

ADDRESSING NATIONAL TALENT NEEDS

**DEVELOPING TALENTS
FOR THE WORKFORCE**



VISION

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

"For businesses to capitalise on new opportunities, they will need to put talent development and future workforce strategy front and centre to their growth."

Source: The Future of Jobs (World Economic Forum, 2016)

TALENT CORPORATION MALAYSIA BERHAD



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

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

Who?



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

When?

Why?

To transform Malaysia into a
Global Talent Hub

What?

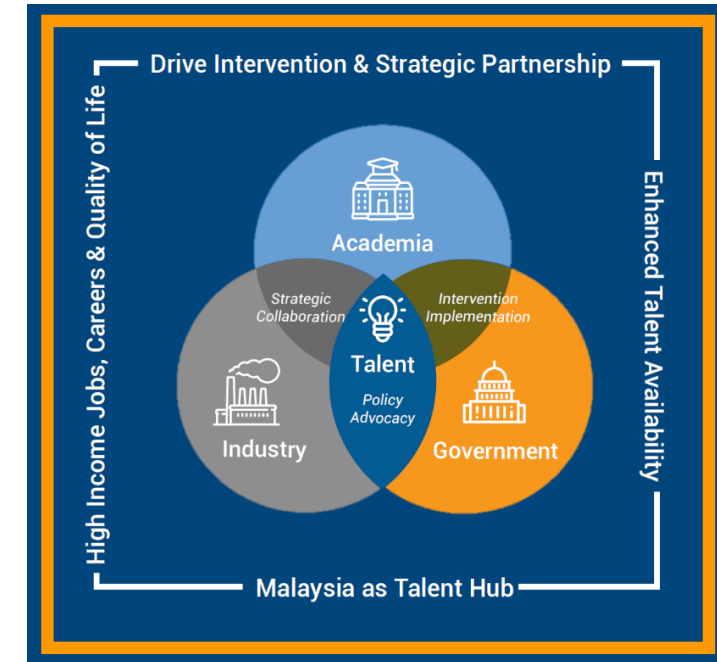
Advocate
POLICIES

Drive strong & effective
PARTNERSHIPS

Introduce
BEST PRACTICES

Intervention
PROGRAMMES

How?



OUR 3 STRATEGIC THRUSTS

1. Optimise Malaysian Talent

- Ensuring a strong and sustainable demand driven talent pool

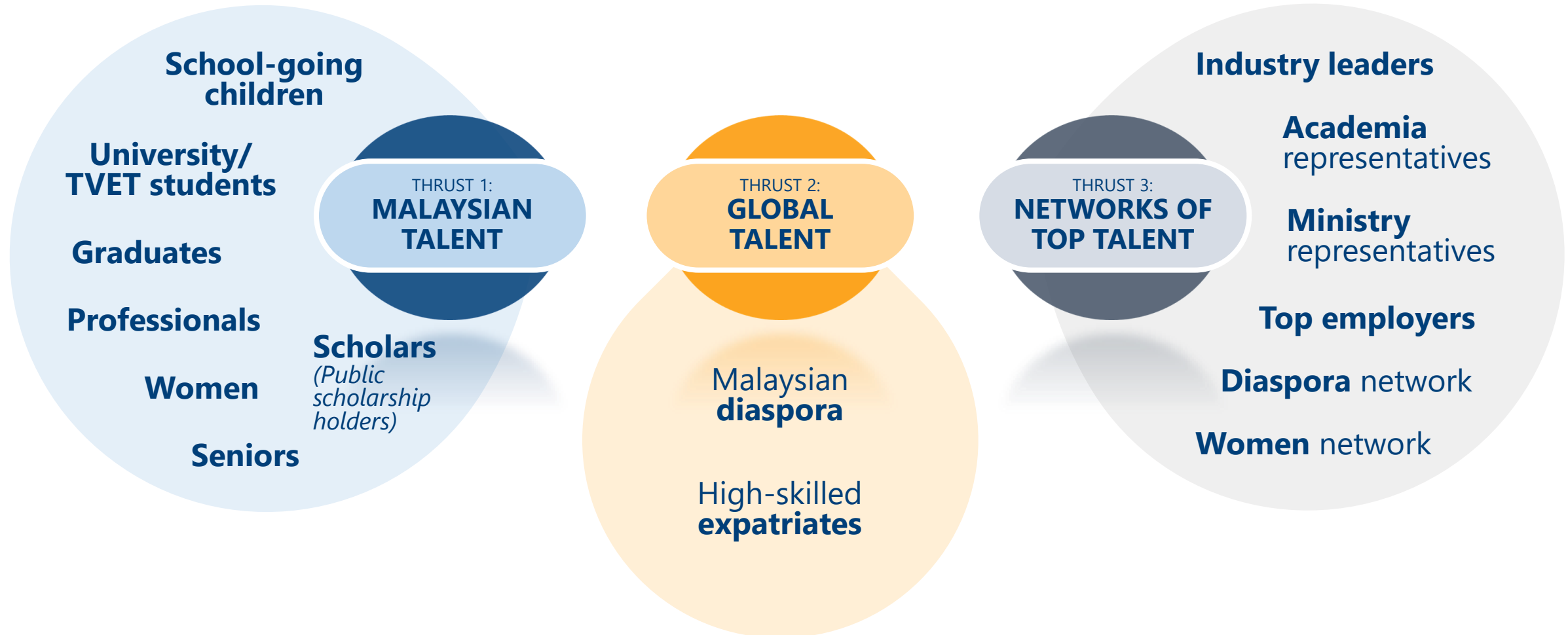
2. Attract and Facilitate Global Talent

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

3. Build Networks of Top Talent

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

TARGETED TALENT GROUPS



TALENTCORP GROUP SIGNATURE INITIATIVES



TalentCorp
GROUP OF COMPANIES

INDUSTRY ENGAGEMENTS

mynext

An integrated talent solution and analytics platform

Critical Occupations List (MyCOL)

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

National Skills Registry (MyNSR)

A central platform for the standard of skills and future competencies

MYXpats

Knowledge base and insights on industry expatriate needs

THIRU

1

OPTIMISE MALAYSIAN TALENT

National Structured Internship Programme (MySIP)

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

Scholarship Talent Attraction and Retention (STAR)

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

MyASEAN Internship

Providing undergraduates with internship opportunities across ASEAN for global exposure

Semester Break Programme (SBP)

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

Young Employable Students (YES!)

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

Career Comeback Programme (CCP)

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

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

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

THIRU

2

ATTRACT & FACILITATE GLOBAL TALENT

Malaysia at Heart (MyHeart)

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

Returning Expert Programme (REP)

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

Residence Pass-Talent (RP-T)

Retaining highly skilled expatriates to work and live in Malaysia

MYXpats Centre

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

THIRU

3

BUILD NETWORKS OF TOP TALENT

Industry-Academia Collaboration (IAC)

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

Industry-Talent Advisory Council (InTAC)

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

Women Agenda Council of Experts (WACE)

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

Malaysia Global Talent Advisory Group (MyLead)

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

LIFE AT WORK Awards (LAWA)

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

Attract & Facilitate Global Talent

Brain Drain to Brain Gain



References/ supporting documents

1. TalentCorp Talent Roadmap 2020:

- The Talent Roadmap 2020 outlines TalentCorp's role in Malaysia's journey towards nurturing, attracting, and retaining talent for Vision 2020. The Roadmap encompasses strategies and initiatives that require cohesive and complementary efforts by both public and private sectors to ensure our talent pool meets the needs of key industries driving the national economic transformation agenda.

2. Call-to-action for World Bank 2015 Report:

- Call-to-action based on recommendations made by World Bank Report (2015) on Improving the effectiveness of TalentCorp initiatives, Assessment on REP Programme (structure, permanent channels of communication, Engagement with REP applicants approved, rejected, not yet eligible, meeting broader family needs,)

3. TalentCorp Survey to Malaysian Diaspora & relevant stakeholders

- Based on latest survey conducted by MyHeart (Dec 2020) revealed interest and facilitations needed by Malaysians abroad.

4. RMK-12 Statement:

- A mechanism to leverage on Malaysian diaspora expertise will be devised. The Returning Expert Programme (REP) will be enhanced to make it compulsory for all Malaysians who are working, are going to and are coming back to report to the government.
- A comprehensive database for the Malaysian diaspora will be established to better utilize available talent for the national interest.

