa is a graduate marketability initiative to help the country's youths and young talent pool to chart future strategic careers in the face of a challenging job market landscape due to the pandemic.

Malay Mail, 4 May 2020

人才機構推介“#KisahSiswa” 助畢業生規劃應聘工作

(吉隆坡2日讯) 大马人才机构正式推介“#KisahSiswa”大专毕业生适销计划, 以协助更多毕业生在新冠肺炎(2019冠状病毒病)肆虐非常时刻, 规划应聘工作。

该机构毕业生与人才发掘组主任莫哈末纳兹鲁今日发公告指出, “#KisahSiswa”大专毕业生适销计划, 是在大马人才机构、人力资源部及高等教育部, 联合推动的“YES!”毕业生聘请计划下项目。

他说, “#KisahSiswa”计划也将设立网站, 发布于毕业生适销有关的资讯, 同时也会不时与一些企业公司举办座谈会进行互动, 让更多准备踏入社会工作的大专生了解职场需求。

“有兴趣参与的毕业生可从4月28日, 登录 www.surveymonkey.com/r/KisahSiswa 填写资料参与。”

China Press, 3 May 2020

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Inisiatif #KisahSiswa sebagai langkah intervensi proaktif tangani kesan pandemik COVID-19

TalentCorp
ATTRACT • NURTURE • RETAIN

BERNAMA, 3 May 2020

No way to get home

Locked out of the country they call home, some expatriates are stranded abroad and separated from loved ones in Malaysia during the movement control order.

BRITISH expatriate Loraine Ann Gordon was in Kuala Lumpur for her 25th anniversary celebration when the movement control order (MCO) was announced in Malaysia. She is a 50-year-old woman who has spent most of her life in Malaysia. She is currently stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

"I'm a bit of a mess," she says. "I'm a bit of a mess because of the health status of the Malaysian border, I couldn't get back to the UK."

She says she has been in Malaysia for 25 years. She has a Malaysian passport, but it has not been renewed. She is currently stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

"I'm a bit of a mess," she says. "I'm a bit of a mess because of the health status of the Malaysian border, I couldn't get back to the UK."



Loraine Ann Gordon, a British expatriate, is stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

No way in

In Kuala Lumpur, she is stranded because the MCO is in place. She is currently stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

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Loraine Ann Gordon, a British expatriate, is stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

Malaysian at heart

Gordon says she is not a Malaysian. She is a British expatriate who has lived in Malaysia for 25 years. She is currently stranded in Kuala Lumpur, unable to return to her home in the United Kingdom.

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Nikmat hidup lebih ceria

Jaga hubungan, interaksi sesama komuniti, kukuhkan ekonomi

Imbolbitulis

Malaysia pernah menduduki tangga ke-35 dalam senarai negara paling bahagia di dunia berdasarkan Global Wellbeing Report 2018 yang dikeluarkan oleh United Nations Sustainable Development Goals (SDG).

Keberhasilan ini adalah berkat pembangunan penlabuhan ke atas lebih 150 negara yang menunjukkan kemajuan 'paling baik' hari ini. Ketika Malaysia dianugerahkan oleh Pembangunan Bangsa-Bangsa Bersejarah (PBB) pada tahun 2013 dan diambur setiap 20 Mac bagi mewujudkan kejayaan pembangunan dan kemajuan dalam pembangunan.

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The Star, 24 April 2020

Women professionals need equal opportunities to fulfil highest potential

New ACCA report reveals critical gaps that limit women's contributions and opportunities in the workplace

THE Association of Certified Chartered Accountants (ACCA) is celebrating the second anniversary of ACCA Malaysia Women's Network (WNet) in Kuala Lumpur, where women still account for the lowest percentage of the world's top earners.

The ACCA Malaysia Women's Network was launched in 2018 to provide a platform for women members to network, share insights and create more opportunities for career advancement and skill development.

The report underscores the importance of taking concrete steps to boost gender equity and create a more diverse business environment. It also calls for the sector's leadership to take action on the findings of the Workplace Equity Index, which highlights persistent inequalities and challenges faced by women professionals.

Gender disparity increases as one moves up the career ladder, with women being under-represented in senior roles. The report also notes that women are less likely to be promoted to senior positions, and that gender inequality is a significant barrier to women's career advancement.

The report also highlights the need for more flexible work arrangements, such as part-time and remote work, to support women's career progression. It also calls for more training and development opportunities for women, particularly in leadership and technical skills.

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Sinar Harian, 13 March 2020

Malaysia hab bakat, pusat ilmu sejagat

Terokai modal bakat Negara Selatan-Selatan

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