



聯合外展團和招聘會簡報  
**Joint Outreach Mission and Career Fair Briefing**  
10<sup>th</sup> April 2014

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- 大馬人才機構概觀 Overview of TalentCorp
- 政府獎學金持有人才保留方案 STAR Initiative
- 招聘會津貼 Career Fair Incentive
- 招聘會詳情 Details of Career Fair

与各界建立有效的夥伴關係，並幫助解決馬來西亞的人才需求，以使該國能夠達到高收入國家的宏願

**Build effective partnerships and make a difference in addressing Malaysia's talent needs to enable the country to reach its aspiration of a high-income nation**

1

Acts as a **focal point** on talent issues and develops interventions for critical skill gaps

扮演對國家人才事項，發展和關鍵技能差距做出干預措施的焦點

2

**Mediates** between private sector and government agencies for policy change

調解私營和政府部門之間的溝通桥梁与政策改動

3

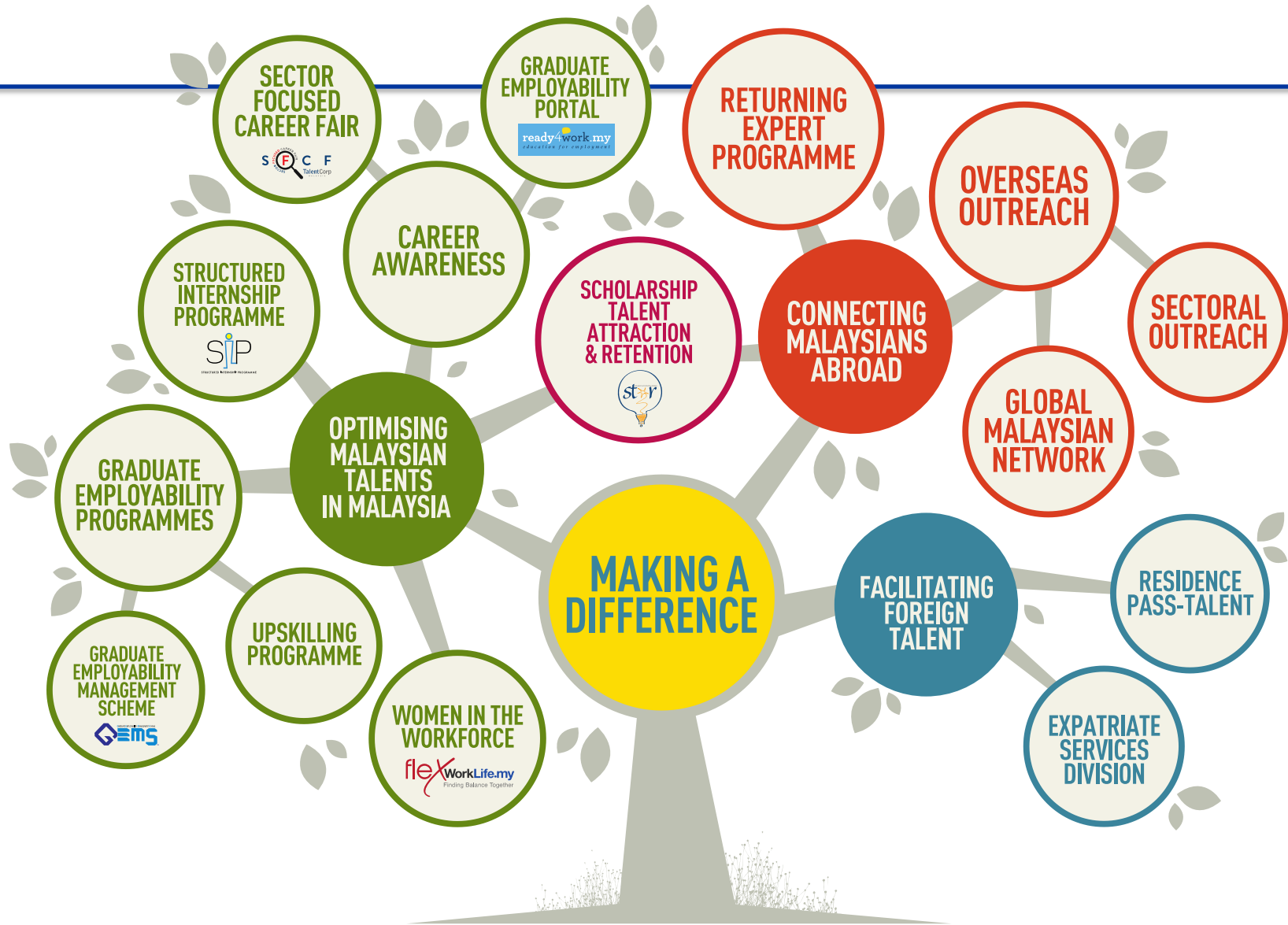
Focus on  
**building  
collaborations**  
with employers to  
engage top  
talent

