



2024

# ANNUAL REPORT

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**MALAYSIAN RESEARCH AND  
EDUCATION FOUNDATION**

# CHAIRMAN'S MESSAGE



**Assalamualaikum Warahmatullahi Wabarakatuh, Alhamdulillah, all praises to Allah S.W.T** for His continuous guidance and blessings, enabling the successful publication of the Malaysian Research and Education Foundation (MyREF) Annual Report for 2024.

MyREF has continued to make significant strides in research, education, and entrepreneurship development throughout 2024. As an organization committed to advancing knowledge and fostering impactful initiatives, we have undertaken numerous programs and research activities that contribute to the progress of Malaysia's socio-economic and educational landscape. While there have been many notable initiatives this year, I would like to highlight a few that have had a particularly significant impact.

A key milestone in 2024 was our research project commissioned by the Malaysian Qualifications Agency (MQA) on the revision of the MQA Act 2007 (Act 679). This study provided critical insights and recommendations aimed at strengthening Malaysia's higher education quality assurance framework, ensuring that it remains adaptable to the evolving needs of education, skills development, and industry demands. As education continues to evolve in the face of rapid technological advancements, this project underscores MyREF's role in shaping policies that support flexible learning pathways and competency-based education.

In addition to policy-driven research, MyREF has also played a vital role in supporting talent development through structured education and mentorship initiatives. The MyREF Scholar Incubator Program (MyREF SIP) has continued to provide academic and career development support to Form 5 students, particularly from underserved backgrounds. By integrating mentorship, academic coaching, and industry exposure, the program has significantly enhanced student engagement, motivation, and readiness for higher education and future career opportunities. The success of this program reaffirms MyREF's commitment to empowering young minds with the skills and guidance needed to navigate their academic and professional journeys.

Beyond education, MyREF remains dedicated to empowering entrepreneurs through the MyREF HijrahPreneur Skills Program (MyREF HSP). This year, we expanded the program with the introduction of multiple new cohorts, including Cohort III, IV, V, VI, and VII, ensuring that a broader group of asnaf entrepreneurs and marginalized communities had access to structured business training and mentorship. Notably, Cohort VII marked an important expansion of the program by incorporating military veterans as participants, supported by Jabatan Hal Ehwal Veteran (JHEV). With the strong support of funding partners such as Affin Islamic Bank Berhad, Etiqa Takaful Family Berhad, and Bank Negara Malaysia (BNM), the program has played a crucial role in helping participants transition from financial dependents to self-sufficient business owners, contributing to economic sustainability and community resilience.

The achievements of 2024 are a reflection of the dedication and collaboration of our partners, funders, and team members, whose unwavering commitments have enabled MyREF to continue delivering high-impact research, education, and entrepreneurship programs. As we look ahead, MyREF remains focused on expanding its role as a knowledge-driven organization, ensuring that our efforts continue to support innovation, economic empowerment, and policy advancement for the benefit of society.

**Wassalamualaikum Warahmatullahi Wabarakatuh.**

**Emeritus Professor Dato' Abang Abdullah Abang Ali**  
Chairman and Trustee, Malaysian Research and Education Foundation

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## About MyREF

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Malaysian Research and Education Foundation (MyREF) is registered under the Trustees (Incorporation) Act 1952 (Act 258) and governed by the Legal Affairs Division, Prime Minister's Department. MyREF has been operating since 2016 and is involved in infrastructure, education and construction projects at home and abroad, including countries under conflict such as Gaza and Yemen.

In 2020, MyREF has expanded its scope and function to strategic research and educational development involving science, technology, engineering, social, human capital and economy, with a mission to promote research and education as means to develop a sustainable community and nation. To realize this function, MyREF has conducted many activities such as training program, social engagement, webinar on professional and education development and community outreach. Majority of this program and activities were conducted virtually due to COVID-19 pandemic. Even though all these programs were held through online platform, all of the programs were successfully completed, achieving its objectives and resonates well with MyREF vision and mission.





## Vision

To be the leading local and global foundation for Research and Education

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## Mission

To utilize Research and Education as means to develop sustainable nation and community




## Objective

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- To develop local and international research, study and education program in line with the UN Sustainable Development Goals.
- To promote human capital development through research and education.
- To increase access to technical and vocational education locally and globally.

