

FUTURE READY TALENT



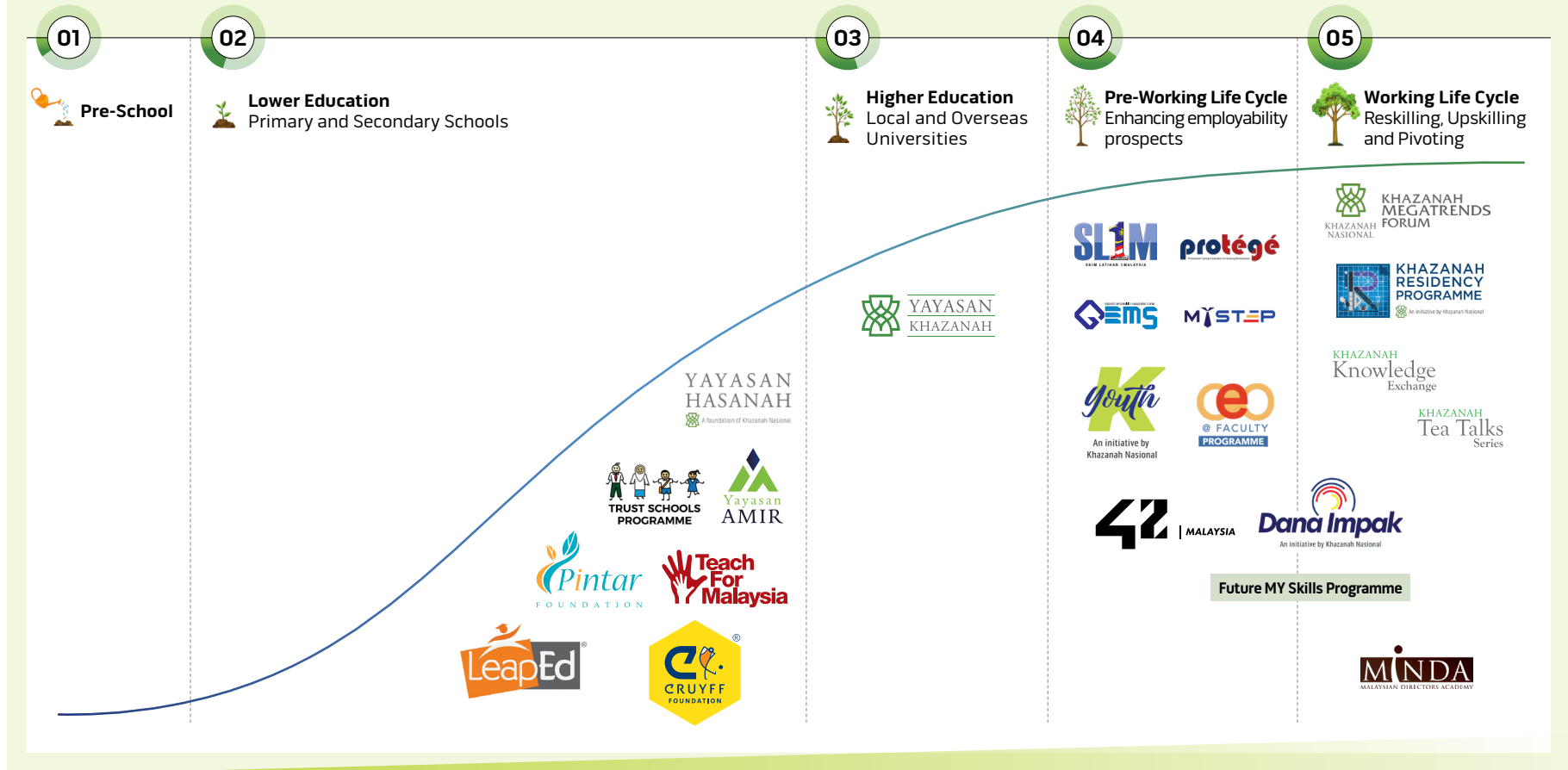
Human capital development is crucial for a nation to progress economically and socially. A well-educated and skilled workforce drives productivity, fosters technological advancements and enhances the overall competitiveness of a country. Since 2006, Khazanah has remained steadfast in nurturing Malaysia's talent pool through a comprehensive range of upskilling and empowerment initiatives.

