



TalentCorp
GROUP OF COMPANIES



CHARTING YOUR CAREER PATHWAY WITH MYMAHIR

By Talent Corporation Malaysia Berhad (TalentCorp)

MyMAHIR

ABOUT TALENTCORP



Announced in 10th Malaysia Plan.
Began operations on **1st January 2011**

Attract, nurture, and retain **the right expertise** to spur economic growth to achieve high-income nation

Who?

Agency under the **Ministry of Human Resources (MoHR)**

When?

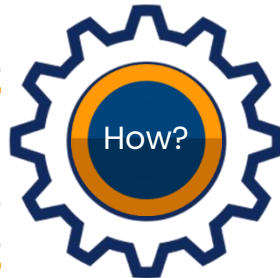
Why?

To transform Malaysia into a **Global Talent Hub**

What?

Advocate **POLICIES**

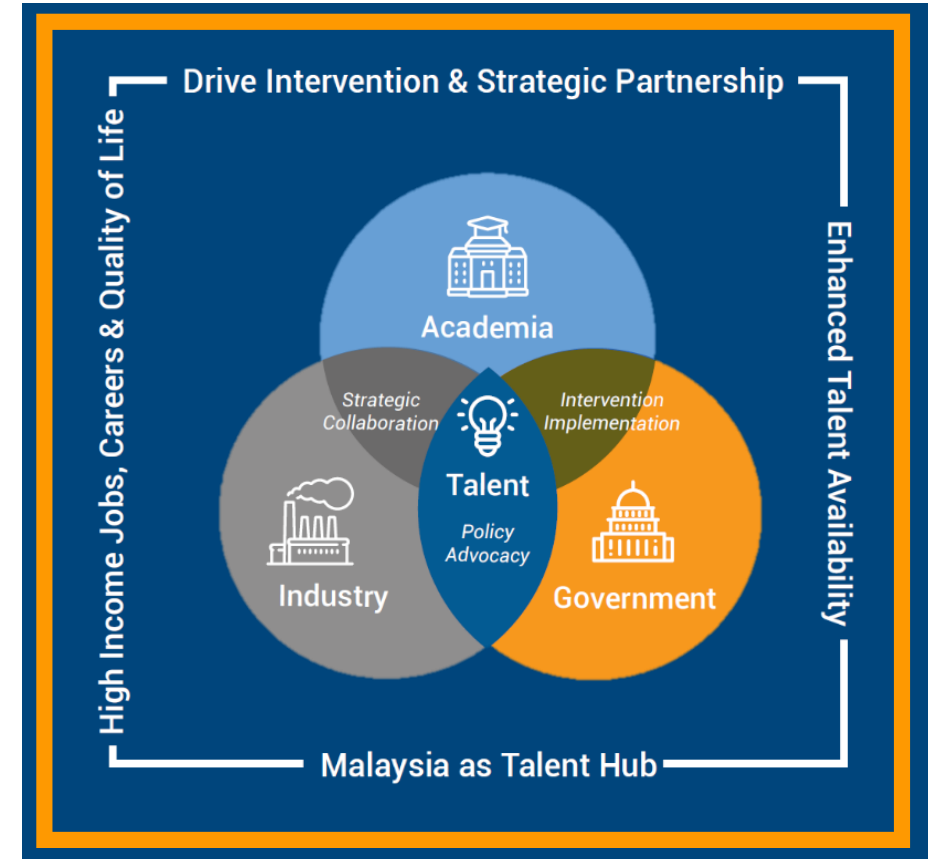
Drive strong & effective **PARTNERSHIPS**



Introduce **BEST PRACTICES**

Intervention **PROGRAMMES**

OUR TALENT-FOCUSED STRATEGY:



TALENTCORP'S NATIONAL INITIATIVES

TALENTCORP'S ENGINES: DATA & INDUSTRY-DRIVEN

MyNext
BY TALENTCORP

An integrated talent solution and analytics platform

MyCOL
CRITICAL OCCUPATIONS LIST

Insights and intelligence on industry talent demand and sought-after occupations

MyHeart

A one-stop platform for Malaysian diaspora to connect, collaborate and co-create

MYXpats

Knowledge base and insights on industry expatriate needs

MyMAHIR
MyNSR

A national skills intelligence platform that provides data-driven insights on roles and skills demand

PARTNERSHIPS: MINISTRY | AGENCIES | INDUSTRY | ACADEMIA | TALENT

SCHOOL



UNIVERSITY

YES!