5. Leveraging the Malaysian Diaspora - REP Assessment Report by World Bank (June 2022):

- The objective of this study is to support the government of Malaysia in leveraging the economic potential of the Malaysian diaspora through an evaluation of the REP and an update on the concentration and spatial distribution of the Malaysian diaspora in Australia, Canada, the United Kingdom, and the United States.
- In doing so, it will support TalentCorp's initiatives to engage with the Malaysian diaspora and to attract and retain high-skilled Malaysians abroad.

Talent Roadmap 2020

Malaysia as Global Talent Hub



TalentCorp
GROUP OF COMPANIES



- **To realise our ambition to become a high income, advanced nation by 2020, Malaysia needs top talent.** The **Talent Roadmap 2020** outlines TalentCorp's role in Malaysia's journey towards nurturing, attracting, and retaining talent for Vision 2020. The Roadmap encompasses strategies and initiatives that require cohesive and complementary efforts by both public and private sectors to ensure our talent pool meets the needs of key industries driving the national economic transformation agenda.
- **Talent is a critical enabler for economic growth and transformation.** Talent has become more important than capital assets or raw materials. An abundance of talent will attract more industries and investments, creating higher-income opportunities and making the country more competitive in the global arena.
- **Malaysia has progressed significantly over the past few decades.** Since independence, Malaysia has come a long way in transforming itself from a low-income resource-based nation to an upper middle income diversified industrialised nation. In the last five decades, we have continuously devoted resources into building up our human capital to meet the growing needs of industries.
- **There are talent issues that can potentially slow our ascent.** Malaysian talent are highly sought after internationally, fuelling 'brain drain' from the country. If underlying issues are not addressed, brain drain can set off a potentially vicious cycle of talent leakage and weakened economy.
- TalentCorp aims to address the talent shortages via three Strategic Thrusts: **Optimise Malaysian Talent, Attract & Facilitate Global Talent, Build Networks of Top Talent**

Recommendations from World Bank Report (2015)

Improving the Effectiveness of TalentCorp's Initiatives

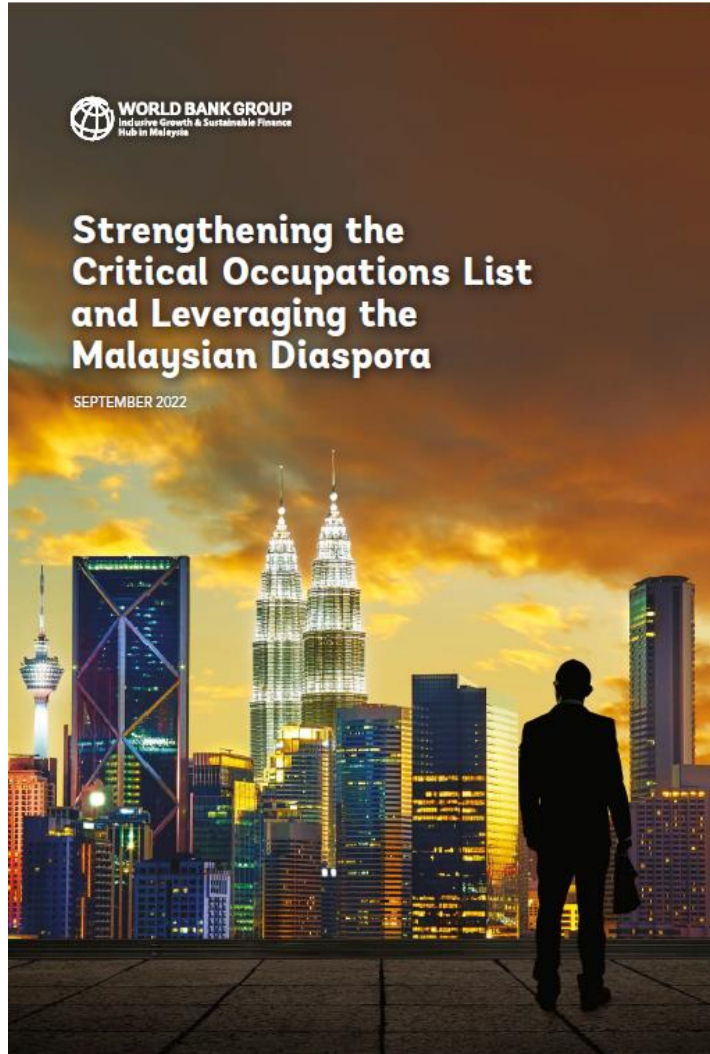
Assessment of Returning Expert Programme & Residence Pass - Talent



- **Structured, permanent channels of communication between employers, skill providers and job seekers** are essential, such as a jobs portal, making applicants' CVs available to employers, or even career fairs abroad.
- **Engaging all REP applicants;** It would be extremely important for TalentCorp to stay engaged with applicants not approved by the REP. While momentarily non-eligible for the program, non-approved applicants could be eligible for the REP in the future and should be **provided labor market related information to increase their future chances of acceptance.**
- **Meeting broader family needs;** Ensuring that spouses can have the right to work, and **children have access to quality schooling** has been one of the key factors determining the success of countries such as Singapore and Canada in attracting talent.
- Given that Malaysians abroad are well networked, TalentCorp should **optimize these information channels, reaching out to** families in Malaysia, as well as **diaspora associations abroad.**

World Bank Report (2022)

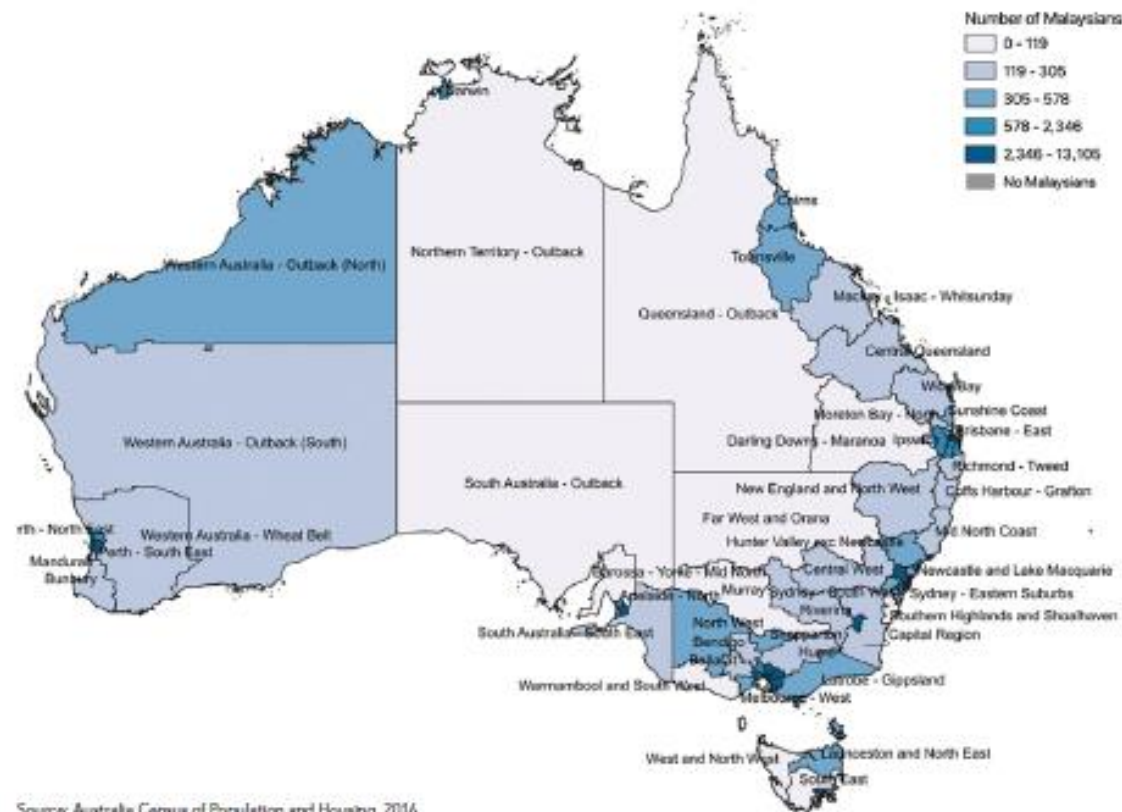
Leveraging the Malaysian Diaspora (REP) and Diaspora Heatmaps



- **High-skilled workers** play a central role in today's global economy, creating concerns of **brain drain in their home countries**. Despite concerns of brain drain, a more **holistic view of high-skilled emigration suggests that the negative effect of emigration may be lower than currently believed**.
- **Brain circulation**, or the potential benefits from returning high-skilled talent, can also **reduce the negative effects of high-skilled emigration**. **Governments** can pursue active engagement and adopt **supporting policies to capitalize on the benefits of the overseas and returning high-skilled diaspora**
- There are several ways through which source countries can benefit from high-skilled emigration e.g., remittances, knowledge and technology transfer, trade and direct investment. **Some spillovers or positive externalities from returning Malaysians may be intangible and hard to describe and quantify**.
- Malaysia has much to **gain** from **engaging with its high-skilled diaspora**, estimated at over 300,000 persons in 2010. All in all, there is room to better **leverage the experience, expertise, and other assets of Malaysians abroad, even without their return**.
- **Information on the geographical locations of the Malaysian diaspora** is important to inform TalentCorp's outreach programs and form **strong diaspora networks**. One of TalentCorp's activities includes regular **outreach events with skilled Malaysians in key countries and cities around the world**.
- TalentCorp can consider **mechanisms to facilitate brain gain in Malaysia, without requiring diaspora to return**. Some types of support include opportunities for **networking, mentoring, training, and channeling investment funds**.

