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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.

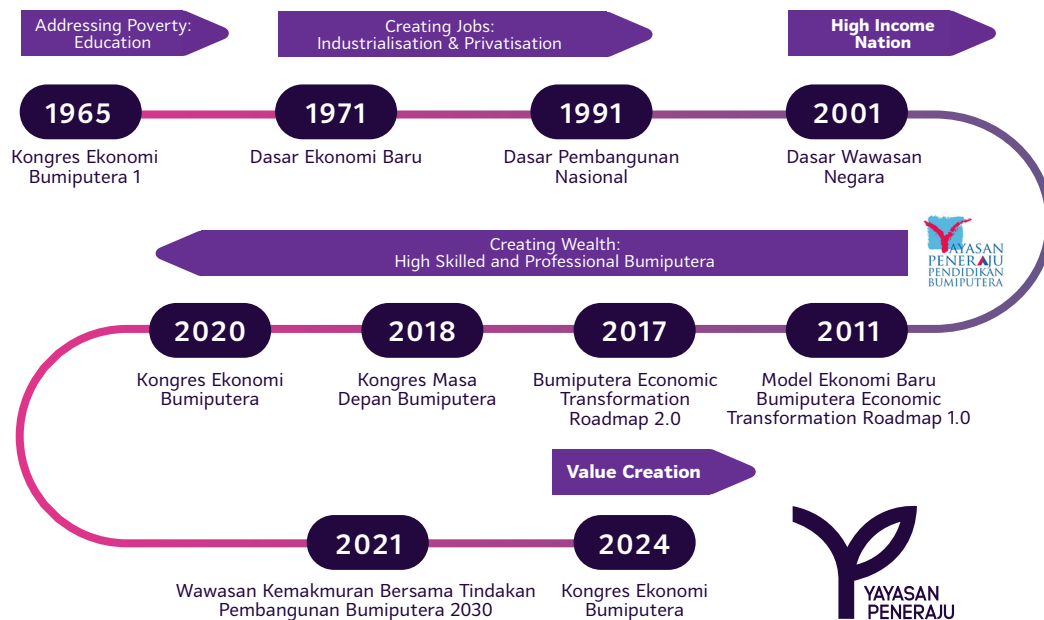
Our focus will be on identifying, enabling and facilitating high-potential individuals throughout their development journey. By integrating and balancing human capital, social capital and economic capital within our talent development framework, the Roadmap establishes clear strategies, milestones and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

Ratio of Wage Chinese 1 : 0.83 Bumiputera	Ratio of Household Income Chinese 1 : 0.71 Bumiputera	Absolute Poverty Incidence - Bumiputera 7.9 - Malaysia 6.2 - Chinese 1.4	>62% Bumiputera Labour Force SPM and below	Equity Ownership Bumiputera - Bumiputera : 18.4% - Non-Bumiputera : 25% - Foreign & Nominees : 57.8%
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Source: RMK12 Mid Term Review

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Source: DOSM Statistics on Poverty in Malaysia 2022