# MyREF Certificate of Incorporation

The change of name and new functions of Malaysian Reconstruction Foundation to Malaysian Research and Education Foundation was approved by the Legal Affairs Division, Prime Minister's Department in 2021.



**AKTA PEMEGANG AMANAH (PEMERBADANAN) 1952  
[AKTA 258]**

Dalam Perkara  
**MALYSIAN RESEARCH AND EDUCATION FOUNDATION**  
Dahulunya dikenali sebagai MALYSIAN RECONSTRUCTION FOUNDATION PPAB-08-2016

Dan  
Dalam Perkara

PROF. EMERITUS DATO' ABANG ABDULLAH BIN ABANG ALI (NO. K/P: 520524-13-5379)  
IR. AHMAD BIN TAMBY KADIR (NO. K/P: 550118-04-5025)  
IR. MEGAT JOHARI BIN MEGAT MOHD NOOR (NO. K/P: 590803-08-5793)  
DR. MOHD. FAUZI BIN SHAFFIE (NO. K/P: 580201-03-5255)  
MOHD KHAIRUDDIN BIN RAIS (NO. K/P: 800304-01-6075)


Pemegang-Pemegang Amanah yang dilantik oleh  
**MALYSIAN RESEARCH AND EDUCATION FOUNDATION**

Dan  
Dalam Perkara

**AKTA PEMEGANG AMANAH (PEMERBADANAN) 1952 [AKTA 258]**

**SIJIL PEMERBADANAN**

YANG BERTHORMAT MENTERI DI JABATAN PERDANA MENTERI  
setelah menimbangkan pernyataan dan butir-butir dalam satu permohonan  
bertulis bertarikh 28hb Julai 2019 dan ditandatangani oleh pemegang-  
pemegang amanah yang dilantik oleh MALYSIAN RESEARCH AND  
EDUCATION FOUNDATION untuk Sijil Pemerbadanan di bawah Akta  
Pemegang Amanah (Pemerbadanan) 1952:



1



DAN SETELAH MENGAMBIL KIRA had, jenis dan tujuan-tujuan dan lain-lain keadaan MALYSIAN RESEARCH AND EDUCATION FOUNDATION:

DAN SETELAH MENIMBANGKAN pemerbadanan tersebut suai manfaat, DENGAN INI MEMBERI SIJIL PEMERBADANAN kepada pemegang-pemegang amanah bagi MALYSIAN RESEARCH AND EDUCATION FOUNDATION dan adalah pada.....17. DEC. 2020.....diperbadankan dengan nama THE TRUSTEES OF MALYSIAN RESEARCH AND EDUCATION FOUNDATION REGISTERED tertakluk kepada syarat-syarat dan arahan-arahan yang berikut:

1. Objektif dan aktiviti Pertubuhan Pemerbadanan hendaklah selaras dengan sebagaimana yang diperuntukkan oleh Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020;
2. Tempoh perkhidmatan, kelayakan dan bilangan Pemegang Amanah Pertubuhan Pemerbadanan adalah sebagaimana yang diperuntukkan oleh Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020;
3. Syarat-syarat pemegang dan hilang kelayakan jawatan pemegang-pemegang amanah hendaklah sebagaimana yang diperuntukkan oleh Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020;
4. Cara pelantikan pemegang-pemegang amanah yang baharu hendaklah sebagaimana yang diperuntukkan oleh Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020;

2



5. Pemegang-pemegang amanah hendaklah mempunyai dan menggunakan suatu rekabentuk meterai am yang diluluskan dan ditunjukkan di sini;
6. Meterai Am hendaklah disimpan dengan selamat sebagaimana yang diperuntukkan dalam Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020; dan
7. Meterai Am tidak boleh dicapkan pada mana-mana suratcara kecuali dengan kebenaran daripada Lembaga Pemegang Amanah sebagaimana yang diperuntukkan dalam Surat Ikatan Amanah bertarikh 21hb April 2016, Surat Ikatan Amanah Tambahan Pertama bertarikh 15hb April 2019 dan Surat Ikatan Amanah Tambahan Kedua bertarikh 20hb Oktober 2020.