鼓励雇主与专才间的合作

4

**Implements**  
catalyst initiatives,  
and **refines  
policy** based on  
experience

从经验中学习更有效地实施举措和细化政策





## 政府奖学金持有人才保留方案 **Scholarship Talent Attraction and Retention (STAR)**

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# Scholarship Talent Attraction And Retention, STAR : Background

“The government views scholarship as an investment, not an expenditure. People are the best form of investment ... especially in helping to realise our ambitious goals.”

*YAB Prime Minister Dato’ Seri Najib Tun Razak,  
Melbourne,  
4 March 2011*



A collaborative effort between the Public Service Department (JPA) and Talent Corporation officially launched on

*22 August 2011*

“...upon graduation, scholars will need to meet their **bond obligations** by securing employment either with the public sector or an approved private sector company **in Malaysia.**”

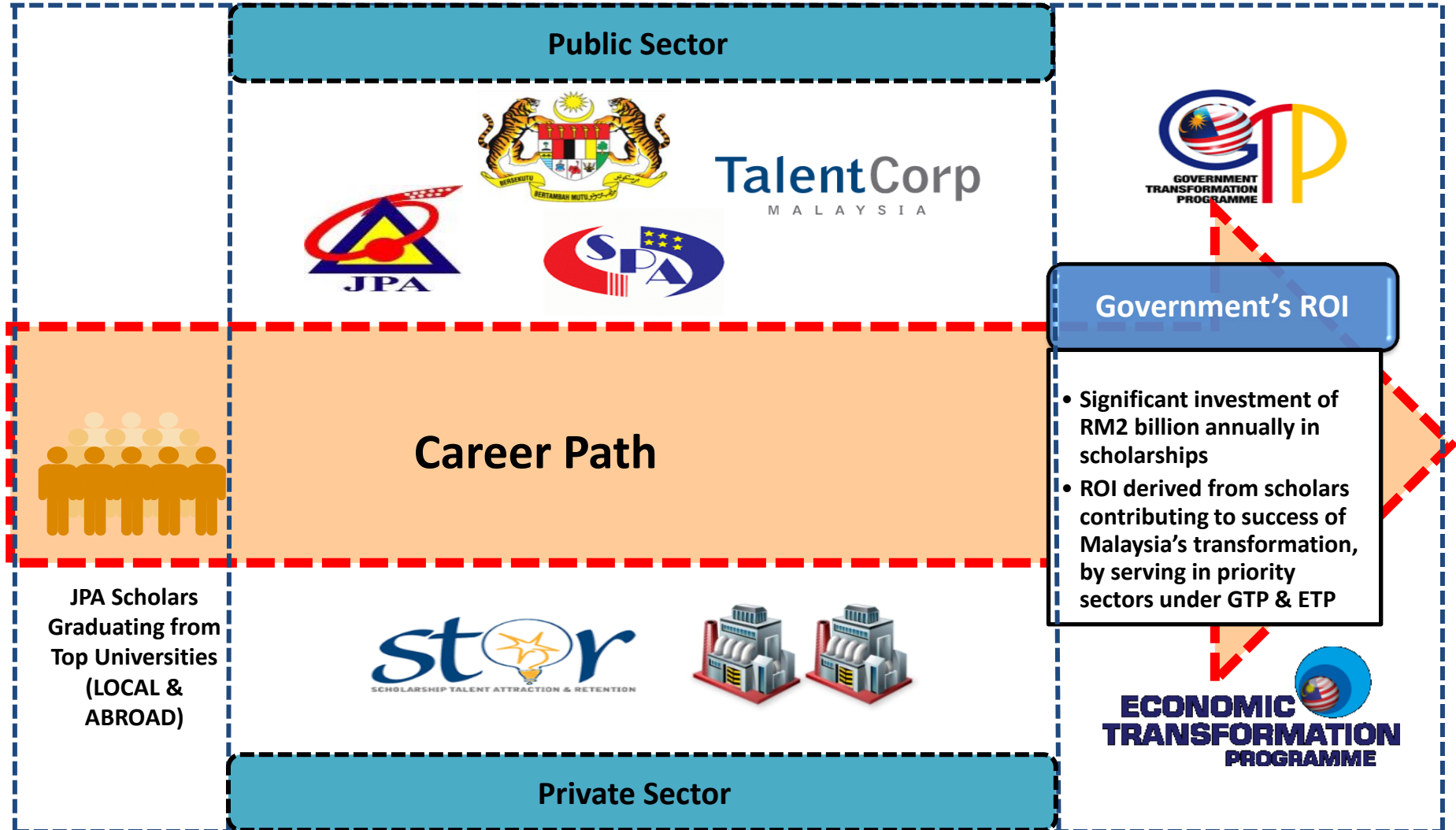
*YAB Prime Minister Dato’ Seri Najib Tun Razak,  
Talent Roadmap 2020 Launch, 24 April 2012*