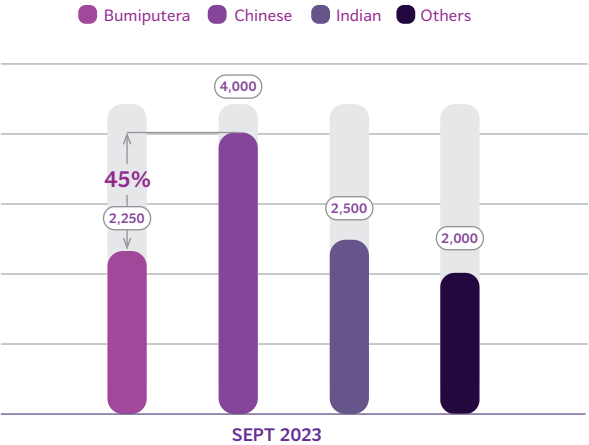
Source: DOSM Bumiputera Statistics 2023

Source: RMK12

Current State: Wealth Creation

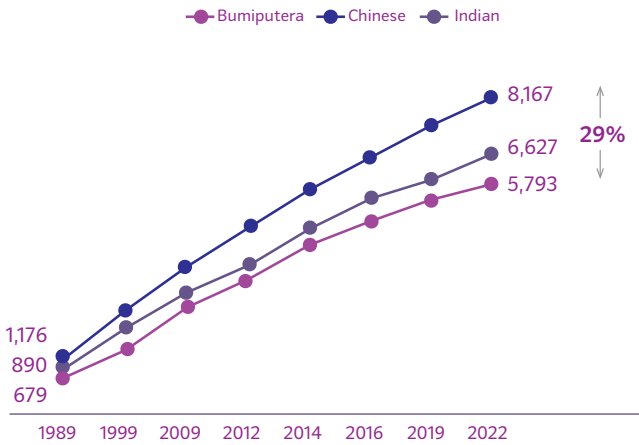
Our new objective ensures that the talents empowered by Yayasan Peneraju are not only well-positioned high achievers but are also reshaping the economic landscape and generating long-term impact to sustain the nation's ongoing progress.

Median Wages of Formal Workers, Sept 2023



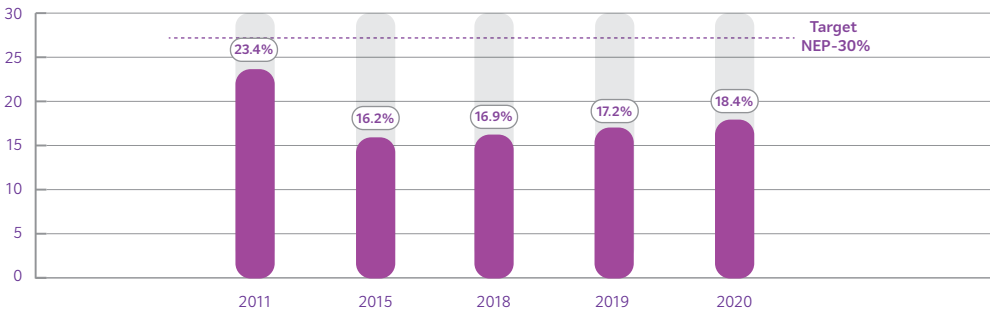
Source: Department of Statistics Malaysia

Median Monthly Gross Household Income, 1989-2022



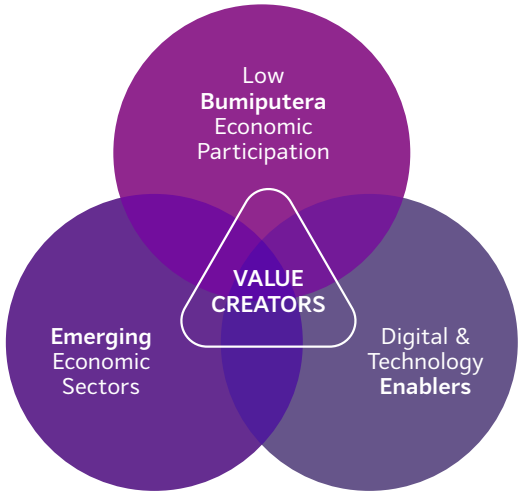
Source: Department of Statistics Malaysia

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.

