

**Deloitte.**

**TalentCorp**  
MALAYSIA

## **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



WORKING WITH YOU TO MEET MALAYSIA'S TALENT NEEDS

# Returning Expert Programme (REP)

Applicant **doesn't have to be physically present** for the "Surat Aduan Tarikh Kembali"

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

FACILITATING RETURN

RETURNING EXPERT PROGRAMME

**REP**  
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

# 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:

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



After TalentCorp's endorsement

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 3<sup>rd</sup> party administering internship programme\*
- \* Limited to max total expenses of RM5,000 per student per year of assessment.



# Structured Internship Programme (SIP)



## Cost per intern in a month:

1

	Double Tax Deduction	
	Without	With
	RM	RM
Allowance	1,000	1,000
Tax deduction (tax rate:25%)	(250)	(500)
Cost net of tax	750	500
Savings		250

Assume  
6 months  
internship for  
100 interns



RM 150,000

**Total Savings**

2

	Double Tax Deduction	
	Without	With
	RM	RM
Allowance	333	500
Tax deduction (tax rate:25%)	(83)	(250)
Cost net of tax	250	250

Paying  
**RM500** allowance  
with incentive  
||  
**RM333** allowance  
without tax  
incentive

## OBJECTIVES

Support Government's effort to strengthen human capital development

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



## Talent ProCertification

Expenses eligible for **double tax deduction** :

- Course fees
- Exam fees
- Exemption fees

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

- |  |  |
|--|--|
| <b>Shared Services &amp; Outsourcing (SSO)</b> | : Certified Outsourcing Professional (COP) |
| <b>Accounting &amp; Finance</b>                | : ACCA, CPA Australia, CIMA, ICAEW, MICPA  |
| <b>Human Resources</b>                         | : AHRI, CIPD, MIHRM, SHRM                  |
| <b>Project Management</b>                      | : PMP                                      |
| <b>ICT</b>                                     | : 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



## Resourcing Grant

Implement or enhance a programme or campaign to recruit women returnees. The grant **offers co-funding of 75% of the cost incurred** to run the programme up to a **maximum of RM100,000**.

---

Start date of programme must be between  
**1 January 2015 – 31 December 2015**



## Retention Grant

Successful recruitment and **retention of women returnees for more than 6 months**. The grant amount is equivalent to a returnee’s one month salary. The grant is up to a **maximum of RM100,000**.

---

Women returnee(s) must be hired between  
**1 January 2015 – 31 December 2015**

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.

## *Women In the Workforce*



### **4 Career Comeback Grants**

A grant amounting up to **RM200,000 per company** for companies that design and implement programme(s) targeted 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](http://www.talentcorp.com.my)



[Facebook.com/TalentCorpMsia](https://www.facebook.com/TalentCorpMsia)



[@TalentCorpMsia](https://twitter.com/TalentCorpMsia)

## Main Office:

Level 6, Surian Tower, No 1 Jalan PJU 7/3, Mutiara Damansara, 47810 Petaling Jaya, Selangor, Malaysia.

Tel: +603 7839 7000 Fax: +603 7839 7001

## Satellite Office

Business Suite 6 & 7, Level 1, Galeria PJH, Lot 29, Jalan P4W, Presint 4, Persiaran Perdana, 62100 Putrajaya, Malaysia.

