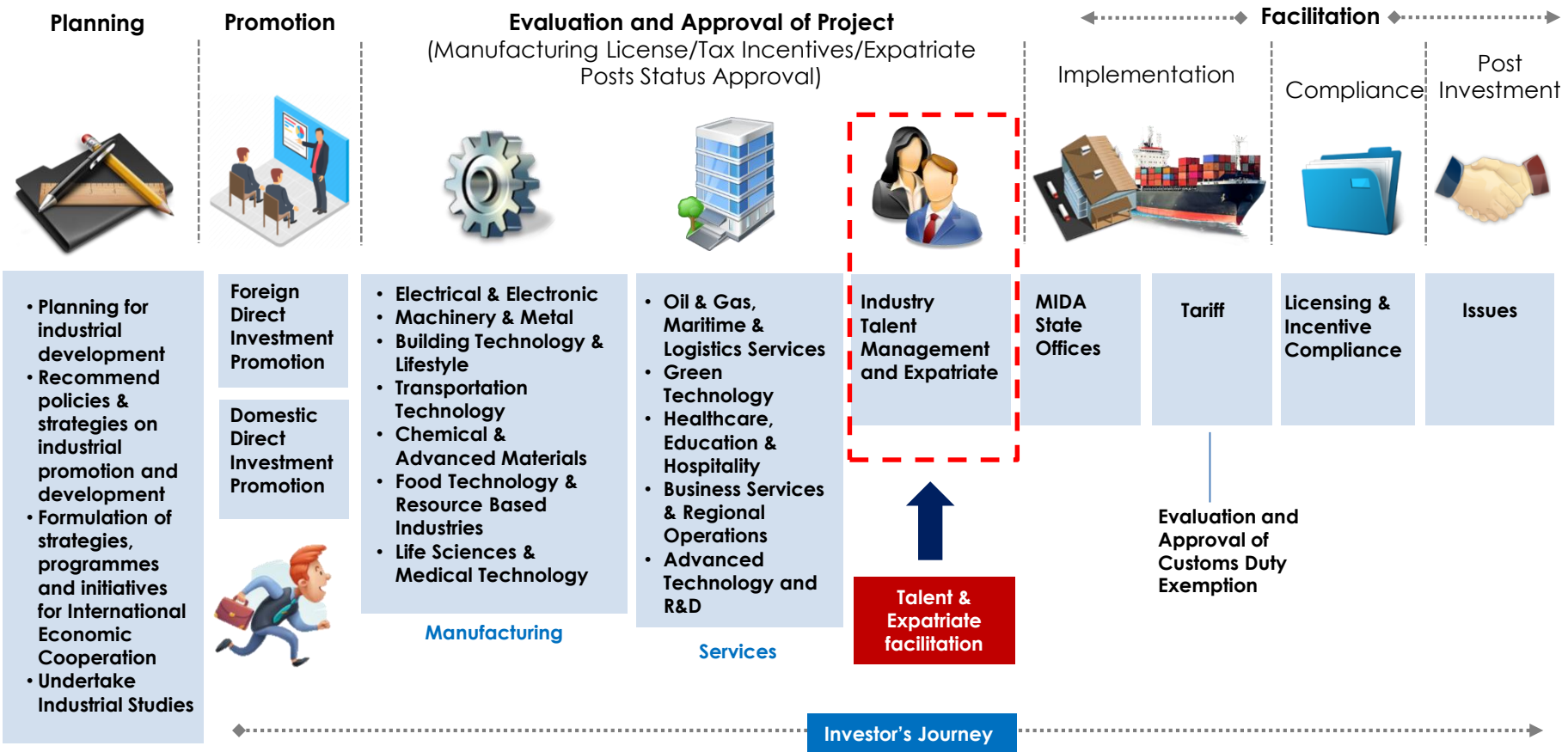


***Post Facilitation Session  
MIDA - SMCC, CCIFM & La Camara***

***INDUSTRY TALENT MANAGEMENT AND EXPATRIATE  
APPLICATION PROCEDURES IN MIDA***

Tuesday, 6 September 2022

# MIDA's Organisation Structure



# ***TALENT MANAGEMENT***

- Programmes and Facilitation

# Talent Programmes

1

## Internship Facilitation



Organising internship interview for higher education students

2

## Career Fair



Organising career fair to provide employment opportunities for Malaysian

3

## Upskilling and Reskilling



MIDA collaborate with training centre to reduce skill gaps among Malaysian namely graduates and unemployed

4

## Academia and Industry Engagement



Engagements visits, roundtable meetings, and networking events) led by MIDA to address the issues on talent