My SIP
NATIONAL STRATEGIC INTERNSHIP PROGRAMME

LIKES
OLEH TALENTCORP

1:3 Internship Policy

ILHAM
KESUMA

PROFESSIONALS

MyMAHIR
IMPACT STUDY

MyMAHIR
FUTURE SKILLS TALENT COUNCIL
BY TALENTCORP

Xpats
GATEWAY

WOMEN



DIASPORA

MyHeart

VETERANS



Following announcement by the Minister of Human Resource, TalentCorp was tasked to deliver an impact study on AI, Digital and Green Economy to Future Proof Malaysian Workforce

Previous YBM KESUMA: "TalentCorp mandated as KESUMA's Strategic Think Tank"



YB Steven Sim Chee Keong

TalentCorp's unique position – through its many local/ global programmes, working across ministries, agencies, industry and academia

Build government's intelligence capacity to craft strategies for:

- Policy Development
- Advocacy
- Future Planning

Impact Study of Artificial Intelligence (AI), Digital and Green Economy on Malaysian Workforce

Study on the effect of 3 key trends shaping global landscape towards Malaysian workforce and work landscape:

- Artificial Intelligence
- Digital
- Green Economy

Phase 1 and Phase 2 completed

Study to be conducted across 3 phases:

Phase 1	Phase 2	Phase 3
10 sectors <i>Completed</i>	12 sectors <i>5 Completed & published</i> <i>7 not yet published</i>	To be Confirmed

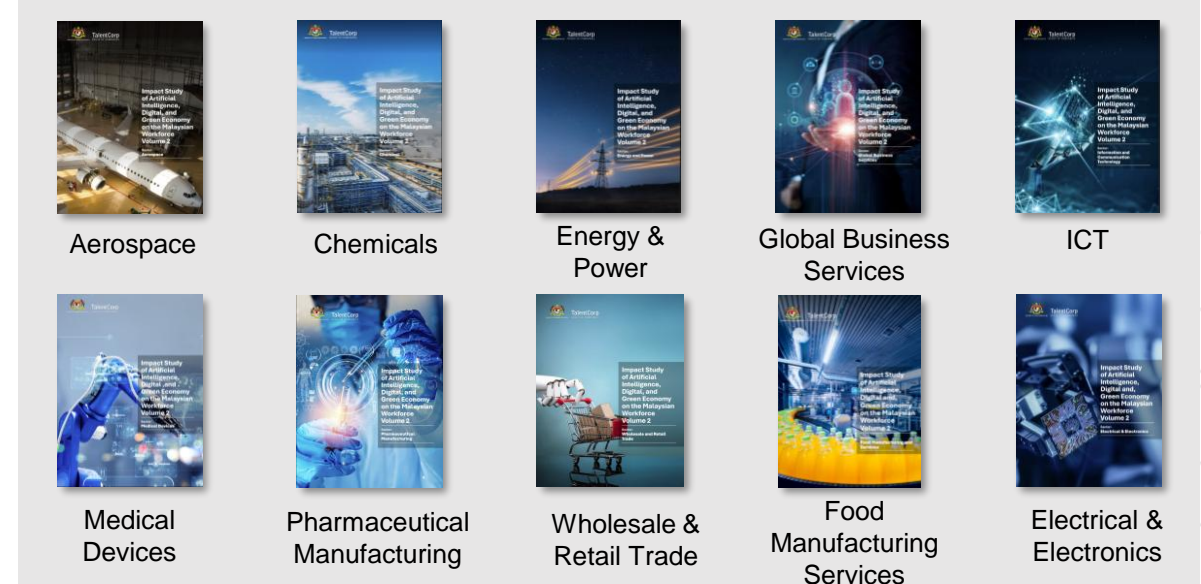
Reference for policymakers and industry to prepare the workforce of the future

The Minister of Human Resources officially launched the Phase 1 Impact Study Report on 18 November 2024

The official launch of Phase 1



What have we achieved, and what have we done?



Example of Organisations:

190 Industry Players Engaged

Non-exhaustive list



~150 Engagements + 10 Workshops



~300 stakeholders including **Senior Leadership** and **C-Suites** engaged during 1-1 engagements and workshops

THE ECOSYSTEM

IMPACT STUDY

The Impact Study dives deep into different sectors and explores the impacts of AI, digitalisation and green economy on different job roles within each sector. The study also identifies potential emerging roles that will exist due to the technological advancement and adoption within the industry,



MyMAHIR
BY TALENTCORP

mymahir.my

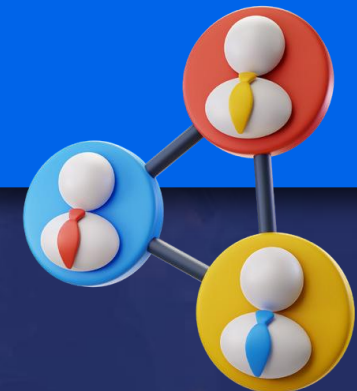
MyMahir is a platform built to equip Malaysians with the knowledge and tools to stay competitive in today's fast-changing job market. Discover the latest industry trends, explore emerging job roles, and access resources to find the skills needed for the digital economy.