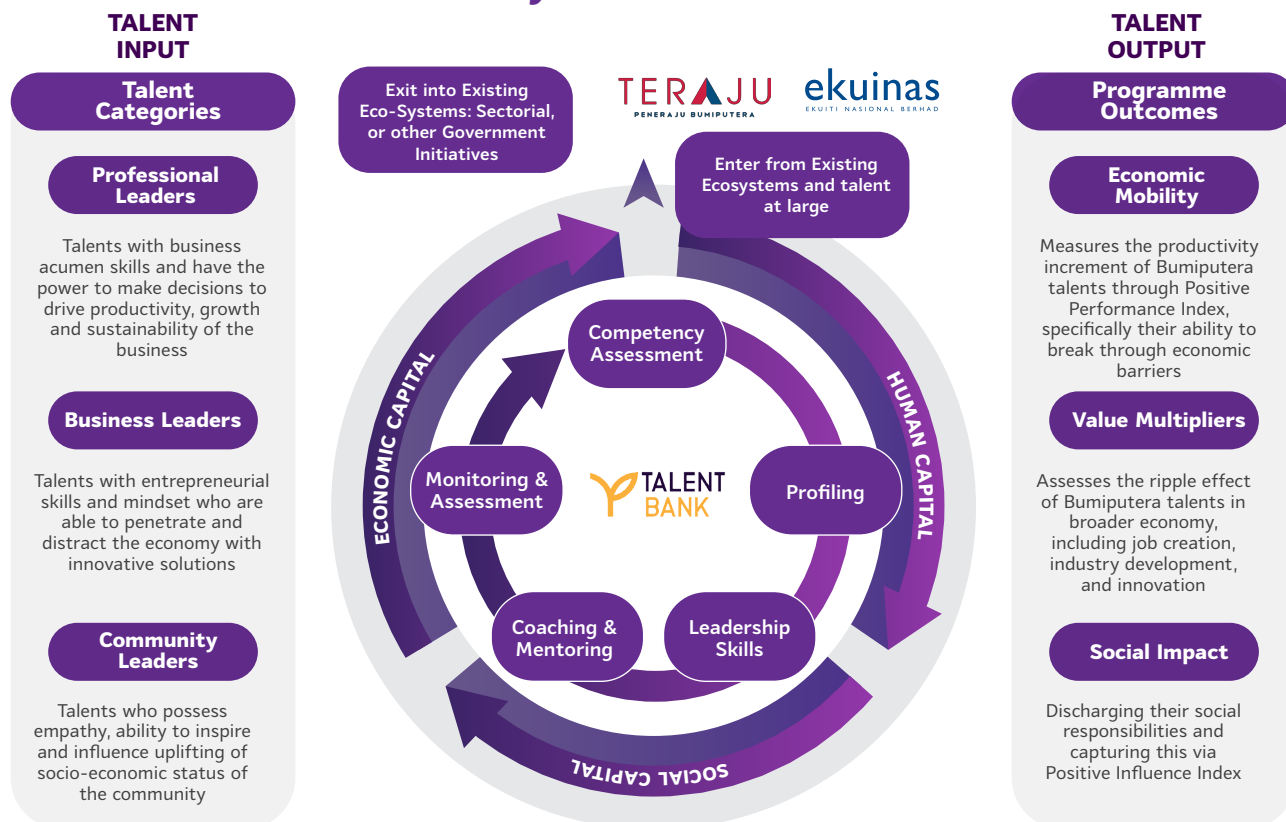
Vision	To Accelerate the Global Competitiveness of Bumiputera
Mission	To Create the Most Efficient Funneling Mechanism for Bumiputera Talent to become Value Creators
Strategic Goal	Socio-Economic Value Creation
Talent Bank	Professional Leaders Business Leaders Community Leaders
Value Propositions	Human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

