The Employer’s Mandate
Are you ready to take charge?

Kuala Lumpur 4 Aug | Johor Bahru 13 Aug | Penang 14 Sep
Mission Statement

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. Acting as a **focal point** to understand talent issues and develop solutions

2. **Bridging** Industry and Government to enhance talent-related policies

3. **Building** public-private **collaborations** to attract, nurture and retain talent

4. **Implementing** catalyst initiatives targeted at **critical skill gaps**
Talent Corporation Programme Overview

- **Exposure**
  - Structured Internship Programme
  - Industry-Academia Collaboration

- **Upskilling**
  - Graduate Employability Management Scheme

- **Facilitating Return**
  - Returning Expert Programme
    - Global Malaysians Job Board

- **Awareness**
  - Student & Professional Outreach

- **Retention**
  - Residence Pass Talent
  - Employment Pass (Category II)

- **Ease of Application**
  - Expatriate Services Division

- **Growing Talent Partnerships**
  - Optimising Malaysian Professionals
  - Engaging Malaysians Abroad
  - Facilitating Foreign Talent

- **Enhancing Graduate Employability**
  - Scholarship Talent Attraction & Retention
  - STAR

- **Advocating**
  - Diversity in Leadership
  - Women in the Workforce

- **Facilitating Partnerships**
  - HR Network

**Working with you to meet Malaysia’s Talent Needs**
Returning Expert Programme (REP)

Applicant doesn’t have to be physically present for the “Surat Akuan Tarikh Kembali”

Now... companies may apply on behalf of eligible candidates with the fast-track application

FACILITATING RETURN

RETURNING EXPERT PROGRAMME

MORE THAN 3,100 APPROVED FROM 2011 TO 2014

BENEFITS

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 don’t encompass motorised vehicles

One (1) locally manufactured Complete Knocked Down (CKD) or fully imported Complete Built Up (CBU) car per successful application exempted from duty/taxes up to maximum of RM150k worth of duty /tax

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

Learn more about REP at rep.talentcorp.com.my
Structured Internship Programme (SIP)

A collaborative effort between TalentCorp and MOE (previously MOHE) to encourage a meaningful internship experience relevant to industries

Eligibility criteria to apply:

<table>
<thead>
<tr>
<th>1. Internship experience for Malaysian students pursuing diploma and degree on full time basis in local campuses</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Offer internship of min 10 weeks</td>
</tr>
<tr>
<td>3. Provide monthly allowance of RM500 or more</td>
</tr>
<tr>
<td>4. Framework of clearly defined learning outcomes</td>
</tr>
<tr>
<td>5. Enhance employability skill</td>
</tr>
</tbody>
</table>

Company is eligible for **double tax deduction** for the following expenses incurred:

- RM500 monthly allowance and/or cash equivalent
- Meal, transportation & accommodation allowance*
- Training courses*
- Payment to 3rd party administering internship programme*

* Limited to max total expenses of RM5,000 per student per year of assessment.

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

After TalentCorp’s endorsement
## Structured Internship Programme (SIP)

### Cost per intern in a month:

<table>
<thead>
<tr>
<th></th>
<th>Double Tax Deduction</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Without</td>
<td>With</td>
</tr>
<tr>
<td></td>
<td>RM</td>
<td>RM</td>
</tr>
<tr>
<td>Allowance</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Tax deduction (tax rate:25%)</td>
<td>(250)</td>
<td>(500)</td>
</tr>
<tr>
<td>Cost net of tax</td>
<td>750</td>
<td>500</td>
</tr>
<tr>
<td>Savings</td>
<td></td>
<td>250</td>
</tr>
</tbody>
</table>

*Assume 6 months internship for 100 interns*

**Total Savings**

RM 150,000

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### Paying RM500 allowance with incentive II

RM333 allowance without tax incentive

<table>
<thead>
<tr>
<th></th>
<th>Double Tax Deduction</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Without</td>
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</tr>
<tr>
<td></td>
<td>RM</td>
<td>RM</td>
</tr>
<tr>
<td>Allowance</td>
<td>333</td>
<td>500</td>
</tr>
<tr>
<td>Tax deduction (tax rate:25%)</td>
<td>(83)</td>
<td>(250)</td>
</tr>
<tr>
<td>Cost net of tax</td>
<td>250</td>
<td>250</td>
</tr>
</tbody>
</table>
Support Government’s effort to strengthen human capital development

Encourage non-HRDF contributing companies to enhance skills, knowledge and qualifications of employees

Expenses eligible for double tax deduction:
- Course fees
- Exam fees
- Exemption fees

Examples of Industry & Professional Qualifications (approved by Ministry of Finance):

- Shared Services & Outsourcing (SSO): Certified Outsourcing Professional (COP)
- Accounting & Finance: ACCA, CPA Australia, CIMA, ICAEW, MICPA
- Human Resources: AHRI, CIPD, MIHRM, SHRM
- Project Management: PMP
- ICT: CISCO, SAP

And more...
Career Comeback Grants

Career Comeback Grant is designed to encourage employers to **recruit and retain women on career breaks for more than six (6) months**, via **any channels** of recruitment.

