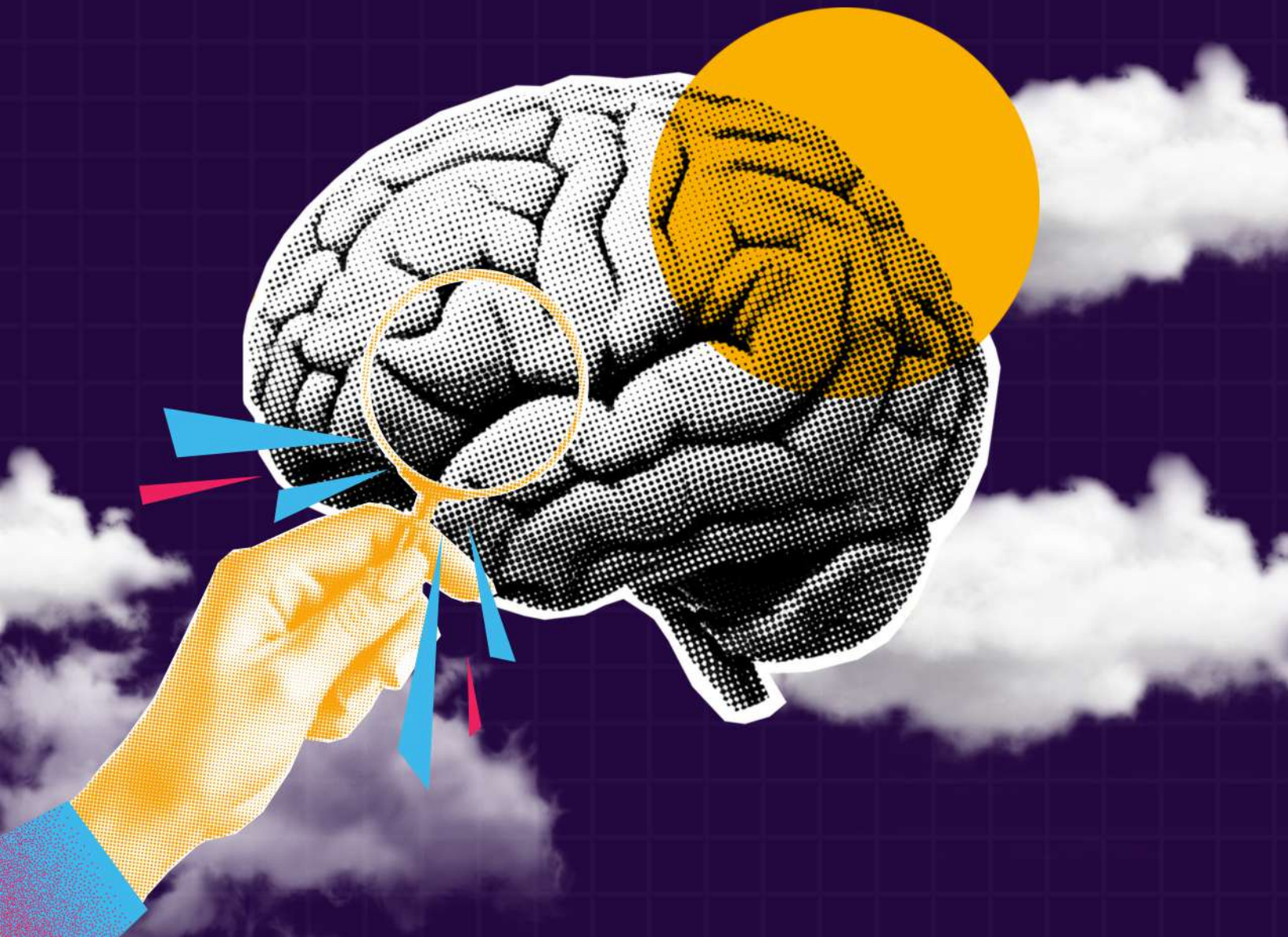


RETHINKING TALENT IN THE *Modern Workforce*

Unlocking Neurodivergent Potential



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Unlocking Neurodivergent Potential
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With Gratitude And Anticipation



Unlocking Neurodivergent Potential

“Recent findings show that **53% of Gen Z** identify as neurodivergent.”

STATUS QUO

In today's fast-evolving world of work, embracing diversity is no longer just about equity — it's about opportunity. Yet, one of the **most overlooked segments of the workforce remains those who are neurodivergent.**

Neurodivergence refers to the natural variation in how people think, learn, and process information. While it is often viewed through the lens of limitation, the truth is that **neurodivergent individuals possess unique strengths** that, when harnessed effectively, can become powerful assets to any organisation.

NUMBERS THAT MATTER

It is estimated that **15–20% of the population is neurodivergent.** In Malaysia, this translates to millions of potential contributors within the workforce—yet **more than 80% remain underemployed or unemployed.**¹

Stigma, limited awareness, and lack of inclusive policies continue to serve as major barriers to meaningful employment for this community.

WHEN INCLUSION WORKS

But change is happening. Companies such as **Microsoft, SAP, Wells Fargo, and EY** have led the way in hiring neurodivergent talent — and the results are clear: **measurable increases in productivity, creativity and innovation.**

These outcomes demonstrate that when neurodivergent individuals are empowered in the right roles and environments, they don't just fit in — they elevate the performance of entire teams.

