



ANNUAL REPORT 2024



## Cover Rationale

At a time when inclusivity, expertise, and leadership are increasingly pivotal to a country's sustainable progress, Yayasan Peneraju is driving meaningful change by empowering Bumiputera individuals to become economic multipliers and social catalysts. Our mission to transform lives in an impactful and far-reaching manner is premised on our new tagline "Make the Change".

The 2024 Annual Report is centred around Make the Change to demonstrate our adaptability and how Bumiputera talents can maximise their potential with structured support and financial aid, as evidenced by Yayasan Peneraju's high-achieving alumni and scholars, some of whom are featured on the cover.

Together, we are on a transformative journey of cultivating world-class professionals, innovators and entrepreneurs as value creators, thriving both locally and globally, elevating communities while contributing towards strengthening the economic and social fabric of Malaysia.

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# Foreword

## Minister of Economy



"Hence, the empowerment of Bumiputera talents is more pivotal than ever in closing these gaps, with strategic collaborations between industry players, educational institutions and government agencies leading the way to provide the necessary foundational support to build adaptable, resilient and future-ready individuals."



Malaysia's economic performance saw a significant uptick in 2024 under the MADANI Government, making noteworthy strides towards achieving high-income nation status. With gross domestic product (GDP) growth of 5.1% in 2024, our economy demonstrated robust investor confidence, rising productivity, a strengthening currency and expanding opportunities for all Malaysians. The strong growth trajectory positioned us among the region's top-performing economies, reaffirming our resilience in an increasingly complex global marketplace.

Our continued progress in 2024 hinges on sustaining strategic private sector investments, sound reform policies, and, above all, strengthening the economic structure and earning capabilities of the Rakyat. Human capital development is the cornerstone of national growth. As we transition to the 13<sup>th</sup> Malaysia Plan (13MP), one of our core focuses is talent development that enables higher, more equitable incomes. We see this as achievable through the cultivation of more advanced skills and growth acceleration of high value, high technology industries to drive sustainable, long-term prosperity for all. Given the contributing factors, Malaysia is well-positioned to become a hub for investment and innovation.

To realise this vision and form a stronger talent pipeline, we cannot ignore the bottom 40% of household income group (B40) made up predominantly of the Bumiputera community who continue to face persistent challenges – particularly in accessing quality education and securing meaningful participation in vital economic industries. These disparities, if left unaddressed, risk widening the socioeconomic gap, especially as rapid technological advancements and new investments are reshaping industries and demanding new skill sets.

Hence, the empowerment of Bumiputera talents is more pivotal than ever in closing these gaps, with strategic

collaborations between industry players, educational institutions and government agencies leading the way to provide the necessary foundational support to build adaptable, resilient and future-ready individuals.

Raising the bar in Bumiputera talent development is Yayasan Peneraju, which has already transformed more than 70,000 individuals to date by strengthening their economic competitiveness and skills to secure high-income opportunities and to excel in key industries. Over the past decade, the foundation has played a vital role in building a structured talent base that aligns with fundamental national economic goals. Its efforts go beyond career opportunities to uplift communities and improve overall quality of life. We see tangible progress in critical socioeconomic indicators, including higher household incomes, increased Bumiputera representation in the workforce, and larger equity ownership. This clearly reflects the power of investing in human capital and the lasting impact of a well-designed talent agenda.

As we move forward, ensuring sustainable progress remains the MADANI Government's priority. I would like to take this opportunity to express the Government's appreciation to Yayasan Peneraju for its firm commitment to elevating talent and empowering communities that serve as the foundation for a more inclusive, competitive and prosperous Malaysia. Together, we must continue building a brighter economic future and foster shared prosperity for generations to come.

**Dato' Seri Mohd Rafizi Ramli**  
**Minister of Economy**

# Letter from the Chief Executive Officer



"We are now moving from wealth creation to value creation, with a focus on creating Bumiputera industry leaders and innovators. Our goal is to position them in roles of leadership, ownership and economic influence. By expanding our role as a strategic talent hub, we are on a mission to transform talent in line with the MADANI Government's economic agenda."

For the past 12 years, Yayasan Peneraju has prioritised the development of Bumiputera talents, guiding them toward higher earnings and more definitive industry roles. Through the foundation's five main thrusts' programmes, we are empowering high-potential individuals with targeted skills and dynamic knowledge, enabling them to secure lucrative jobs, strengthening communities and contributing to economic progress.

Building competitive, future-ready Bumiputera talents requires more than just skills training and employment opportunities. It demands a bold vision, a structured approach and a deep commitment to nurturing talents that can drive change in the country's future. As we navigate an evolving economic landscape and shifting industry expectations, Yayasan Peneraju's role is evolving too, as we shape Bumiputera talents not just as participants in the economy but as key architects of its future.

We are now moving from wealth creation to value creation, with a focus on creating Bumiputera industry leaders and innovators. Our goal is to position them in roles of leadership, ownership and economic influence. By expanding our role as a strategic talent hub, we are on a mission to transform talent in line with the MADANI Government's economic agenda.

At the heart of this transformation is our Talent Bank, a first-of-its-kind initiative launched in 2024, aimed to develop 10,000 outstanding individuals by 2030. With the support of the Talent Bank and our network of collaborative partners, we intend to amplify these individuals' socio-economic contributions through value creation. Technology and digital integration are the key enablers in this journey. Our AI-driven platform, powered by data analytics, will ensure precision in talent matching and development, helping these talents evolve into the nation's changemakers.

Looking ahead, our vision is clear – drive meaningful change by empowering the Bumiputera to become economic multipliers and social catalysts. This journey is not one we undertake alone. I extend my deepest gratitude to the Ministry of Economy, government agencies, industry stakeholders, talents, alumni and numerous others who continue to place their trust in us. By working hand in hand, we can Make the Change that will drive our communities and nation forward sustainably.

**Ibrahim Sani**  
Chief Executive Officer

# What We Do & Why It Matters

Operating since 2012, Yayasan Peneraju is an agency under the **Ministry of Economy** that serves as a strategic hub to **identify**, **nurture** and **manage** talents to develop **Bumiputera** class of **Value Creators**



## Vision

To accelerate the global competitiveness of Bumiputera talents



## Our Mission

To create the most efficient funnelling mechanism for Bumiputera talents to become Value Creators



## Our Goal

Yayasan Peneraju as Talent Bank to funnel talents towards Value Creation

## Key Functions



Talent Identification & Acquisition



Talent Development & Enhancement



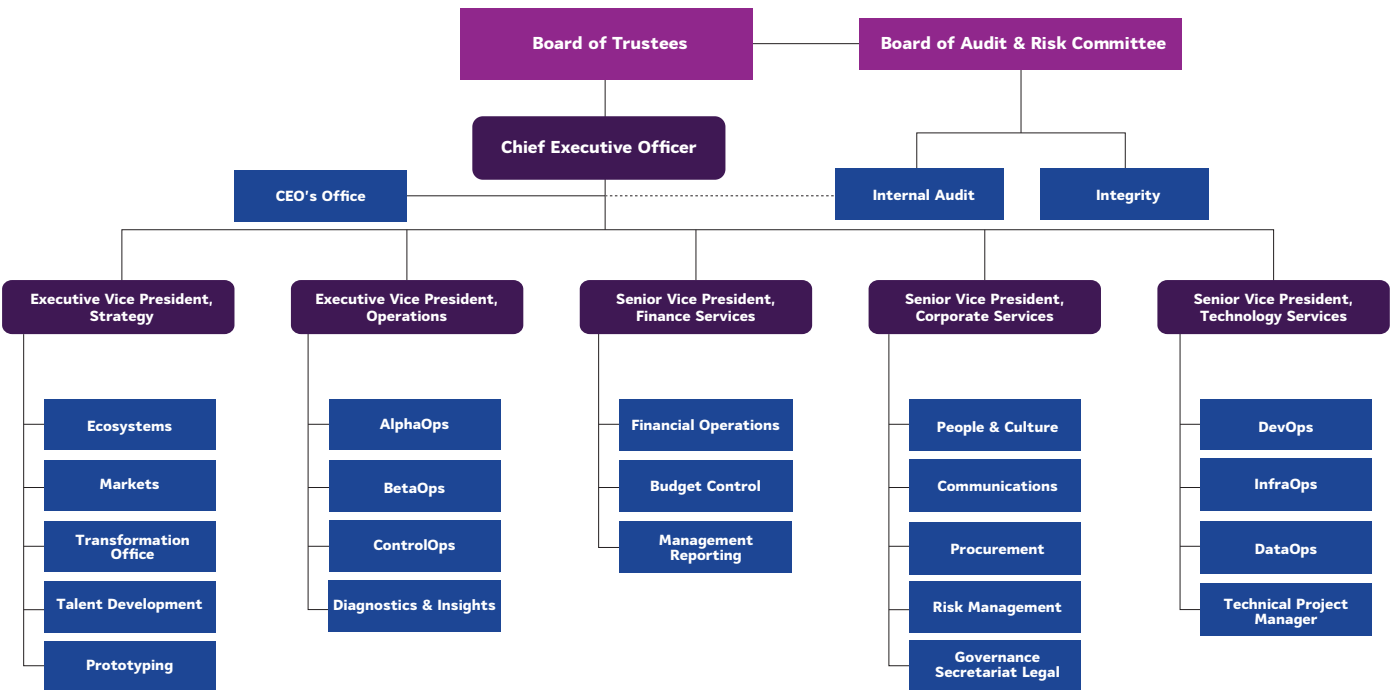
Financial Resource Mobilisation



Networking & Industry Integration



# Organisational Structure



## Board of Trustees



YB Dato' Seri Mohd Rafizi Ramli



YBhg. Dato' Nor Azmie Diron

## Advisory Council



Dato' Omar Siddiq



Datuk Dr. Yasmin Mahmood



Datuk Dr. Nora Abd Manaf



Professor Dato' Dr. Adeeba Kamarulzaman



Dr. Nungsari Ahmad Radhi



Nurhisham Hussein



# 2024 Highlights

## Redefining Our Mission: A New Chapter

1 April

On 2 April 2024, we marked a new chapter in our journey by rebranding Yayasan Peneraju Pendidikan Bumiputera to Yayasan Peneraju. This move reflects our commitment to evolving and adapting to the diverse needs of Bumiputera talents. As part of this rebranding, we unveiled a fresh tagline Make the Change replace our previous Realising Aspirations. It emphasises our dedication to nurturing talents holistically, while actively contributing to the nation's progress in alignment with the MADANI Government's vision.