**Goal :** Optimising  
Scholarship Talent to  
Drive Malaysia’s  
Transformation

**Objective :**  
Ensuring Scholars serve  
the Government and  
private sectors



# STAR : Goal - Optimising Scholarship Talent to Drive Malaysia's Transformation



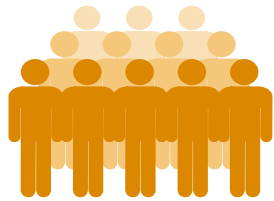


# STAR: Parties Involved



## WHO are involved?

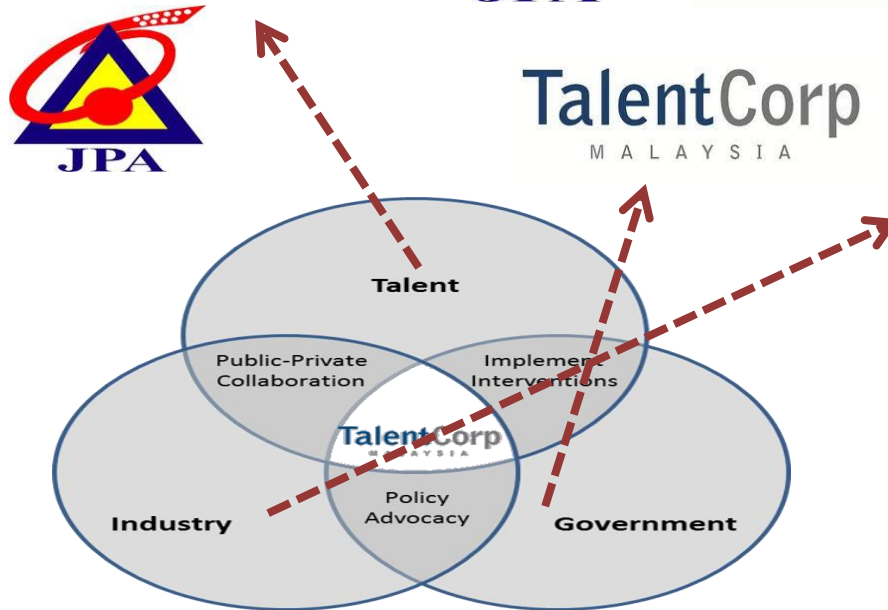
SCHOLARS



GOVERNMENT



PRIVATE SECTOR



# STAR: Value Proposition for Companies



## Scholar Attraction:

- Tap into a pool of scholars from both world-class universities abroad and local to serve through:
  - Closed Networking Sessions
  - advertise job vacancies on STAR portal
  - Access to CVs
- JPA's approval
- Registration and access to scholars at no charge.

## Scholar Retention:

- No recall
- Scholars allowed one time move only.