1. “Neurodiversity Inclusion: Leaders Share How to Unlock Potential & Maximize Success,” Everway, effective 17 May, 2024, <https://www.-texthelp.com/resources/blog/neurodiversity-inclusion-leaders-share-how-to-unlock-potential-maximize-success/>

Strengths Worth Recognising

Many neurodivergent individuals offer competitive cognitive advantages, such as:

- **Out-of-the-box thinking** that drives innovation
- **Hyper-focus** on tasks that interest them
- Exceptional **attention to detail**
- Superior **pattern recognition**



These aren't just admirable qualities — they are business savvy, especially in fields that require problem-solving, data analysis, creativity and sustained focus. This is particularly relevant to the future of work.

Recent findings show that **53% of Gen Z** identify as **neurodivergent**. To remain competitive and inclusive, employers must begin shifting from awareness to action.

Fostering Inclusion in Practice²

- Adopt **neuro-affirming** language
- Enhanced **anti-discrimination** measures
- **Accessibility** adjustments and **accommodations**
- Cultivate a **culture that values cognitive diversity over conformity**

By providing neurodivergent individuals the right tools, support systems, and work environments, we don't just create space—we unlock potential.



2. "Neuro-inclusive workplaces," Neuro-inclusive Recruiting, accessed 23 July, 2025, <https://neuroinclusiverecruiting.org.au/inclusive-workplaces/>

Professional Prospects for the Neurodivergent

Did you know that certain jobs may be well-suited for neurodivergents?



ACCOUNTANT ³

Structured, logic-driven, and detail-heavy — accounting is one of the most neurodiversity-affirming professions. Individuals, particularly those with high-functioning autism, often excel in environments where number-crunching, rule-following and problem-solving are key.



DATA ANALYST ⁴

The ability to identify patterns and extract meaningful insights from large data sets is at the heart of data analytics. Neurodivergent individuals, especially those with strong analytical thinking and pattern recognition, often thrive in this role.



CYBERSECURITY SPECIALIST ⁵

Cybersecurity roles demand vigilance, systems thinking, and an eye for anomalies — traits that some neurodivergent individuals, such as those with ADHD or autism, naturally possess.

ON A RELATED NOTE



Yayasan Peneraju offers **financing schemes** for certifications in both professional (e.g., ACCA, CFA, & PMP) and technology fields — including **CompTIA Cybersecurity Analyst (CySA+)** and **Microsoft Certified Power BI Data Analyst**, among others.

These programmes can be a great starting point for employers looking to upskill neurodivergent talent, or for neurodivergent individuals aiming to boost their employability in high-demand sectors.

3. "10 Fulfilling Jobs for Neurodivergent People," Expert Community Care Management, accessed 23 July, 2025, <https://www.ec-cm.org/blog/10-fulfilling-jobs-for-neurodivergent-people>.

4. "13 Best Jobs for Neurodivergent Adults: Finding Your Perfect Career Fit," Teal, Dave Fano, effective 26 February, 2025, <https://www.tealhq.com/post/best-jobs-for-neurodivergent-adults>.

5. "13 Best Jobs for Neurodivergent Adults: Finding Your Perfect Career Fit."

Unlocking Potential Through Purposeful Upskilling

Whether you're a prospective talent eager to level up your career or an employer committed to nurturing diverse talent, upskilling is key. **Yayasan Peneraju's flexible, interest-free financing schemes** are designed to bridge that gap — making professional and technology certifications more accessible than ever.

	SILVER (UP TO RM15,000)	GOLD (UP TO RM30,000 PER APPLICATION)	PLATINUM (UP TO RM150,000 PER APPLICATION)
Training/ Tuition fee	✓	✓	✓
Professional/ Examination	✓	✓	✓
Monthly allowance*	No	No	Yes
Repayment	0%	50%	20%
Scheme's limit for refinancing	One-time only	Multiple times	Multiple times
Converting to scholarship if straight pass*	No	No	Yes

*Subject to terms & conditions

Disclaimer: The financing schemes offered by YP are subject to change and may be revised in the future

Beyond near-comprehensive coverage, the schemes also support a wide range of industry-recognised courses to help future-proof your career. Among the many options available through the schemes are:

ACCA

COMPTIA DATA+

ICAEW CFAB - ACA

AWS CERTIFIED CLOUD
PRACTITIONER

COMPTIA SECURITY+

MICPA

CERTIFIED ASSOCIATE
IN PROJECT
MANAGEMENT (CAPM)

CISSP

Microsoft Certified Power
BI Data Analyst

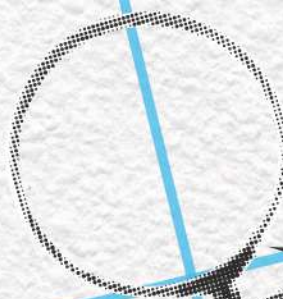
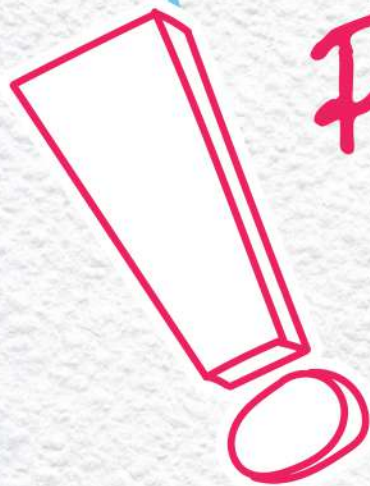
Ready to take the next step?