## ShYFT Becomes Peneraju Alumni

As part of our rebranding efforts, our Scholar of Yayasan Peneraju for Transformation (ShYFT) programme has been renamed Peneraju Alumni. This change reflects our commitment to continue empowering our high-achieving alumni community with continued support and growth opportunities beyond the initial programmes. Through collaboration and enhanced professional development, we aim to shape our alumni into future leaders and value creators.



20 May

## Majlis Tiga Agensi Mandat Bumiputera

The Ministry of Economy announced the strategic realignment of three Bumiputera-mandated agencies at the Majlis Tiga Agensi Mandat Bumiputera to elevate Bumiputera economic participation in a more structured, sustainable and effective way, focusing on high-demand industries and enhancing skills development to meet the evolving needs of the future workforce.



29 April



## Ask Minister Anything

The Ask Minister Anything (AMA) session made its debut with the esteemed YB Dato' Seri Rafizi Ramli, Minister of Economy. Moderated by our CEO Ibrahim Sani, the session attracted over 900 scholars, both in person and online. This dialogue session provided talents and alumni with a unique opportunity to engage directly with the Minister, gaining valuable insights into government policies and other relevant topics that support the development of Bumiputera talent.



20 June

## Launch of YP Talent Bank - First Bumiputera Leadership Platform



The launch of the YP Talent Bank marked a significant milestone in our mission to develop Bumiputera leaders and enhance their competitive advantage. Officiated by Deputy Minister of Economy YB Dato Hajjah Hanifah Hajar Taib, this first-of-its-kind platform aims to develop 10,000 professional, business, and community leaders by 2030. By emphasising innovation and other drivers of change, this initiative reflects our commitment to creating value rather than adding value.

## Unveiling of Pelan Transformasi Ekonomi Bumiputera 2035 (PuTERA35)

19 August

PuTERA35, officially launched by Prime Minister YAB Dato' Seri Anwar Ibrahim in August, is a comprehensive plan designed to play a pivotal role in uplifting the Bumiputera community economically by 2035. The plan aims to enhance economic participation, improve living standards and reduce economic disparities, in line with the MADANI Government's vision for sustainable progress. Key targets include increasing Bumiputera employment in skilled sectors to 70% and raising Bumiputera equity ownership to 30%, further reinforcing the importance of YP's ongoing efforts to empower Bumiputera talent and bridge the economic gap.

## Launch of Yayasan Peneraju Exchange (YPX)

26 October



October saw the launch of the inaugural Yayasan Peneraju Exchange (YPX) in Kota Kinabalu, Sabah, followed by sessions in Kuching, Sarawak and Johor Bahru. These events brought together professionals, business and community leaders, as well as members of the public to collaborate and drive innovation. The YPX Sabah Chapter marked the first of a nationwide series aimed to support emerging leaders through knowledge sharing and networking, ensuring they stay relevant and adaptable in an evolving workforce.







# The Way Forward

# Our Roadmap To 2030

Since our inception in 2012, Yayasan Peneraju has been steadfast in its commitment to transformative talent development and economic empowerment. Over the years, we have successfully nurtured over 70,000 Bumiputera talents, enabling them to realise their potential and contribute meaningfully across various sectors of Malaysia's workforce.

With the launch of YP Talent Bank in 2024, our objective has evolved from merely driving 'wealth creation' to delivering 'value creation'. We now aim to cultivate a new generation of professional, business, and community leaders who can compete globally while contributing to Malaysia's socio-economic growth.

Our Roadmap to 2030 encapsulates this redefined direction: to position Yayasan Peneraju as a strategic Talent Bank, dedicated to developing 10,000 Bumiputera talents with active economic participation and control across various economic sectors by 2030, aligning with the MADANI Government's vision for a progressive and inclusive national economy.

# Creating 10,000 Bumiputera Leaders

With a deliberate shift towards value creation, our Roadmap to 2030 is centred on developing and funnelling 10,000 Bumiputera talents into three key leadership categories: Professional Leaders, Business Leaders and Community Leaders.

Our focus will be on identifying, enabling and facilitating high-potential individuals throughout their development journey. By integrating and balancing human capital, social capital and economic capital within our talent development framework, the Roadmap establishes clear strategies, milestones and measurable outcomes.

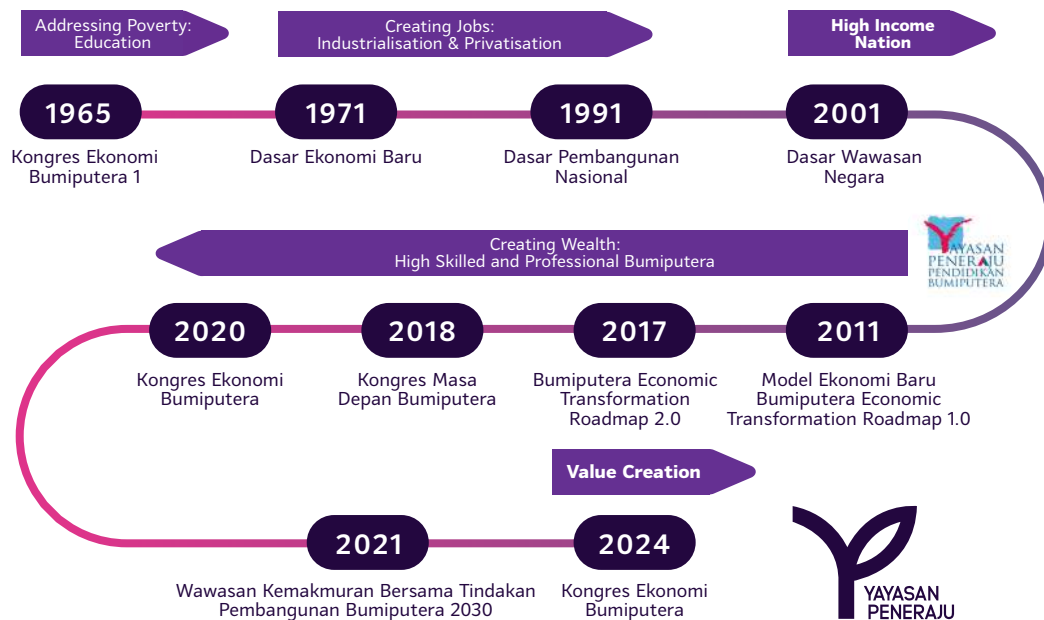
Ultimately, our aim is to transform these talents into impactful economic drivers, not just value adders, but value creators who lead and shape high-value sectors in Malaysia and beyond.





# Contextualising the Challenges: Bumiputera Economic Policy Timeline

Since 1965, Malaysia has implemented a range of policies to enhance Bumiputera economic participation, including the New Economic Policy (NEP). While this has collectively improved opportunities for the Bumiputera community, challenges such as limited access to quality education, income inequality, and leadership representation remain. As a result of the recent realignment of the roles of Bumiputera-mandated government agencies in accelerating the community's development, Yayasan Peneraju will now focus on developing Value Creators to better address the gap between potential and opportunity.



## Current State

<b>Ratio of Wage</b> Chinese 1 : 0.83 Bumiputera	<b>Ratio of Household Income</b> Chinese 1 : 0.71 Bumiputera	<b>Absolute Poverty Incidence</b> <ul style="list-style-type: none"> <li>Bumiputera 7.9</li> <li>Malaysia 6.2</li> <li>Chinese 1.4</li> </ul>	<b>&gt;62% Bumiputera Labour Force</b> SPM and below	<b>Equity Ownership Bumiputera</b> <ul style="list-style-type: none"> <li>Bumiputera : 18.4%</li> <li>Non-Bumiputera : 25%</li> <li>Foreign &amp; Nominees : 57.8%</li> </ul>
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Source: RMK12 Mid Term Review

Source: RMK12 Mid Term Review

Source: DOSM Statistics on Poverty in Malaysia 2022

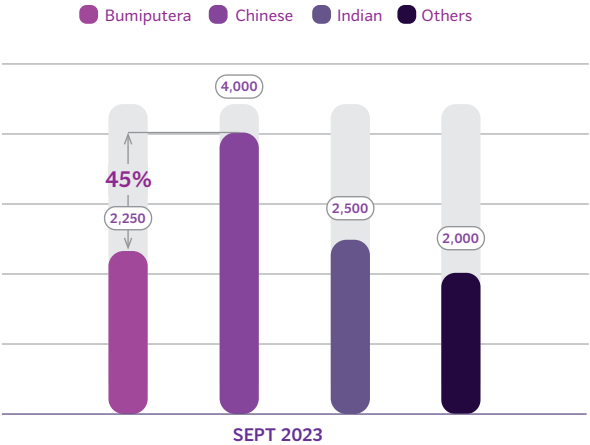
Source: DOSM Bumiputera Statistics 2023

Source: RMK12

# Current State: Wealth Creation

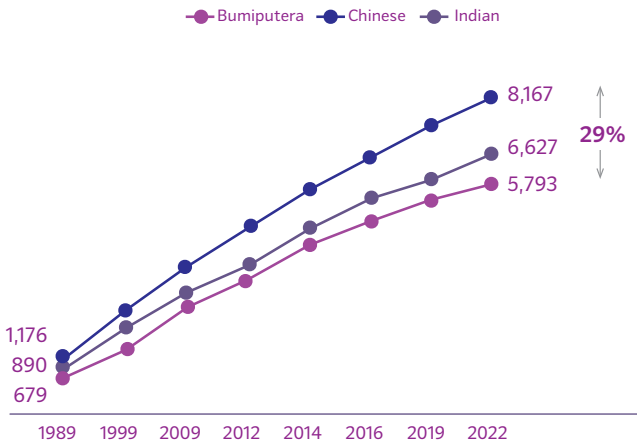
Our new objective ensures that the talents empowered by Yayasan Peneraju are not only well-positioned high achievers but are also reshaping the economic landscape and generating long-term impact to sustain the nation's ongoing progress.