Tel: +603 8892 3800 Fax: +603 8892 3801

# Facilitate Foreign Talent



# Residence Pass-Talent



## 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

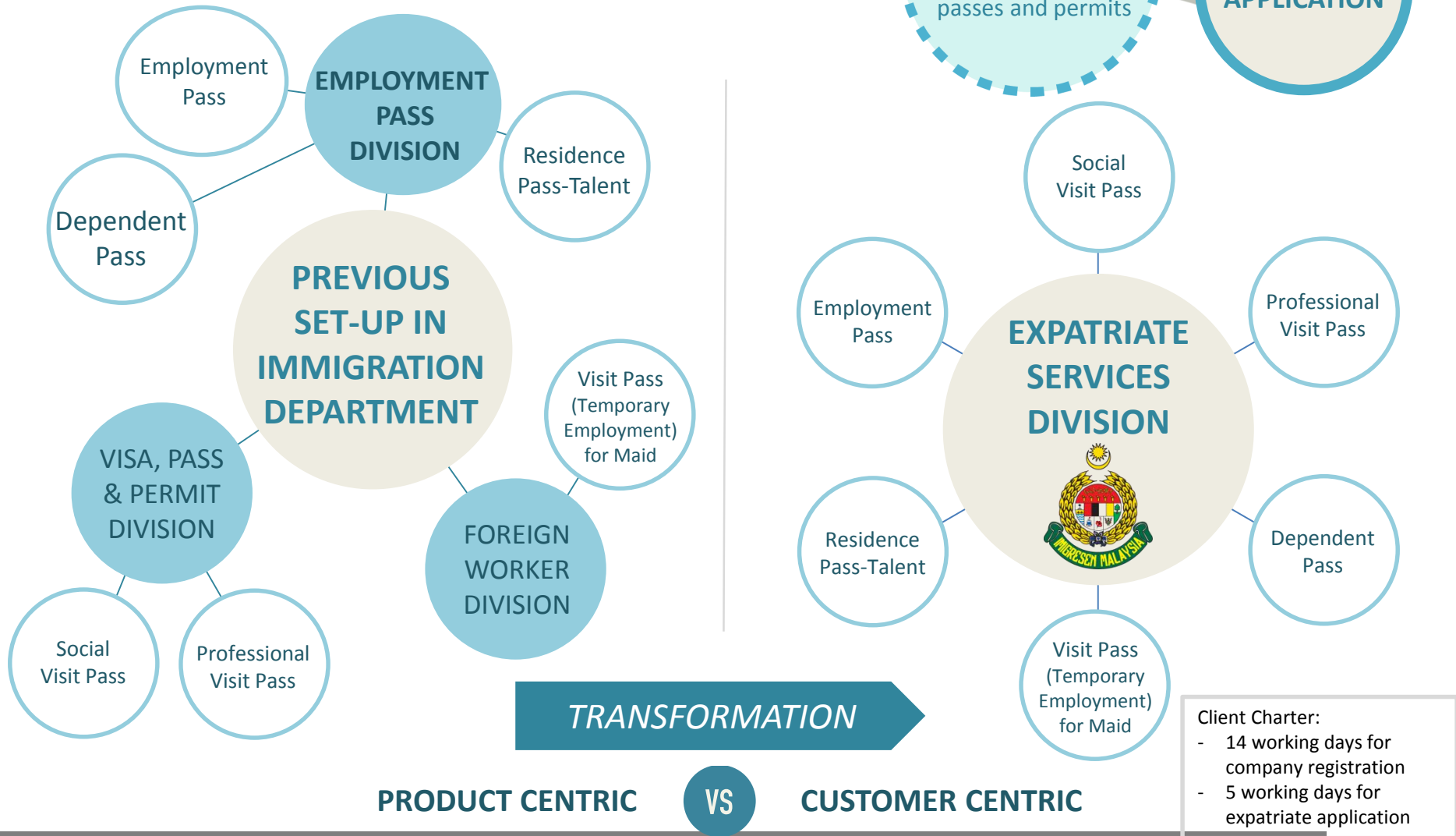


Spouse and dependents under 18 years of age are eligible for the **Residence Pass-Talent dependent**