Malaysian Diaspora Heat Maps - Australia

Figure 13: Heatmap of Malaysians in Australia

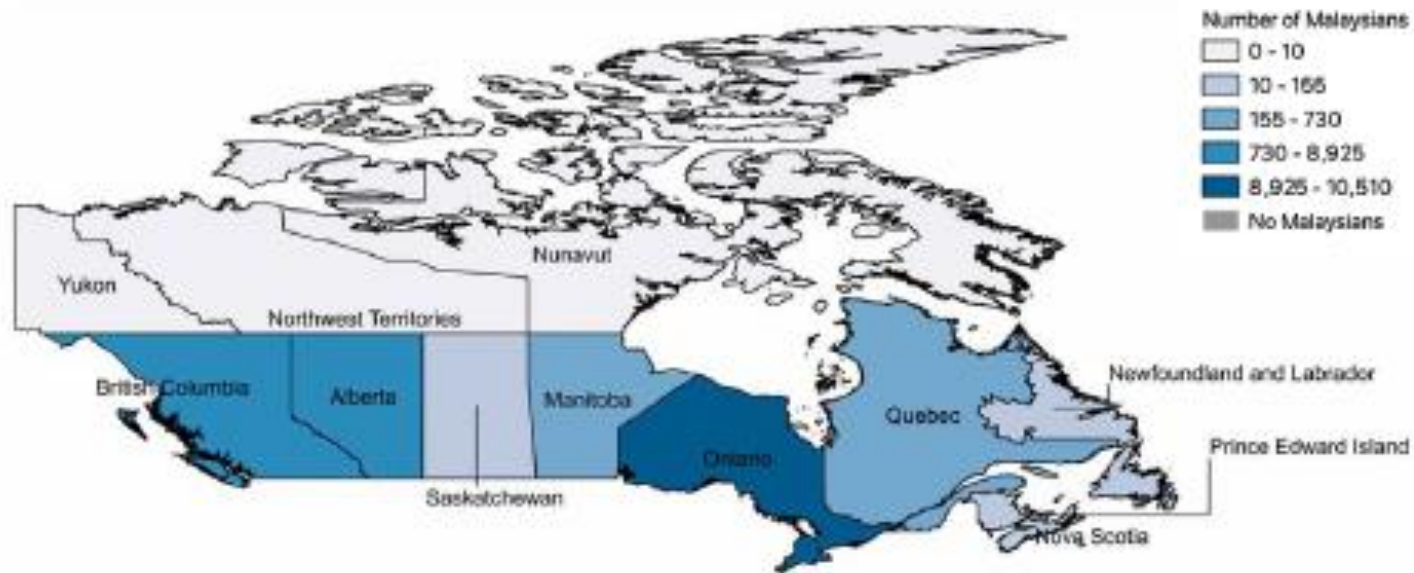


Source: Australia Census of Population and Housing, 2016

- According to the Australian Census of Population and Housing in 2016, there is a total of **138,363 Malaysians living in Australia.**
- The five cities with the most Malaysians are **Melbourne, Sydney, Perth, Brisbane, and Adelaide.**
- About **56% of Malaysians in Australia are employed**, while the rest are either unemployed, out of the labor force, or under 15 years old. A substantial share of Malaysians in Australia who are unemployed are likely to be students.
- Most Malaysians in Australia – almost **70%** of both men and women – **have at least a Bachelor's degree.**
- Around **88.9%** of Malaysians in Australia are **employed in the services sector**, with the **main subsectors being healthcare and social assistance**, professional, scientific, and technical services, accommodation and food services, retail trade, and education and training.
- Malaysians in Australia with at **least a tertiary education** are **competitive income earners.**
- Between **2011 and 2016**, the **number of Malaysians in Australia has increased** by about **19.1%.**

Malaysian Diaspora Heat Maps - Canada

Figure 22: Heatmap of Malaysians in Canada

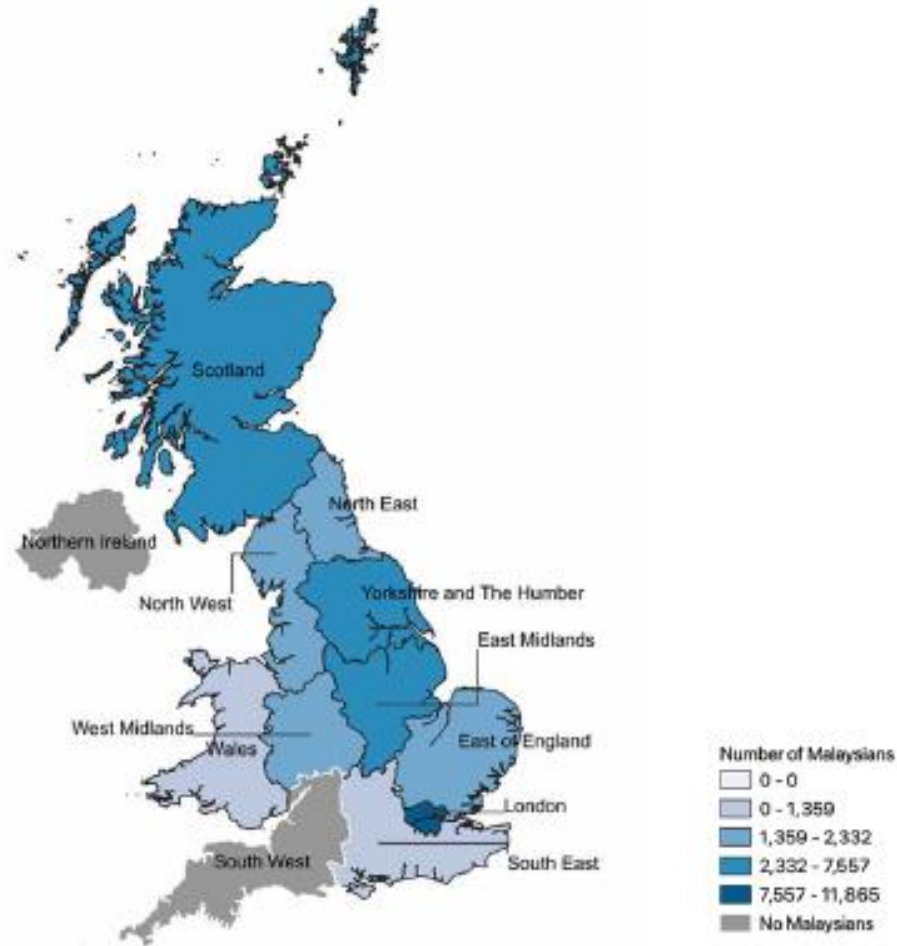


Source: Canadian census 2016

- According to data from the **Canadian census in 2016**, there are **25,690 Malaysians living in Canada**.
- The **five cities** with the most Malaysians are **Toronto, Vancouver, Calgary, Edmonton, and Ottawa-Gatineau**.
- More than half of Malaysians in Canada live in either Toronto or Vancouver.
- Malaysians in Canada tend to **work in sectors such as professional, scientific, and technical services, and health care and social assistance**.
- In terms of **occupations**, the majority of Malaysians in Canada work in **sales and service occupations, or business, finance, and administration occupations**.