Median Wages of Formal Workers, Sept 2023



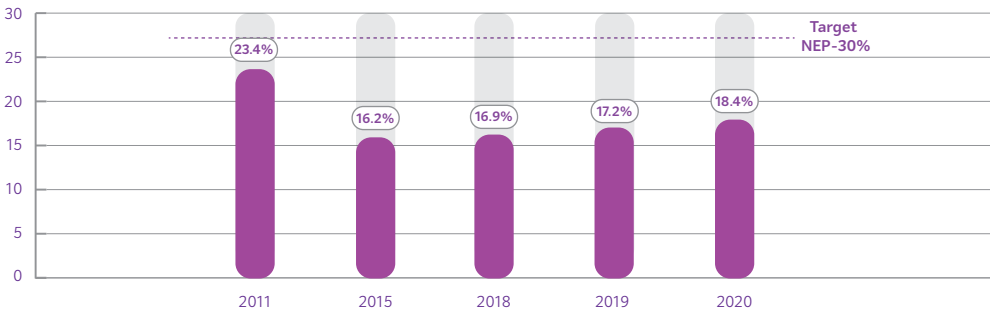
Source: Department of Statistics Malaysia

Median Monthly Gross Household Income, 1989-2022



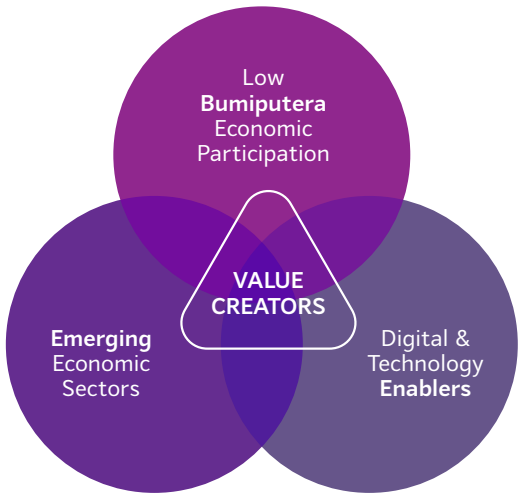
Source: Department of Statistics Malaysia

Bumiputera Equity Ownership (%) 2011-2020



Source: Companies Commission of Malaysia (SSM) and Bursa Malaysia

# What's Next: Yayasan Peneraju as Talent Bank of Value Creators



Yayasan Peneraju will play a central role to identify, nurture and manage Bumiputera talents with the aim to develop Bumiputera class of **Value Creators**:

Professional Leaders, Business Leaders and Community Leaders, who have significant economic control and participation.

**The role of funneling Bumiputera talents towards value creation repositions YP as a strategic hub for talent development; facilitating seamless connection between talent, industries, and economic opportunities.**

## YP KEY FUNCTIONS

Talent Identification & Acquisition	Talent Development	Financial Resource Mobilisation	Networking and Industry Integration
Scout and assess talents with potential via various domains and collaborations	Provide talent development programme encompassing profiling, functional and leadership competencies, coaching & mentoring and monitoring	Mobilise public financial resources to facilitate access to private equities, capitals and grants	Facilitate access and participation in sectorial ecosystem via strategic partnerships

## Value Creators in YP Talent Development Programme



Value creators are individuals who not only excel in their respective fields but also contribute significantly to the overall economic and social fabric. They go beyond personal success and actively engage in activities that uplift the communities and the nation as a whole. **Value creators are creative and innovative, risk takers, socially responsible, highly determined to play pivotal role in driving sustainable economic development.**



Identified talents will undergo comprehensive profiling to funnel them into suitable trajectory based on their aptitudes and propensity. Their positioning will be within intersecting areas where there are **low economic participation and control by Bumiputera, harnessing opportunities in emerging economic sectors, and leveraging digital and technology as enablers**, which are impetus for sustainable development.



Yayasan Peneraju will offer development programmes that **position Bumiputera talents as Value Creators in the evolving economic landscape**. This effort is crucial to accelerate the global competitiveness of Bumiputera to achieve sustainable economic participation and control.



# YP Strategic House

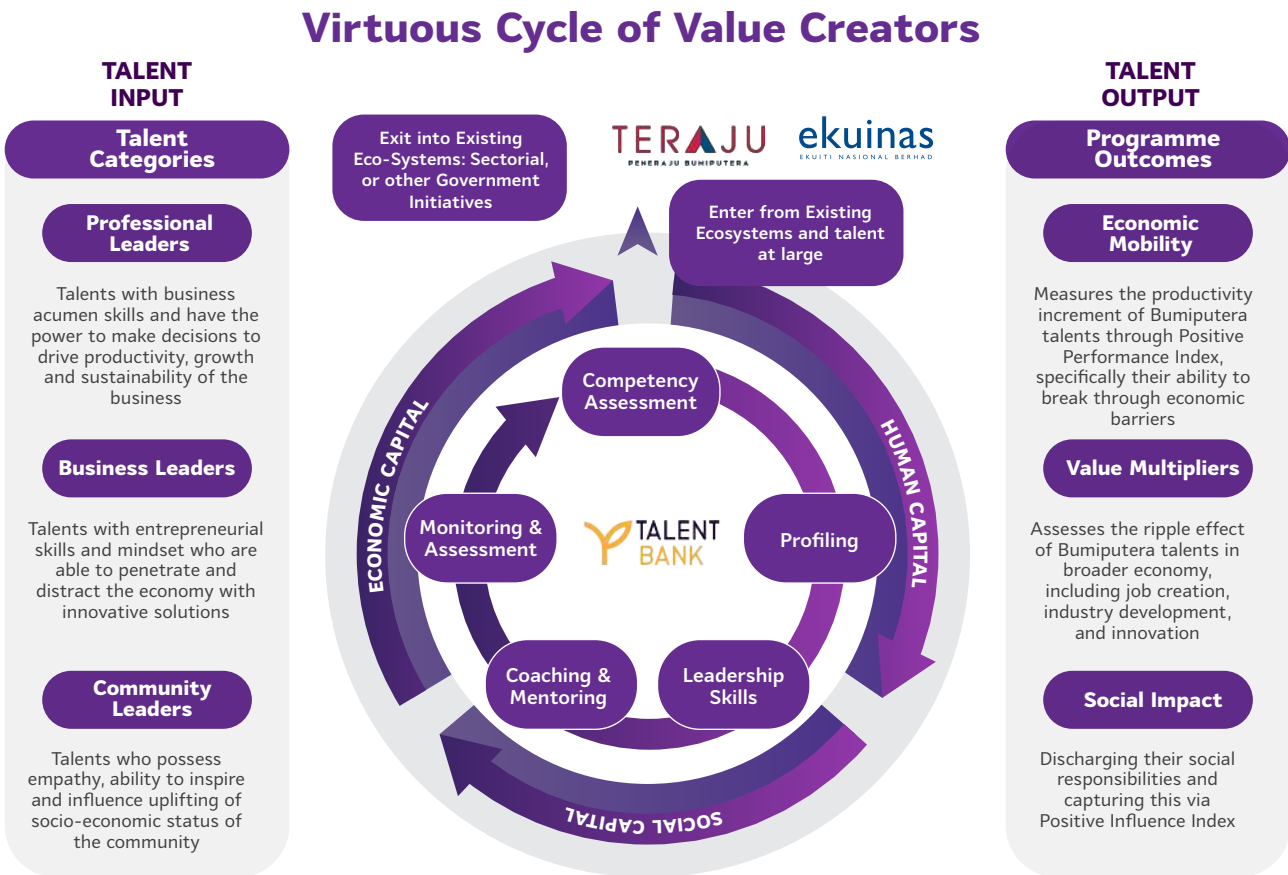
The YP Strategic House serves as the foundation for the Roadmap, providing a holistic approach to fast-tracking the global competitiveness of exceptional Bumiputera talents. Through this, we aim to reposition Yayasan Peneraju as a strategic hub that channels these talents towards high impact-value creation.

Vision	To Accelerate the Global Competitiveness of Bumiputera
Mission	To Create the Most Efficient Funneling Mechanism for Bumiputera Talent to become Value Creators
Strategic Goal	Socio-Economic Value Creation
Talent Bank	Professional Leaders   Business Leaders   Community Leaders
Value Propositions	Human Capital   Social Capital   Economic Capital