MyMAHIR
FUTURE SKILLS TALENT COUNCIL
BY TALENTCORP

Future Skills
Talent Council

The MyMahir Future Skills Talent Council (FSTC), under the auspices of TalentCorp and the Ministry of Human Resources Malaysia (KESUMA), has been making significant strides in shaping Malaysia's workforce for the future. Launched as strategic initiative, the council aims to address the ever-evolving demands of the labour market, driven by rapid technological advancements, globalisation, and sector-specific shifts.

























To understand the **impact of AI, Digital and Green Economy** on the **Malaysian workforce**, and identify:

- i. What are the **jobs impacted**, and **skills required** for each role?
- ii. What are the **solutions available to upskill and reskill** those impacted?
- iii. What are the **strategies and options available** to change career path?
- iv. How do we **come together to implement** this?



IMPACT STUDY PHASE 2: UPDATES

Phase 2 focuses on 12 sectors, to be completed in batches throughout 2025

Phase 1			Phase 2			
Completed (Apr 2024 – Sept 2024)			Batch 1 – Completed (Nov 2024 – Apr 2025)		Batch 2 – Completed (Mar 2025 – Jul 2025)	Batch 3 – Ongoing (Jul 2025 – Nov 2025)
 Aerospace	 Chemicals	 Electrical and Electronics	1  Healthcare	4  Hotel & Accom. Services	6  Automotive	10  Agriculture – Commodities
 Energy & Power	 Food Manufacturing and Services	 Global Business Services	2  Oil & Gas	5  Public Transport	7  Comms & Multimedia	11  Air Transport
 ICT	 Medical Devices	 Pharmaceutical Manufacturing	3  Tourism		8  Construction	12  Sea Transport
 Wholesale and Retail Trade					9  E&P 2.0 – Retail & Commercial	

Collab with MCMC

Key Findings from Phase 1 & 2

1

All sectors have adopted Digitalisation albeit at different paces

4 sectors (*Aerospace, GBS, ICT, Air Transport*) indicated **higher degree of AI adoption** as a result of advanced automation

6 others (*Chemical, E&P, Oil & Gas, Automotive, Agri, Air Transport*) highlighted higher adoption of Green Economy practices due to regulatory requirements

2

A total of 2,266 roles were validated across the 21 sectors

2,146 (95%) represented **existing roles** while the remaining

120 (5%) are **emerging** roles that will be increasingly in demand in next 3-5 years

3

~697K employees expected to be highly impacted in the next 3-5 years

Represents **~12% of the total ~6 mil employees** in the 21 sectors.

Including **~3.2 mil medium-impacted employees** (53%) estimated to be affected.

4

120 emerging roles will become increasingly important

87 (73%) are **AI and Digital-related roles** e.g., AI engineers, data scientists

22 (18%) are **“Green” roles** e.g., sustainability specialists, recycling engineers

11 (9%) are **“New Tech” roles** e.g., autonomous/ remote operator

5

Highly impacted roles can pivot to other roles within or across sectors

Skills transferability will become increasingly desired and the norm

Upskilling is a necessity to future-proof the workforce – no longer an option for talent development and retention

6

A total of 16 basic skills and 1,601 unique specific skills were identified across the 21 sectors

Specific skills in demand revolve around data, e.g., data engineering, data visualisation and management

Digital fluency and sustainability awareness are 2 examples of basic skills that future workforce must have

Level of Adoption on AI, Digital and Green Economy across 22 sectors

■ High ■ Medium ■ Low

Sectors	Adoption Level		
	AI	Digital	GE
Aerospace	High	High	High
Global Business Services	High	High	Medium
ICT	High	High	Medium
Chemicals	Medium	High	High
Energy & Power	Medium	High	High
Electrical & Electronics	Medium	High	Medium
Medical Devices	Medium	High	Medium
Pharma	Medium	High	Medium
Wholesale & Retail Trade	Low	Medium	Medium
Food Manufacturing & Services	Low	Medium	Medium

Sectors	Adoption Level		
	AI	Digital	GE
Oil & Gas	Medium	High	High
Healthcare	Medium	Medium	Medium
Public Transport	Low	Medium	Medium
Tourism	Low	Low	Medium
Hotel & Accommodation Services	Low	Medium	Medium
Automotive	Medium	Medium	High
Construction	Low	Medium	Medium
E&P 2.0 - Retail and Commercial	Medium	Medium	High
Comms & Multimedia	Medium	High	Low
Agri-Commodity	Low	Medium	High
Air Transport	High	Medium	High
Sea Transport	Medium	Medium	Medium

Phase 1 entails ten sectors, with coverage spanning domains, sub-sectors, value chain segments, and core functions

1



ICT

9 domains:

1. Cybersecurity
2. Data & Artificial Intelligence
3. Infrastructure
4. Strategy & Governance
5. Product Development
6. Software & Applications
7. Operations and Support
8. Sales and Marketing
9. Telecommunications