For more information on our offerings and how we can support your journey, visit: **Peneraju.org**

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CHARTING YOUR PATH TO

*Professional
Recognition*



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ACCA
CPA AUSTRALIA

ICAEW

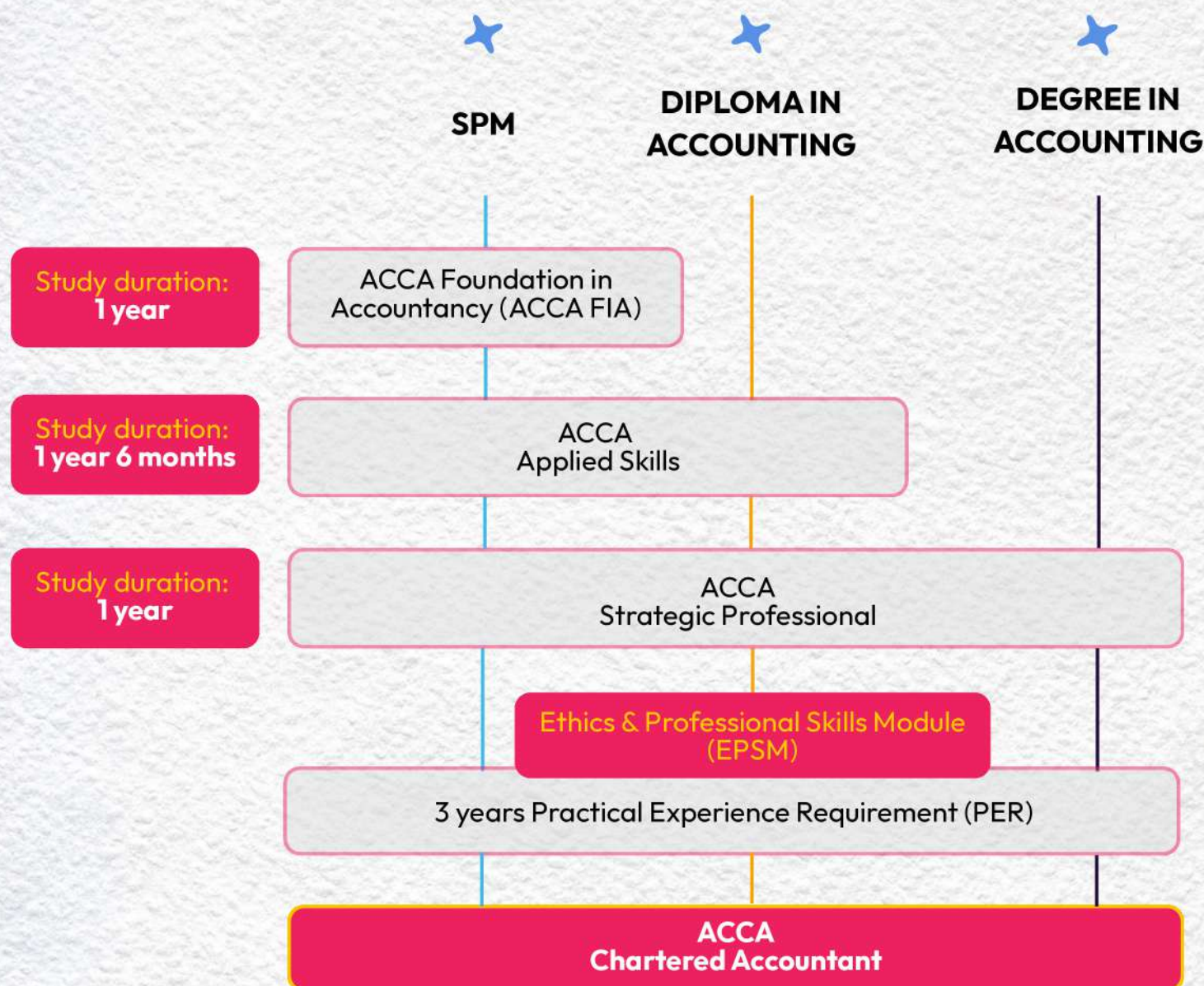
MICPA X CA ANZ

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Whether you're just starting out or looking to upskill, certifications in the professional field offer a clear, structured path — and with financing support, it's never been more achievable.