# YP Talent Development Programme

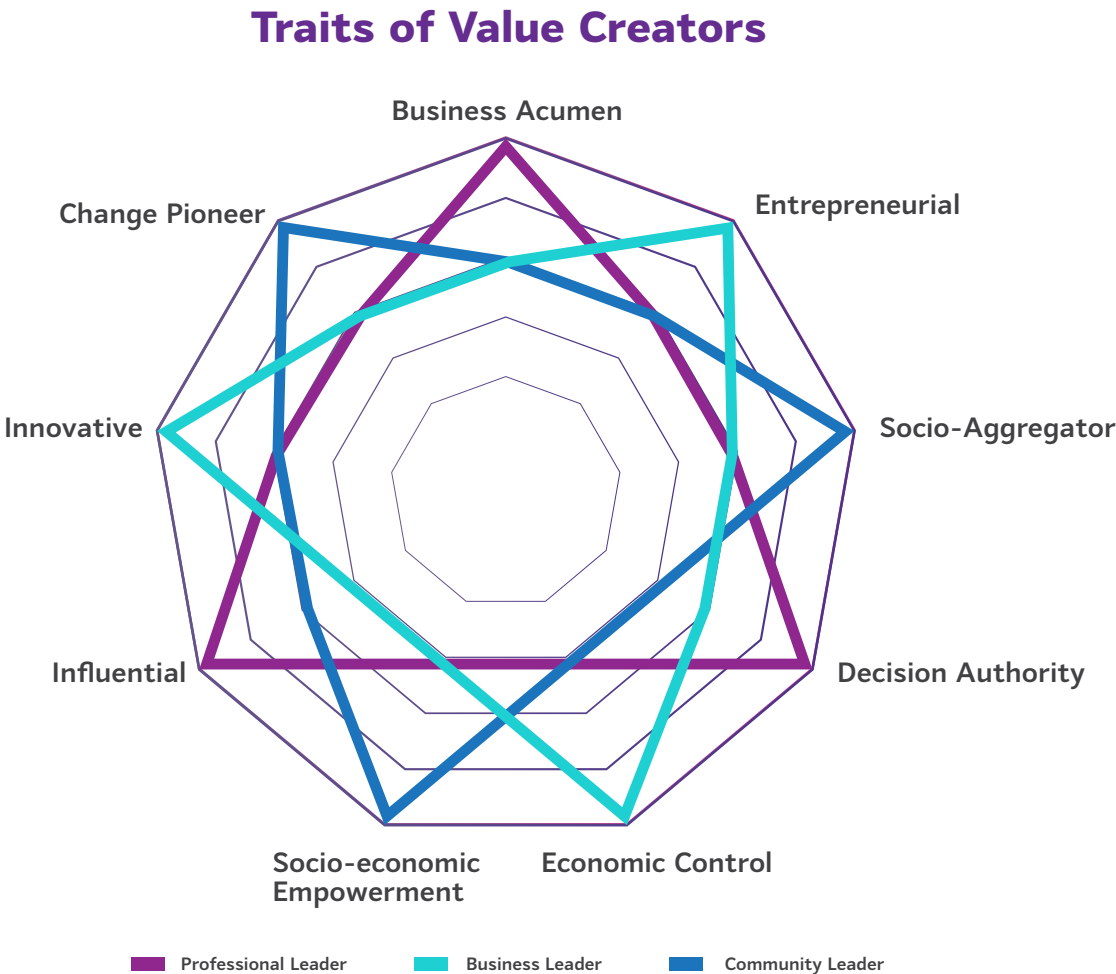
## Conceptual Framework

This programme offers structured development pathways for Bumiputera talents with the potential to become Value Creators across three categories: Professional, Business and Community Leaders by 2030. Participants are empowered to curate their personal development journeys based on their individual strengths, industry demands and emerging future trends. By complementing functional and leadership training with targeted coaching & mentorship, the programme provides a holistic learning experience. Talent progress will be measured through data-driven assessment, focusing on three core outcomes: economic mobility, multiplier effect and social impact, reinforcing the shift from talent development to tangible value creation.



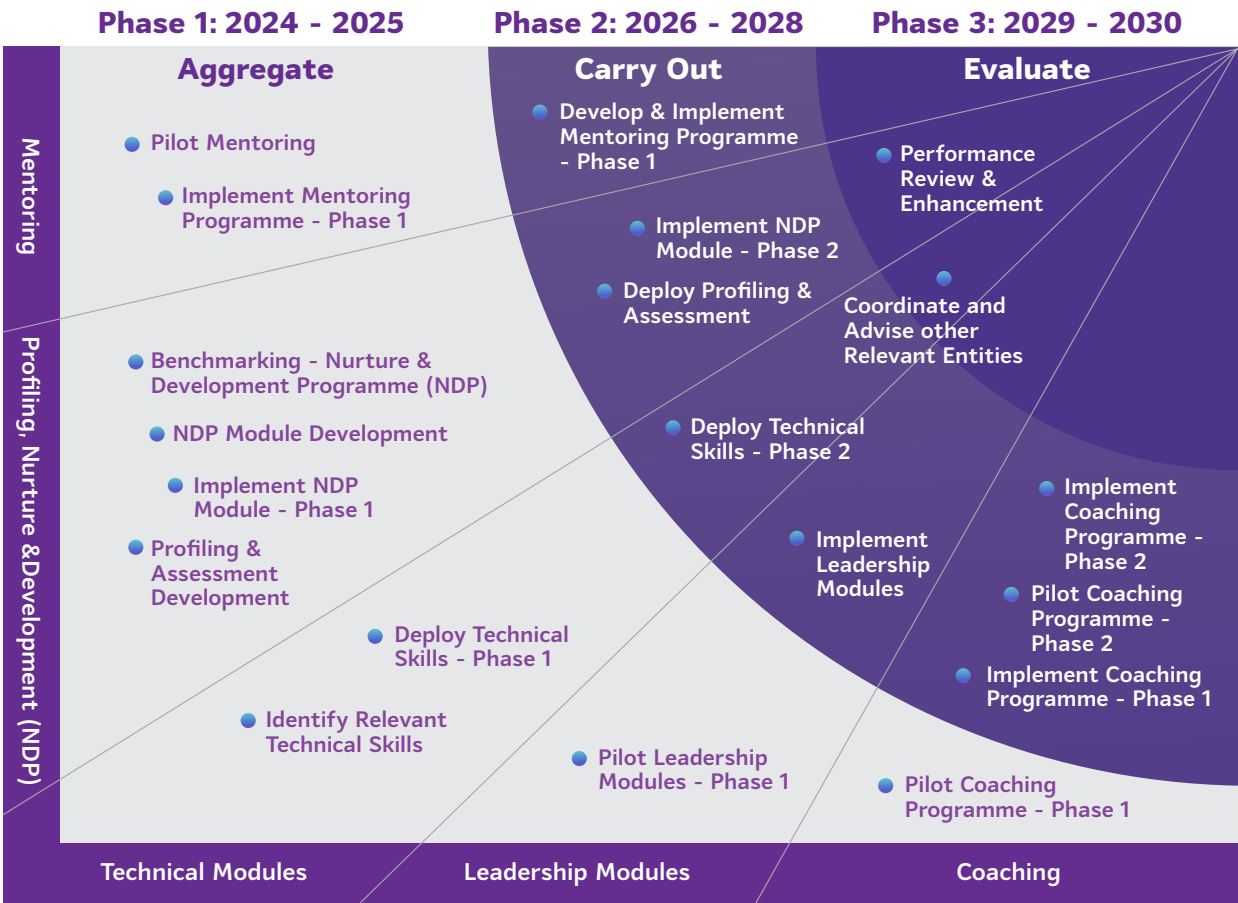
# Measuring Dimensions of YP Value Creators

The cultivation of Value Creators as professional, business and community leaders are highly dependent on discovering and enhancing key characteristics that define each category of leadership. With the focus on boosting ownership and entrepreneurship, we are amplifying the necessary traits through specific initiatives that will efficiently support their development.



# YP Talent Bank Programme Implementation Timeline (A.C.E)

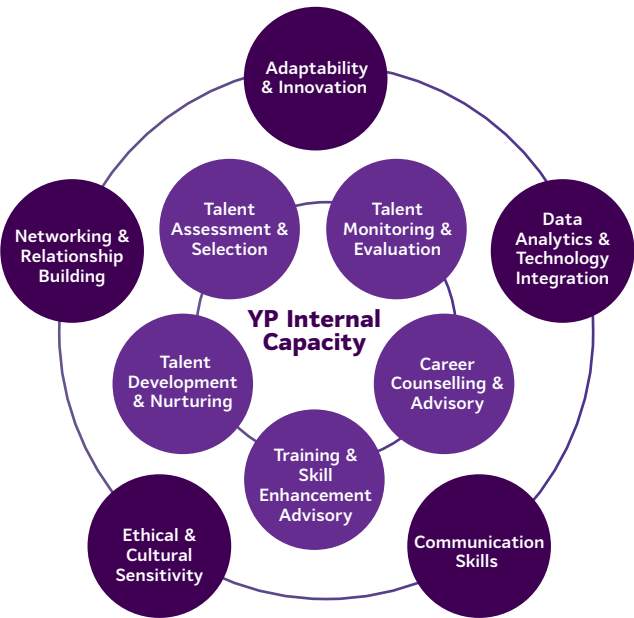
The A.C.E timeline is divided into three phases of the programme's execution: Aggregate, Carry Out, and Evaluate. Each phase will be assessed to ensure the programme's progress and outcomes are on track to achieve 10,000 leaders by 2030. The robust timeline allows for adjustments based on feedback, market changes and other input from stakeholders as we target to build 5,000 professional leaders, 4,000 business leaders and 1,000 community leaders.





# YP Internal Enablers – People & Process

Moving forward, talent development and management are conducted in-house, allowing for more personalised and curated nurturing of Bumiputera talents. Therefore, Yayasan Peneraju team is expected to acquire new and enhanced skills and competencies.



## YP Digital Transformation

To leverage digital technologies as a dynamic platform to enhance internal processes within Yayasan Peneraju, ensuring efficient delivery to achieve our goal to become a Strategic Hub for Talent Development.

Data Analytics for Talent Insights	Talent Bank Platform	Mobile Application for Accessibility
<p>Converting data into meaningful assets for Yayasan Peneraju to:</p> <ul style="list-style-type: none"><li>• Implement data analytics to analyse talent trends, preferences and performance</li><li>• Utilise insights to tailor development programmes, identify emerging skills demand</li><li>• Continuously refine strategies based on data-driven feedback and outcomes</li></ul>	<p>Comprehensive platform for Yayasan Peneraju Talents</p> <ul style="list-style-type: none"><li>• Digital Talent Management: Register talent, track skills, and match them with development programmes.</li><li>• Virtual mentorship and networking: Connect talent with experienced professionals through online forums and events.</li><li>• E-learning &amp; Skill Development hub: Provide tailored e-learning courses for talent development</li></ul>	<p>Develop a user-friendly mobile application for seamless access to Yayasan Peneraju's services</p> <ul style="list-style-type: none"><li>• Enable talent registration, course enrolment, and mentorship interactions on-the-go</li><li>• Enhance engagement and accessibility for Bumiputera talent across various sectorial, demographic and geographical locations</li></ul>





# YP Programmes

# Programme Overview

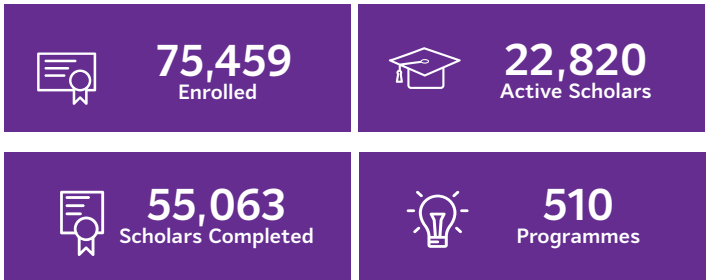
Empowering the Bumiputera community has been central to Yayasan Peneraju's commitment to ensuring young talents have the resources to achieve their full potential and contribute to a sustainable future. Through a structured approach encompassing financial aid, professional upskilling and reskilling, and technical training, we remain dedicated to cultivating a competitive and skilled Bumiputera workforce equipped to drive Malaysia's economic and social progress.

In 2024, we ran close to 300 active programmes, benefiting over 22,000 scholars across five main Yayasan Peneraju programme pillars: Tunas, Spesialis, Skil, Teknologi, and Profesional. During the year, we invested more than RM118 million of the total development grant in numerous programme initiatives. Collectively since 2012, we have conducted 510 programme initiatives, with total enrolment surpassing 75,000 scholars. These efforts align with the MADANI Economy's objectives of developing individuals who serve as economic multipliers and social catalysts, reinforcing Malaysia's long-term aspirations for inclusive and sustainable economic growth.