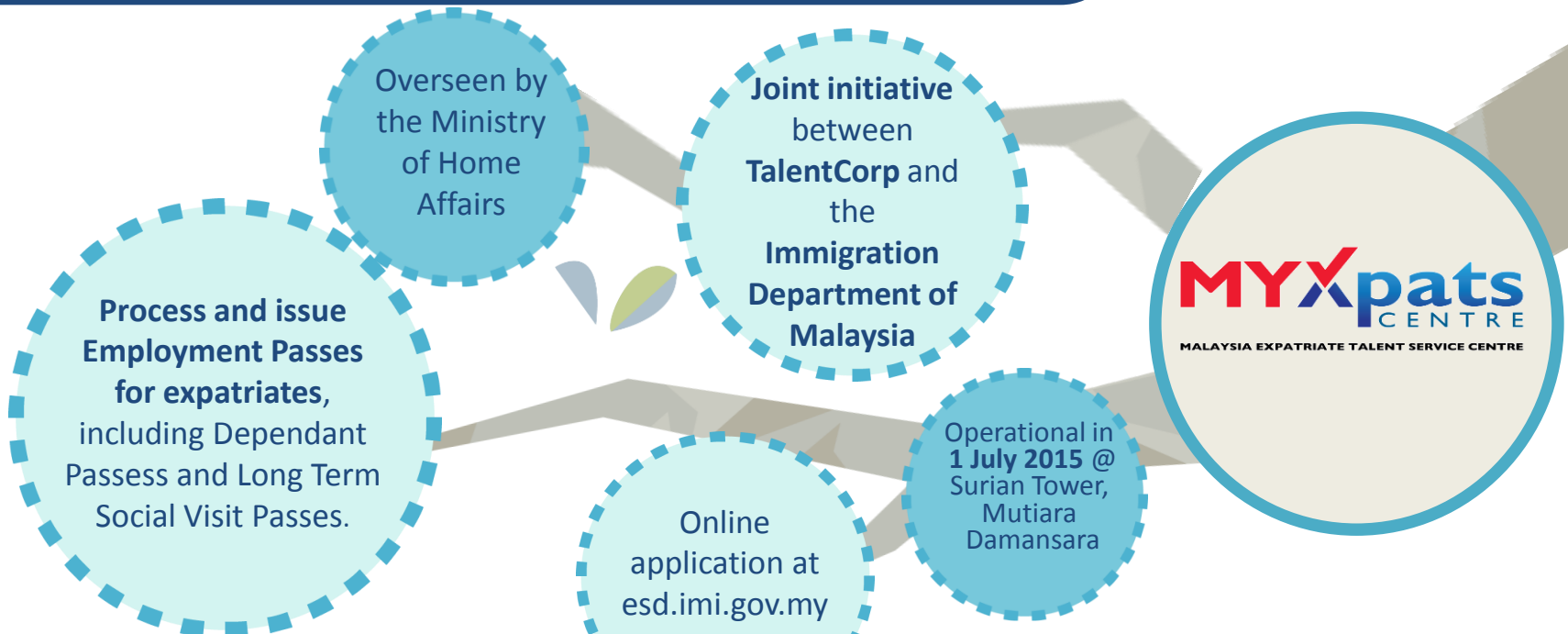
**Spouse can seek employment** without the need to apply for an Employment Pass

# Expatriate Services Division (ESD)



- Client Charter:**
- 14 working days for company registration
  - 5 working days for expatriate application

# Malaysia Expatriate Talent Service Centre

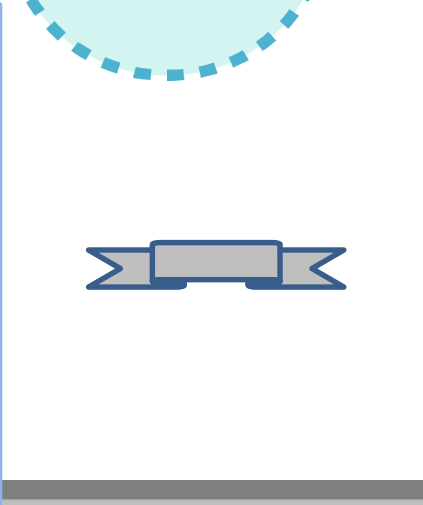


Expatriate Services Division (ESD)



Company registration (14 working days)

Evaluates employers for compliance, risks and needs



MYXpats CENTRE  
MALAYSIA EXPATRIATE TALENT SERVICE CENTRE

TalentCorp  
MALAYSIA

Expatriate application (5 working days)

Evaluates expatriates for suitability of jobs

# MYXpats CENTRE

**MALAYSIA EXPATRIATE TALENT SERVICE CENTRE**

**TalentCorp**  
MALAYSIA





Expatriate Services Division

vs



**MYXpats**  
CENTRE  
MALAYSIA EXPATRIATE TALENT SERVICE CENTRE



MANAGED BY



**TalentCorp**  
MALAYSIA

Company registration

APPLICATION

Expatriate application

Evaluates employers for compliance, risks and needs

EVALUATION

Evaluates expatriates for suitability of jobs



**TalentCorp**  
MALAYSIA

It is a **joint initiative** between **TalentCorp** and the **Immigration Department of Malaysia**, and is overseen by the **Ministry of Home Affairs**