ACCA

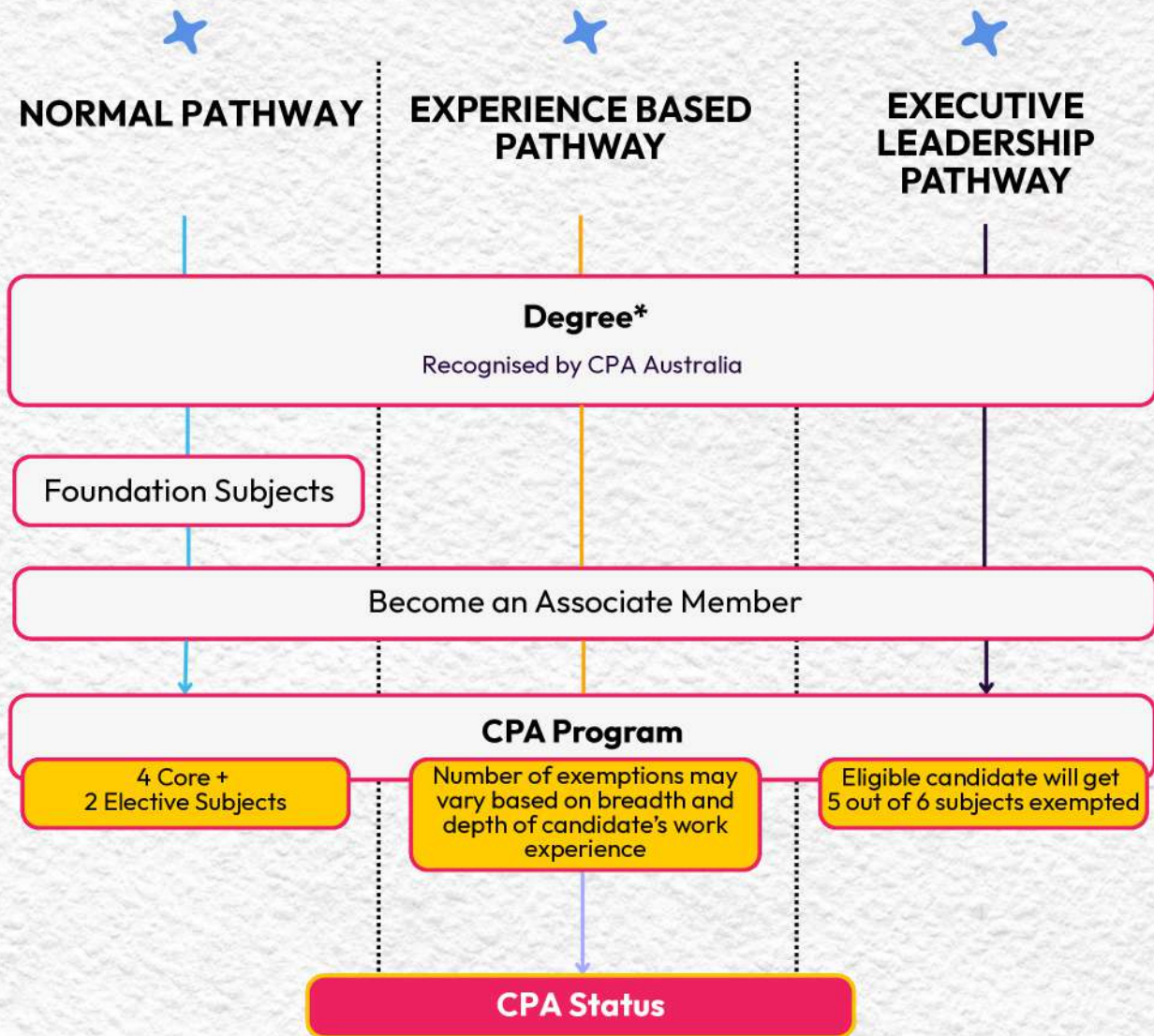
Globally recognized and highly flexible, ACCA open doors to a wide range of finance and accounting roles across industries and borders.



Note: The information presented in this flowchart is intended for reference purposes only, to provide prospective talents with a general idea of timeline for completing the ACCA qualification. Actual progress may vary depending on individual circumstances and the advice of your Approved Learning Partner (ALP).

CPA AUSTRALIA

Designed for adaptability and relevance, CPA Australia is your launchpad to a dynamic career in accounting, business, and finance.



To be eligible for the **Experience Based Pathway**, a candidate requires to:

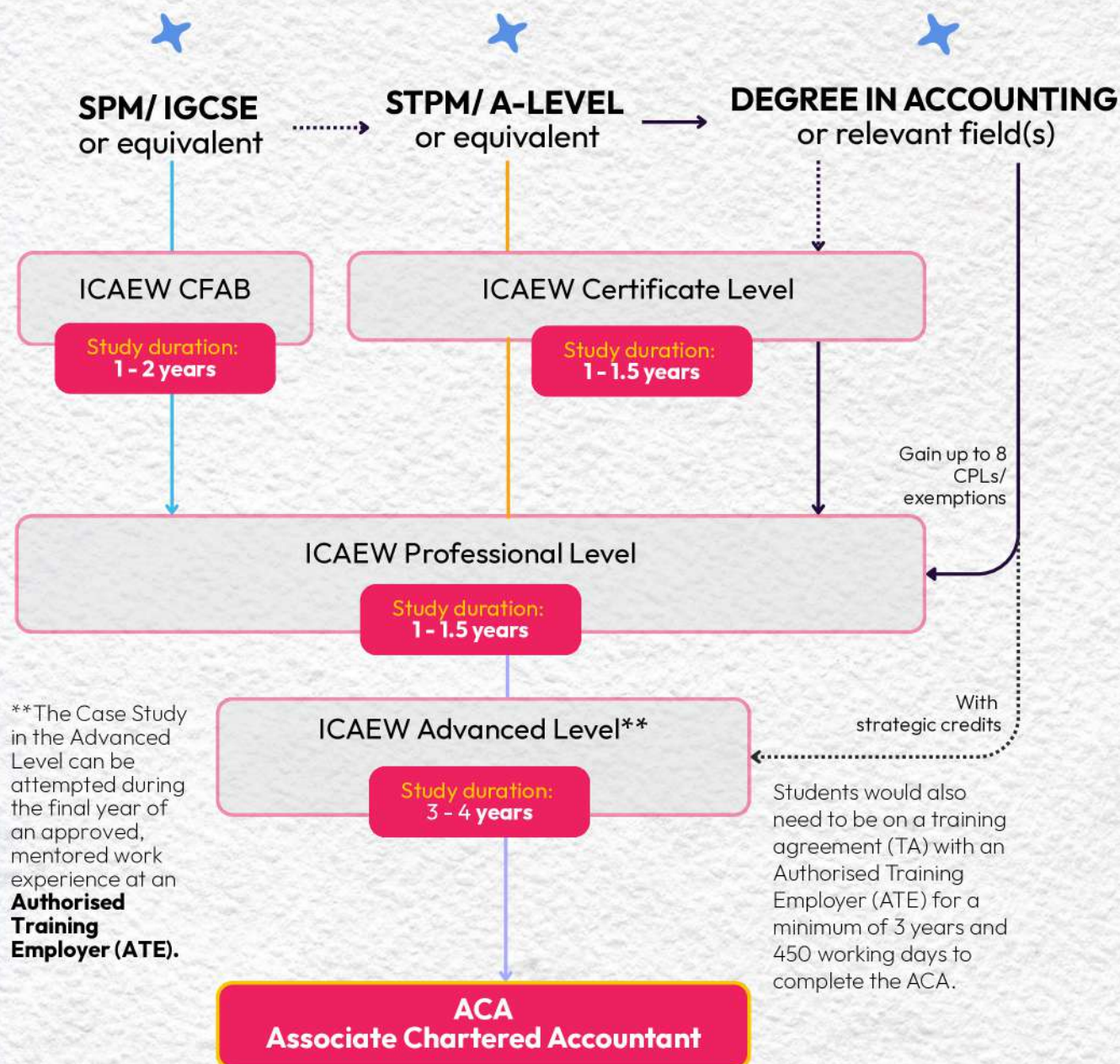
- Have a minimum of 5 years' work experience in a relevant accounting, finance, or business role(s) that demonstrate you have achieved core competencies
- Have a current or recent role in accounting, finance, or relevant business area