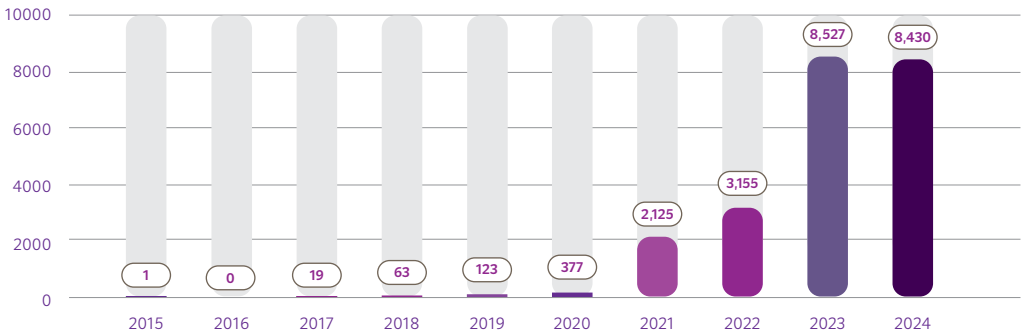


# YP Programme Dashboard

Cumulative since 2012



Active Scholars in 2024 (Pax)







## Empowering Future Leaders

Education has the power to transform lives. Premised on this, Peneraju Tunas is designed to support high-potential students from low-income households by removing financial barriers that could hinder their academic aspirations.

From primary to tertiary education, Peneraju Tunas has offered academic financing, mentorship, and structured development benefiting close to 18,000 scholars. By establishing a strong foundation for success, we continue to create pathways for young scholars to access greater opportunities, ensuring they are well-prepared for the future.



### Tunas Potensi

As a flagship initiative under the Peneraju Tunas pillar, Tunas Potensi has fostered academic excellence for more than 1,600 scholars pursuing undergraduate degrees at local and international institutions. In 2024, the programme achieved a 90% completion rate, with 92% of scholars attaining a CGPA of 3.0 or higher. Since 2018, scholars have maintained an annual CGPA of at least 80%, with approximately 40% earning Dean's List recognition since 2019. In 2024 alone, half of the 112 scholars were named to the Dean's List.

Additionally, since 2021, at least one graduate has received a Vice Chancellor/Chancellor Award each year. In 2024, two scholars from UNITEN and UTP received the Vice Chancellor Award, while two others from MMU and UNIRAZAK were honoured with the Best Student Award. Beyond academic achievements, Tunas Potensi has demonstrated strong graduate employability, with over 95% of scholars securing meaningful employment upon completing their studies.

### Tunas Geliga

Tunas Geliga, another significant initiative under Peneraju Tunas, focuses on developing well-rounded individuals with challenging backgrounds by going beyond academic excellence.

Further to providing financial assistance for them to complete secondary education at reputable schools, the programme integrates personal development, leadership skills, and holistic learning.



### SUCCESS STORY

#### Mittchell Stanley Michael

Determined to make a difference in the field of education, Mittchell Stanley Michael is an inspiring scholar from Wilayah Persekutuan Labuan who benefitted from the Tunas Potensi programme.

Mittchell graduated with a Bachelor of Education (Hons) from UNITAR International University in November 2023, achieving an impressive CGPA of 3.99. His dedication earned him a place on the Dean's List every semester and the Best Student Award in 2023.

He is currently serving as a teacher under the Ministry of Education at one of the SKM schools in his hometown, Kuala Penyu, Sabah. Passionate about education, he is dedicated to helping his pupils succeed not just in academics, but also in values, skills, and character development.

In line with the Ministry of Education's goals, he focuses on creating a student-centred learning environment. His approach encourages creativity, critical thinking, and holistic growth, aiming to shape pupils into competent, resilient, and responsible individuals.

Since its inception, the programme has supported over 1,400 scholars. The largest participation was from Kedah and Terengganu, with over 230 students from each state. A total of 1,200 students have successfully completed their education, and 484 out of 544 scholars achieved a CGPA of 3.0 or higher in SPM. Notably, 118 scholars secured straight As, highlighting the programme's success in fostering academic excellence.

The introduction of the Nurture and Development Programme, aligned with the Malaysia Education Blueprint 2013-2025, further enhances students' adaptability in an evolving global environment.

To recognise resilience and perseverance, the Grit Award is presented annually to scholars who have demonstrated exceptional determination in overcoming challenges.

#### **Tunas BRIDGE**

Starting in 2021, Yayasan Peneraju rebranded Tunas 1.0 to Tunas 2.0 under the BRIDGE framework, reflecting a shift in our strategic approach to better address the evolving needs of Bumiputera students, particularly those from low-income (B40) and challenging backgrounds. Tunas BRIDGE optimises financial support by placing greater emphasis on soft skills development, digital literacy, and holistic personal growth. These areas are essential not only for improving access to education, but also for equipping students with the skills needed for future success.

To meet these objectives, Tunas BRIDGE encompasses a series of tailored sub-programmes such as BRIDGE Gemilang, BRIDGE Karisma, BRIDGE Aspirasi and BRIDGE Bestari. These sub-programmes are designed to support students at various academic levels and life circumstances and have benefited over 5,300 scholars.



#### **SUCCESS STORY**

### **Mohamad Aimerul Putra bin Zahidi**

Mohamad Aimerul Putra bin Zahidi truly exemplifies the transformative impact of Tunas Geliga in turning obstacles into growth opportunities through perseverance and sheer hard work. Coming from a humble background, he excelled in SPM with 7As and 2Bs before continuing his studies at Matrikulasi Pulau Pinang. His ambition earned him a sponsorship from Kementerian Pendidikan Malaysia (KPM) to pursue a degree in Teaching Chinese as a Second Language in Beijing, China.

Overcoming cultural barriers, he earned the Top Student Award for three consecutive years and passed the HSK Level 6 exam, the highest Chinese proficiency certification during that time. Returning to Malaysia, he completed his Postgraduate Diploma in Education at Institut Pendidikan Guru (IPG) Kampus Ipoh. Today, he is shaping the future as an educator in Malaysia.



### Tunas BRIDGE Gemilang

The Peneraju Tunas BRIDGE Gemilang JKM 2021 in collaboration with Jabatan Kebajikan Masyarakat (JKM) was launched in 2021 as a three-year initiative. The programme supports over 500 scholars from low-income and challenging backgrounds, equipping them with essential skills to improve their academic performance and personal development.



To maximise impact, six JKM institutions were selected:

- Rumah Kanak-kanak Kota Kinabalu
- Rumah Kanak-kanak Sultanah Hajjah Kalsom
- Rumah Kanak-kanak Tengku Ampuan Fatimah
- Rumah Kanak-kanak Sultan Abdul Aziz
- Rumah Kanak-kanak Arau
- Pusat Perkembangan Kemahiran Kebangsaan Serendah

The programme integrates two core components. The Academic Assistance Programme (AAP) is focused on strengthening students' proficiency in English and Mathematics to improve their academic performance and future employability.

The Nurture and Development Programme (NDP) was designed to cultivate leadership, character-building, and personal development, ensuring students develop the necessary soft skills and resilience to succeed in further education and career pathways.

To further support students struggling with foundational literacy and numeracy, special classes were introduced to bridge learning gaps. By the end of the programme which will conclude in Q2 2025, scholars are expected to demonstrate improved academic performance, apply their skills in real-world scenarios, and develop a stronger personal foundation to navigate future challenges.

Through Tunas BRIDGE Gemilang, we are able to ensure that education and growth opportunities are accessible and transformative.

### Tunas BRIDGE Karisma IPGM

In collaboration with Institut Pendidikan Guru Malaysia (IPGM), the Peneraju Tunas BRIDGE Karisma IPGM programme prepares future educators with essential digital competencies through the Digital Literacy initiative. By ensuring our aspiring teachers are empowered with digital STEM skills, we are enabling them to create engaging

and effective learning experiences, while increasing their employability in today's tech-driven world.

Since the programme's launch, more than 1,000 scholars from B40 and M40 backgrounds have successfully earned their credentials, which effectively provides more opportunities for these future educators to tap. In 2024 alone, all 300 scholars from Tunas BRIDGE Karisma IPGM Cohort 1 successfully completed the programme.

Beyond qualification, the true impact of this programme lies in the transformation of its scholars as the graduates emerge as innovative and skilled educators, confidently able to bridge gaps in digital learning and support Malaysia's vision for a digitally savvy teaching workforce.





### Tunas BRIDGE Karisma Industrial Automation System (IAS)

With Malaysia's industrial sector rapidly evolving, the need for skilled professionals in automation and smart manufacturing is on the rise. The Peneraju Tunas BRIDGE Karisma IAS initiative equips our undergraduate engineering scholars with industry-recognised Industrial Automation Systems (IAS) certification by SIEMENS, blending technical expertise with leadership and professional development.

Since its launch in 2023, 100 scholars have enrolled, with 84 successfully completing their SIMATIC 1 certification and progressing to SIMATIC 2.

Designed to better connect academic learning with industry expectations, our initiative offers comprehensive training in industrial automation, English proficiency (EPP), and Nurture and Development Programme.

At the end of the programme, our scholars will hold globally recognised certifications, making them dynamic assets in the nation's industrial landscape.







## Advancing Bumiputera Medical Expertise

In the medical field, every doctor should be given an equal opportunity to become the best they can be, with specialisation being one of the key pathways. A few initiatives by the government, such as Hadiah Latihan Persekutuan, help fund public medical officers to pursue their specialisation studies. However, more initiatives are needed.

In 2020, the demand for specialists in Malaysia far exceeded supply, with the country needing 13,000 specialists but having only 8,000 available, as quoted by the Malaysian Medical Association (MMA). The COVID-19 outbreak that year further intensified the demand.





#### SUCCESS STORY

### Dr. Izza Arsyika

A dedicated physician and Peneraju Spesialis MRCP (UK) scholar, Dr. Izza Arsyika achieved an exceptional score of 161/172 in the MRCP(UK) Part 2B exam in April 2023. After completing the 'Parallel Pathway Internal Medicine programme' under the Ministry of Health, she moved into specialist gazettement training. Despite initial setbacks in the PACES exam, she persevered with the support of Mock Exam workshops and the MEDIT PACES programme, eventually passing on her second attempt.