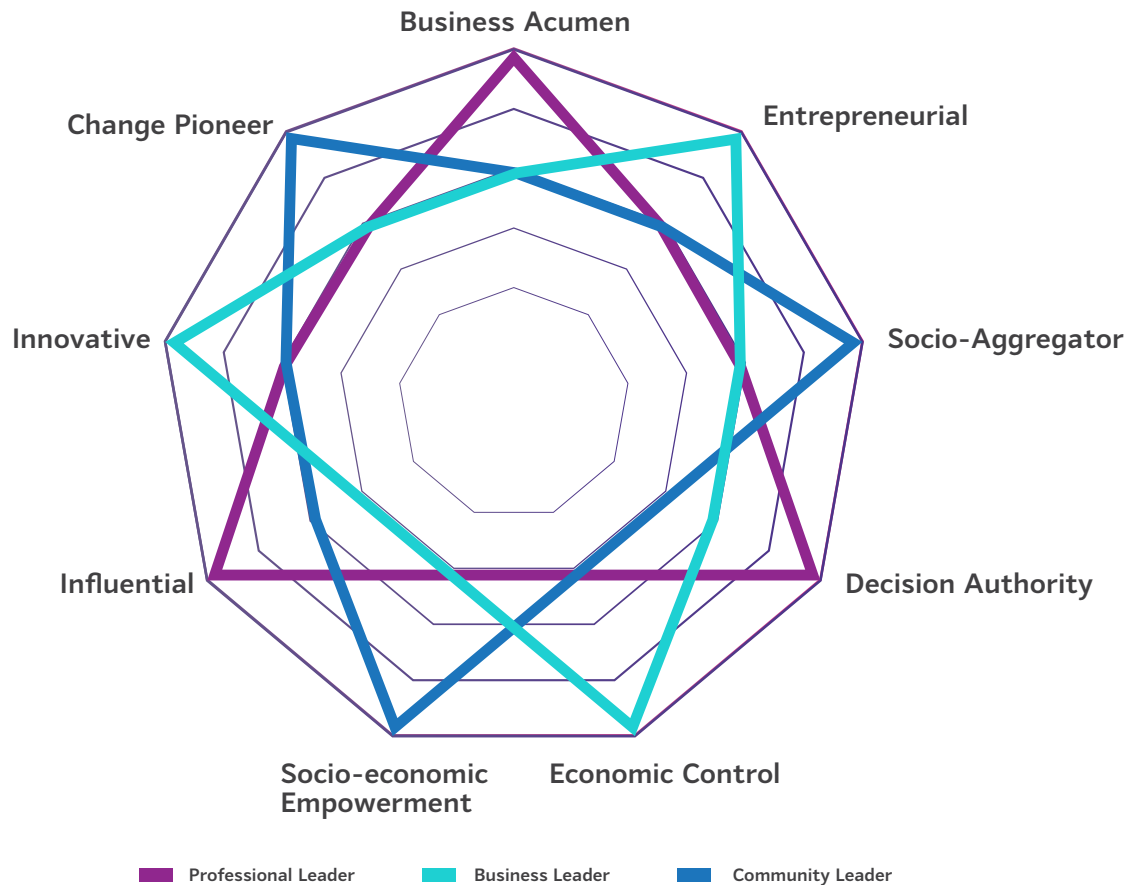
Virtuous Cycle of Value Creators



Measuring Dimensions of YP Value Creators

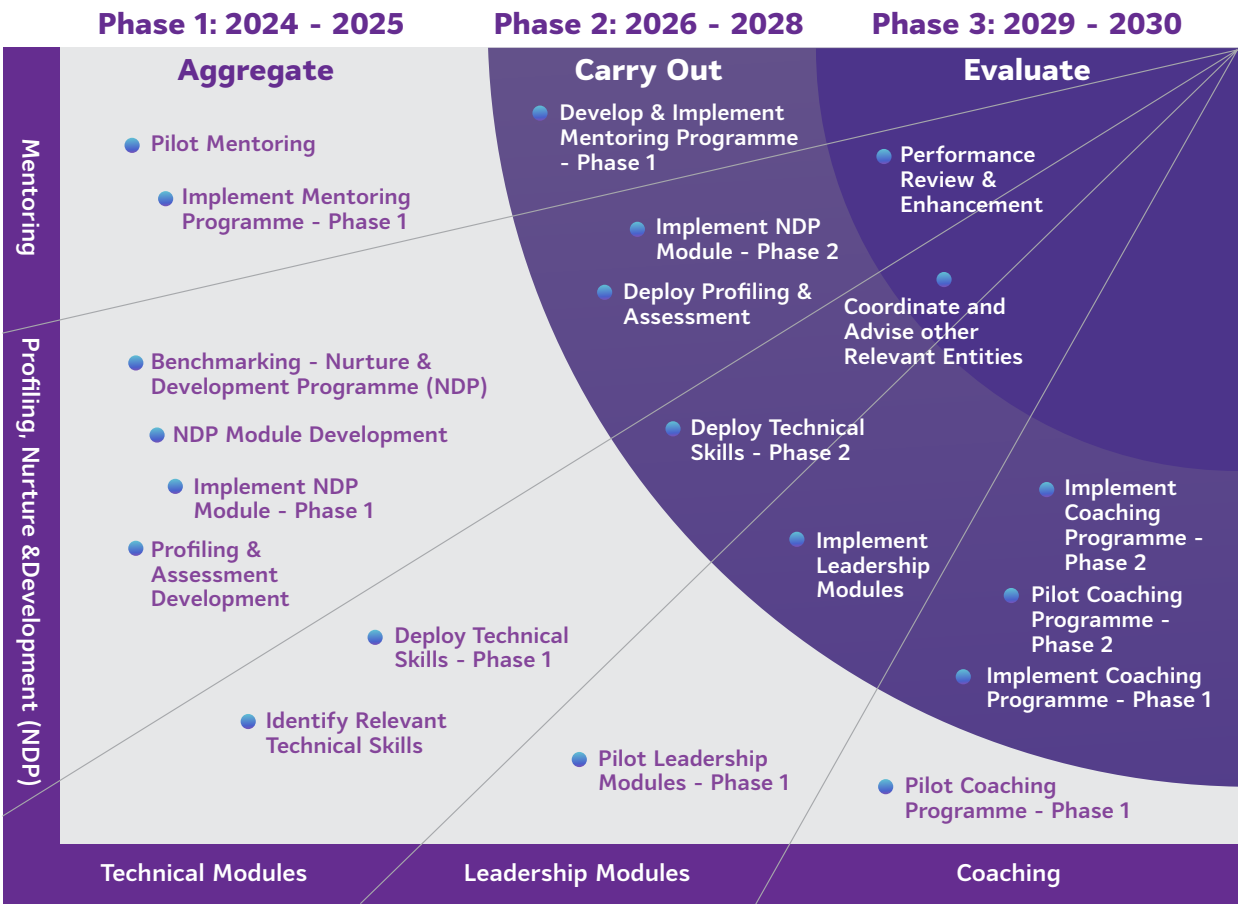
The cultivation of Value Creators as professional, business and community leaders are highly dependent on discovering and enhancing key characteristics that define each category of leadership. With the focus on boosting ownership and entrepreneurship, we are amplifying the necessary traits through specific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