2



Pharmaceutical Manufacturing

4 sub-sectors:

1. Pharmaceutical products
2. Health supplements
3. Veterinary products
4. Traditional Medicine

3



Food Manufacturing and Services

12 sub-sectors:

1. Grain Mill & Starch Products
2. Dairy Products
3. Vegetables & Animals Oils & Fats
4. Beverages
5. Meat
6. Seafood
7. Vegetables
8. Animal Feed
9. Food Products
10. Restaurants & Mobile Food Services
11. Beverages Services
12. Event Catering & Others

4



Electrical and Electronics

3 value-chain segments:

1. Design and Development
2. Manufacturing
3. Assembly, Test and Packaging

5



Aerospace

2 sub-sectors :

1. MRO
2. Aero-manufacturing

6



Wholesale and Retail Trade

8 value chain segments:

- Wholesales
1. Supply Chain Operations
 2. BD & Marketing
 3. Sales
 4. Merchandise
 5. Brand & Marketing
 6. Property
 7. Store Operations & Support
 8. E-Commerce

7



Chemical

3 sub-sectors:

1. Organic Chemicals
2. Inorganic Chemicals
3. Bio-based Chemicals

8



Medical Devices

6 sub-sectors :

1. Consumables
2. Surgical instruments, implants & clinical devices
3. Health Equipment
4. Point of care
5. Non-Minimal invasive product
6. Medical devices from convergence of tech.

9



Energy & Power

3 value-chain segments:

1. Generation
2. Transmission
3. Distribution

Across Conventional Power and Renewable Energy

10



Global Business Services

6 core functions:

1. Finance & Accounting
2. IT & Technology
3. Human Resources
4. Procurement
5. Customer Services
6. Cross Functions

TALENTCORP'S **MYMAHIR ECOSYSTEM**

Building the workforce of the future



Impact of AI, Digital, & Green Economy on the Malaysian Workforce

4 critical components:

- i. Impact Study Findings**
- ii. Online Talent Development Platform**
- iii. Sector Talent Councils**
- iv. Upskilling/Reskilling Programmes**

6 key findings from the Phase 1 impact study

1

All sectors agree that adopting AI, digital technology, and green economy trends is essential for staying competitive and sustainable

2

949 job roles identified, and a skills framework for both basic and specific (technical) skills was reviewed and confirmed with stakeholders

3

~620k jobs, or ~18% of the 3.5 million employees expected to be highly impacted in the next 3-5 years