Bertarikh 17 DISEMBER 2020

(DATO' TAKIYUDDIN BIN HASSAN)  
MENTERI DI JABATAN PERDANA MENTERI  
(PARLIMEN DAN UNDANG-UNDANG)



3

# BOARD OF TRUSTEES



**Emeritus Prof. Dato' Ir.  
Abang Abdullah Abang Ali**  
Chairman



**Ir. Ahmad Tamby Kadir**  
Trustee



**Ir. Megat Johari Megat Mohd Noor**  
Trustee



**Dr. Mohd Fauzi Shaffie**  
Trustee



**Ts. Mohd Khairuddin Rais**  
Trustee

# MANAGEMENT TEAM



**Ts. Mohd Khairuddin Rais**  
Chief Executive Officer/Trustee

## MyREF's Subject Matter Expert



**Mr. Fariz Asyraf Awalludin**  
Digital Economy



**Dr. Saiyidi Mat Roni**  
Economy & Finance



**Dr. Khadijah Ismail**  
Social Science



**Ts. Muhammad Johari Rahmad**  
System Development



**Assoc. Prof. Ir. Dr. Mas Sahidayana Mokhtar**  
Business Management



**Ts. Dr Masri Sahri**  
Cyber Security

## MyREF's Staff



**Dr. Noor Hidayah Samsudin**  
Head of Education & Training Division



**Dr. Nurul Suhada Ismail**  
Head of Research & Development Division



**Lubna Mohd Khalid**  
Project Executive



**Nur Aina Makhtarudin**  
Project Executive



**Nur Athirah Md. Mohtaz**  
Administration & Operation Executive



**Nur Huda Syakirah Mohd Hafiz**  
Intern Trainee



**Puteri Shasha Fienna Abd Shukur**  
Project Executive



**Seri Zulaikha Shaiful Bahrin**  
Project Executive



**Shahira Sukiman**  
Project Executive

# Research and Development

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# 1. Research Project

## i. *Kajian Pindaan Akta Agensi Kelayakan Malaysia (MQA) 2007 [Akta 679] dan Peraturan-Peraturan Akta MQA*



Research and Development Division was assigned by the Malaysian Qualifications Agency (MQA) on 5th February 2024 to conduct a study titled *Kajian Pindaan Akta Agensi Kelayakan Malaysia (MQA) 2007 [Akta 679] dan Peraturan-Peraturan Akta MQA*. The primary objective of this study was to update the provisions of the MQA Act and its regulations to align with the latest developments in the higher education sector and international quality assurance practices, as the existing Act has been in place for over 15 years. Additionally, the study aimed to ensure that the governance structure of MQA remains relevant and adaptable to contemporary challenges while strengthening the alignment of MQA's quality assurance framework with other related regulatory bodies.

The study was conducted using both primary and secondary data. Secondary data was obtained through a literature review on Malaysia's Quality Assurance and Accreditation system and a comparative study of the TVET system between Malaysia, Germany, and Singapore, with Germany and Singapore serving as benchmark countries. Additionally, a comparative analysis covered key aspects such as accreditation, skills training, and flexible and lifelong learning. This analysis compared the education and training systems of Malaysia, Germany, Singapore, New Zealand, Hong Kong, Ireland, and Australia, identifying best practices that could be adapted for the Malaysian system.

For primary data collection, information was gathered through In-Depth Interviews (IDI) and Focus Group Discussions (FGD). In-depth interviews were conducted with key stakeholders, including government agencies such as Jabatan Pembangunan Kemahiran (JPK) and Education Malaysia Global Services (EMGS). Additionally, several professional bodies were involved, including the Board of Engineers Malaysia (BEM), Malaysia Board of Technologists (MBOT), Malaysian Institute of Accountants (MIA), Board of Architects Malaysia (LAM), Malaysian Employers Federation (MEF), Department of Occupational Safety and Health (DOSH), and Federation of Malaysian Manufacturers (FMM). The study also incorporated insights from academic experts from Universiti Malaysia Pahang Al-Sultan Abdullah (UMPSA), University of Oxford, and University of Southern Queensland, Australia. Furthermore, focus group discussions were conducted with the same stakeholders as the IDI participants, to present and validate the collected data.