Beyond clinical practice, Dr. Izza discovered a passion for teaching through Peneraju Spesialis to become a tutor for MEDIT PACES and mentor for future MRCP candidates. She aspires to sub-specialise in cardiology or rheumatology, obtain a Fellowship in the Royal College of Physicians (UK) and fulfil a dream to one day serve as an MRCP examiner.

In addition to her medical accomplishments, Dr. Izza serves as Secretary General of the NGO Hospitals Beyond Boundaries (HBB). She has been instrumental in establishing and managing the HBB Polyclinic and Surgery in Phnom Penh, Cambodia, significantly improving healthcare access for underserved communities. Her leadership reflects a steadfast commitment to healthcare innovation and social impact.

Recognising the bottleneck, we established Peneraju Spesialis in 2021 to empower Bumiputera medical professionals to pursue specialisation in critical fields of medicine. Through collaboration with the Ministry of Health (MOH), Peneraju Spesialis has increased Bumiputera participation in the Parallel Pathway, a structured programme by MOH aimed at addressing the shortage of medical specialists in Malaysia.

Initially focusing on MRCP Internal Medicine (UK/Ireland), the programme expanded in 2022 to include MAFP/icFRACGP (Family Medicine). Since its inception, 421 doctors have enrolled in the programme, with 108 successfully completing it, including 47 graduates in 2024. Among them, 17 scholars achieved straight passes in the MAFP/icFRACGP specialisation.



## Shaping Future Bumiputera Accountants

The demand for certified accountants in Malaysia is expected to double by 2030, with an estimated 60,000 chartered accountants required to support the nation's economic growth. To address this market need and provide Bumiputera talents with strategic opportunities, Yayasan Peneraju has strengthened its efforts to develop top-tier professionals through targeted financial support and structured training.

Over the years, the Peneraju Profesional Programme has evolved beyond accounting to also cover finance, investment, and project management, ensuring scholars are well-equipped to excel in various industries.

Since 2012, Yayasan Peneraju has offered programmes for more than 11,000 scholars encompassing multiple certification pathways for aspiring accounting, finance and business services professionals. This initiative not only provides a clear track for SPM leavers and university graduates but also working adults to obtain prestigious professional qualifications through structured support.

Programmes such as Peneraju Profesional Pensijilan Perakaunan (PPPP), Peneraju Profesional Akauntan Muda (PPAM A and PPAM B) and Peneraju Profesional Akauntan Siswazah (PPAS) have been instrumental in increasing the number of chartered accountants in Malaysia. Supported with comprehensive financial aid that covers tuition fees, professional fees,







accommodation as well as living expenses for full funding programmes, our scholars find it easier to focus on excelling academically. Beyond financial support, our Nurture and Development Programme builds critical soft skills, resulting in more well-rounded students.

As of September 2024, PPAM A has accepted over 3,200 scholars, with more than 1,500 actively pursuing their qualifications and more than 800 having successfully graduated while maintaining an average passing rate of 80%. Similarly, the PPAS MICPA programme has produced over 170 graduates, with 23 out of 26 scholars in the PPAS MICPA intake 2021 Cohort 1 having completed their certification, and 15 scholars completing one year earlier than contract duration. In 2024 alone, 1,257 new scholars enrolled in professional accounting, finance and business services programmes, while 605 scholars successfully completed their certifications in the same year.

Through these targeted efforts, our scholars have not only achieved prestigious qualifications but have also excelled in their respective fields. Yayasan Peneraju takes immense pride in celebrating the achievements of 45 scholars who have been honoured by international accounting certification bodies for their

outstanding performance in examinations throughout 2024. Among these accolades are the Association of Chartered Certified Accountants (ACCA) Top Affiliates in Malaysia, ACCA World Prize Winner, ACCA Foundation in Accountancy (AFIA) World Prize Winner, and AFIA Malaysia Prize Winner, as well as 67 scholars achieving High Distinctions and Distinction for MICPA programme. Among the 67 scholars, 57 scholars successfully completed their certification in a single attempt and three were award recipients, demonstrating their outstanding abilities and the strength of our structured support system.

Strong partnerships have been essential in driving Yayasan Peneraju's mission to develop skilled professionals. Sunway TES, a partner since 2012, has produced 1,000 graduates while managing various programmes, including PPA, PPPP, PPAM A and B. INTEC Education College, which joined the collaboration in 2015, has contributed 1,967 graduates through programmes such as PPPP, PPAM A & B and Peneraju Pensijilan Akauntan Muda. Together, these institutions have successfully nurtured a combined total of 2,967 Young Professionals (YP) graduates, expanding access to high-quality professional education and equipping scholars with the skills and knowledge to thrive in the industry.



### Chartered Financial Analyst

The Chartered Financial Analyst or CFA professional credential is a prestigious qualification. Given the evolving needs of the nation's finance sector, we introduced the Peneraju Profesional CFA programme in 2021 to support working professionals pursuing the CFA certification. This initiative has provided a critical pathway for individuals committed to advancing in investment management, research analysis, and wealth management.

A key milestone was the 373% increase in Bumiputera CFA Charterholders from only 52 in 2013 to 246 in May 2024, demonstrating the programme's effectiveness in developing high-calibre investment professionals.

Adding to this achievement, 11 of our CFA scholars ranked among the top 10% globally, outperforming 90% of other candidates.

These achievements reflect the impact of strategic investments in talent development, ensuring that more Bumiputera professionals enter and excel in the investment management and financial services sectors.

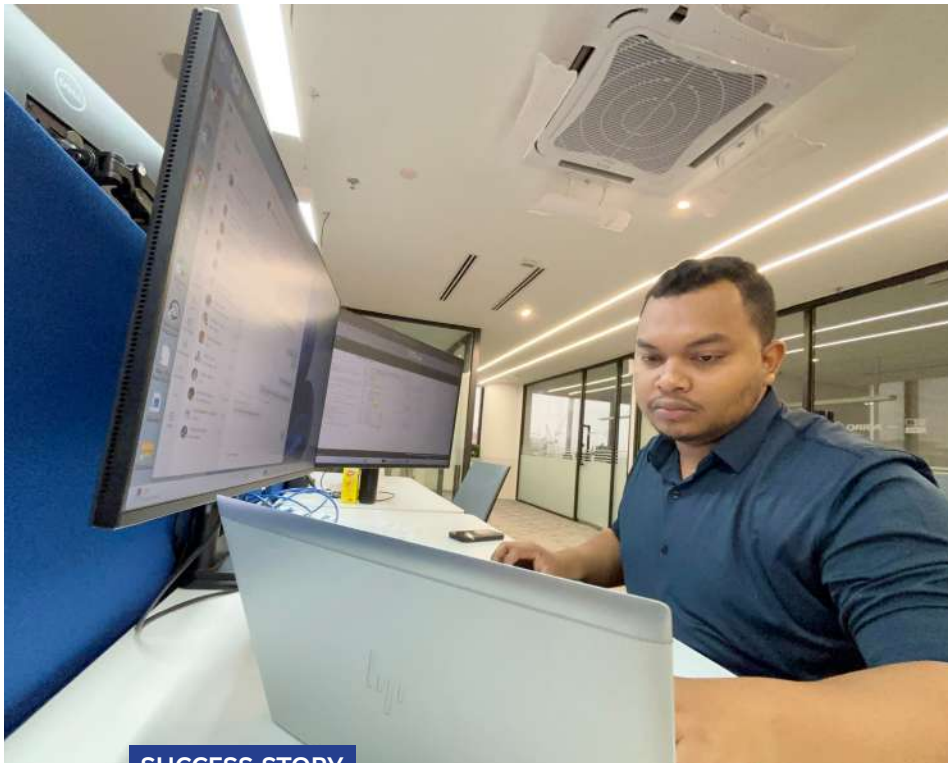


#### SUCCESS STORY

### Nur Afrina Batrisyia Binti Mohd Afian

With a deep passion for accounting, Nur Afrina Batrisyia Binti Mohd Afian is determined to build a career and excel in the field. Inspired by her father's dedication to earning a PhD, she remained focused on gaining academic success. Transitioning to ICAEW's professional-level exams proved challenging, but she adapted by refining her study techniques, seeking additional resources, and relying on the support of family and mentors.

Through Yayasan Peneraju's sponsorship and guidance, Afrina has gained beneficial industry knowledge. With ambitions to become a qualified accountant at a Big 4 firm, she is committed to professional growth through mentorship, continuous learning, and peer discussions. Eager to mentor and inspire future scholars, Afrina embodies the spirit of resilience and ambition, proving that opportunity, dedication, and structured support can pave the way to success.



### Project Management Professional (PMP)

Understanding the key role of project management in today's fast-changing industries, we launched the Peneraju Profesional PMP in 2022. Designed for working professionals, this initiative strengthens credentials in project management, elevating career prospects and earning potential. To date, 122 scholars have successfully completed the programme. Scholars have reported enhanced career mobility and credibility, further reinforcing the value of industry-recognised qualifications in an increasingly dynamic job market.

### SUCCESS STORY

#### Muhammad Faris Bin Mubin

Muhammad Faris Bin Mubin's pursuit for professional growth was notably shaped by Yayasan Peneraju, enabling him to pursue the Certified Associate in Project Management (CAPM) certification by PMI. The programme armed him with valuable project management skills that proved useful as he navigated industries such as oil and gas and electric vehicles, before securing a prime position at Orica, a global leader in commercial explosives. Now a Project Delivery Specialist, Faris plays a key role in managing projects in Malaysia with seamless execution and strategic alignment.

Grateful for the support from Yayasan Peneraju and Efficient Frontier Consulting (EFC), Faris credits the CAPM certification as a vital stepping stone to his success. With aspirations to continue excelling in project management, he hopes to also inspire others to seize similar opportunities.





## Strengthening Bumiputera Cybersecurity Expertise

The world is evolving rapidly, with a range of technologies at the forefront of transformation. To move ahead and make an impact, Malaysians must be equipped with relevant expertise and multiple resources. More than merely adapting to change, well-skilled talents can leverage innovation and technological advancements to shape the nation's digital economy.