To be eligible for the **Executive Leadership Pathway**, a candidate requires to:

- Have a minimum of 10 years of work experience in accounting or finance
- Minimum of 3 years in a C-suite/executive management role in accounting or finance
- Eligible candidate only need to complete the CPA Program subject of Ethics and Governance in order to advance to CPA status

ICAEW

With a strong emphasis on leadership and strategic thinking,
ICAEW equips future-ready talents to thrive in high-impact roles.

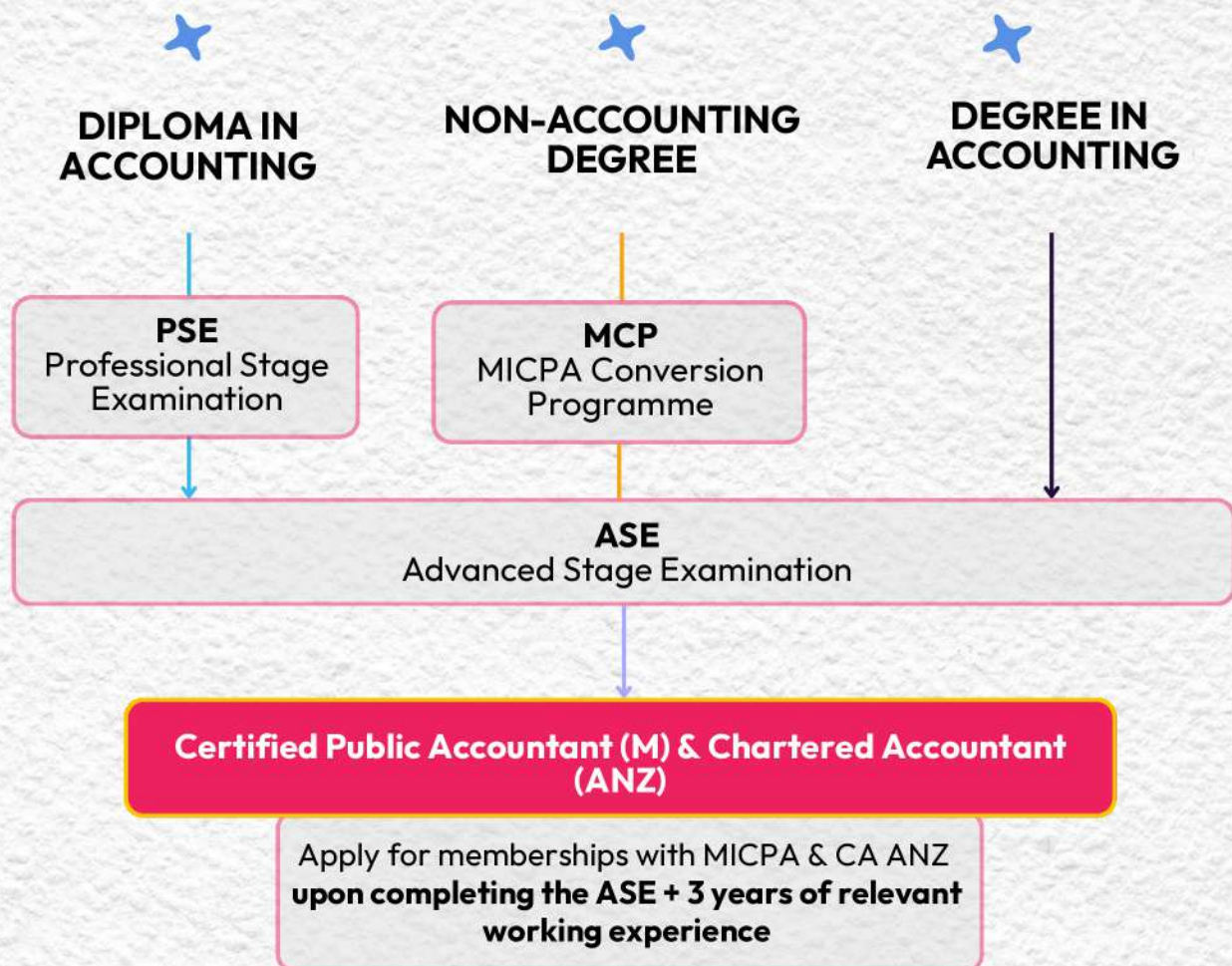


*CPL in the flowchart refers to Credit for Prior Learning

For more information on the certification, visit: [icaew.com](https://www.icaew.com)

MICPA x CA ANZ QUALIFYING PROGRAMME

This pathway blends local insight with international recognition — perfect for those seeking a strong foundation in both Malaysian accounting practices and beyond.





