

# **SIP<sup>+</sup> Structured Internship Programme PLUS**

## **Industry-Driven Intervention Programme – Graduate Talent Career Acceleration**

In partnership with:



**KEMENTERIAN PENGAJIAN TINGGI**



# Future Workforce Post COVID-19 Pandemic:

## The New Normal



TalentCorp  
GROUP OF COMPANIES

The COVID-19 pandemic is introducing a **New Normal** hastening the arrival of the Future of Work

New technologies, demographics and labour market shifts, and the COVID-19 pandemic...



...will radically transform future landscape of the job market and the skills needed to thrive

Acceleration of key global trends...



Automation & Augmentation



IR 4.0



Organisational Transformation



Reskilling & Upskilling

...leading to rapid adoption of...



Technology & Digitisation



Flexibility & Remote Work

...and challenges for...



Income Inequality



Youth & Contingent Workforce

Jobs for Tomorrow\*

(Examples of Skills & Competencies)



- Cloud Computing
- Content Creation
- Data & AI
- Engineering
- Marketing
- People & Culture
- Product Development
- Sales

Increasingly Important Skills



- Critical Thinking & Analysis
- Problem-Solving
- Self-Management
- Technology Use & Development

Ministry of Higher Education & TalentCorp Malaysia

Strategic Intervention



Industry-Driven Intervention Programme – Graduate Talent Career Acceleration

## • Job Market Exposures & Talent Readiness for Employment

1. A collaborative effort between TalentCorp **Ministry of Human Resources** and **Ministry of Education (Higher Education)** to encourage a meaningful structured internship experience relevant to industries.
2. Industries are eligible for **double tax deduction** for all related expenses incurred on the interns. In 2019, SIP **extended to Diploma & SKM 3-5 holders and its equivalent to ensure more local graduates train and expose to quality internship.**
3. SIP play a pivotal role in encouraging industry-relevant internship experience which leads to employment.

BUDGET  
**2020 SIP**



More than **75,000**  
undergraduates benefitted from  
the programme



More than **8,000** companies  
registered with SIP initiative

### Benefits

#### Talent



- Gain professional experience and work skills
- Career path exploration
- Competitive advantage in the job market

#### Industries



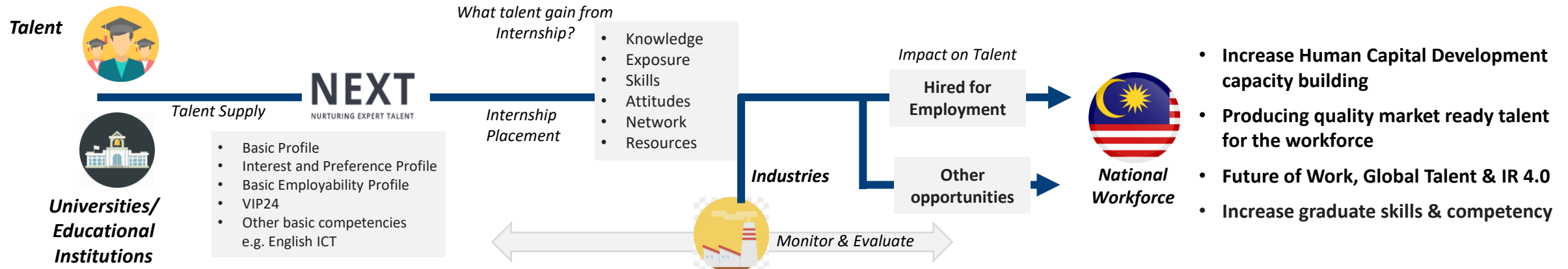
- Industry ready talent
- Access to potential talent for organization
- Develop and nurture talent for organisation

#### Universities/ Educational Institutions



- Build and foster stronger ties with industries
- Increase employability rate
- To explore potential collaboration