The study was conducted over four months, during which several key deliverables were produced, including an Inception Report, Interim Report, Draft Final Report, and Final Report. These deliverables were presented through a PowerPoint presentation by the CEO, Ts. Mohd Khairuddin, along with submitting soft copy versions of the reports. For the Final Report, a printed hard copy was officially delivered on 29th May 2024.

Overall, this research project strengthened the legal and regulatory framework governing Malaysia's higher education quality assurance system. The study ensured that MQA remains aligned with evolving national and international standards, enhancing the effectiveness of Malaysia's quality assurance system in addressing future challenges.



## Laporan Akhir

Kajian Pindaan Akta Agensi Kelayakan Malaysia (MQA) 2007 [Akta 679] dan Peraturan-peraturan Akta MQA

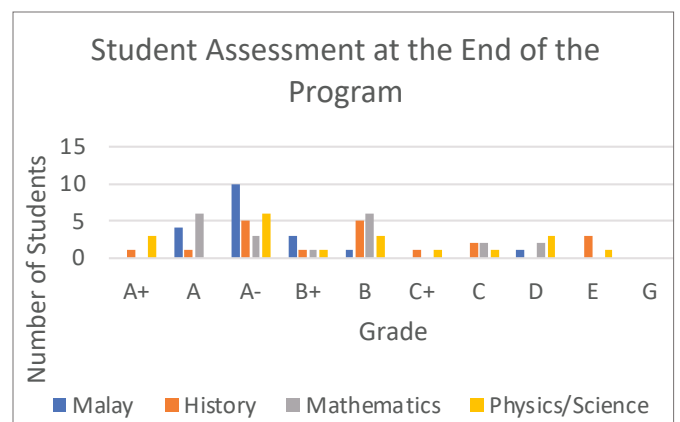
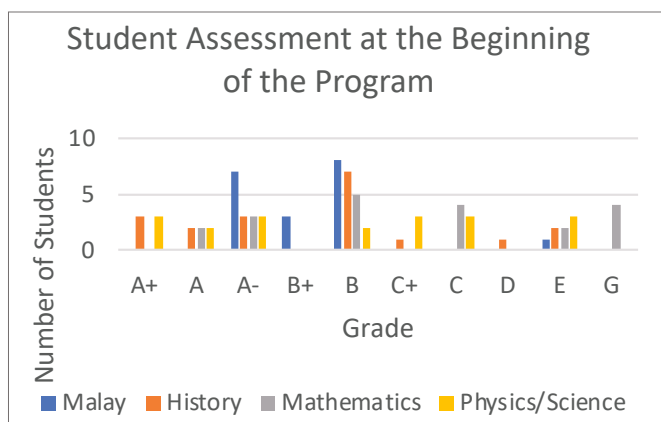
## ii. Study on the Effectiveness of the MyREF Scholar Incubator Program (MyREF SIP)

The MyREF Scholar Incubator Program (MyREF SIP) is primarily an initiative under the Education and Training Division; however, the Research and Development Division assisted in preparing a report on the program’s effectiveness. The assessment focused on two key indicators: academic achievement and character development. This structured mentoring and monitoring program involved 20 selected SMK Puchong Jaya (A) students, with progress measured over three months from March to May.

For academic achievement, students underwent regular training sessions in core SPM subjects—Bahasa Melayu, History, Mathematics, and Science—with their performance evaluated by comparing grades at the start and end of the program. Character development was assessed based on five key aspects: knowledge, teamwork skills, problem-solving, critical thinking, and communication. Experienced tutors conducted evaluations after each session using a structured character assessment form.

The final report was successfully submitted to Yayasan Buruj in soft copy on 7th November 2024. The study provided valuable insights into the program’s impact, ensuring that MyREF SIP effectively enhances academic performance and holistic personal development. To continue this project, we plan to study and identify effective approaches or ones used in developed and developing countries to enhance student academic performance and personal development.