Malaysian Diaspora Heat Maps – United Kingdom

Figure 26: Heatmap of Malaysians in the United Kingdom



- According to the **U.K. Annual Population Survey 2019**, there are an estimated **37,549 Malaysians**
- **living in the United Kingdom.**
- **Majority of Malaysians living in the UK are employed.** There is a significant number of Malaysians inactive in the labor market who are likely to be students.
- **More than half** of Malaysian in the United Kingdom **have at least a tertiary degree.**
- Malaysians who are employed tend to be in **professional occupations.**
- In terms of **sectors**, Malaysians tend to **work in services and hospitality sectors such as health and social work, accommodation and food services, and professional, scientific, and technical activity.**

Malaysian Diaspora Heat Maps – United States

Figure 31: Heatmap of Malaysians in the United States

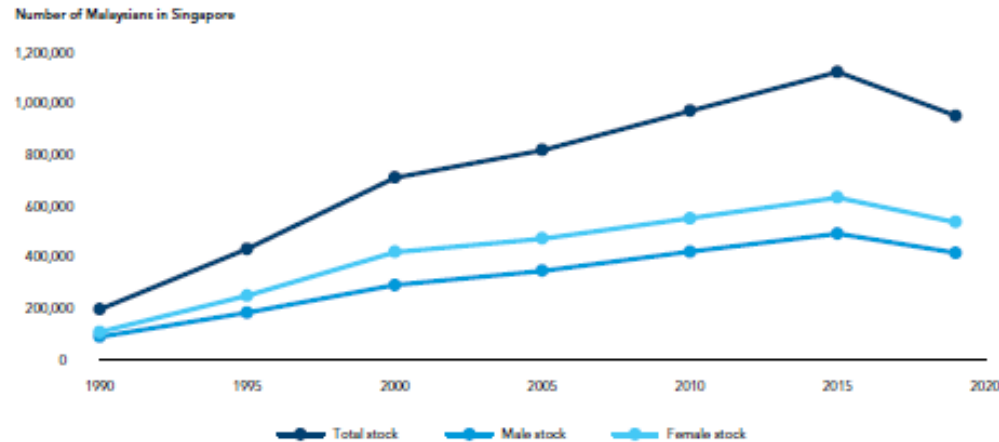


Source: American Community Survey, 2019

- According to the **American Community Survey (ACS)** 2019, there is a total of **79,827 Malaysians living in the United States.**
- The **five cities** with the most Malaysians are **New York City, Indianapolis, Chicago, San Francisco, and Los Angeles.**
- About **66%** of Malaysians in the United States are **employed**, while the rest are either unemployed or out of the labor force.
- More than **60%** of both **men and women** – have at least a Bachelor's degree.
- In terms of **sectors**, the **majority of Malaysians** in the United States **work** in the **hospitality and services sector, with the main sectors being restaurants and other food services; colleges, universities, and professional schools; and computer system design and related services.**
- Similar to Malaysians in Australia, **Malaysians in the United States with at least a tertiary education earn higher income than all resident workers in the United States.** On average, Malaysian workers with a tertiary education earn an annual income of \$55,802, which is \$8,653 **more than what an average worker in the United States earns.**

A Survey of Malaysians in Singapore

Figure 40: The number of Malaysians residing in Singapore by gender, 1990-2019



Source: United Nations Population Division (2019)

- Singapore **hosts the largest share of the Malaysian diaspora.**
- Data from the **United Nations (2019)** shows that the **number of Malaysians residing in Singapore had been increasing since 1990**, reaching a **peak** of about **1.1 million in 2015**, before **declining** to about **952,000 Malaysians residing in Singapore in 2019** (Figure 40).
- **More than half of Malaysians in Singapore are women.**
- **Survey by ILMIA:** In 2018, ILMIA (2018) conducted a survey on 3,369 Malaysians working in Singapore, composed of 1,489 residents and 1,880 commuters. The survey was conducted via convenience and snowball sampling and is therefore not representative of all the Malaysian workers in Singapore. The survey aims to provide a comprehensive profile of Malaysians working in Singapore, to determine the average amount of money remitted to Malaysia by these workers, and to investigate factors, issues, and problems influencing Malaysians to work in Singapore.
- Out of all the respondents of the survey, **54.2%** of respondents have a **postsecondary education**, and **26.5%** of respondents have either a **Bachelor's degree, a postgraduate degree, or a professional certificate.**
- A total of **66.2%** of respondents are ethnic **Chinese.**
- **Residents are more likely to have higher levels of education** relative to commuters.
- Accordingly, about **58% of residents** are **employed in high-skilled occupations**, that is, as senior officials and managers, professionals, or associate professionals and technicians, **compared to** about **32.4% of commuters.**

RMK-12

"A mechanism to leverage on Malaysian diaspora expertise will be devised. The Returning Expert Programme (REP) will be enhanced to make it compulsory for all Malaysians who are working, are going to and are coming back to report to the government. A comprehensive database for the Malaysian diaspora will be established to better utilize available talent for the national interest."

TalentCorp Survey (Jan 2021)



Getting to know the demand: Preparatory Research (Survey)

Total valid respondents: 236

Potential Diaspora:
Malaysian Students Abroad



Total valid respondents : 50 Employers

Malaysian Employers



Diaspora: Malaysian
Professionals Abroad

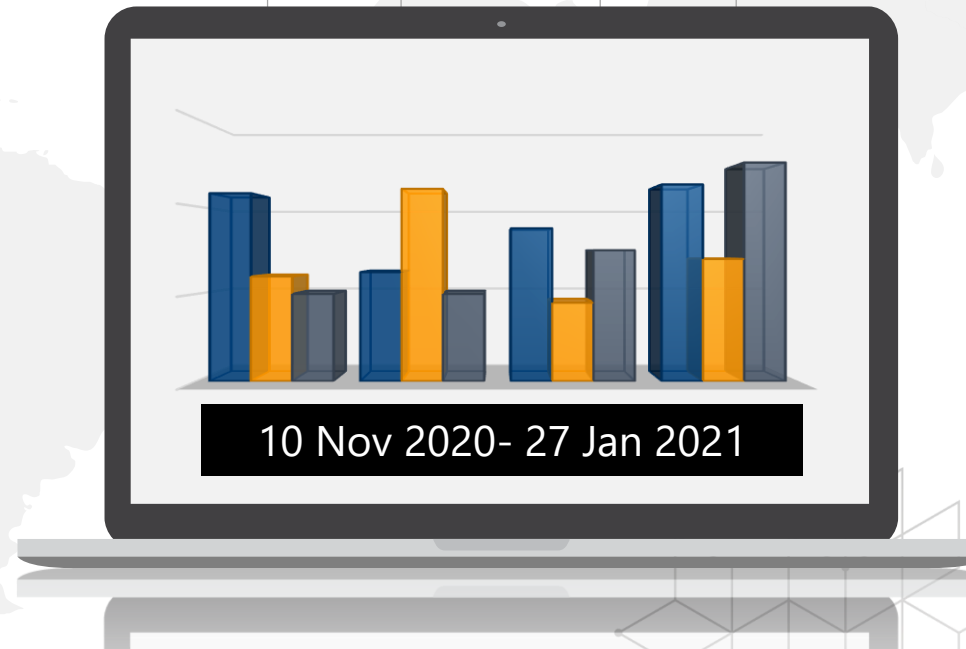


Total valid respondents 240



Private & International
Education Institution
in Malaysia

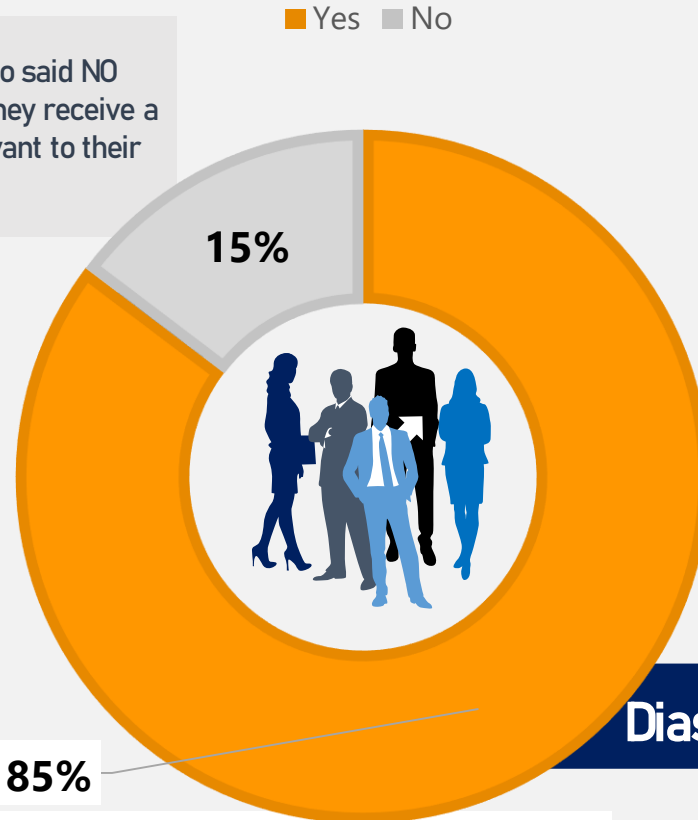
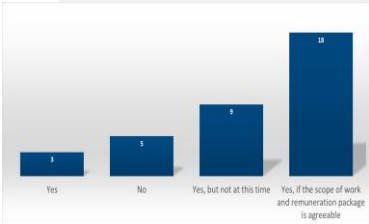
Total valid respondents: 7 Institutions



Supply (Malaysian Diaspora) and Demand (Employers)

94% of Malaysian employers are keen to get connected with Malaysian Professionals abroad.