### CUSTODIAN OF IMMIGRATION POLICY

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**



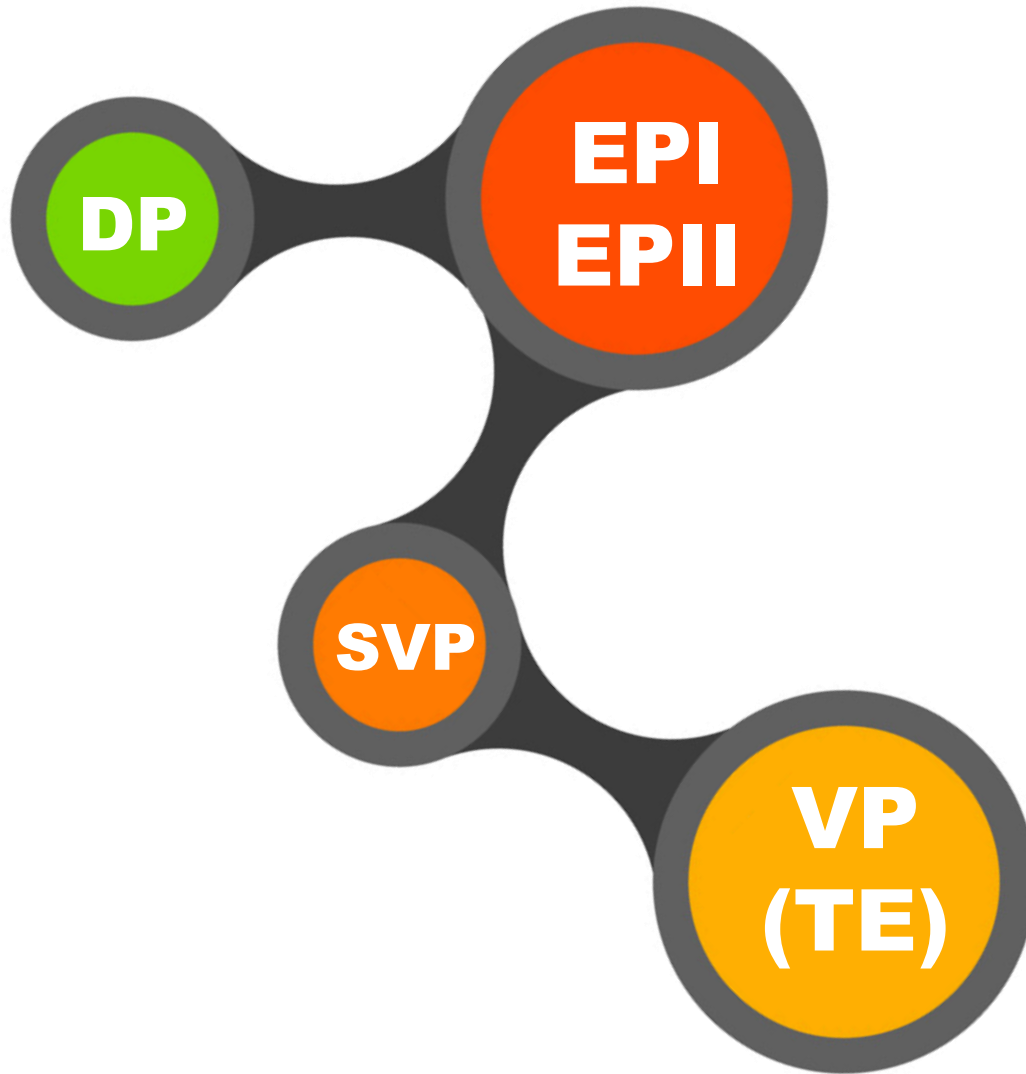
SURUHANJAYA SYARIKAT MALAYSIA  
COMPANIES COMMISSION OF MALAYSIA



MALAYSIA

### INTEGRATING ASSETS & RESOURCES

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

## 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

# PASS ENDORSEMENT & COLLECTION





**MYXpats** Centre will not replace or supersede the expatriate service centres managed by other government Approving Agencies