# STAR Employer Guideline



1

Companies may register through  
<https://star.talentcorp.com.my/employer/register/profit>

2

Registered STAR companies have access to scholar's profile and CV

3

Unregistered STAR companies who have hired JPA scholars can also register to [report recruitment of scholar](mailto:star@talentcorp.com.my) via email confirmation to [star@talentcorp.com.my](mailto:star@talentcorp.com.my)

4

STAR submits documentation to JPA for electronic approval  
E-Notification will be sent to company and scholar

5

JPA will issue [Surat Arahan Berkhidmat \(SAB\)](#)  
to approved scholar and company

6

Scholar serves government bond in company via STAR with effect from start of  
employment date

6

Keeping track of the scholars

# 優化馬來西亞人才 Optimizing Malaysian Talent



AWARENESS	EXPOSURE		EMPLOYABILITY	
<b>RAISING CAREER AWARENESS</b>  Connecting students and future employers to increase awareness on various career options: <ul style="list-style-type: none"> <li>• Sector Focused Career Fair (SFCF)</li> <li>• Industry/Career Talk</li> <li>• Ready4Work.my</li> <li>• Newspaper pull-out</li> </ul>	<b>STRUCTURED INTERNSHIP</b>  Encouraging industry-relevant internship experience which leads to employment <ul style="list-style-type: none"> <li>• Structured Internship Programme (SIP)</li> </ul>	<b>FINAL YEAR PROJECT / COMPETITION</b>  Enhancing knowledge and practical skill sets. Promoting more industry and university collaboration <ul style="list-style-type: none"> <li>• Competitions</li> </ul>	<b>EMPLOYMENT / UPSKILLING</b>  Providing niche high skills training/certification and exposure to research & development (R&D) <ul style="list-style-type: none"> <li>• Upskilling</li> </ul>	<b>GRADUATE EMPLOYABILITY MANAGEMENT SCHEME (GEMS)</b>  Sector-focused programme to enhance graduates' employability through industry-relevant training <ul style="list-style-type: none"> <li>• GEMS</li> <li>• STAR-GEMS</li> </ul>

← Pre-Graduation (students in university) → ← Post-Graduation →

## 国内各行业招聘会

## SFCF

## BENEFITS

### COMPANY

- 1 Student résumé database of participating Universities
- 2 'Employer of Choice' branding
- 3 Forge closer relationship with universities
- 4 Opportunity to directly access and interview talent

### UNIVERSITY

- 1 Direct relationships with employers
- 2 Able to expose students to industries
- 3 Brand positioning for university talents

Raises awareness of exciting career opportunities in key sectors of the Economic Transformation Programme

Provides an opportunity for graduates to meet with CEOs and senior HR representatives of participating companies

Provides a platform for companies to scout for potential talent from universities in Malaysia



GRADUATES



EMPLOYERS



COMPANIES

DEMAND



SUPPLY



CAREER CENTRE



## ELIGIBILITY CRITERIA FOR SIP INCENTIVES

結構化實習計劃

**STRUCTURED  
INTERNSHIP  
PROGRAMME**



STRUCTURED INTERNSHIP PROGRAMME

Make internship experience for undergraduates in local campuses relevant to industry needs

Provide monthly allowance of RM500 or more

Offer internship experience of at least 10 weeks

Clearly define learning outcomes

Enhance employability skills

Tax incentives for employers providing quality internships

Encouraging employers to provide high quality industry-relevant practical learning experience through Internships

**12,000 SIP  
INTERNSHIP  
PLACES  
ENDORSED  
ANNUALLY**

## BENEFITS TO EMPLOYERS

Double tax deduction incentive for monthly allowance and other relevant costs



- Enhance visibility of internship programme to undergraduates



- Access to a wider talent pool

## GRADUATE EMPLOYABILITY MANAGEMENT SCHEME



Sector-focused and demand-driven with leading employers from key sectors

Incorporates classroom training up to 2 months, and 6 months attachment with host companies

**9,000**  
TRAINED  
UNDER KHAZANAH  
SINCE 2009

**3,500**  
TRAINED UNDER  
TALENTCORP SINCE  
AUGUST 2012

IN 2014

GEMS 2.0 provides **2,428** graduates with **sector-specific training** and exposure – O&G, E&E, ICT, Telecommunications, Biotechnology, FMCG, Hospitality, SME focused / Entrepreneurship

- 100% on-the-job placements
- 85% have **secured employment**
- **1,100** participating companies

## BENEFITS TO EMPLOYERS

1

Access to diversified talent pool

2

Government support on training

3

Access to readily trained entry-level pool of talent with required skill sets needed in respective sectors developed in collaboration with relevant industries

## CONNECTING MALAYSIANS ABROAD



### STUDENTS

#### SCHOLARSHIP TALENT ATTRACTION & RETENTION

#### OVERSEAS OUTREACH (SECTOR FOCUSED)

#### SEMESTER BREAK PROGRAMME

- Breakfast with CEOs
  - Industry Inside
  - Industry Bootcamp



### PROFESSIONALS

#### RETURNING EXPERT PROGRAMME

- #### OVERSEAS OUTREACH
- Sectoral Outreach
  - Global Malaysian Network
  - Work For Experience
  - Travelling Leaders
  - Career Fair Incentive





### INDUSTRY INSIDE

Students gain insight into Malaysia's leading sectors through meet-and-learn sessions with industry experts to better appreciate the day-to-day realities of a career in these sectors.