4

Highly impacted job roles can pivot to other jobs within or across sectors

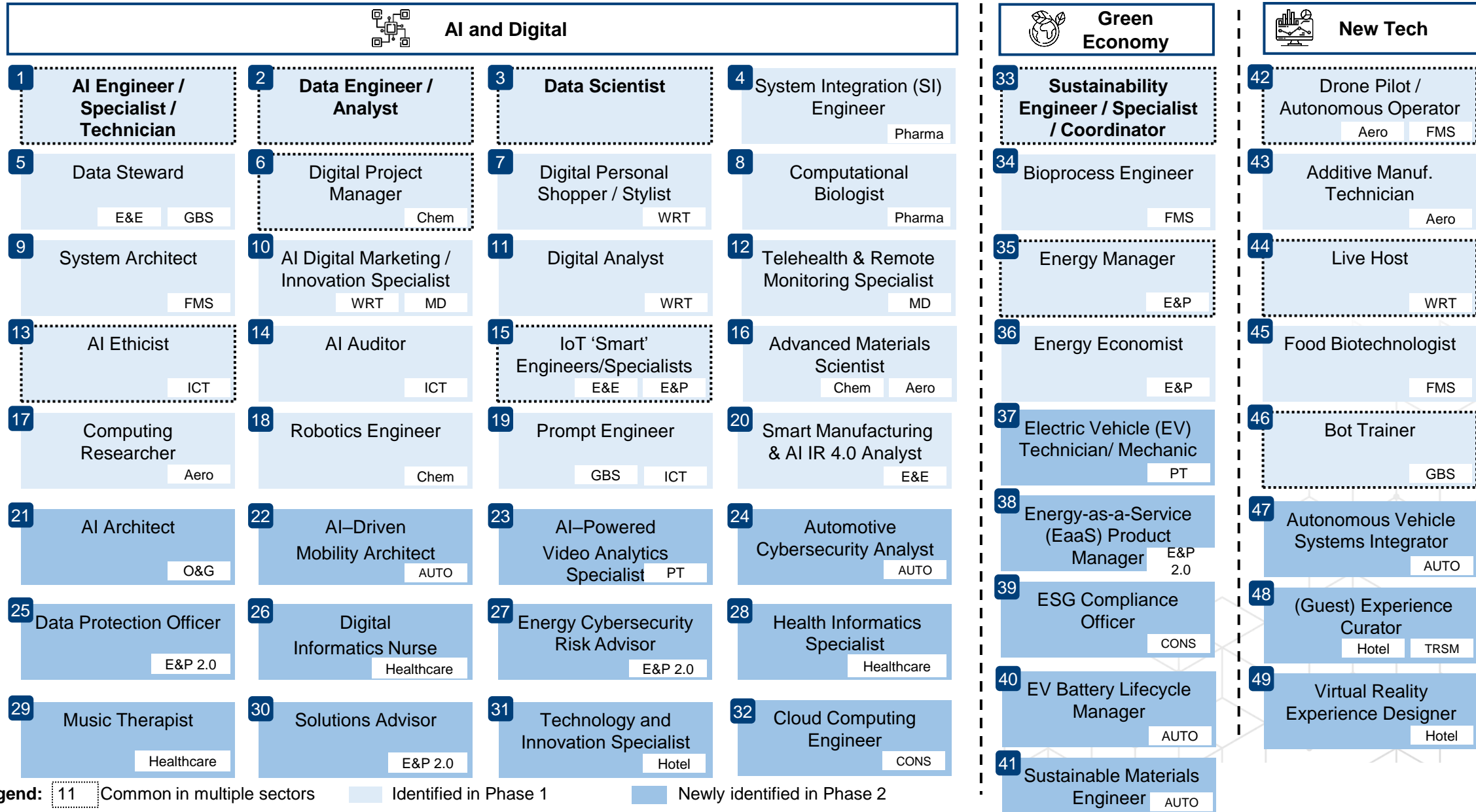
5

60 emerging jobs will become more important, with 70% in AI and digital, 20% in green, and 10% in new technologies

6

Employers are increasingly seeking talents with proficiency in AI, digital, & green skills, even for non-tech roles

Phase 1 & 2: 49 unique emerging roles will become increasingly important over the next 3-5 years



Legend: 11 Common in multiple sectors Identified in Phase 1 Newly identified in Phase 2

Key Finding 4: Basic and specific skills in relation to AI, Digital and Green were comprehensively covered

Top 10 In-Demand Basic Skills across 15 sectors

1. Adaptability and Resiliency *Resilience, flexibility and agility*
2. Cognitive Skills *Reading, writing and mathematics*
3. Communication
4. Critical Thinking *Analytical thinking*
5. Digital and AI Fluency *Technological literacy*
6. Empathy *Empathy and active listening*
7. Innovative Thinking *Creative thinking*
8. Learning Agility *Curiosity and lifelong learning*
9. Sustainability Awareness *Environmental stewardship*
10. Teamwork and Collaboration

Top 10 In-Demand Specific Skills in relation to AI, Digital and Green across 15 sectors

1. Big Data Analytics *AI and big data*
2. Sustainable Business Practices *Environmental stewardship*
3. Eco-Design Principles
4. **Inventory Control Management**
5. Waste Management
6. Cloud Computing
7. Data Management
8. **Data Mining**
9. **Emerging Technology Synthesis**
10. **Environment, Health and Safety**

New In-demand Specific Skills Identified in Phase 2 Batch 1

Key Findings

- **In-demand basic skills:** remain consistent across Phase 1 and Phase 2 Batch 1
- **In-demand specific skills:** **inventory control management, data mining, emerging technology synthesis** and **environment, health and safety** are identified as in-demand for Phase 2 Batch 1, but not in Phase 1 – more Services Sectors to utilize data for decision making and emerging technologies for competitive advantage
- **11 new AI/ Digital and Green skills** identified in Phase 2 Batch 1 (e.g., Environmental Impact Assessment, Deep Learning Frameworks Development, Nature Resource Management, Software and Firmware Updates for Electric Vehicles, Wildlife Management, Environmental Education Programmes, Fuel Life Cycle Analysis)

Legend: XX Identified as 'skills on the rise' in the World Economic Forum Future of Jobs Report 2025

● AI/Digital Skill ● Green Skill

Highly impacted jobs can pivot to other jobs within or across sectors

Example of Process Engineer potentially pivoting to Project Engineer and Fuel System Operations Engineer across the E&P sector

FROM

CURRENT JOB
Highly Impacted

Upskilling/ Reskilling

TO

POTENTIAL JOBS

through HRD Corp and/or SSDC programmes

Transferable Skills

Additional Skills

Non-exhaustive

– Specific Skills –

1. Big Data Analytics
2. Commissioning and Start-up
3. Engineering Drawing Interpretation

Non-exhaustive

– Specific Skills –

1. System Integration
2. Automation System Design
3. Technology Application

On-the-job Coaching and Mentoring within industry



Within Chemical Sector

Production

Integrated Engineer (Emerging Job)

Develops and integrates multiple processes and technologies from different engineering disciplines to enhance the production efficiency