Through the Peneraju Teknologi programme, we are boosting Bumiputera employment rates and fostering economic resilience for a brighter future. In 2023, we implemented over 35 sub-programmes, offering more than 35 certifications to 2,510 scholars. The success of these initiatives is reflected in an impressive certification rate of 82% and employment rate of 85%, with 86% of scholars achieving their target salary expectations. By end of 2024, Yayasan Peneraju had enrolled over 9,500 Peneraju Teknologi scholars.





#### SUCCESS STORY

### Noor Ashraf Muqlis Bin Abu Bakar

From young, Noor Ashraf Muqlis Bin Abu Bakar was fascinated by the digital world and cybersecurity. Determined to turn his passion into a profession, he joined the Peneraju Teknologi programme to gain the expertise to thrive in the field. Through hands-on training and simulations, he honed his skills in ethical hacking and cybersecurity defence. His dedication paid off, as he was soon earning an impressive monthly salary of more than RM10,000. Today, Ashraf is instrumental in protecting digital systems from cyber threats, proving that a strong foundation in ethical hacking and enthusiasm can lead to an extraordinary career.

#### Certified Ethical Hacker

Certified ethical hackers are a growing option for government, businesses and industries who may encounter devastating cybersecurity issues. Our Peneraju Teknologi Certified Ethical Hacker is designed to offer aspiring cybersecurity professionals the opportunity to obtain sought-after certifications, including the EC-Council Certified Ethical Hacker and the ITrain Cybersecurity Specialist certification, allowing them to become critical talents in an area that cuts across industries.

Scholars are immersed in real-world scenarios, ensuring they develop the confidence and expertise to tackle complex cybersecurity challenges. With cyber criminals set to become a growing dilemma, graduates of this programme are a crucial line of defence in safeguarding Malaysia's digital future.

In 2024, the 18 scholars who were enrolled in our programme successfully obtained their certifications, forming a key part of the expanding cybersecurity workforce.

### Microsoft Cloud Solution

The Microsoft Cloud Solution Expert Programme offers specialised, in-demand training in cloud computing, designed to equip scholars with cutting-edge skills in Microsoft Azure technologies. Aligned with Malaysia's digital economy agenda, this part-time programme addresses the growing demand for cloud professionals by upskilling students with real-time cloud computing modules, industry-recognised best practices, and practical exercises.

With a strong emphasis on professional readiness, the programme prepares students for certification through Pearson VUE, a global leader in computer-based assessments. Upon completion, scholars receive three internationally recognised Microsoft certifications such as Azure Administrator Associate, Azure Solutions Architect Expert, and Azure Security Engineer Associate, along with a Certificate of Completion in Digital Leadership from PEOPLEogy. These credentials position graduates for high-value roles in the IR4.0 landscape.

The programme aims to bridge the technical training gap in cloud computing while boosting the competency, competitiveness, and earning potential of our scholars. In 2024, a total of 74 scholars successfully completed the programme, achieving a 97% certification rate. This is a testament to the programme's effectiveness in producing job-ready digital talents.



#### SUCCESS STORY

### Hannah Saqinah Binti Haris

From internal audit to the world of cloud technology, Hannah Saqinah Haris is living proof that with the right guidance, support, and mindset, you can achieve anything you put your mind to.

Having built her career as a Senior Executive in Internal Audit at Hong Leong Bank, Hannah made the brave decision to venture into the world of technology by joining the Peneraju Teknologi Certified Microsoft Cloud Solution Expert programme. With no prior background in information technology, she relied on her willingness to learn, and the support provided through the programme to guide her forward.

Not long after completing the programme, she transitioned into a new role as Senior Internal Auditor at MISC Berhad, a world leading provider of international energy related maritime solutions and services. The move came with a significant pay increase of over 50% and marked a turning point in her career. Her leadership qualities and newly acquired skills were quickly recognised when she was selected to lead a cloud audit assignment as team head, signalling her growing influence in the organisation.





#### SUCCESS STORY

### Fauzan Bin Aris

Fauzan Aris, Digital Innovation Manager at UEM Sunrise Berhad, exemplifies how advanced analytics and AI can redefine career trajectories. Upon completing our programme, he achieved a 28% salary increase, rising from RM9,000 to RM11,500. This is a testament to the value of specialised expertise in the digital age. More importantly, his deep passion for AI-driven transformation has positioned him as a key leader within his organisation, where he now spearheads initiatives that harness data analytics and AI to drive strategic decision-making.

Fauzan's journey demonstrates how our programme empowers professionals, not only accelerating career growth but also cultivating forward-thinking individuals who are shaping Malaysia's AI landscape.

As a leader in digital transformation, he specialises in implementing AI-powered solutions that bridge the gap between technology and business strategy. With a strong foundation in the real estate industry, he has played a pivotal role in deploying Building Information Modelling (BIM) and Knowledge Management (KM), enhanced by predictive analytics and AI. His expertise lies in leveraging data-driven insights to optimise workflows, enhance operational efficiency, and deliver measurable impact, aligning technological innovation with business goals.

### Artificial Intelligence

Artificial Intelligence is no longer a futuristic concept but one that is shaping the way we work and live today. Peneraju Teknologi Artificial Intelligence empowers scholars with cutting-edge skills to thrive in this booming sector. Through Fusionex certification, scholars gain practical experience in AI and data science, while PEOPLElogy's Digital Leadership Certification enhances their leadership skills, a necessary quality as they prepare to drive innovation in the country.

In 2024, a total of 50 scholars achieved certifications, with 42 passing on the first attempt. The employment rate reached an impressive 95.8%, with 80% achieving their target salary expectations.

### Data Scientist

The ability to derive insights from data is revolutionising industries, making skilled data scientists more valuable than ever. Through our Peneraju Teknologi Data Scientist, scholars delve into machine learning, deep learning, and customer behaviour analysis, allowing them to propel industry innovations and stay competitive.

Our Bumiputera graduates earn a Certificate of Competency from the University of Science Malaysia to signify their industry readiness. In 2024, the programme welcomed 159 scholars, achieving an outstanding 100% certification rate and an exceptional 99% employment rate, with 89% meeting their target salary expectations.

Beyond statistics, our programme is uplifting lives, with our scholars now collectively earning nearly RM750,000 per month, at an average salary of RM5,400. These numbers represent real individuals who improved their financial stability, advanced their careers, and unlocked opportunities they never thought possible.



### SUCCESS STORY

#### Muhammad Shazwi Adib Bin Mohamad Karim

Muhammad Shazwi Adib bin Mohamad Karim journey attests to the transformative impact of the Peneraju Teknologi Data Scientist Programme. With the specialised training and certification, he secured a career-defining opportunity that significantly bolstered his earning potential. From a modest salary, he has reached a record-high income of more than RM20,000, tripling his initial earnings. Commitment and thirst for knowledge coupled with mastering data science through Peneraju Teknologi has opened doors to exceptional career growth and financial stability.



## Python Certification and Application in Data Analytics

Peneraju Teknologi Python Certification and Application in Data Analytics provides scholars with practical, job-ready skills in data cleaning, manipulation, statistical analysis, and visualisation using Python, one of the world's most widely used tools in data analytics. With data the new currency of the digital economy, data analytics is an essential skill for businesses.

What makes our programme unique is the hands-on approach to gain real-world insight and knowledge. Scholars do not just learn Python; they apply it to actual challenges, building their confidence to make sound data-driven decisions. Upon completion, they earn the Certified Entry-Level Python Programmer certification, an internationally recognised industry credential.

In 2024, the entire group of 23 scholars in the programme achieved a 100% certification rate, with 70% securing employment. Many surpassed the programme's target salary of RM1,800, earning an average monthly salary of RM3,500.



### SUCCESS STORY

## Muhammad Taquiuddin Bin Talib

Muhammad Taquiuddin Bin Talib's career took a positive turn after enrolling in Peneraju Teknologi Python Certification and Application in Data Analytics. Prior to the programme, he had lacked the structured guidance to advance in Python and data analytics. With the support of the programme's hands-on training and practical experience, he acquired the skills needed to gain a competitive edge in the job market.

With his newfound expertise, he secured a position at ICompany Malaysia, marking a significant milestone in his career journey. Throughout the three-month employment monitoring period, he remained gainfully employed, demonstrating how Peneraju Teknologi equips scholars to succeed in a dynamic digital landscape.



## Building a High-Skilled Bumiputera Workforce

With the country's workforce transforming in line with evolving industry demands and global trends, the need for more skilled professionals in niche sectors has never been more crucial. The Peneraju Skil programme was introduced to equip scholars with technical mastery, preparing them for various careers requiring precision, safety, and advanced expertise to meet real-world expectations. By developing a strong Bumiputera workforce skilled in these specialised areas, the foundation can contribute to strengthening the country's talent competitiveness and economic impact.

To-date, over 35,000 scholars were enrolled in the Peneraju Skil programmes.

In 2024 alone, we have expanded our reach and focus areas by delivering 102 sub-programmes in collaboration with 35 dedicated partners. With nearly 180 intakes, we provided opportunities for over 4,033 scholars to enhance their skills, broaden knowledge, and elevate career prospects. Witnessing our scholars' success is the driving force that sustains us; 4,249 individuals completed their training, achieving an impressive 94.5% certification rate. More importantly, 2,629 scholars have since secured meaningful employment, leading to an 84% employment rate.

Beyond gaining entry into the workforce, Yayasan Peneraju is committed to the economic mobility and career progression of all scholars. Among those whose salary progression we tracked, 1,418 scholars or 86% met or exceeded their expected salary levels. These figures represent lives being transformed, families uplifted, and a future where high-skilled talents form the backbone of Malaysia's economic growth.



## Underwater Welding

Underwater welding is an essential skill for industries like offshore oil and gas, shipbuilding, and marine infrastructure, where proper maintenance and repair of submerged structures are vital for safety and operational efficiency.

In light of the growing demand for this proficiency, we established Peneraju Skil Underwater Welding to secure internationally-recognised certification from Weldcraft Pro (United Kingdom), which will open doors to rewarding, high-demand careers for the scholars.

Collaborating with our local partner MM Matrix Integrity (M) Sdn Bhd, we supported the training of 112 scholars, with our programme proudly achieving a 100% certification and employment rate, ensuring that every participant was confidently workforce-ready and fully employable.