### BREAKFAST WITH CEOs

Students get to spend their semester break learning what motivates some of the country's influential corporate leaders, as they share their experience and lessons in a series of breakfast sessions.

### INDUSTRY BOOTCAMP

Industry bootcamps packed with activities, projects, presentations and technical challenges, allowing students to have fun whilst learning.

To take part, visit [facebook.com/studentsMY](https://facebook.com/studentsMY)

## BENEFITS

NOW...  
COMPANIES MAY  
APPLY ON BEHALF  
OF ELIGIBLE  
CANDIDATES WITH  
THE FAST-TRACK  
APPLICATION

RETURNING  
EXPERT  
PROGRAMME  
(REP)

2,500  
APPROVED  
SINCE 2011



Optional 15% flat tax rate on chargeable employment income for a period of five (5) years continuously



Tax exemption for all personal effects\* brought into Malaysia, limited to one (1) shipment

*\*Personal effects do not encompass motorised vehicles*



Locally manufactured/ assembled Complete Knocked Down (CKD)/CBU vehicle exempted from Excise Duty and Sales Tax

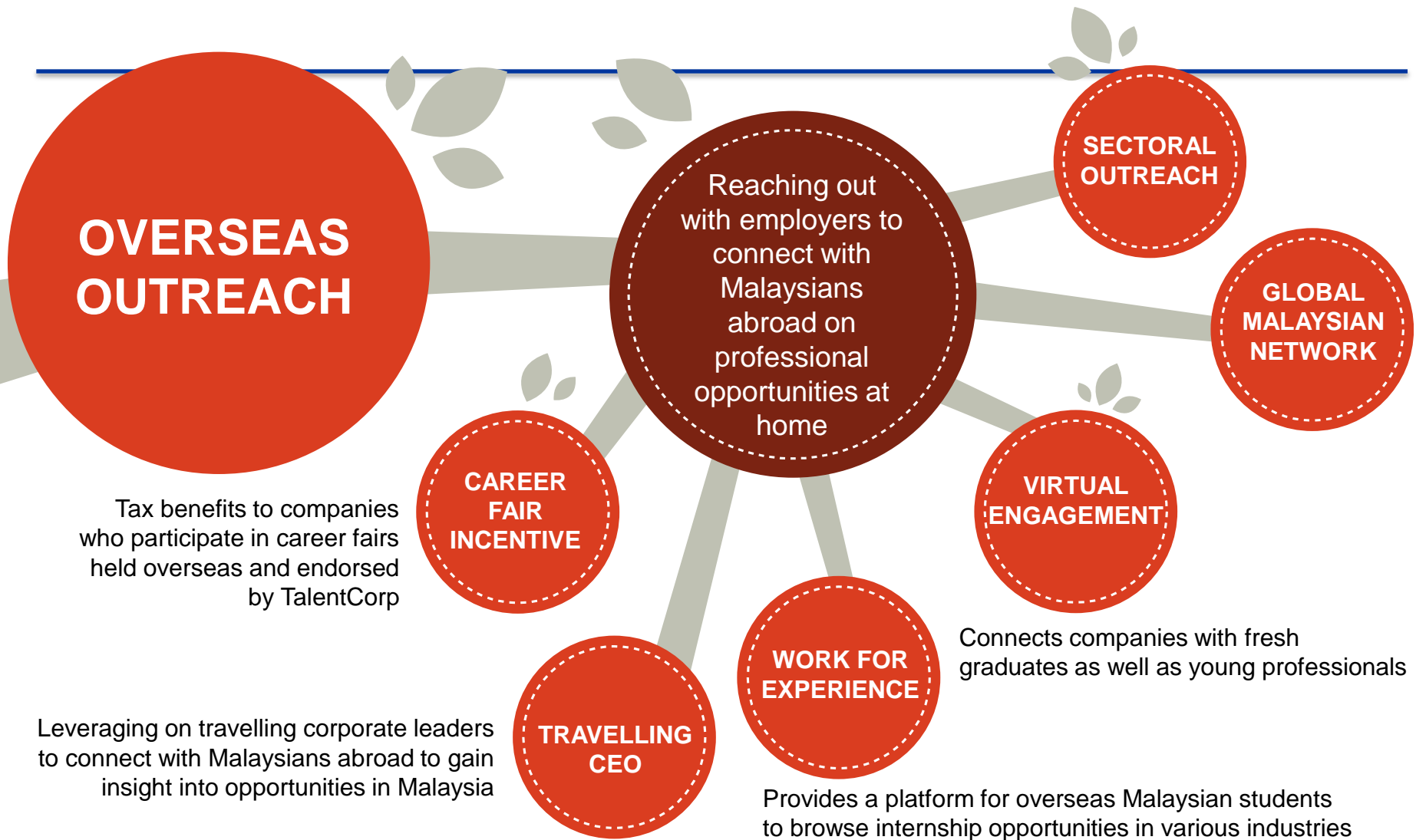


The foreign spouse and children will be given Permanent Resident (PR) status within six (6) months upon receipt of their completed PR application form by the Immigration Department of Malaysia