use agents or representatives to assist with their expatriate EP applications



**Companies may still continue to**

to do endorsement process at the ESD office in Putrajaya



**RMO!** 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

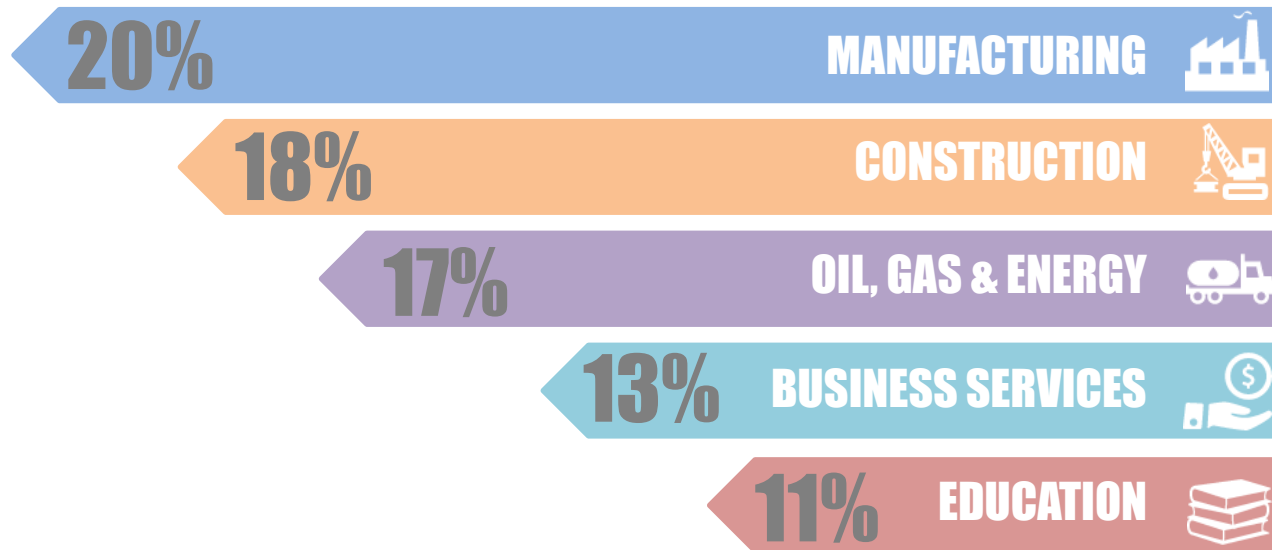
CLIENT CHARTER

**54%**

JAN -  
MAY '15

**>70%**

JUNE '15



**TOP 5  
SECTORS FOR  
EMPLOYMENT  
PASS  
APPLICATION**



# RE-CLASIFICATION OF EMPLOYMENT PASS CATEGORY I, II and III *(effective 15/7/15)*

---

# Re-Classification of Employment Pass- Category I, II and III

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

## \* 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)

## CONTACT US:

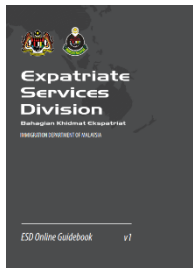
### Address:

Malaysia Expatriate Talent Service Centre  
(MYXpats Centre)  
Level 16, Surian Tower,  
No. 1, Jalan PJU 7/3, Mutiara Damansara,  
47810 Petaling Jaya, Selangor, MALAYSIA

**Tel:** 03 - 8892 3939

**Email:** [MYXpats@talentcorp.com.my](mailto:MYXpats@talentcorp.com.my)

**Website:** <https://esd.imi.gov.my/portal/>



### ESD Guidebook Download:

<https://esd.imi.gov.my/portal/pdf/esdguidebook.pdf>





[www.talentcorp.com.my](http://www.talentcorp.com.my)



[Facebook.com/TalentCorpMsia](https://Facebook.com/TalentCorpMsia)



[@TalentCorpMsia](https://Twitter.com/@TalentCorpMsia)