Non-exhaustive

– Specific Skills –

1. Hazardous Materials Identification
2. Process Safety Management
3. Continuous Improvement

Non-exhaustive

– Specific Skills –

1. Fuel Terminal Operations Management
2. Inventory Management
3. Technology Application

On-the-job Coaching and Mentoring across industry



Across Other Sector (e.g., E&P)

Generation

Fuel System Operations Engineer

Oversees fuel system operations and tank storage by monitoring oil quality and quantity



Production

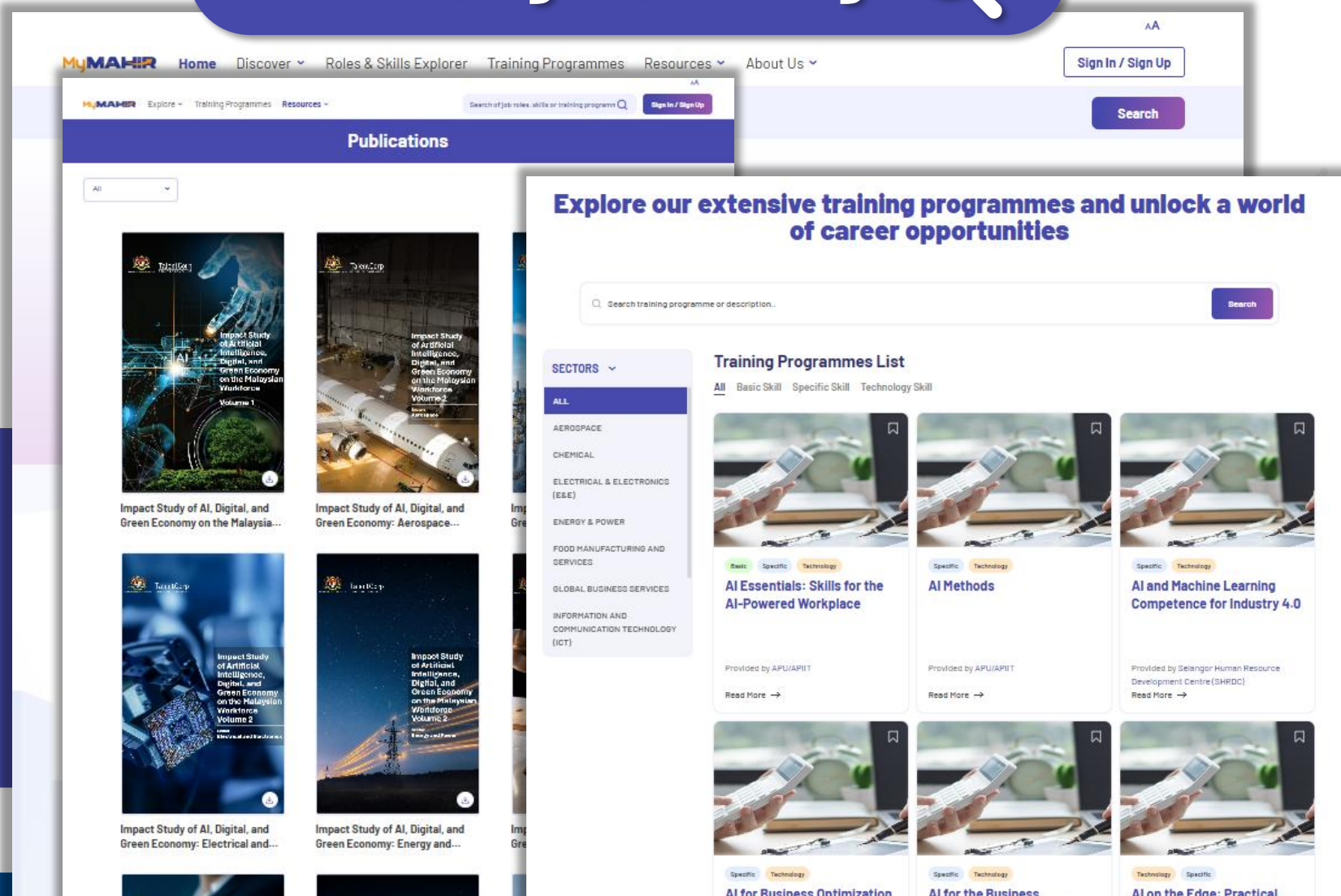
Process Engineer

Provides technical support on process control to optimise the operation

The **MyMahir.my** platform serves as the **main national reference in career planning and training** – not only for students, employees and employers, but also for policymakers and training providers to strengthen the coordination of national talent development.