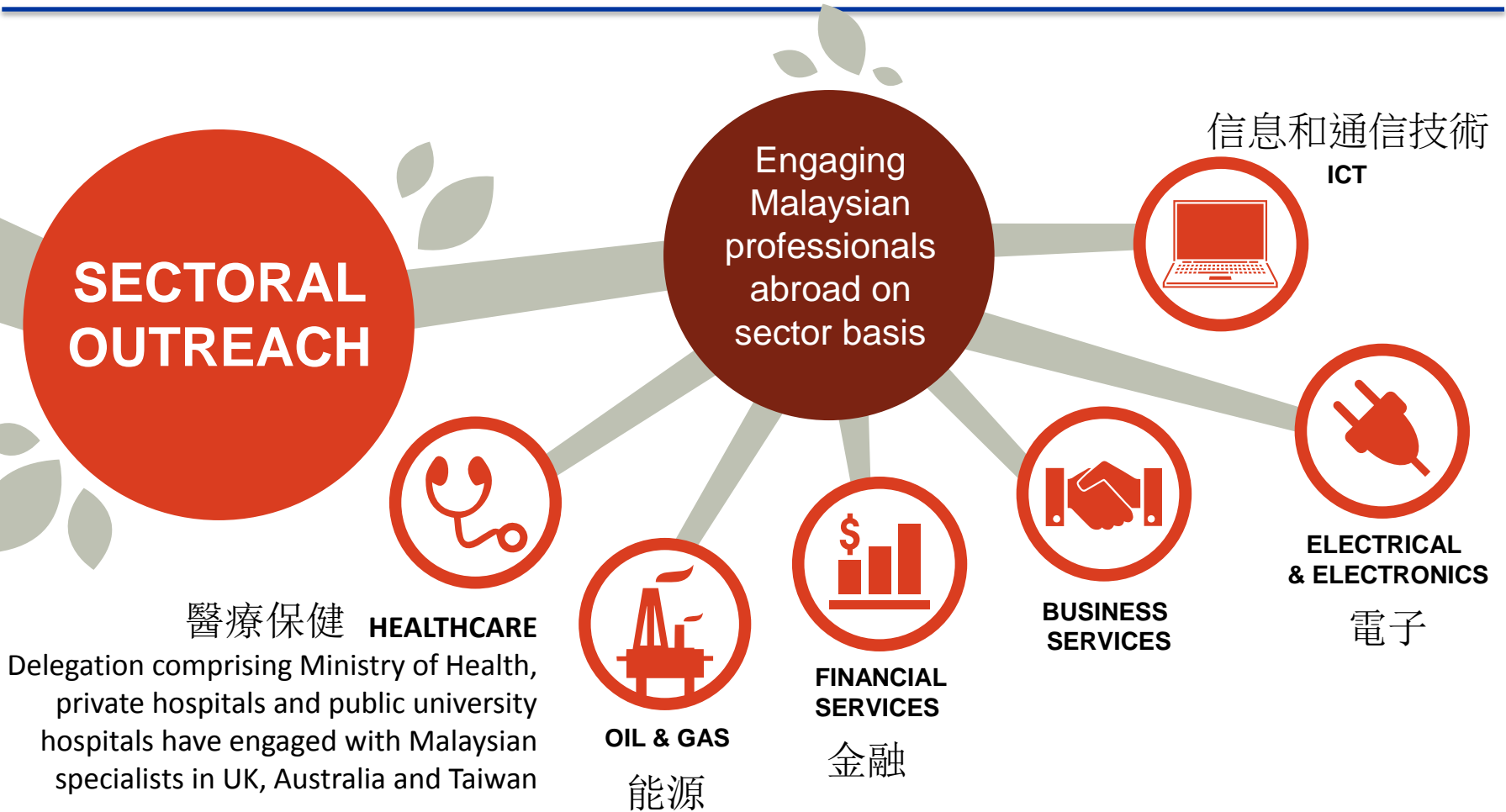
## ELIGIBILITY CRITERIA

- 1 Malaysian Citizen
- 2 Residing and employed abroad continuously for at least 3 years at time of application
- 3 Applications must be submitted whilst still residing and employed abroad
- 4 Highly qualified and with relevant experience to contribute to ETP

Learn more about REP at [rep.talentcorp.com.my](http://rep.talentcorp.com.my)



# 特定行業推廣計劃





## 招聘會津貼 Career Fair Incentive

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## 招聘會津貼 Career Fair Incentive

招聘會津貼是大馬人才機構為註冊于馬來西亞的公司參與海外招聘會提供稅務優惠的舉措。

該舉措從2012年1月至2016年之間奏效。

招聘會應針對目前居住在國外留學馬來西亞的學生及工作和居住的大馬專才。

The Career Fair Incentive is a TalentCorp initiative from January 2012 to 2016. It offers tax benefits to companies who participate in overseas career fairs endorsed by TalentCorp.

Career fairs should target Malaysian students and professionals currently residing abroad.

参与海外招聘會的公司将享有雙重稅額優惠，但此福利只能用于參加招聘會的支出。

The companies are entitled to double deductions on certain expenses incurred directly related to on participating in career fairs abroad.

## 雙重稅額優惠包括：

- 旅行費用：最多三（3）人
  - 機票（經濟艙公平）
  - 辦事過程需有的開支
  - 住宿（每人每天不超過 RM300.00）
  - 生活費（每人每天不超過 RM150.00）
- 支付給主辦單位參加費
- 直接應用於招聘會印刷和營銷材料和開支
- 任何其他直接應用於招聘會的開支

## The double tax incentive includes:

- Travel expenses for a maximum of three (3) people
  - Flights (economy class fair)
  - On-ground expenses