5

## One-on-One Talent facilitation



Organising one-to-one meeting with the company which require assistance in getting local manpower

6

## Career Talk



Organising Career Talk programme to provide jobs exposure and industry knowledge

# 1 Internship Facilitation



## 2 Career Crafting – Engineering & Technology Programme



- MIDA and MARA successfully organized a 2-day Career Crafting –Engineering and Technology programme at Premieria Hotel Kuala Lumpur
- 3,000 students and graduates attended and participating company presented over 1,500 job opportunity
- AT&S, Plexus, Proton, STMicroelectronics were among the companies participated



3

## Upskilling and Reskilling (Up-Coming and On-Going Programmes)

### E&E Ecosystem Training Programme



Develop and train up to 125 Malaysians in E&E ecosystem such as Big Data, Data Analytics, Electronics Design & Analog Circuits, PCB, and many more

**Training Institute: FMSDC**  
(Federation Malaysian Skills Development Centres)

### Upskilling and Reskilling Programme under PENJANA initiatives



To address unemployment among graduates, retrench workers and those newly re-enter the job market by providing upskilling and reskilling program

#### Appointed Training Providers:

- Kulim Advanced Technology (KAT)
- Kedah Industrial Skills & Management Development Centre (KISMEC)
- Selangor Human Resource Development Centre (SHRDC)

## 4

# Industry-Academia Engagement

## University Partners



MIDA assume a strategic role in connecting company with academia to develop critical skills required by industry and to foster the information exchange among industry and academia.

AT&S has started collaboration with 4 Institutions namely USM, ADTEC Taiping, UKM & UM to established IC Substrates Institutes, Research, Curriculum Embedment, Career Fairs and Ready Talent.

UTAR and UIAM started to create elective course with JF Technology Sdn. Bhd. to provide training and lab facilities for the global integrated circuit (IC) makers.



# Industry-Academia Engagement: The Artificial Intelligence for Universities (AI4U) Programme



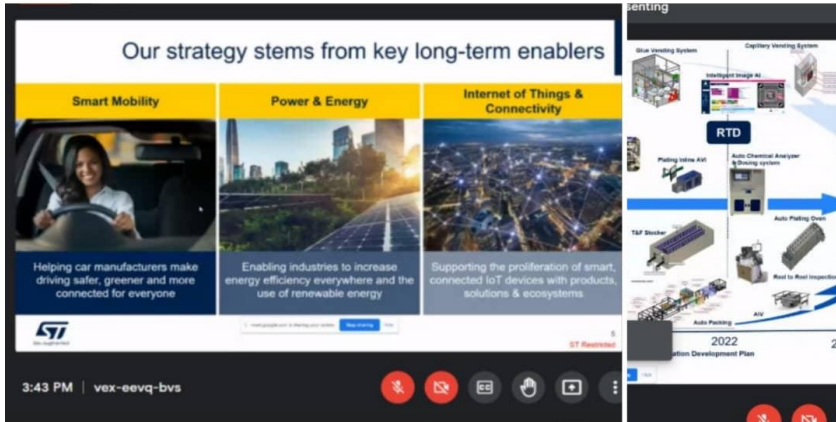
- Collaboration with Intel Malaysia and MPC have successfully organised a virtual launching of the Intel Artificial Intelligence for Universities (AI4U) Programme on 29<sup>th</sup> November 2021.
- The AI4U Programme is an initiative that is set out to introduce an 'AI-based machine vision' to the university community.
- **Bridging the gap between the needs of the industry and the supply of young local talents.** This is expected to benefit young graduates and the underprivileged further through technical and vocational education and training.
- Featured a line-up of 5 public and private universities namely, Universiti Malaya (UM), Universiti Sains Malaysia (USM), Universiti Tunku Abdul Rahman (UTAR), Universiti Tenaga Nasional (UNITEN) and Asia Pacific University of Technology and Innovation (APU).
- **These institutions were awarded with Intel's AI Kits to establish their respective AI Labs and will serve to empower students of all faculties to learn and adopt AI-based machine vision systems.**



Recipients :



# Talent Outreach Programme



- Collaboration with JPA to organized Talent Outreach Programme webinar for STMicroelectronics Sdn. Bhd. and JPA graduates.
- 294 engineering graduates studied in overseas as well as local university turned up for the event organised by MIDA & JPA.
- About 400 resumes received by the company



# 5 One-On-One Talent Facilitation

Among the companies assisted in 2022

Technician	Engineer	Supervisor
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# 6 Industry Career Talk