Traits of Value Creators



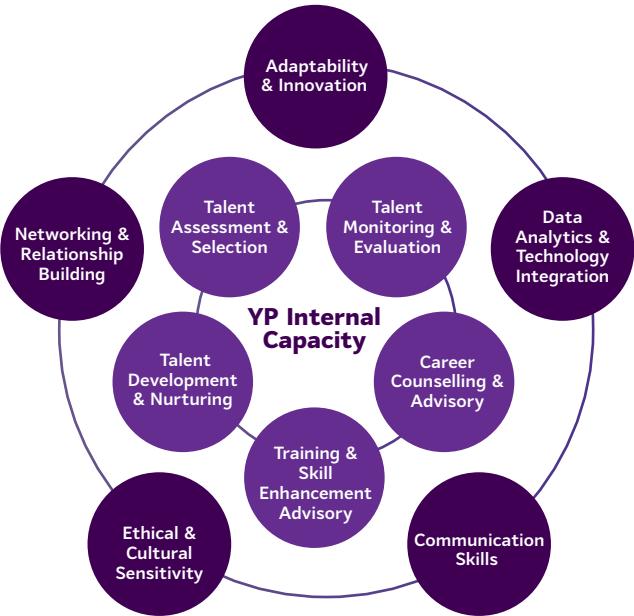
YP Talent Bank Programme Implementation Timeline (A.C.E)

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
Converting data into meaningful assets for Yayasan Peneraju to: • Implement data analytics to analyse talent trends, preferences and performance • Utilise insights to tailor development programmes, identify emerging skills demand • Continuously refine strategies based on data-driven feedback and outcomes	Comprehensive platform for Yayasan Peneraju Talents • Digital Talent Management: Register talent, track skills, and match them with development programmes. • Virtual mentorship and networking: Connect talent with experienced professionals through online forums and events. • E-learning & Skill Development hub: Provide tailored e-learning courses for talent development	Develop a user-friendly mobile application for seamless access to Yayasan Peneraju's services • Enable talent registration, course enrolment, and mentorship interactions on-the-go • Enhance engagement and accessibility for Bumiputera talent across various sectorial, demographic and geographical locations



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