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FROM ASPIRATION TO ACHIEVEMENT:



*Talent
Insights*

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TALENT INSIGHTS

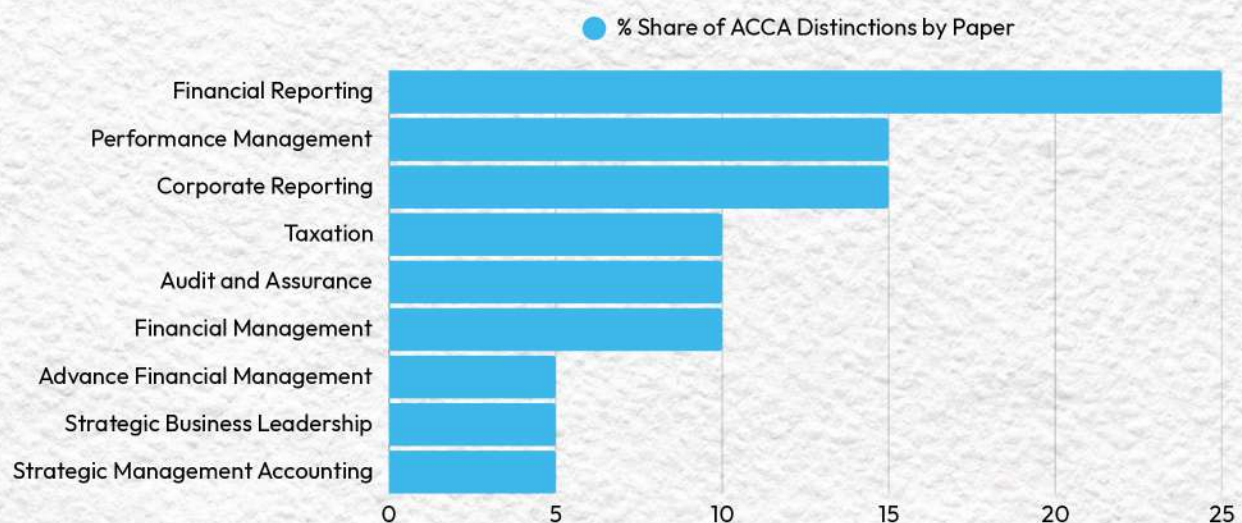
When talent is supported with the right resources and opportunities, outcomes follow.



Note: The figures presented reflect the cumulative number of award recipients under Yayasan Peneraju's professional certification programmes. These include qualifications such as CAT, ACCA-FIA, ACCA, CFAB, MICPA, and CPA Australia, pursued through various partner institutions over the years.

Key Takeaway:

The data reflects a consistent number of annual award recipients from 2015 to 2025, with no apparent interruption even during the pandemic years. A noticeable rise between 2022 and 2024 may point to enhanced outreach, or improved programme delivery.



Key Takeaway:

Financial reporting accounts for 25% of the total distinctions, Financial Reporting represents the largest share among the listed papers. This suggests a stronger performance in foundational technical competencies.

Note: The data presented reflects distinctions obtained specifically in ACCA certification papers only. Other professional certifications or qualification bodies are not represented in this breakdown.

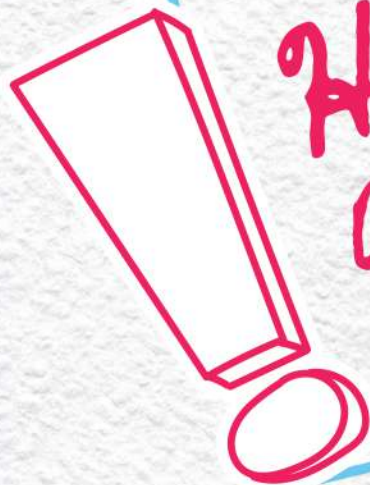
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**ON THE
GROUND**

*Highlights
across our*

calendar!



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January

CELEBRATING 1,000 YAYASAN PENERAJU PROFESSIONAL ACCOUNTING GRADUATES

On the 11th of January 2025, Yayasan Peneraju celebrated the milestone of 1,000 Professional Accounting Graduates from Sunway College.



Held at Jeffrey Cheah Hall, the event featured an engaging dialogue with Dato' Seri Mohd Rafizi Ramli, the former Minister of Economy, alongside our alumni and scholars.



This session underscored the significance of this achievement and strengthened our commitment to developing future-ready talents.



February

PENERAJU ALUMNI CAR-NIVAL & GET TOGETHER DINNER

The Peneraju Alumni CAR-nival & Get Together Dinner brought together over 300 alumni and scholars for a vibrant and meaningful engagement.

Activities included car boot sales, mini workshops, and other interactive activities, offering alumni a platform to reconnect with peers and relieve shared experiences.

The event concluded with a warm dinner gathering, highlighting the enduring spirit of the Peneraju alumni community.



February

ANNOUNCEMENT OF YAYASAN PENERAJU NEW FINANCING SCHEME

Launched on the 26th of February 2025, Yayasan Peneraju's new Financing Scheme offers flexible, needs-based support for Bumiputera talents aged 16 and above.