A “woman returnee” = Malaysian woman, with **min 1 year working experience**, who return to workforce from a **career break after at least six (6) months** due to reasons related to family commitments, work-life balance, personal growth or compulsory exit.

<table>
<thead>
<tr>
<th><strong>Resourcing Grant</strong></th>
<th><strong>Retention Grant</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Implement or enhance a programme or campaign to recruit women returnees. The grant <strong>offers co-funding of 75% of the cost incurred</strong> to run the programme up to a <strong>maximum of RM100,000</strong>.</td>
<td>Successful recruitment and <strong>retention of women returnees for more than 6 months</strong>. The grant amount is equivalent to a returnee’s one month salary. The grant is up to a <strong>maximum of RM100,000</strong>.</td>
</tr>
<tr>
<td>Start date of programme must be between 1 January 2015 – 31 December 2015</td>
<td>Women returnee(s) must be hired between 1 January 2015 – 31 December 2015</td>
</tr>
</tbody>
</table>

maximum of **RM200,000 per company**.
1 Structured Internship Programme

Double tax deduction for expenses incurred on students pursuing diploma and degree on full time basis in local campuses.

2 Talent ProCertification (Non-HRDF contributor)

Double tax deduction for expenses incurred upskilling employees in professional certifications.

3 Career Fair Incentive

Double tax deduction for expenses incurred in participating in overseas career fairs endorsed by TalentCorp.

- Travel expenses for max 3 people:
  - Flights (economy class fare)
  - Accommodation – max RM300 per person
  - On ground expense
  - Daily subsistence – max RM150 per day
  - Printing and marketing materials, and other expenses directly related to career fair.
4 Career Comeback Grants
A grant amounting up to RM200,000 per company for companies that design and implement programme(s) targetted to assist women on career break to return to work or hired and retains women returnees.

5 FWA Tax Incentives
Double tax deduction for both consultancy and training cost up to max of RM 500,000.

6 Training for Women on Career Breaks
Double tax deduction incentive for the training cost up to RM40,000 per woman incurred within 12 months of employment commencement.

7 Childcare Centre in the Workplace
Double tax deduction on childcare provision, maintenance and allowances as well as tax exemption on statutory income and industrial building allowance.
THANK YOU

www.talentcorp.com.my

Facebook.com/TalentCorpMsia  @TalentCorpMsia

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Facilitate Foreign Talent

- Exposing Foreign Talent
- Facilitating Foreign Talent
- Growing Talent Partnerships
- Engaging Malaysians Abroad
- Enhancing Graduate Employability
- Upskilling Professionals
- Advocating Diversity in Leadership
- Optimising Malaysian Professionals
- Scholarship Talent Attraction & Retention
- Industry Engagement Zone
- Industry-Academia Collaboration
- Structured Internship Programme
- Graduate Employability Management Scheme
- Returning Expert Programme
- Global Malaysians Job Board
- Student & Professional Outreach
- Residency Pass Talent
- Employment Pass (Category II)
- Expatriate Services Division
- Malaysia Expatriate Talent Service Centre

Working with you to meet Malaysia’s Talent Needs
Residence Pass - Talent

Retention

Residence Pass - Talent

- Facilitating top expatriate talent & spouses to work in Malaysia
- More than 3,000 approved from 2011 to 2014

Benefits

- 10-years Pass for highly qualified expatriates to continue to reside and work in Malaysia
- Ability to live and work in Malaysia for up to 10 years
- Flexibility to change employers without having to renew the pass
- Spouse and dependents under 18 years of age are eligible for the Residence Pass - Talent dependent
- Spouse can seek employment without the need to apply for an Employment Pass

To learn more, please visit http://www.talentcorp.com.my/our-work/initiatives/residence-pass-talent
Expatriate Services Division (ESD)

Creating a single point of contact for all expatriate related passes and permits

Employment Pass
Dependent Pass
Social Visit Pass
Professional Visit Pass
Employment Pass
Residence Pass-Talent
Visit Pass (Temporary Employment) for Maid
Professional Visit Pass
Dependent Pass
Visit Pass (Temporary Employment) for Maid
Residence Pass-Talent
Employment Pass
Social Visit Pass


Client Charter:
- 14 working days for company registration
- 5 working days for expatriate application
Evaluates employers for compliance, risks and needs

Company registration (14 working days)

Evaluates employers for compliance, risks and needs

Expatriates Services Division (ESD)

Overseen by the Ministry of Home Affairs

Joint initiative between TalentCorp and the Immigration Department of Malaysia

Operational in 1 July 2015 @ Surian Tower, Mutiara Damansara

Process and issue Employment Passes for expatriates, including Dependant Passes and Long Term Social Visit Passes.