Designed to help users evaluate and enhance their skills, acquire new competencies, explore career opportunities, and plan their future based on the real needs of the industry

www.mymahir.my 



The screenshot displays the MyMahir.my website interface. At the top, there is a navigation bar with links for Home, Discover, Roles & Skills Explorer, Training Programmes, Resources, and About Us. A search bar is located on the right side of the navigation bar. Below the navigation bar, the main content area is divided into two sections. The left section is titled "Publications" and features a grid of publication covers. The right section is titled "Explore our extensive training programmes and unlock a world of career opportunities" and features a search bar and a "Training Programmes List" section. The "Training Programmes List" section includes a sidebar for "SECTORS" and a grid of training programme cards.

Publications

- Impact Study of AI, Digital, and Green Economy on the Malaysian Workforce Volume 1
- Impact Study of AI, Digital, and Green Economy: Aerospace...
- Impact Study of AI, Digital, and Green Economy: Electrical and...
- Impact Study of AI, Digital, and Green Economy: Energy and...

Explore our extensive training programmes and unlock a world of career opportunities

Search training programme or description...

Training Programmes List

ALL | Basic Skill | Specific Skill | Technology Skill

SECTORS

- AEROSPACE
- CHEMICAL
- ELECTRICAL & ELECTRONICS (E&E)
- ENERGY & POWER
- FOOD MANUFACTURING AND SERVICES
- GLOBAL BUSINESS SERVICES
- INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

Training Programme Cards:

- AI Essentials: Skills for the AI-Powered Workplace
- AI Methods
- AI and Machine Learning Competence for Industry 4.0
- AI for Business Optimization
- AI for the Business
- AI on the Edge: Practical

MyMAHIR Home Explore Roles & Skills Comparator Training Programme Resources About Us My Dashboard David Chong

Discover Your Favourite Roles and Potential Career Pathways

Search role or description...

Journey Ahead

Navigate Your Future Career

Step 1
Embark on your career journey with MyMahir!

Step 2
Plan Your Career Path
Access tools and resources that help you to make informed decisions and set achievable goals for your professional future.

Step 3
Upskill and Reskill
Discover opportunities to enhance your skills through upskilling and reskilling programs, ensuring you stay ahead in a rapidly evolving job market.

Step 4
Explore New Career Opportunities
Uncover new and exciting career paths and the skills needed for them, opening doors to a world of possibilities.

Above 15 Years Old

DUPLICATE MY FAVORITE

Accountant

An accountant is a person who he/she records of money for businesses or individuals. They make sure everything adds up, handle taxes, create financial reports and help people to make better financial decisions or explain to them how they can improve their financial positions. They are in demand everywhere.

Career Path

Current Role
Bank Customer Service Representative

Upskilling and Reskilling

- Numeracy
- Planning And Organizing
- Teamwork
- Oral Communication
- Art Of Negotiation
- Office Management
- Critical Thinking & Decision Making
- Data Analysis/Information

Possible Roles to Transition Into

- Line Operator
- Maintenance Manager
- Product Executive
- Assistant Food Technologist
- Product Planner
- Multimedia Engineer
- Production Manager
- Production Engineer

Basic Skills

There are 10 basic skills that you need to master to be successful in your career. These skills are the foundation of your career. They are essential for the most job roles and serve as building blocks for more advanced capabilities. This table of 10 basic skills can help you to identify your strengths and weaknesses, facilitating successful performance in your career.

Digital Engagement	Digital Engagement	Business Operations & Financial Activities
Cleaning & Maintenance	Communication & Collaboration	Construction
Cleaning & Maintenance	Communication & Collaboration	Construction

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HI THERE!

Career exploration for students: Easy, Fun, & Free

What Role Are You Interested In? Search

DIVE INTO OUR EXTENSIVE LIBRARY OF EXCITING VIDEOS

Sort A-Z

Accountant
Watch Video →

Academic Researcher
Watch Video →

Aeronautic/ Aviation Engineer
Watch Video →

Accountant
Watch Video →

Academic Researcher
Watch Video →

Aeronautic/ Aviation Engineer
Watch Video →

Accountant
Watch Video →

Academic Researcher
Watch Video →

Aeronautic/ Aviation Engineer
Watch Video →

Below 15 Years Old

MyMAHIR SECTOR TALENT COUNCILS

The **MyMahir Future Skills Talent Council (FSTC)** is an industry-driven, sector-led initiative bringing together industry leaders to identify the evolving skills needed in their sectors and to guide the development of relevant training programmes.