LET'S TAKE A CLOSER LOOK AT
MORE OF THE STORIES THAT
SHAPED OUR YEAR SO FAR.



The scheme covers high-demand certifications in Accounting, Finance, Business Services, and Technology.



This event marks a shift toward self-curated talent development — empowering individuals to take charge of their growth.



March

IFTAR WITH PENERAJU ALUMNI

During the holy month of Ramadan in March, Yayasan Peneraju hosted a series of iftar gatherings, bringing together alumni in a time of reflection and unity.



These sessions served as meaningful opportunities to cultivate a shared sense of purpose and mutual support within the alumni community.



April

YAYASAN PENERAJU OLD MALAYA RAYA OPEN HOUSE

Held on the 17th of April 2025, YP's Old Malaya Raya Open House at The Agam, Kuala Lumpur, was a vibrant celebration of heritage and togetherness, attended by over 1,000 guests.

The evening was graced by YB Dato' Hajjah Hanifah Hajar Taib, Deputy Minister of Economy, along with members of our advisory council and other esteemed guests.



April

YAYASAN PENERAJU TALENTS & ALUMNI HARI RAYA OPEN HOUSE

On the 28th of April 2025, the YP Talents & Alumni Hari Raya Open House was held at Premiera Hotel Kuala Lumpur, bringing together over 500 guests in a festive celebration.

The event featured a lively traditional dance by YP INTEC Accounting Talents and a Best Dressed Competition.

The CEO of Yayasan Peneraju, Ibrahim Sani, also shared a warm message on the importance of fostering lasting connections within the Yayasan Peneraju ecosystem.



April & May

JOM EXPLORE! WHY NOT YP?

Jom Explore! was a nationwide roadshow held from April to May 2025 across 14 locations by Yayasan Peneraju (YP), in collaboration with the Ministry of Economy.



Targeted at Bumiputera youths — especially SPM leavers — the programme aimed to raise awareness of YP's Financing Scheme and fast-track pathways into professional accounting.



We extend our sincere appreciation to the Ministry of Economy representatives who served as interviewers at each location and for their invaluable support in making this initiative a success.



May

MIA INTERNATIONAL ACCOUNTANTS (MIA) CONFERENCE 2025

On 26–27 May 2025, Yayasan Peneraju (YP) participated as a Talent Partner at the MIA International Accountants Conference 2025, held at MITEC, Kuala Lumpur.

With over 3,000 delegates and 80 speakers, the event spotlighted key themes including sustainability, leadership, and governance.

YP is proud to champion future-ready talent initiatives through strategic collaborations with key stakeholders in the accounting and finance ecosystem.



June

PROGRAM MADANI RAKYAT (PMR) PERAK 2025

Held from 13 to 15 June 2025, the Perak edition of Program Madani Rakyat (PMR) took place at Lumut Waterfront, attracting over 200,000 visitors.



The three-day event featured 36 booths and more than 200 services from various ministries and agencies, fostering greater public access to government initiatives.

Perak is the second state to host this impactful collaboration, led by the Prime Minister's Department (PACU) and the Ministry of Higher Education.



June

FOCUS GROUP DISCUSSION (FGD) & INTERVIEWS FOR IMPACT STUDY: PENERAJU TUNAS

This FGD and interview series was organised in collaboration with consultants from Universiti Putra Malaysia (UPM) to explore and assess the impact of the Tunas Potensi and Geliga programmes.



Sessions were held across multiple locations, gathering valuable insights from alumni for future enhancements in programme design and development.



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WHERE TALENTS MEET PURPOSE

*Stories of
Impact*



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Every programme ends,
but the real story
begins afterward.

These alumni exemplify
the long-term value of
investing in human
potential.

NIK NUR AISYAH NIK MD ZAIN

Alumna Peneraju Professional Akauntan Muda

Accounting Partner, NNA Accounting Advisory | Director, TRAIENT Experience Sdn Bhd

Nik Nur Aisyah Nik Md Zain began her journey with Yayasan Peneraju in 2015, enrolling at INTEC Education College to pursue the CAT (Certified Accounting Technician) and later the ACCA (Association of Chartered Certified Accountants) qualification. A straight passer for CAT in 2016 and a graduate of ACCA in 2019, her academic performance was commendable — but her aspirations extended far beyond classroom.

While most focused solely on their studies, Aisyah took the initiative to build something lasting for others. In 2016, she founded My Volunteer Club at INTEC, rallying students from various backgrounds to engage in community service. What began with 14 committed members grew into a thriving volunteering club the following year. After graduation, her professional path took a global turn. While working remotely for a London-based firm, she was exposed to AI-powered bookkeeping services for SMEs. The experience opened her eyes to a gap in the Malaysian market — where traditional manual bookkeeping still dominated. Instead of observing from the sidelines, Aisyah acted.

In 2024, she co-founded a firm to bring those same innovative accounting technologies to Malaysian businesses. Since its inception, the firm has steadily built a growing clientele, delivering efficient, tech-enabled financial solutions for SMEs. But her contribution didn't stop there. Through TRAIENT Experience Sdn Bhd, she also became an HRD Corp Accredited Trainer and began conducting financial training modules. Extending her commitment to talent development, she returned to INTEC as a part-time ACCA-FIA lecturer, coming full circle to uplift the next generation of prospective accounting professionals.

Aisyah advocates for firms like hers to take advantage of Yayasan Peneraju's flexible financing scheme to upskill their workforce — making professional certifications such as ACCA and ICAEW more accessible. She's even planning to send her own staff through these pathways. To the next wave of Bumiputera talents, Aisyah offers this advice:



Take risks, explore, and constantly invest in your own growth.