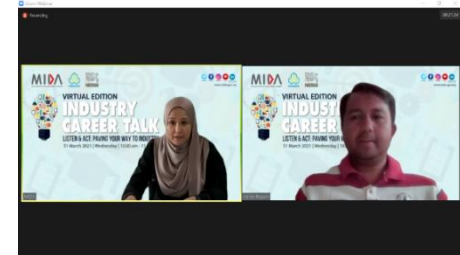
Talent Assistance Request



One-on-One Assistance



Career Talk + Interview session (Virtual)



- Organise a career talk programme under the theme *Listen and Act: Paving Your Way To Industry*.
- To give exposure to the audience on the jobs prospect in a company, provides an insightful snapshot of industry knowledge .
- Followed by online interview.



28 April



29 June



13 Sept



18 Oct

31 March



25 May



14 July



21 Sept



20 Dec



# *EXPATRIATES MANAGEMENT*

- Application, guidelines and procedures -

## Manufacturing

- All Sub-Sectors
- \*Fisheries, Livestock, Agriculture, Horticulture and Floriculture Industries

(\*) Note: 2014 MOA agreed for MIDA to evaluate the application for expatriate post for the sub-sectors. MOA shall provide support letter/technical to MIDA

## Selected Services

- OHQ, RDC, IPC, PH
- Global Operation Hub
- RE/RO
- R&D company
- Hotel & Tourism Projects
- Technical & Vocational Training Institutions & Other Services
- Medical Device Testing Laboratory

**Other services (without MIDA's status / incentives) and unregulated services sectors:**  
**Applications submitted directly to ESD Online System**

# Criteria and Guidelines

## Manufacturing

### CRITERIA :

- Minimum paid-up capital:**  
Malaysian : RM250,000  
JV : RM350,000  
Foreign : RM500,000
  
- Minimum basic salary RM5,000**
  
- Minimum academic qualifications and experience in related field: -**  
Degree + 3 years  
Diploma + 5 years  
High School Certification + 10 years

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- Key Posts**  
Foreign paid-up capital of at least RM1 million.

## Selected Services

### CRITERIA :

- Minimum paid-up capital:**
  - ✓ OHQs, RDCs, IPCs : RM500,000
  - ✓ Principal Hub : RM2.5 mil
  - ✓ RE/RO : NA
  
- Minimum basic salary RM5,000**
  
- Approved R&D project:**
  - ✓ 1 Expatriate : 1 Local R&D personnel
  - ✓ Degree + 5 years
  
- Hotel & Tourism:** Key Post approval for Malaysian company is subjected to paid-up capital.

# Type of Expatriate Post

## KEY POST

Expatriate position which is approved permanently (perpetual position)

## TERM POST

Expatriate position which is approved for a specific period of time and will expire when the post is taken over by Malaysians

Year	Companies	Key Post Approved	Term Post Approved
2020	348	751	1,043
2021	80	160	348





# Conditions - Key Post



The company's **foreign** paid-up capital is **at least RM1 million**

## Conditions:

- The company must own its foreign paid-up capital as stated in the SSM; and
- Minimum basic salary of RM5,000 or as proposed (whichever is higher)



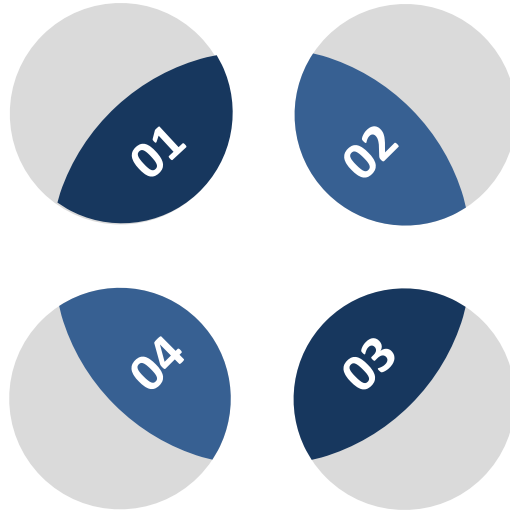
# Conditions - Term Post

## Duration

up to 5 years

## Training

Company shall understudy Malaysians to take up the post after 6 months from the date the post is filled



## Qualification

- Academic Qualification with Working Experience :
  - ✓ Degree + 3 years
  - ✓ Diploma + 5 years
  - ✓ Certificate + 10 years

## Salary

Minimum basic salary of RM5,000 or as proposed (whichever is higher)