Online application at esd.imi.gov.my

Expatriate application (5 working days)

Evaluates expatriates for suitability of jobs

Operational in 1 July 2015 @ Surian Tower, Mutiara Damansara

To learn more, visit http://www.talentcorp.com.my/our-work/initiatives/myexpats-centre
ESD & MYXpats Centre – Key Differences

Expatriate Services Division vs MYXpats Centre

MANAGED BY

Company registration

APPLICATION

Expatriate application

Evaluates employers for compliance, risks and needs

EVALUATION

Evaluates expatriates for suitability of jobs
The Ministry of Home Affairs will ensure that the rollout and implementation of MYXpats Centre’s services is consistent with new developments of expatriate facilitation in Malaysia.

The Inland Revenue Board of Malaysia (LHDN) and the Companies Commission of Malaysia (SSM), MYXpats Centre brings a new level of collaboration between government agencies to ensure enhanced and secure immigration services.
• Application for RELEVANT PASSES

• Seek assistance during the DOCUMENT SUBMISSION process

• COLLECT endorsed immigration passes
MYXpats Centre’s – How It Works

PASS APPLICATION & SUBMISSION

1. CREATE APPLICATION
   - Fill in the required information applicants
   - Fill positions by selecting through the lists at “Position Setup”
   - Upload all documents as required

2. SUBMIT APPLICATION
   - Submit completed application. Notification via the system will be sent to you upon receiving your application

3. CLEARANCE
   - Verification and validation of the submitted information by MYXpats Centre

4. NOTIFICATION
   - Status notification will be sent via the system
   - Approved expatriates may proceed to the next stage for passport endorsement
### MYXpats Centre’s Process Flow

#### PASS ENDORSEMENT & COLLECTION

<table>
<thead>
<tr>
<th>Step</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Approval Letter</td>
</tr>
<tr>
<td>2</td>
<td>Payment</td>
</tr>
<tr>
<td>3</td>
<td>Endorsement</td>
</tr>
<tr>
<td>4</td>
<td>Collection</td>
</tr>
</tbody>
</table>
MYXpats Centre – Business As Usual

MYXpats Centre will not replace or supersede the expatriate service centres managed by other government Approving Agencies.
Companies may still continue to use agents or representatives to assist with their expatriate EP applications to do endorsement process at the ESD office in Putrajaya.

RM0! Other than the fees to be paid for visa passes, there is no fee or surcharge to be paid for submitting Employment Pass and related expatriate pass applications through.
MORE THAN 5800 COMPANIES REGISTERED WITH ESD

30,000 EXPATRIATE APPLICATIONS HAS BEEN SUBMITTED

CLIENT CHARTER

54% JAN - MAY ‘15

>70% JUNE ‘15

TOP 5 SECTORS FOR EMPLOYMENT PASS APPLICATION

20% MANUFACTURING

18% CONSTRUCTION

17% OIL, GAS & ENERGY

13% BUSINESS SERVICES

11% EDUCATION

*Data up to 30 May 2015*
RE-CLASSIFICATION OF EMPLOYMENT PASS
CATEGORY I, II and III
(effective 15/7/15)
## Re-Classification of Employment Pass - Category I, II and III

<table>
<thead>
<tr>
<th>Employment Pass (Category I)</th>
<th>Employment Pass (Category II)</th>
<th>*Employment Pass (Category III)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic salary of minimum RM5k per month</td>
<td>Basic salary of minimum RM5k per month</td>
<td>Basic salary between RM2,500 to RM4,999 per month</td>
</tr>
<tr>
<td>Employment Contract Minimum 2 years</td>
<td>Employment Contract Less than 2 years</td>
<td>Employment Contract must not exceed 12 months</td>
</tr>
<tr>
<td>Dependents are allowed</td>
<td>Dependents are allowed</td>
<td>Dependents are not allowed</td>
</tr>
<tr>
<td>Un-restricted renewal (subject to approval via ESD application)</td>
<td>Un-restricted renewal (subject to approval via ESD application)</td>
<td>Allow for two (2) times renewal (subject to review)</td>
</tr>
</tbody>
</table>

*Exemption from minimum salary requirement of RM5000 for Employment Pass (Category III) Applications*

- Companies intend to apply for EPIII is required to submit a letter to the Ministry of Home Affairs to seek exemption from the minimum salary requirement of RM5000.
- The status of exemption request will be notified via online within 14 working days.
- Validity of exemption approval will be for the current year only. Subsequently, for the upcoming years the approval will be reviewed on a year-to-year basis.
- From **15 July**, all companies in the construction sector will need to refer all expatriate Employment Pass applications for technical and non-technical posts to the Construction Industry Development Board (CIDB).

To learn more and to download the ESD Online Guidebook, please visit [esd.imi.gov.my](http://esd.imi.gov.my)
CONTACT US:

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47810 Petaling Jaya, Selangor, MALAYSIA

Tel: 03 - 8892 3939

Email: MYXpats@talentcorp.com.my

Website: https://esd.imi.gov.my/portal/

ESD Guidebook Download:
THANK YOU