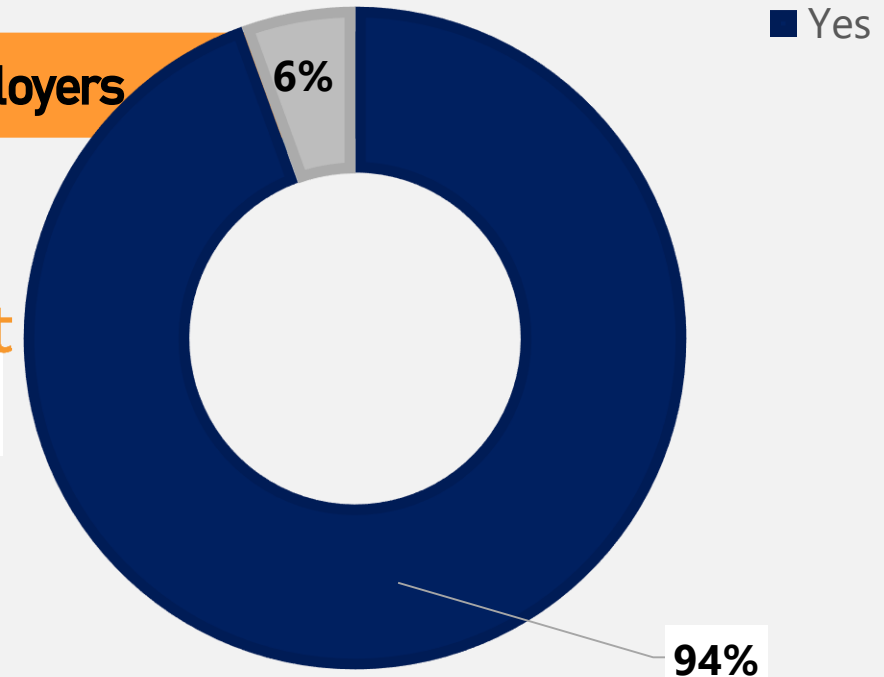
31/36 Malaysian diaspora who said NO would consider to return if they receive a job offer from Malaysia relevant to their expertise.



204 out of **240** Malaysian diaspora would like to return to Malaysia.