# Application for Expatriate Post

MYFutureJobs



Advertisement  
and Clearance



## Pre-Requisite Requirement Before Apply to MIDA

- Advertise the expatriate position at <https://www.myfuturejobs.gov.my/> and obtain clearance. Decision made by Jawatankuasa Penggajian Pegawai Dagang (JPPD) chaired by MOHR and MIDA is a member of the committee
- Exemption on advertisement is granted subject to the following criteria:
  - a) Important positions (C-Suite & Key Posts) **AND** expatriate/s with monthly income of RM15,000 and above
  - b) Representative Office/ Regional Office (RERO)
  - c) Investors/Shareholders/Owners
  - d) Corporate Transfers/ Placements / Trade Agreements

<https://investmalaysia.mida.gov.my/>

ESD



Account  
Registration



- Registration of company account at ESD Online System via <https://esd.imi.gov.my/>

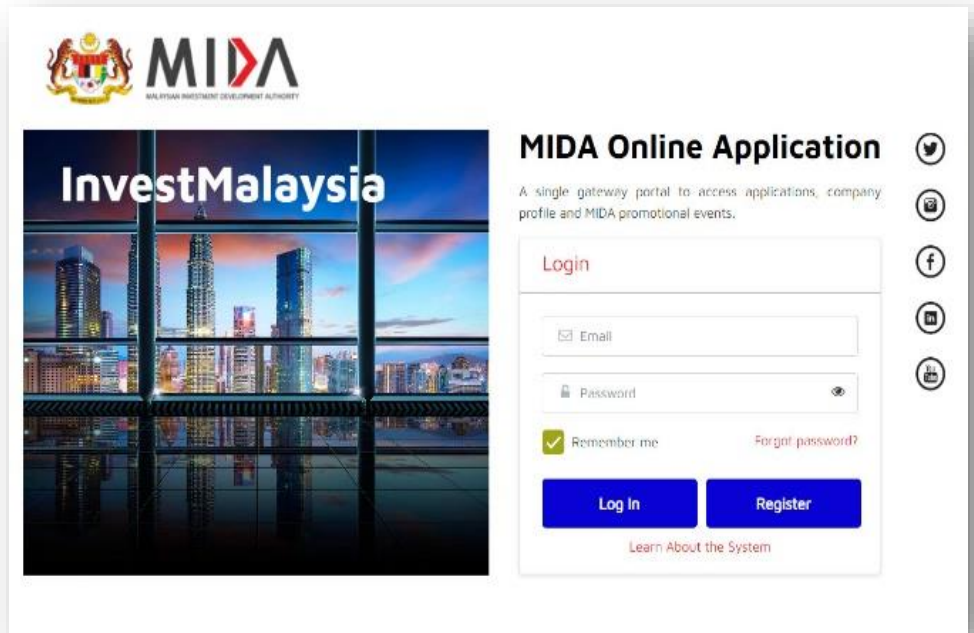
# MIDA Online Application - Invest Malaysia Portal

## Applications

- *Manufacturing License*
- *Incentives*
- *Import Duty Exemption*
- ***Expatriate Post (EP)***
- *Grant*
- *Domestic Sales*
- *R&D/ IILS / DIILS Status*
- *RE/RO*
- *Post Approval/ Post Licensing/ Post Incentive*
- *Confirmation Letter for Exemption (SPM)*

All application should be made via

[https:// investmalaysia.mida.gov.my](https://investmalaysia.mida.gov.my)



**MIDA**  
MALAYSIAN INVESTMENT DEVELOPMENT AUTHORITY

## InvestMalaysia

### MIDA Online Application

A single gateway portal to access applications, company profile and MIDA promotional events.