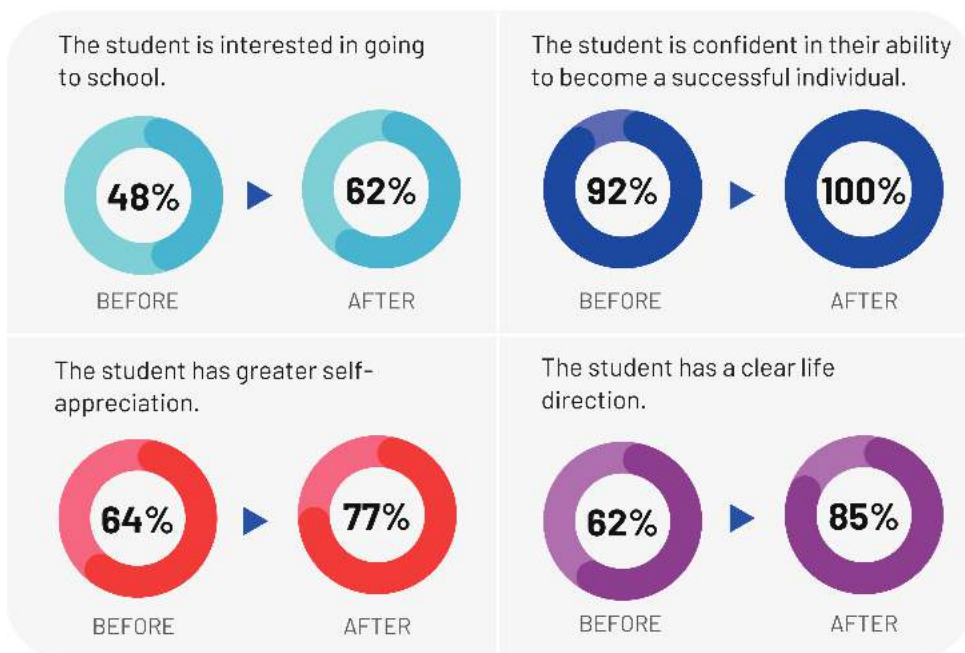
### 1 Comparison of Grades at the Beginning and End of the Program



## 2 Comparison of Grades at the Beginning and End of the Program



## 3 Comparison of Students' Character Development Before and After the Program



## 2. Articles publication

### i. MyREF Think Tank 2024

January Edition



<b>Title</b>	<b><i>Mampukah Kenderaan Elektrik Tangani Isu Pemanasan Global?</i></b>
<b>Authors</b>	Dr. Norhafizah Abdul Halim, Nor Haizan binti Abdul Halim & Tengku Fattnin Alya' binti Tengku Kamaruzaman

The article discusses the causes, effects, and solutions to global warming, highlighting rising temperatures, vehicle emissions, and urban heat islands as key contributors. Impacts include health risks, ecosystem disruption, and extreme weather. While transitioning to electric vehicles (EVs) is a proposed solution, concerns over lithium mining, battery disposal, and non-renewable charging sources persist. To address this, Professor Radenka Maric of the University of Connecticut suggests reusing lithium-ion batteries for secondary applications and improving solid waste management to reduce pollution (Melanie Manguiat, 2024). Experts advocate for renewable energy use, stricter policies, and public awareness, stressing that global warming requires collective action from governments, industries, and communities.