MyHeart
TalentCorp
GROUP OF COMPANIES

Employers

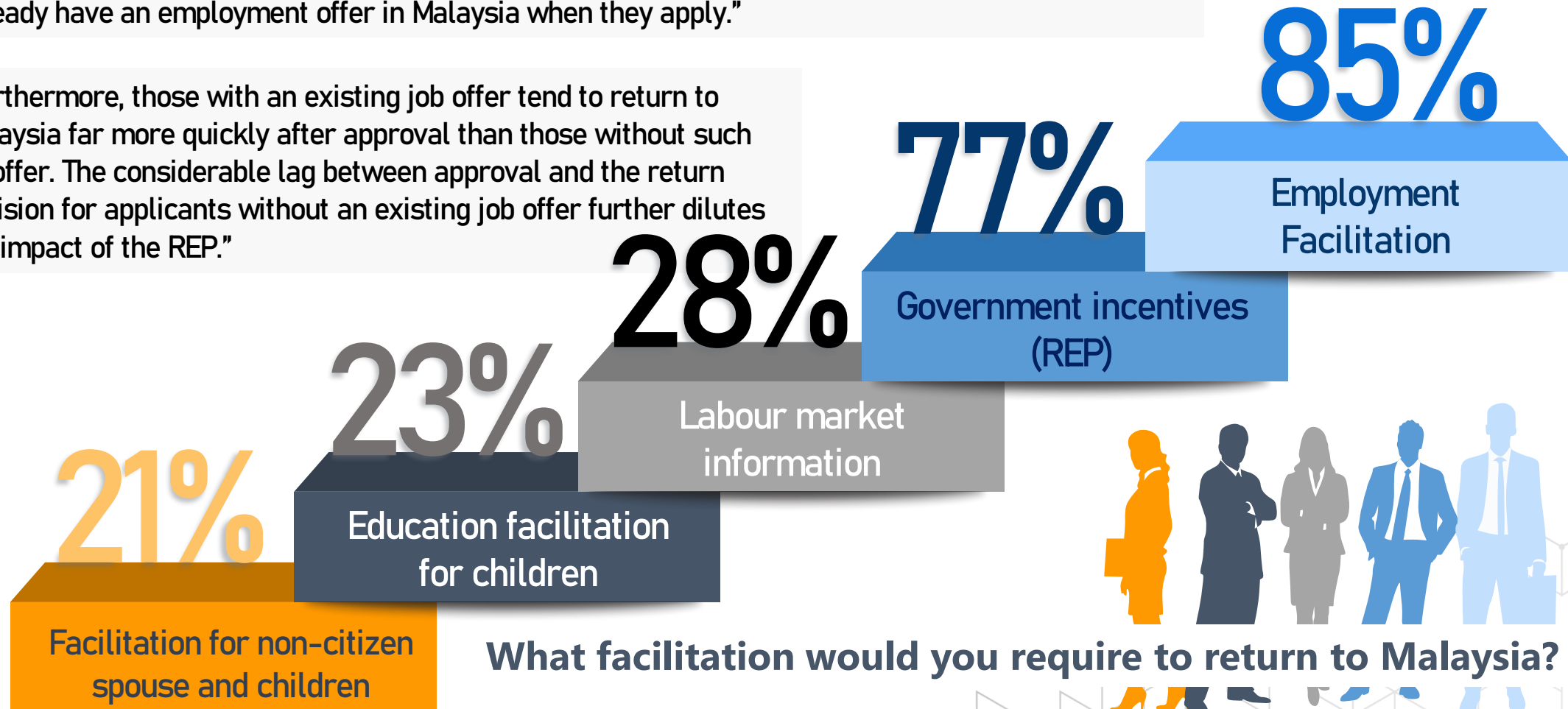


Diaspora

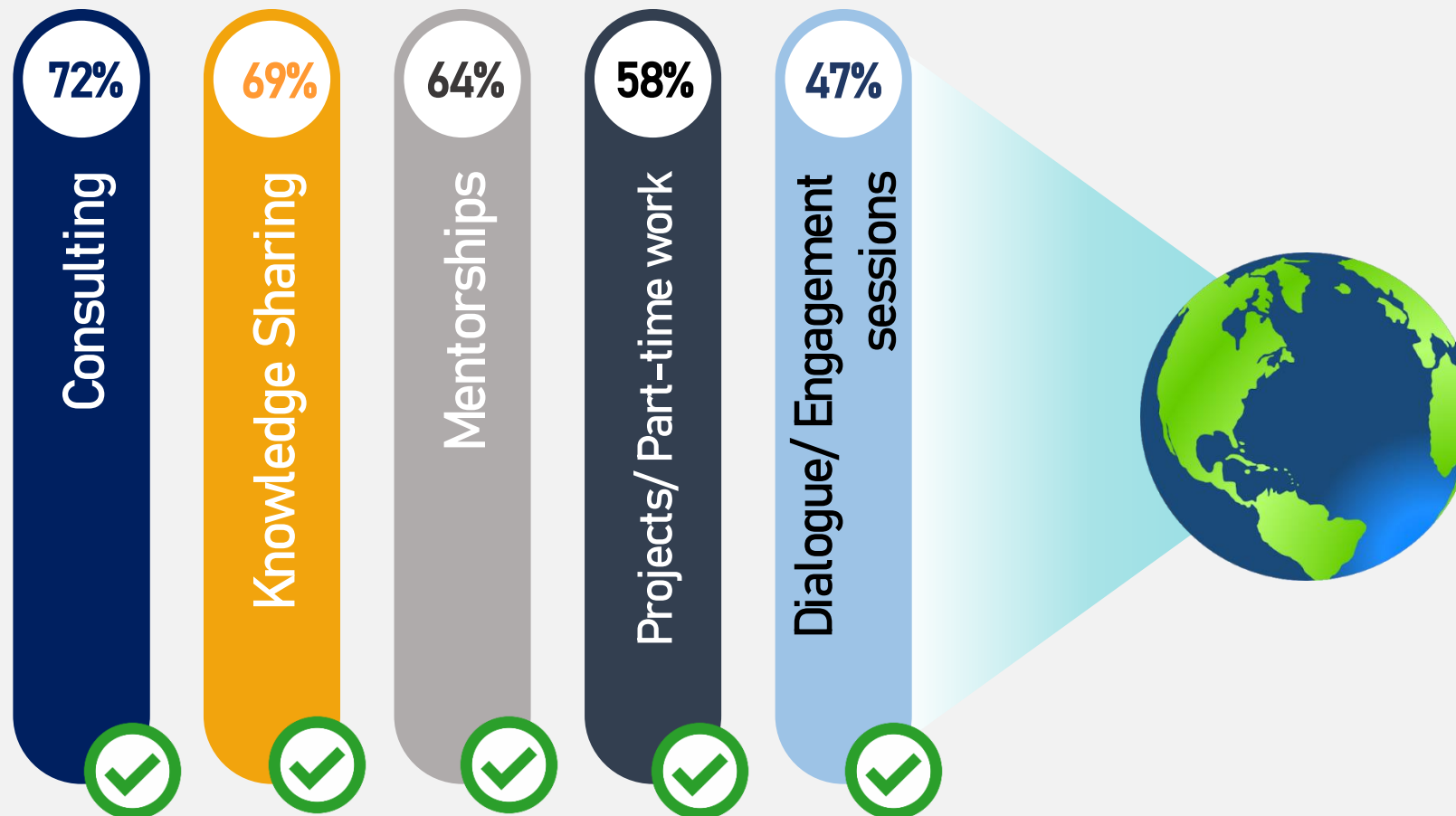
Returning Diaspora: Facilitations

“However, the evidence suggests that the REP is likely to be most effective for those applicants who already have an employment offer in Malaysia when they apply.”

“Furthermore, those with an existing job offer tend to return to Malaysia far more quickly after approval than those without such an offer. The considerable lag between approval and the return decision for applicants without an existing job offer further dilutes the impact of the REP.”



Catalysing Diaspora – How Malaysian diaspora communities boost home-country growth

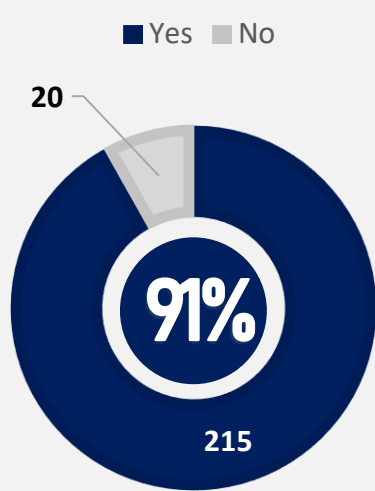


92% said YES!

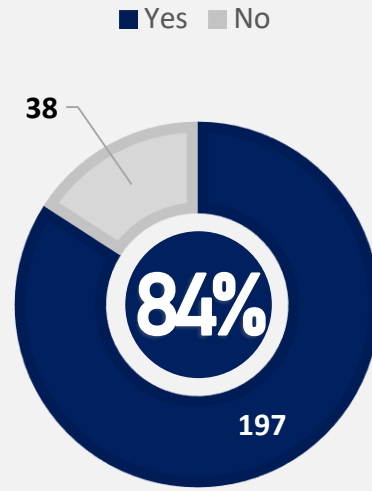
Would you be interested to contribute back to Malaysia?

Malaysian diaspora can make a unique contribution to the development of Malaysia — especially toward building physical capital and productivity, convey knowledge and expertise, rigorous professional development and leadership training programs and ultimately helping to boost job creation, living standards, and higher growth.

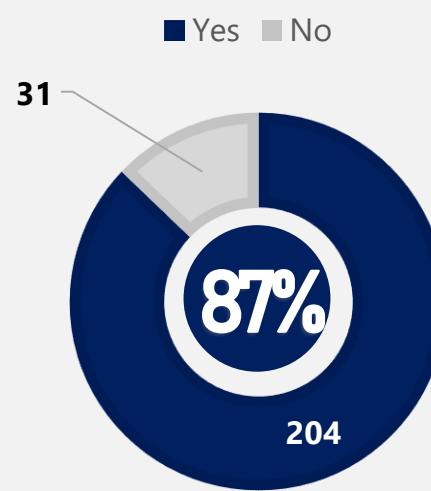
The Interest: Malaysian Diaspora



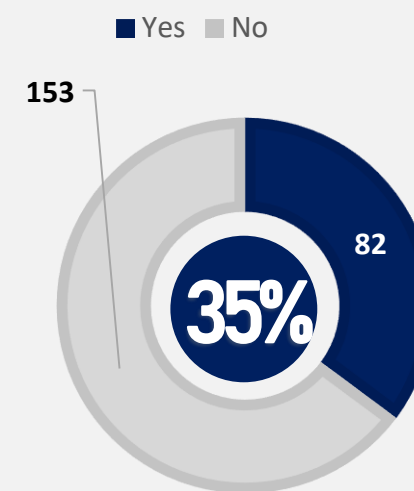
Would you like to gain access to career opportunities available for Malaysian Professionals based abroad?



Would you like to be invited to sessions with Malaysian employers?



Would you like to gain access to labour market information in Malaysia?



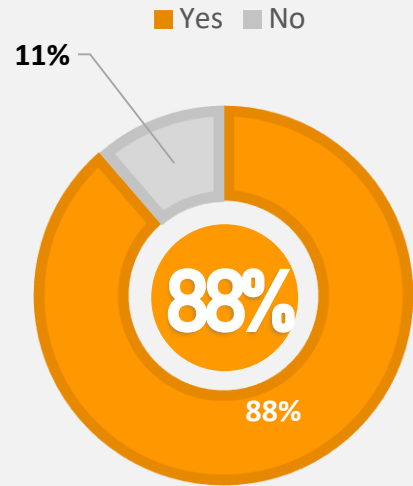
Would you like to know more about Immigration regulations on Permanent Residents requirements in Malaysia?



The Interest: Potential Malaysian Diaspora

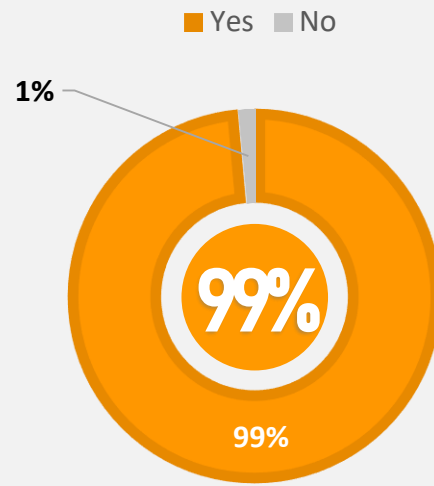
(Malaysian Students Abroad)

79% said family is their main motivation to return



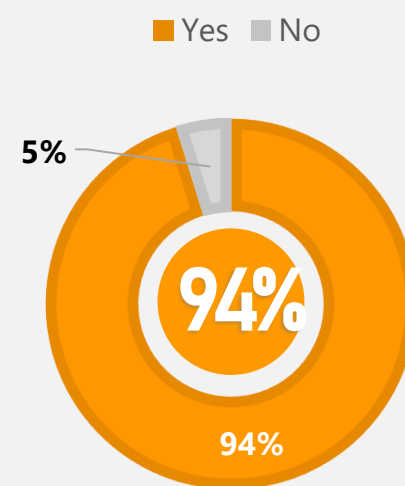
Do you have plans to return to Malaysia after graduation?

Answer Choices	Responses
In the next 2 years	46%
After Graduation	20%
I'm not sure	18%
In the next 5 years	15%
In the next 10 years	1%

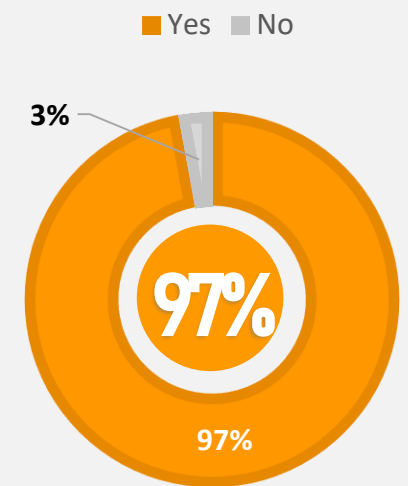


Would you like to gain access to career opportunities available for Malaysian Graduates based abroad?