**Login**

Email

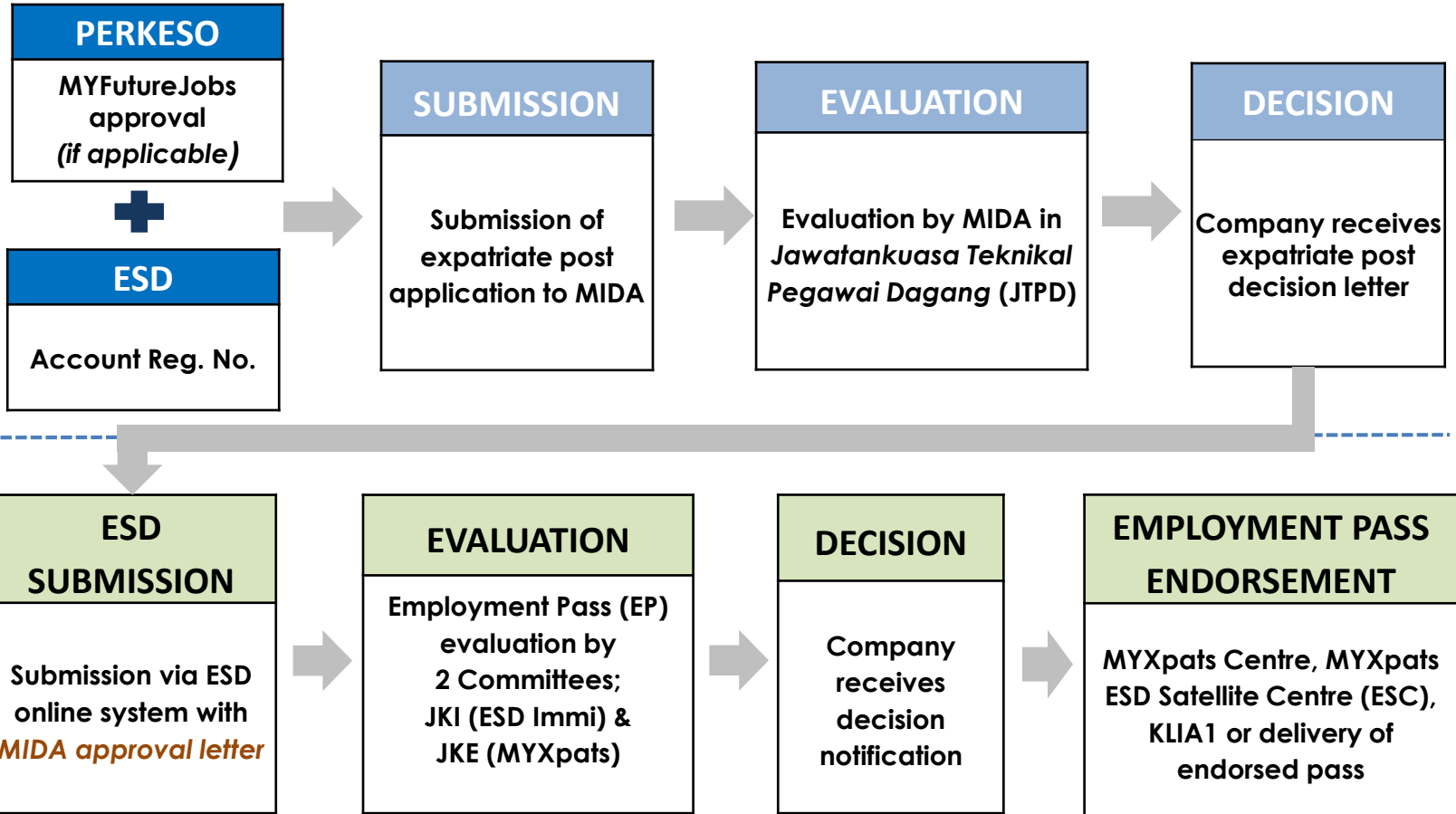
Password

Remember me [Forgot password?](#)

**Log In** **Register**

[Learn About the System](#)

# Process Workflow – Expatriate Applications



## Facilitating Businesses Since 2007

- On-site Immigration Unit has been established in MIDA HQ since 3 December 2007.
- The unit has a staff strength of 14 officers and aims to provide on the following matters:
  - i. Employment Pass (EP) / Pas Lawatan Kerja Sementara (PLKS) for the expatriate posts approved by MIDA;
  - ii. Dependant Pass for the approved EP;
  - iii. Issuance of Visa Dengan Rujukan (VDR) for approved EP/Dependant Pass;
  - iv. Issuance of EP Sticker including Dependant;
  - v. Professional Visit Pass (PVP) – agreed by Jabatan Perdana Menteri (JPM) on 5 February 2007
- The Unit also assists and advises MIDA in terms of immigration matters.



# Common Issues On Expatriate Post And Employment Pass

## 1. ESD Registration (JKI)

- ESD requires supporting documents for newly established company .
- MY Future Jobs-(JPPD) to get approval from PERKESO.

## 2. ESD Projection (JKU)

- Incomplete information such as position, citizen, salary and field of each category for the year.
- Number of post applied inconsistent with the paid up capital and revenue.

## 3. MIDA Expatriates Approval (JTPD)

- No additional investment for MIDA to consider for approval.
- Duplication on expatriate post applied at ESD .

## 4. Employment Pass (JKE)

- New approval letter on change of address/ compay name.
- Qualification does not match with the approval letter.
- Expatriate fails to pay income tax and tax paid inconsistent with salary offered.



***Thank You***