Introduced in 2009, the Cradle-to-Grave Development Philosophy epitomises our end-to-end human capital development cycle. This philosophy depicts our involvement spanning nearly every phase of human life, from the earliest stages of education through to professional careers and beyond. By investing in a diverse array of programmes and initiatives, we aim to create a sustainable, future-ready workforce that drives Malaysia's economic and social growth.

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Cradle-to-Grave Development Philosophy

Introduced in 2009, the Cradle-to-Grave philosophy depicts the end-to-end human capital development cycle, with Khazanah's involvement spanning nearly every phase of human life.



Central to this commitment is the creation of numerous platforms aimed at upskilling and empowering individuals. These platforms include scholarships for higher education, vocational training, leadership development courses and continuous professional education opportunities. This approach ensures that the nation's talent pool remains robust, adaptable and ready to meet the challenges of tomorrow.

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K-Youth



An initiative by
Khazanah Nasional

Launched in 2023, K-Youth is a youth employability enhancement initiative designed to develop future talents with commercially relevant skills and experiences, particularly in Technical and Vocational Education and Training (TVET). The programme is structured into three distinct tracks:



► The K-Youth booth at the Graduan Aspire 2024.

Khazanah Residency Programme (KRP)



KRP is designed to develop Malaysian talents by equipping them with the knowledge, skills and networks necessary to excel in their respective fields. This is achieved through established short-term residencies, fellowships and courses conducted by world-renowned institutions.

KRP comprises three key initiatives: the Wolfson Press Fellowship, the Khazanah Nasional Associate Artist Residency Programme and the newly introduced KRP Sustainability Programme, which replaced the Design Residency. In line with Khazanah's sustainability goals and global megatrends, the KRP Sustainability Programme was introduced in 2023 as a pilot initiative.

The inaugural cohort of participants attended the Prince of Wales Business and Sustainability Programme – Asia, organised by the University of Cambridge's Institute for Sustainability Leadership, held in Singapore.

Track A

Focus on three key industries – Hospitality & Services, Machinery & Equipment Specialist certification and Digital & Technology.

Track B

Offers a structured two-year development programme for youths in their penultimate or final year of education.

Track C

Provides a structured two-year development programme for 50 career centres.

In 2023, K-Youth saw the participation of 8,381 youths, with 83% of participants securing employment post-programme.

Khazanah plays an integral role in developing Malaysia's talent pool and bridging the widening skills supply-demand gap. In addition to the K-Youth initiative, we launched the **Future Malaysia Skills (FMS)** initiative under Dana Impak. FMS is a talent generation platform to drive talent development and prepare Malaysia for the future of work by spurring in-demand skills and access to high-quality jobs.

 To learn more about FMS, please refer to **Chapter 4 By Optimising Our Portfolio To Sustain Growth - Dana Impak Portfolio** on page 54 of this report.

 To learn more about KRP programme, please refer to **Our People** on page 96 of this report.

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Leadership Development Programmes

We are committed to strengthening our leadership pipeline through targeted development interventions designed to cultivate leaders at various levels within the organisation, through:

01

Senior Leadership Development Programme (SLDP)

Prepares senior leaders for demanding and challenging roles by accelerating their development through personalised actions focused on closing critical skills and knowledge gaps.

02

Khazanah Leadership Development Programme (KLDP)

Targeted at mid-level managers, this programme employs a blend of lectures, coaching, simulations and action-learning modules to develop leadership capabilities.