93% would like to participate in engagement session with Malaysian employers



Would you like to gain access to labour market information in Malaysia?



Would you be interested to contribute back to Malaysia?

76% would be keen to participate in knowledge sharing/ research

*My*Heart

Malaysia @ Heart



Timeline for REP & MyHeart Moving Forward

Dec 2020

- Decision made to re-visit REP based on World Bank Study in 2015
- Project Malaysia @ Heart, or MyHeart started
- Survey on diaspora

Aug 2021

- World Bank Study on Strengthening the COL & Leveraging the Malaysian Diaspora

Oct-Dec 2021

- **Engagement on RMK12 Statement**

" A mechanism to leverage on Malaysian diaspora expertise will be devised. The Returning Expert Programme (REP) will be enhanced to make it compulsory for all Malaysians who are working, are going to and are coming back to report to the government. A comprehensive database for the Malaysian diaspora will be established to better utilise available talent for the national interest. "

June - Dec 2022

- **Stakeholders Engagement** (Government, Industry, Academia)
- **Diaspora Engagement Programme:** MyHeart CaFé, Virtual networking sessions, Australia Outreach

Jan-July 2021

- Due diligence on MyHeart initiative
- Engagement with key stakeholders & potential collaborators

Sept 2021

- Official establishment of Malaysian Global Talent Department to streamline all initiatives & facilitations related to Malaysian global talent under MyHeart
- World Bank Study Inception Report



Apr - May 2022

- **World Bank Study Final Report**
- Post World Bank Study Workshop with Key Stakeholders

Jan - June 2023

- **Launch of MyHeart platform with extended facilitations to Malaysian diaspora**
- Execution of REP New Guidelines and Scoring Mechanism

TalentCorp continue to facilitate the return of Malaysian diaspora via REP with extended facilitations

THRUST 2: ATTRACT & FACILITATE GLOBAL TALENT

OUTREACH & ENGAGEMENT

Malaysian Global Talent with or without intention to return to Malaysia

MALAYSIAN GLOBAL TALENT



Platform designed to empower diaspora engagement with stakeholders in Malaysia

MyNetwork
Network of Top Talent

MyCollabs

PARTNERSHIP & COLLABORATION

Malaysian Global Talent with an intention to return to Malaysia with or without REP

END-TO-END FACILITATION

A seamless and integrated end-to-end process to facilitate returning Malaysians which is not depending heavily on REP incentives.



Employment
Opportunities



Labour Market
Info

PROGRAMME & INITIATIVE

Malaysian Global Talent who meets REP criteria

REP
Returning Expert Programme

The Returning Expert Programme (REP) facilitates the return of Malaysian professionals to meet the talent needs of the nation



Immigration
Facilitation



Education
Facilitation



Who

What

Facilitations & Partners

How



- **Malaysian global talents** abroad (Professional & students)
- **Malaysian societies/** associations abroad (MSA)



Government Incentive



Employment Opportunities



Education Facilitation

MyCollabs



Labour Market Info



Immigration Facilitation

TalentCorp Malaysia

Industry, Recruitment Agency

MOE/ MOHE
Private Education Providers

Government, Industry, Academia, MSA

ILMIA/ DOSM

Jabatan Imigresen Malaysia (JIM)



- Partnership & Collaboration
- Outreach & Engagement
- Programme & Initiative



MyLead

The Malaysia Global Talent Advisory Group

MyNetwork
Network of Top Talent

REP Alumni

MyHeart Nation-Building

Support System

A seamless and integrated end-to-end process to facilitate returning Malaysians which is not depending heavily on REP incentives. TalentCorp aims to engage and facilitate the return of diaspora (REP & non-REP) via partnership and collaborations with various stakeholders.

MyHeart Components (Who)

Who



- Malaysian global talents abroad (Professional & students)
- Malaysian societies/ associations abroad (MSA)

Malaysian Professional Abroad

- Malaysian who live & work outside of Malaysia for a period of time.
- Networks of skilled Malaysian, pool of business leaders and leadership pipeline.
- Year-round engagement that ensures the knowledge, creativity and intellectual capacity of Malaysians abroad are strategically leveraged.

Malaysian Students Abroad

- Malaysian who live & study outside of Malaysia for period of time.
- An immediate source of top talent for Malaysia's key industries.
- Year-round engagement focusing on career and leadership development that ensures the knowledge, creativity and intellectual capacity of Malaysians young talents abroad are strategically leveraged.

Malaysian Societies/ Association Abroad

- A group of Malaysian people organized for a joint purpose.
- A platform for all people of Malaysian staying abroad to connect and support each other.
- A community offering information resources, services, events and programmes tailored to diaspora needs and interests.
- Year-round engagement that ensures the knowledge, creativity and intellectual capacity of Malaysians abroad are strategically leveraged via partnership & collaborations.

MyHeart Components (What)



Government Incentive

TalentCorp Malaysia



Employment Opportunities

Industry, Recruitment Agency



Education Facilitation

MOE/ MOHE
Private Education Providers

MyCollabs

Government, Industry, Academia, MSA



Labour Market Info

ILMIA/ DOSM



Immigration Facilitation

Jabatan Imigresen Malaysia (JIM)



TalentCorp
GROUP OF COMPANIES

Returning Expert Programme

- Enabler for REP initiative – advocating REP through network.
- Continuous engagement with applicants, rejected & approved. Revisit/ Re-establish REP Alumni Network.

MyCollabs

- A platform to build effective partnerships and make a difference in addressing Malaysia's talent needs .
- TalentCorp, Government, Industry and Malaysian Diaspora.

Employment Opportunities

- Database of Malaysian talents abroad who are open to explore employment opportunities in Malaysia (REP & non-REP).
- TC played a role as facilitator between talent and employers.

Labour Market Info

- Providing labour market information based on Critical Occupation List and TalentCorp Industry Insights.
- Via TC internal & external reports, other mechanism available e.g. ILMIA, DOSM.

Education Facilitation

- Information and facilitation which may assist the preparation and necessary process of enrolling returnees children into the national education system.
- Partnership with MOE, MOHE and local education institutions.

Immigration Facilitation

- One-stop information portal on immigration facilitations available for non-citizen spouse/ children .

MyHeart Components (How)

Outreach & Engagement

- Focusing on diaspora professional, diaspora students, partners in industry and government.
- Preliminary & continuous engagement leading to partnership and collaborative projects .
- Diaspora professional, Industry and Government: Global Talent Team
- Diaspora student: Mobility Team

Partnership & Collaboration

- Aim is to work collaboratively and share available resources (finances, knowledge, and people) to accomplish a mutual goal/ interest.
- E.g. Memorandum of Understanding with Malaysian organizations Abroad.

Programme & Initiative

- The programmes & initiatives focus on building networks and platforms to facilitate ease of engagement to foster collaborations, and contributions from talent abroad.
- REP, Consulting, knowledge sharing/ research, special projects. Mentorship, part-time employment, dialogue, engagement session with Malaysian in Malaysia .



MyHeart Components (Support System)

MyNetwork

- A community offering information resources, services, events and programmes tailored to diaspora needs and interests
- Year-round engagement that ensures the knowledge, creativity and intellectual capacity of Malaysians abroad are strategically leveraged

MyLead

- The Malaysia Global Talent Advisory Group (MyLead) is a network of global Malaysian and Expatriate industry leaders working together to influence positive outcomes for talent in the country
- A network of advisory committees; Expatriate committee, Malaysian Diaspora/ Returnees Committee

REP/ Diaspora Returnees

- Creating an engaged, active REP/ diaspora Returnees community:
 - TC Ambassador/ REP advocates
 - Engagements – virtual and physical activities
 - Support network for returnees (REP and non-REP)

Nation Building

- Demonstrates the socio-economic impact of TalentCorp's engagement of global talent
- A Global Talent projects and achievements showcase, updated regularly to reflect progress and new initiatives



Introductory Phase: Stakeholders Engagement

Q2

Phase 1: Attract & Facilitate

Q3

Phase 2: Increased Growth

Phase 3: Network of Top Talent

Phase 4: Nation Building

Data

Data

Partnership

Data

Partnership

Projects

Data

Partnership

Projects

Data – eminent
Malaysians

Data

Partnership

Projects

Data – eminent
Malaysians

TC as focal
point &
mediates
between
diaspora &
Malaysian Gov

• Pilot projects

- ✓ Sharing session between REP Alumni / diaspora with Malaysian in Malaysia
- ✓ Sharing Session with Education Providers in Malaysia
- ✓ Employment Facilitation for Malaysians Abroad