Put yourself out there, and participate in programmes that will enable you to network and create opportunities for you and others.



LILY MUDSAKKIR

Alumna Peneraju Professional Akauntan Muda
Manager in Audit Transformation, PwC UK

Lily Mudsakkir's journey with Yayasan Peneraju began as she searched for structured professional pathways. With YP's institutional assistance, she pursued the ICAEW qualification via the CFAB route. For Lily, it was more than a scholarship — it was the beginning of a meaningful movement.

After completing her studies, Lily began her career at PwC Malaysia, spending nearly four years in external audit across diverse industries. Her solid foundation led her to PwC UK, where she now serves as a Manager in Audit Transformation, leading innovation initiatives that modernise audit practices and challenge the status quo.

But Lily's story is more than a scholarship. For her, YP was a turning point — a source of confidence, community, and purpose. The shared struggles, peer support, and unwavering belief from the YP team created a sense of belonging that stayed with her to this day.


Today, her impact goes beyond her role. At PwC UK, Lily leads transformation initiatives that not only improve efficiency but also empower teams to embrace tech — especially those initially hesitant. This ripple effect of support and knowledge is something she proudly traces back to her time with YP.

Now abroad, Lily holds on to the values instilled in her. As a Bumiputera professional, she sees success not as an individual journey, but a collective responsibility. She believes in uplifting others, mentoring and one day, returning to contribute back to Malaysia. Her advice to future talents?



Apply with an open heart and a growth mindset

YP is more than a scholarship — it's a belief in your potential. Grow, give back, and when you succeed, bring others with you!



Lily's journey is one of purpose-driven growth — a legacy of what happens when support meets ambition.



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WHAT IS

*Peneraja
Alumni?*



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WHAT IS *Peneraju Alumni?*

Peneraju Alumni is a network of Yayasan Peneraju past beneficiaries, or talents, to Connect, Touch Lives, and Grow.

CONNECT

Alumni have the opportunity to forge meaningful network with skilled professionals from various fields, building relationships that lead to new collaborations and opportunities.

TOUCH LIVES

Through collective efforts, members make and receive meaningful impact initiatives.

GROW

A platform for personal and professional growth, helping members expand their knowledge, skills, and horizons.

OUR OBJECTIVE

Fostering a strong sense of community and connection while building and maintaining a mutually beneficial relationship between Peneraju Alumni community network.

ALUMNI RELATIONS' FUNCTION

The main coordinator that manages Peneraju Alumni including engagements, events, community works, workshops and other lifelong learning opportunities as well as all alumni related initiatives.

WHAT CAN ALUMNI LOOK FORWARD TO?

CONNECT

Network with 55,000+ skilled talents

TOUCH LIVES

Make meaningful impact

GROW

Expand your horizon



LEADERSHIP TRANSITION:

*With Gratitude
and Anticipation*



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As the Ministry of Economy enters a new chapter, we reflect on the impactful tenure of Dato' Seri Mohd Rafizi bin Ramli and warmly welcome YB Senator Datuk Seri Amir Hamzah as the acting Minister of Economy.

DATO' SERI MOHD RAFIZI BIN RAMLI

As Malaysia's former Minister of Economy, **Dato' Seri Mohd Rafizi Ramli** championed bold reforms that left a lasting impact. From spearheading subsidy rationalisation to advancing progressive wage policies and the Johor-Singapore Special Economic Zone (JS-SEZ), his leadership marked a shift toward a more targeted and equitable economy. One of his landmark initiatives was the launch of PADU — a national socio-economic database designed to enhance the delivery of government aid. We extend our deepest appreciation for his vision, innovation, and dedicated service.



YB SENATOR DATUK SERI AMIR HAMZAH



Now at the helm is **YB Senator Datuk Seri Amir Hamzah**, who also serves as Malaysia's Second Finance Minister. With a distinguished track record in both public service and corporate leadership, he is now entrusted with strengthening the 13th Malaysia Plan to align with the nation's long-term economic ambitions.

Recognised for his professional excellence, we look forward to his stewardship in sustaining reform momentum and shaping a resilient, inclusive, and sustainable economy.



STAY TUNED

to our newsletter series for more talent trends and insights!

In our next issue, we'll cover:

- Pathways for Technology-focused certifications.
- A new talent or career-focused article and more...

To know more about our current offerings, visit **Peneraju.org**

Prepared by:

Diagnostics & Insights Unit
Yayasan Peneraju



INTERESTED IN KEEPING UP WITH OUR JOURNEY?

Follow us on our socials for live updates & more information:



@YayasanPeneraju

FURTHER READING

1. Everway. "Neurodiversity Inclusion: Leaders Share How to Unlock Potential & Maximize Success." Effective 17 May, 2024. <https://www.texthelp.com/resources/blog/neurodiversity-inclusion-leaders-share-how-to-unlock-potential-maximize-success/>
2. Neuro-Inclusive Recruiting. "Neuro-inclusive workplaces." Accessed 23 July, 2025. <https://neuroinclusive recruiting.org.au/inclusive-workplaces/>
3. Expert Community Care Management. "10 Fulfilling Jobs for Neurodivergent People." Accessed 23 July, 2025. <https://www.eccm.org/blog/10-fulfilling-jobs-for-neurodivergent-people>.
4. Teal, Dave Fano. "13 Best Jobs for Neurodivergent Adults: Finding Your Perfect Career Fit." Effective 26 February, 2025. <https://www.tealhq.com/post/best-jobs-for-neurodivergent-adults>.