03

360 Leadership Feedback

Utilising a multi-rater survey, this initiative helps leaders understand their strengths and areas for growth by soliciting comprehensive feedback from peers, subordinates and supervisors.

YAYASAN HASANAH

A foundation of Khazanah Nasional

Beyond our internal efforts, our philanthropic arm, Yayasan Hasanah, is dedicated to uplifting Malaysia through initiatives that address community, social and environmental challenges. These include enhancing academic and life skills, nurturing future generations and empowering marginalised communities nationwide. These initiatives allow us to reach diverse stakeholders of varying backgrounds and ages, making a meaningful impact across Malaysian society.

Education Focus Areas



PINTAR Foundation

Strengthens academic and non-academic excellence, particularly for students in underserved communities nationwide, via programmes focusing on mental health literacy, financial empowerment and youth entrepreneurship.



Chumbaka

Nurtures a future-ready generation through three essential pillars, namely Mentor, Curriculum and Technology.



MySkills Foundation

Empowers students through after-school engagements to equip at-risk youths from marginalised B40 communities in Kalumpang, Selangor, with market-relevant skills.

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Education Focus Areas

**Yayasan Food Bank Malaysia**

Empowers the Bateq Orang Asli children with foundational literacy and numeracy skills through an alternative school in the jungles of Kampung Cangkung, Pahang; as well as providing access to nutritious food, healthcare, as well as water, sanitation and hygiene (WASH) facilities.

**UNIMAS**

Improves science, mathematics and coding learning outcomes of B40 primary school students at Kampung Muhibbah using game-based learning.

**B-TOP**

Amplifies mental health and wellbeing in Kelantan schools through access to mental health and psychosocial support (MHPSS) beyond the school.

**Project ID**

Equips and empowers Pembimbing Rakan Sebaya (PRS) with the skills and confidence to support their peers' mental and socio-emotional wellbeing.

**PEMIMPIN**

Builds the leadership skills of school leaders in Orang Asli Schools in Perak with various skills and knowledge to help them empower their teachers and community and ultimately improve student outcomes.

**SAORA Industries**

Supports juvenile rehabilitation by addressing the mental and physical health of juveniles in hopes of reintegration into society.

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Community Development Focus Areas



Women of Will

Provides free skills training, entrepreneurship development support and business coaching.



Good Shepherd Services

Amplifies leadership collectives for wider socio-economic resilience and sustainability in the Mukim of Lanas, Keningau, Sabah.



Pepper Labs Sdn Bhd

Empowers B40 microentrepreneurs in Klang Valley by equipping them with cloud kitchen management skills and enhancing their income through a sustainable end-to-end supply chain ecosystem, including equity ownership.



GE Nitrate Solutions

Aims to replicate a sustainable hydroponic farming model in five villages in the Keningau district, involving 20 farmers through the provision of hydroponic systems and training on farming and entrepreneurship to generate additional income for B40 farmers.

In conclusion, these initiatives underscore Khazanah's ongoing commitment to advancing socio-economic progress in Malaysia. The Cradle-to-Grave Development Philosophy, introduced in 2009, reflects our nationwide approach to nurturing human capital throughout all stages of life. By offering scholarships, vocational training, leadership courses and continuous professional education, we cultivate a dynamic talent pool ready to tackle future challenges. Recent programmes like K-Youth and Future Malaysia Skills prioritise equipping youth with relevant TVET skills, which is crucial for boosting productivity and competitiveness.

The success of these endeavours relies on a collective, nationwide effort. Realising Ekonomi MADANI's aspirations requires broad-based support and collaboration across sectors and stakeholders. We are dedicated to identifying opportunities to foster talent pipelines, bolstering our economy and increasing Malaysia's attractiveness for investment. Empowering future generations with the right skills not only nurtures personal growth but also fortifies our nation's resilience. Together, through unified action, we aim to ensure these initiatives achieve their goals, driving sustained socio-economic prosperity for Malaysia's future — a future we are all invested in building.