Our scholars have subsequently experienced significant career growth. Those who previously earned less than RM3,800 now earn a minimum of RM4,300, while those who were earning RM3,800 and more have received a salary increment of at least 20%. Some achieved substantially more impressive earnings, with the highest reported salary reaching SGD14,725 or approximately RM48,000, a clear testament to the earning potential of this skill and life-changing impact of our programme.



### SUCCESS STORY

#### Fatin Nadzirah Binti Mohd Arsad

Breaking barriers in a male-dominated industry, Fatin Nadzirah binti Mohd Arsad is proving that determination and passion know no limits. As a professional diver, administrator, and swimming instructor, she is paving the way for more women to excel in underwater professions.

Fatin holds a Diploma in Information Technology from Universiti Kuala Lumpur and has several prestigious certifications, including Construction Diver Level 1 & 2 (CIDB) and Dive Master (PTRD). With over 1,000 dives, she has played an instrumental role in major projects such as pipeline recovery at Pulau Ketam and culvert repairs at Melaka Power Plant. She also supervised air diver teams at Klang Anchorage, demonstrating her leadership and capabilities.

Through Peneraju Skil Underwater Welding, Fatin enhanced her training and gained specialised certifications that elevated her career, empowering her to take on increasingly challenging projects.

Looking ahead, she aspires to mentor aspiring divers, advocate for water safety education, and create more opportunities for women as professional divers, all while running her own dive centre, Bayu Dive Center, in Pulau Tioman.



### Scaffolding Level 3 (Advanced)

Another essential skill, scaffolding is a vital part of construction that provides support for safety and efficiency on-site, making skilled scaffolders indispensable to the industry.

Our Peneraju Skil Scaffolding Level 3 (Advanced) programme is designed to fortify the technical skills, knowledge, and qualifications of Bumiputera scaffolders seeking to progress from intermediate to advanced levels. This initiative ensures that students gain industry-relevant expertise, making them highly sought after as upskilled scaffolders.

Upon successfully completing the course and assessment, students receive a Certificate of Competency from industry regulator Construction Industry Development Board (CIDB). The certification allows them to register as Advanced Scaffolders with CIDB and the Department of Safety and Health (DOSH), enhancing their professional credibility and employment prospects.

Having trained 154 scholars, 100% of whom achieved full certification and employment, the programme's financial benefits are noteworthy, with qualified scholars earning an average salary of more than RM7,200.00, significantly surpassing the starting salary of RM4,300.00.

Moving forward, our programme will continue to empower Bumiputera talents with the expertise and confidence to excel, contributing to safer and more sustainable construction practices across Malaysia.



#### SUCCESS STORY

### Mohamad Nasrullah Bin Mohamad Nasir

Determined to excel as a highly qualified scaffolder, Mohamad Nasrullah Bin Mohamad Nasir joined the Peneraju Skil Scaffolding (Level 3) programme. With specialised training as well as resilience and drive, he made distinctive strides in his profession.

Securing employment at HHA Associates Sdn Bhd, Nasrullah emerged as the highest-earning talent from his programme group.

His journey represents the value of structured training and career development, proving that with the right skills and perseverance, exceptional success is within one's reach.

### Professional Rolling Stock Maintenance

With public transportation infrastructure development continuing to be a key focus, Yayasan Peneraju spearheaded the Peneraju Skil Professional Rolling Stock Maintenance programme to support our scholars in building impactful careers as skilled professionals in Malaysia's railway sector. With skill training, blending theoretical knowledge with hands-on experience in cutting-edge maintenance technologies and real-world scenarios, our programme addresses the skills-set requirement while creating awareness of the promising opportunities available in the industry.

Since its launch in 2017, over 300 Bumiputera students have benefited from this training under Majlis Amanah Rakyat (MARA) and Yayasan Peneraju grants. In 2024, an additional 85 scholars successfully completed the programme, earning certifications and securing employment.

To ensure scholars acquire industry-recognised credentials and smooth workforce integration, a Certificate of Course Completion from the National Railway Centre of Excellence (NRCOE) is awarded. They also obtain a Professional Certificate in Rolling Stock Maintenance from Universiti Kuala Lumpur (UniKL) and Certificate of Training Completion from industry partners.

With a 100% employment rate, the programme has proven its effectiveness in strengthening Malaysia's railway sector's workforce. A significant number of our scholars are now employed by Prasarana Malaysia Berhad (PRASARANA) and Keretapi Tanah Melayu Berhad (KTMB), the nation's two largest railway operators. Furthermore, we maintain strong ties with key industry players such as Dhaya Maju Infrastructure Sdn Berhad (DMIA) and Express Rail Link Sdn Bhd (ERL).



### SUCCESS STORY

#### Ahmad Nasaee Hamzi Bin Mohd Lukman

Ahmad Nasaee Hamzi bin Mohd Lukman comes from a B40 family, with his mother a housewife and his father self-employed. Despite financial struggles, he never let his background define his future. Instead, he worked hard to create better opportunities for himself.

At just 24 years old, Ahmad secured a technician position at Rapid Rail Sdn Bhd, earning a stable income. His success is a result of specialised training in Rolling Stock Maintenance, determination, and seizing available opportunities.

Ahmad's story is a powerful example of social mobility, proving that with hard work and the right support, one can achieve success — regardless of financial background.



Additionally, collaborations with vendors like Kuasa Rail Engineering Sdn. Bhd., Amantronic Sdn. Bhd., and Hartasuma Malaysia Sdn. Bhd. provide scholars with exposure to various aspects of railway operations and maintenance, affording them with comprehensive and well-rounded expertise.

### Advanced Computer Numerical Control & Manufacturing

Tailored for working professionals looking to advance their skills in 3D design and modern manufacturing, the Advanced Computer Numerical Control & Manufacturing programme is a part-time course that equips participants to become qualified CAD (Computer-Aided Design) and CAM (Computer-Aided Manufacturing) designers. The programme is ideal for those with basic knowledge in computing and mechanical design, offering a pathway to specialise in high-demand technical roles.

Students benefit from practical, hands-on training with industry-standard CAD/CAM tools and technologies, gaining exposure to real-world applications in sectors such as aerospace, automotive, oil & gas, telecommunications, and medical manufacturing. The industry-focused learning environment also provides valuable insights into the expectations and practices of multinational companies.

To date, the programme has successfully enrolled 207 students. Of those, 98% completed their certification, and 85% have gone on to achieve their targeted salary increment. This is a strong testament to the programme's impact on career growth and workforce readiness.



### SUCCESS STORY

#### Muhammad Afiq Bin Azman

Determined to grow in his engineering career despite physical challenges, Muhammad Afiq Bin Zulkeflee took a bold step forward by joining Yayasan Peneraju's Specialist in CAD/CAM Advanced CNC & Manufacturing Programme. Living with Multiple Sclerosis and navigating life in a wheelchair, Afiq chose not to be defined by his condition but by his determination to keep moving forward.

Over six months, he immersed himself in technical learning, mastering advanced skills in mechanical design, configurations, and precision manufacturing. The training boosted his confidence and capability at work, leading to one of his proudest achievements where he earned the prestigious Certified SOLIDWORKS Professional (CSWP) certification. Now a Process Engineer at Jabil Circuit Sdn Bhd, Afiq applies his skills daily, overcoming the physical demands of the production floor with unwavering focus.

### AgustaWestland AW139 Aircraft Type Rating Course

As Malaysia's aviation industry continues to recover in the aftermath of the COVID-19 pandemic, more skilled professionals are required to support its resurgence. The Peneraju Skil: AgustaWestland AW139 Aircraft Type Rating Course was introduced to bridge the gap by equipping Bumiputera talents with specialised technical expertise, leading to career advancements and better income opportunities both locally and internationally.

Upon successfully completing the course and assessment, students earn a Certificate of Recognition of Aircraft Type Course Category B1.3 & N2 for the AgustaWestland AW139 (PWC-PT6). This certification is recognised globally, particularly in the Middle Eastern countries, offering a significant advantage to those seeking overseas career opportunities.

In 2024, the programme welcomed 30 scholars, all of whom successfully earned their certification, achieving an outstanding 100% certification rate. Additionally, every graduate secured employment, maintaining the 100% employment rate track record, reaffirming the programme's effectiveness in preparing skilled professionals for the aviation industry.

More and more qualified scholars are setting their sights on achieving lucrative careers abroad, particularly in the United Arab Emirates (UAE) and other Middle Eastern countries, where this certification enhances their competitive advantage. Individuals already employed in the Middle East are also enrolling in our programme to strengthen their expertise and credentials to further unlock fresh growth opportunities.

Through this programme, Yayasan Peneraju continues to contribute towards strengthening Malaysia's aviation workforce with aspiring, driven professionals with tremendous earning potential.



### SUCCESS STORY

#### Zulkifle Bin Zainon

At 18, Zulkifle had just finished SPM. While many of his friends went to university, he chose a different path. He had always loved airplanes and dreamed of working in the aviation industry.

Determined to succeed, Zulkifle discovered the CAAM Part 66 Category B1.1 training under TVET (Technical and Vocational Education and Training). Using his savings, he enrolled in the programme. The course was tough, but his passion kept him going.

After seven years of working and studying, he earned his B1.1 Aircraft Engineer License and secured a job at Suasa Airline and Startulip Sdn Bhd. Not stopping there, he pursued further training in Category B2, making him even more valuable in the industry.

After several years, Zulkifle became a Licensed Aircraft Engineer, with opportunities to work internationally.

Key lessons from Zulkifle's success:

- TVET can lead to high-paying jobs.
- Continuous learning brings more opportunities.
- Passion and hard work make dreams come true.

His story proves that an SPM graduate can achieve great success with the right skills and determination!



The background is a solid purple gradient. Overlaid on this are several sets of thin, parallel lines that create a sense of motion and depth. On the left, a series of blue lines curves downwards and then straightens into a vertical line. Another set of blue lines curves from the top left towards the center. A series of pink lines curves from the top left, passing behind the blue lines, and then extends horizontally towards the right. The word "Gallery" is centered in the middle of the image, overlaid on the pink line series.

# Gallery



# Gallery

## Activities in 2024

### STAKEHOLDER ENGAGEMENTS





STAKEHOLDER ENGAGEMENTS



STAKEHOLDER ENGAGEMENTS





STAKEHOLDER ENGAGEMENTS



ALUMNI ENGAGEMENTS





ALUMNI ENGAGEMENTS









ALUMNI ENGAGEMENTS





**Yayasan Peneraju Pendidikan Bumiputera**

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