### Internship Logic Model





# Pivotal role in encouraging industry-relevant internship experience which leads to employment.



TalentCorp  
GROUP OF COMPANIES

> 100,000

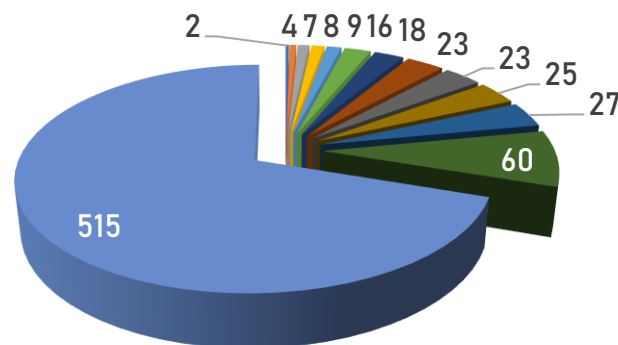
undergraduates  
benefitted  
since 2012

> 12,000

student  
placements  
in 2020 &  
as of Dec 2021

> 1,000

endorsed  
companies  
in 2020 &  
as of Dec 2021



- Aviation
- Tourism
- Education
- Healthcare
- Wholesale & Retail
- Greater Kuala Lumpur / Klang Valley
- Electronics & Electrical
- Communications, Content & Infrastructure
- Oil, Gas & Energy
- Agriculture
- Financial Services
- Business Services
- Non-NKEA

BUDGET  
2022

Extension of tax incentive until  
financial assessment year 2025

## Intern requirements

- Malaysian citizen pursuing a **bachelor's degree programme/ diploma/Malaysian Skills Certificate (SKM) Level 1-5 under TVET programmes on a full-time basis + Professional Certificate**
- Completes the approved internship programme before completion of the final semester of the student's diploma/degree/qualified course programme
- Application of internship placement via mynext psychometric profiling tool – [www.mynext.my](http://www.mynext.my)

## Company requirements

- Provide a minimum **internship period of 10 weeks**
- Pay a minimum **monthly allowance of RM500**
- Structured internship with framework that **provides practical experience** and emphasises the development of specific knowledge or skills for students and approved by TalentCorp
- Registered with Companies Commission of Malaysia (SSM)





# Structured Internship Programme PLUS



**TalentCorp**  
GROUP OF COMPANIES

## Overview



- Government funded programme **to accelerate talent funneling for employment that combine the elements of industrial training + competencies/ certification/hands-on + absorption into first employment** in line with MOHE-KPT-PACE aspiration.
- Strategic-partnership driven initiative in partnership with industries and identified ENABLERS** to facilitate industries (active hiring) and critical economic sectoral needs e.g. *Electrical & Electronics, Digital/IT/ Communications, Medical Devices/ Industries, Manufacturing, Global Business Services & Banking and Financial Services*

## WHO?

1



- Ministry of Human Resources
- Ministry of Higher Education
- Government Agencies
- Higher Learning Institutions
- Technical Institutions

2



- Higher Learning Institutions
- Technical Institutions

3

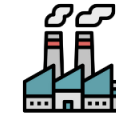


- Final Year Student (Internship)
- Graduates (Apprenticeship)

4



Enablers  
Examples



Industry Networks



SIP+ Launching Event  
(March 2022)

TALENT SUPPLY

TALENT DEMAND

## HOW?

**TalentCorp**  
ATTRACT • NURTURE • RETAIN



MOHE



Strategic  
Partnerships



Industries



Enablers

facilitation



TALENT SUPPLY



TALENT DEMAND

Talent Supply & Demand Mapping

- Thriving Industries
- Critical Needs Sectoral
- Talent Needs
- Bridging-gaps

SIP+ 3in1 Components

Internship

+

Certification/  
Competencies Module

+

First Employment



Monitoring & Supervision: MOHE, JPT & TC

(Exposure + Value Added Skills + Experience = Industry-Ready Talent)