• Business, employment related projects

• Research partner, contributors

• Special Projects with Malaysian Industry, Ministries

• Diaspora Outreach & engagement

- ✓ Survey
- ✓ Meeting, engagements
- ✓ MoU (BMS)

MyHeart Initiative & engagement programme

Since the inception of the MyHeart initiative, TalentCorp has reached out to and collaborated with:



TalentCorp
GROUP OF COMPANIES

11
Ministry/
Agency

- Ministry of Finance
- Ministry of Home Affairs
- Ministry of Foreign Affairs
- Ministry of Human Resources
- Ministry of Health
- Inland Revenue Board of Malaysia
- Immigration Department of Malaysia
- Economic Planning Unit
- Ministry of Science, Technology & Innovation
- Malaysian Investment Development Authority
- National Registration Department

24
Companies



12
Education
institutions



REP

Extended Facilitation
(Employment & Education Facilitation)

MyCollabs

MyHeart
Platform

Upcoming
initiatives:

10,512
Applications
Received

6,283
Applications
Approved

4,156 Returnees

REP Profiles



Dr. Helmy Nadine Haja Mydin
Head - The Lung Centre,
Pantai Hospital KL



Kiranjee Singh Purba
Senior Director,
FoodPanda APAC



Amy Chua Boon See
President Asia,
Schlumberger Malaysia

487

15 Virtual
engagements

542 Total
participation/
views

Approximately
462 Job
opportunities

1 Physical
Outreach
(Australia)

Diaspora engaged & benefited from
MyHeart initiatives:

- MyHeart-REP Career & Facilitation Fest
- Networking Sessions with employers, education institutions and recruitment agencies
- TC-BMS Summer Gathering – Focused Group
- Australia Outreach – Engagement with diaspora in Melbourne, Sydney and Perth
- Partnership with education institutions - Additional incentives to REP returnees for their children's education enrolment in Malaysia
- Survey for private hospitals – in collaboration with APHM for preparation of Healthcare dialogue

Diaspora contributing
their skills and
expertise to benefit
Malaysian talents in
Malaysia:

- ✓ Masterclass with Samantha Chong, Mezzo-Soprano, a Malaysian based in Hong Kong – In collaboration with KL City Opera (KLCO), the event sees Samantha conducts masterclass for 16 aspiring Malaysian music students

Centralised
platform for
Malaysian
Diaspora:

- ✓ Facilitations provided will be centralised on the platform
- ✓ Registration of diaspora on platform – database
- ✓ Estimated to complete: 1st quarter of 2023

- MyHeart Career & Facilitation Fest 2.0 – Networking with employers, schools and REP stakeholders and Virtual Career Fair
- Healthcare Dialogue for Private Hospitals in Malaysia – to identify the hiring needs of health talents
- Engagement Session with Dr Aid Fawzal – diaspora based in the UK. Sharing sessions on automotive engineering with university students and young engineers working in PERODUA

THANK YOU

GET IN TOUCH

Talent Corporation Malaysia Berhad 201001035653

E-mail **info@talentcorp.com.my**
Website **www.talentcorp.com.my**

Malaysia Expatriate Services Centre Sdn Bhd 201301004330

E-mail **helpdesk@myxpats.com.my**
Website **www.myxpats.com.my**

MYNext Sdn Bhd 200901017217

(formerly known as GEMS Malaysia Sdn Bhd)
E-mail **hello@mynext.my**
Website **www.mynext.my**



TalentCorpMsia

Appendix



Proposed “Master” for master classes



TalentCorp
ATTRACT • NURTURE • RETAIN

Ms Samantha Chong

Title: Mezzo-Soprano

Repertoire: Early music, oratorio, songs, opera and contemporary works

Email: yingzing@hotmail.com

LinkedIn: <https://www.linkedin.com/in/samantha-chong-8172ab20/>

Career Highlights:

- 2016 Winner, 1st ASEAN Vocal competition, by Singapore Lyric Opera.
- 2015 Winner, 41st National Singing Competition Malaysia.
- Soloist for Hong Kong Philharmonic Orchestra, Opera Hong Kong, Musica Viva and Global Symphony Orchestra.
- Performed in Italy: 2019 singing Rosina in *Il Barbiere di Siviglia*.
- Notable opera credits: Angelika in *La Cenerentola*, Suzuki in Puccini's *Madama Butterfly*, Dorabella in Mozart's *Così fan tutte*, Cherubino in *Le Nozze di Figaro*, Prince Orlovsky in J. Strauss's *Die Fledermaus*, Stephano in Gounod's *Romeo et Juliette*, Elisabetta in Donizetti's *Maria Stuarda*, Hanna Glawari in Lehar's *The Merry Widow*, Fox Goldenmane in Janáček's *The Cunning Little Vixen*.
- Performed in Singapore, Hong Kong, China, Australia, Malaysia



INTRODUCTION

KL CITY OPERA BACKGROUND

Kuala Lumpur City Opera (KLCO) was established in 2012 and incorporated on 29 October 2015. Their primary objective is to promote classical opera and music interests among Malaysians through stage performances and concerts whilst also celebrating Malaysia's unique art, culture and heritage.

Their artistic initiatives have culminated in 4 national-level BOH Cameronian Kakiseni Arts Awards for two productions in 2014 and 2018.

As of 2022, KLCO is the only known production house dedicated to classical opera in Malaysia. It has a roster of over 20 principal singers and a resident chorus of 50 members.





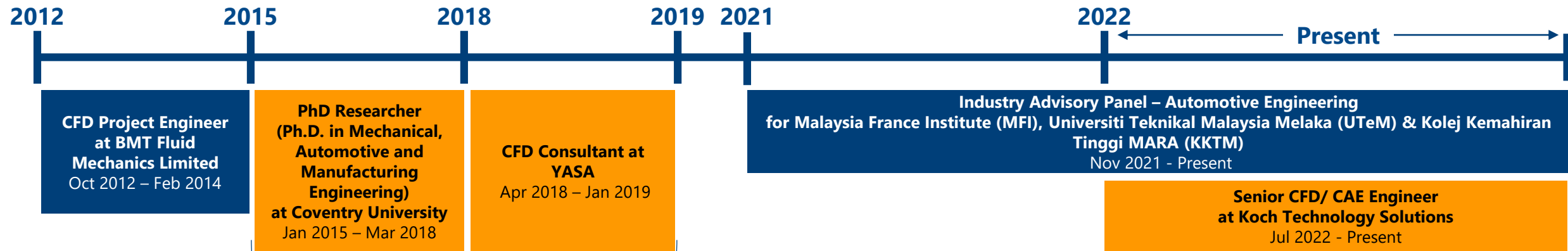
**Title : Automotive Engineering Talk, or;
Electric Vehicle (EV) Cooling System**

LinkedIn : [linkedin.com/in/ahmad-syahid-a-fawzal-b229716a](https://www.linkedin.com/in/ahmad-syahid-a-fawzal-b229716a)

Facebook : <https://www.facebook.com/DrAidFawzal>

YouTube : <https://youtube.com/c/DrAidFawzal>

Twitter : <https://twitter.com/aidfawzal>



- Invented a constant number called the **Fawzal Number (Fa)**

$$Fa = \frac{\text{Convective HT}}{\text{Power Consumption}}$$

- Assisted YASA by analysing and optimizing the supercar's cooling system using the Fawzal Number formula for a supercar producer.

Proposal No 1:

Automotive Engineering Talk with Dr Aid Fawzal

OVERVIEW

- In Malaysia, Mechanical Engineer is listed on the Critical Occupations List (COL) 2020/2021. One of the job title within this occupation is Vehicle Engineer.
- Apart from producing our own car brands i.e Proton & Perodua, Malaysia has also become an attractive base for global automotive and component manufacturers which means there is a high demand for vehicle engineers.
- Therefore, we would like to invite Dr Aid Fawzal for a sharing session to share his experience and perhaps inspire aspiring engineers to pursue the ever-growing automotive industry and motivate existing automotive engineers to bring change to the automotive scene in Malaysia.

OBJECTIVE

To bridge the skill gap in order to fulfill the COL

TARGET AUDIENCE

- ✓ Undergraduate engineering students, or;
- ✓ Post-graduate engineering students, or;
- ✓ Automotive engineers from Perodua & Proton.

EXPECTED OUTCOME



Participants/ Spectators

- ✓ Participants will be given a chance to get in depth exposure on the automotive industry abroad and ask related questions.
- ✓ Spectators and participants will be better prepared for a career as an engineer and enhance their knowledge in automotive.



TalentCorp

- ✓ Able to develop and support future/ existing engineers within the automotive industry.
- ✓ Encourage "brain circulation" amongst our diaspora.