OUTCOME



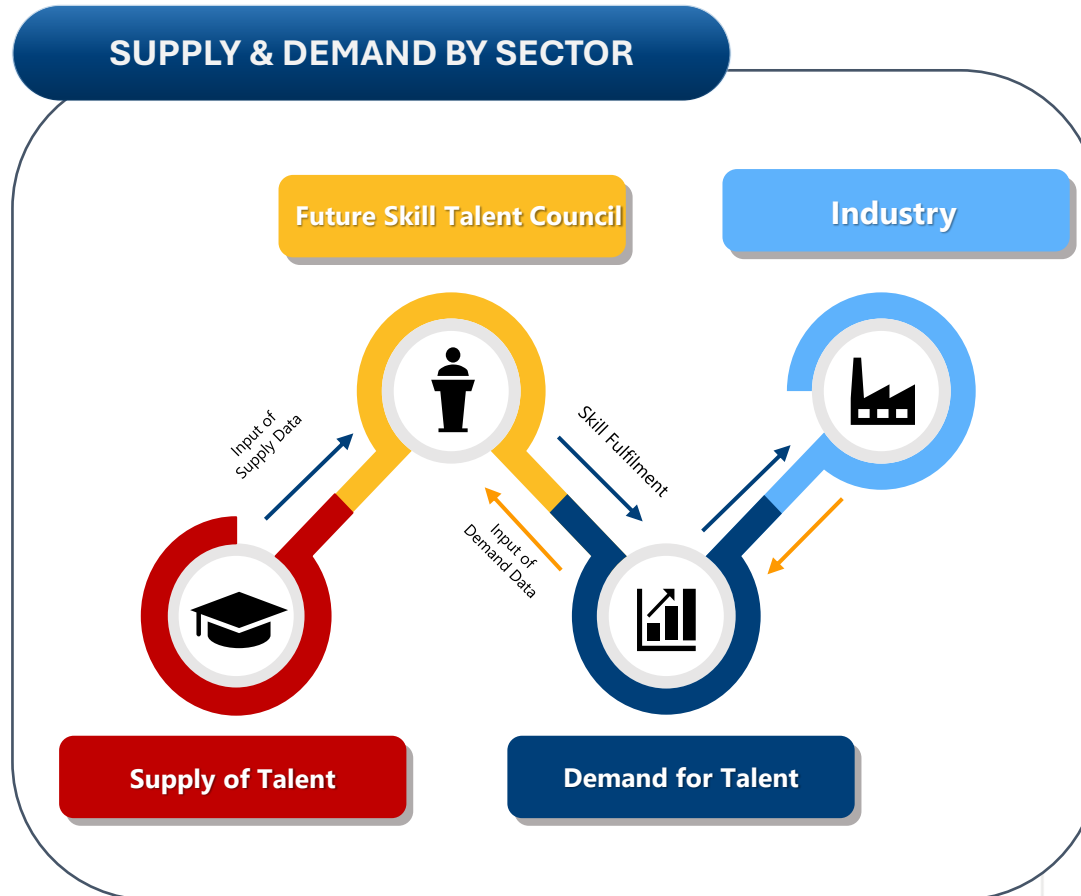
Employers identify **current skills shortages and anticipate emerging roles and skills**, directly shape national reskilling priorities, curriculum inputs, and talent mobility strategies

BEST PRACTICES



Based on recommendations by **International Labor Organization (ILO)** & best practices (i.e. **Singapore, India, Australia, Philippines**)

SUPPLY & DEMAND BY SECTOR



18 SECTORS

E&E	ICT	Aerospace	Pharma
FMS	GBS	Wholesale & Retail	Energy & Power
Hotel & Tourism	Medical Devices	Data Centre	Financial
Healthcare	Oil & Gas	Construction	Automotive
Logistic & Transportation	Agri-commodity	+ 1 National AI Council for Industry	

17 SECTOR COUNCILS ESTABLISHED
1 more sector by the end of 2025

Together with:



MORE THAN 200 COMPANIES ARE MEMBERS OF MYMAHIR FSTC

E&E

ICT

AEROSPACE

PHARMACEUTICAL

FMS

GBS

WHOLESALE & RETAIL

ENERGY & POWER

HOTEL & TOURISM



MEDICAL DEVICES

DATA CENTRE

FINANCIAL

HEALTHCARE

OIL & GAS

CONSTRUCTION

AUTOMOTIVE

LOGISTICS & TRANSPORTATION

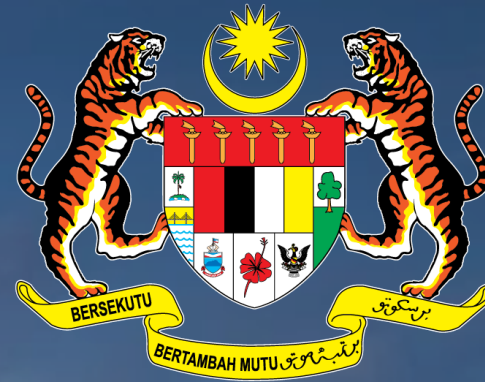


+ 1 National AI Council for Industry

GOVT AGENCIES & ASSOCIATIONS



*Logos shown represent some of the key players and are not exhaustive



MINISTRY OF HUMAN RESOURCES

STRATEGIC . VISIONARY . LEADING

PREPARING THE WORKFORCE FOR THE FUTURE



MINISTRY OF HUMAN RESOURCES

TalentCorp
GROUP OF COMPANIES