  - Accommodations (maximum of RM300.00 per person per day)
  - Daily subsistence (maximum of RM150.00/day)
- Participation fee paid to the organizer
- Printing and marketing material directly attributable to the career fair
- Any other direct expenses directly attributable to the career fair



## 樣品 SAMPLE

無CFI /Without CFI	RM	有CFI/With CFI	RM
毛利Gross Profit	1,000,000	毛利Gross Profit	1,000,000
其他支出Other Expenses	200,000	其他支出Other Expenses	200,000
符合條件的招聘會的開支 Qualifying Career Fair Expenses (300,000)	300,000	符合條件的招聘會的開支 Qualifying Career Fair Expenses (300,000 x 2)	600,000
稅利潤Taxable profits	500,000	稅利潤Taxable profits	200,000

我們建議您諮詢您的稅務代理有關如何索取此福利。

We would recommend you consult your tax agents for specific information on how to claim the CFI



## 招聘會詳情 Details of Career Fair

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# 招聘會詳情 Details of Career Fair

日期：17<sup>th</sup> & 18<sup>th</sup> May 2014

Date: 17<sup>th</sup> & 18<sup>th</sup> May 2014

時間：上午10點至下午6點

Time: 10.00am to 6.00pm

地點：中國文化大學校園，台北，  
台灣

Venue: Chinese Cultural University  
campus, Taipei, Taiwan

預計馬來西亞學生：2200

Anticipated Malaysian Students:  
over 2200

預計馬來西亞專業人才：超過300  
個

Anticipated Malaysian Professionals:  
over 300

## 暫定設置攤子日期/時間 Tentative Set-up Details:

16<sup>th</sup> May 2014

(上午10點至下午6點 /10.00am-6.00pm)

# 招聘會詳情 Details of Career Fair

For more information, please contact:

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