# SIP+ How does it WORKS?

## Process Flow: Recruitment



## The Narrative

### Exhibit 1:

SIP+ Employer: **Micron Memory Malaysia**  
Value-Added/ Upskilling: **Testing & Commissioning**  
SIP+ Enabler: **Training Provider ABC**



### Talent Projection:

Aina, **Electrical Engineering**, Universiti Sains Malaysia → **Enrol for SIP+** → **mynext Assessment** → **Assessed and evaluated by Industry** → Internship & Work Placement with **Osram Opto Semiconductor** → **Intern & Upskill** by Employer + Enabler → **Get HIRED!**

### Implementation Mechanics:

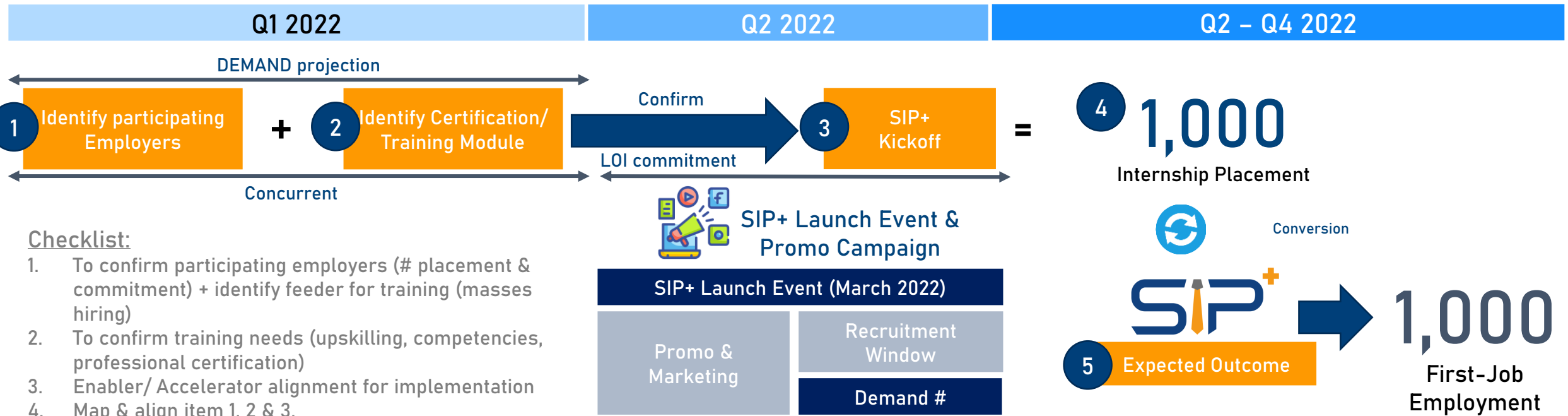
- ☐ SIP+ as tools for employer to build talent pipeline via internship recruitment
- ☐ Elements: internship placement, training needs to upskill and first job employment (absorption) after internship completion
- ☐ Co-creation model and collaborative intervention programme:
  - ☐ **Employer:** Allowance for internship - SIP claimable
  - ☐ **Government:** Training & Competencies voucher (**RM3,000**)
  - ☐ **Enablers:** Facilitators and training needs provider

### Requirements:

- ☐ **Absorption to Job** (Min. of 1 year job placement)
- ☐ **Upskilling training & Employability Module** (tailor made to the SIP+ employer needs)
- ☐ **90% absorption rate** upon on-the-job training completion



# SIP<sup>+</sup> Projection Timeline



## DEMAND Projection Gathering (Example)

No.	Employers	Take-up Capacity	Starting Date	Training Needs	Training Cost	PIC	Email	Phone
1	TalentCorp Malaysia	5	Jan/ Feb	Data Analytics & Management	RM1,980	Afiq Rosman	Afiq.rosman@talentcorp.com.my	+6019-264 4771
		5	Jan/ feb	Phyton Beginner Workshop/ Phyton Essential Training	RM2,100			



# 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**