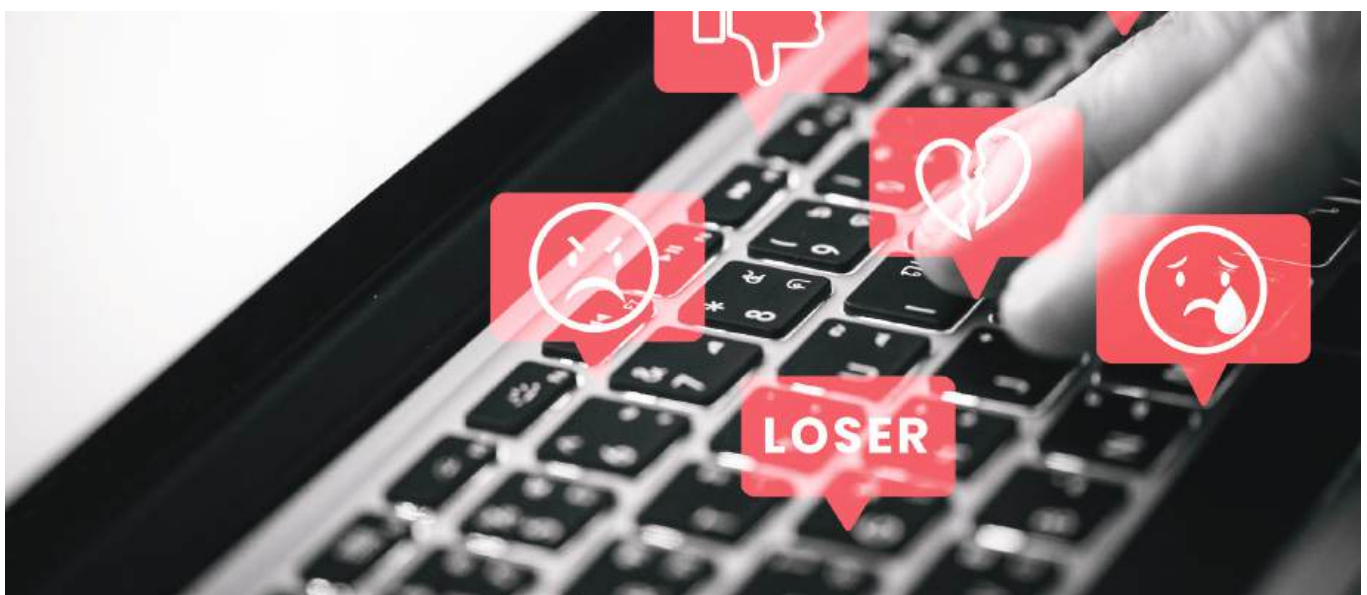


February Edition



<b>Title</b>	<b><i>Pembudayaan Literasi Media Mengangkat Masyarakat Matang</i></b>
<b>Authors</b>	Dr Syaidatana Siti Aishah Ab Aziz, Dr Mohd Rizal Abu Bakar & Dr Nooramira Ghazali

The article explores the influence of social media on users, emphasising the need for media literacy to navigate misinformation and ethical digital engagement. With 28 million users in Malaysia spending an average of 8 hours daily online, unchecked social media consumption has led to viral misinformation, influencer-driven sensationalism, and declining ethical standards. The effects include misleading narratives, erosion of moral values, and negative mental health impacts. Media literacy education, responsible content creation, parental monitoring, and government initiatives such as a Media Literacy Council and awareness campaigns are crucial to address this. A mature digital society requires critical thinking, ethical awareness, and collaboration between users, influencers, and policymakers to combat misinformation and foster responsible online behaviour.



March Edition



<b>Title</b>	<b><i>Mitos vs Realiti: Nilai Pendidikan Tertiar dalam kalangan Belia di Malaysia</i></b>
<b>Authors</b>	Dr. Siti 'Aisyah Baharudin

The declining interest in higher education among Malaysian youth is evident, with a 10% drop in enrollment in 2023 and 30% opting for gig jobs over degrees for quick financial returns. However, higher education drives economic growth, innovation, and competitiveness, as seen in OECD, Finland, and South Korea studies. The Malaysian government increased its higher education budget by 5.7% in 2023, focusing on digital learning, flexible programs, and industry-based education to enhance accessibility. Despite misconceptions, 91% of 2022 graduates secured jobs, proving its value. Beyond academics, universities develop critical thinking, leadership, and interpersonal skills, making higher education essential for long-term career success and national progress.



April Edition



<b>Title</b>	<b><i>Cabaran Kepimpinan dalam Peradaban Islam Masa Kini</i></b>
<b>Authors</b>	Dr Yusma Fariza Yasin & Dr Junaidah Yusof

The governance of over 50 Muslim-majority countries varies, from Sharia-based states like Saudi Arabia and Iran to secular nations such as Turkey and Azerbaijan and neutral states like Indonesia and Syria. The lack of unified Islamic leadership, economic dependence on the West, and internal divisions weaken the global Muslim community, evident in the absence of decisive action against the Israeli occupation of Palestine. Western influence and globalisation have further eroded Islamic values, promoting hedonism, secularism, and liberal ideologies. The article emphasises the need for strong Islamic leadership, economic independence, and cultural resilience to uphold Islamic principles and restore unity among Muslim nations.

May Edition

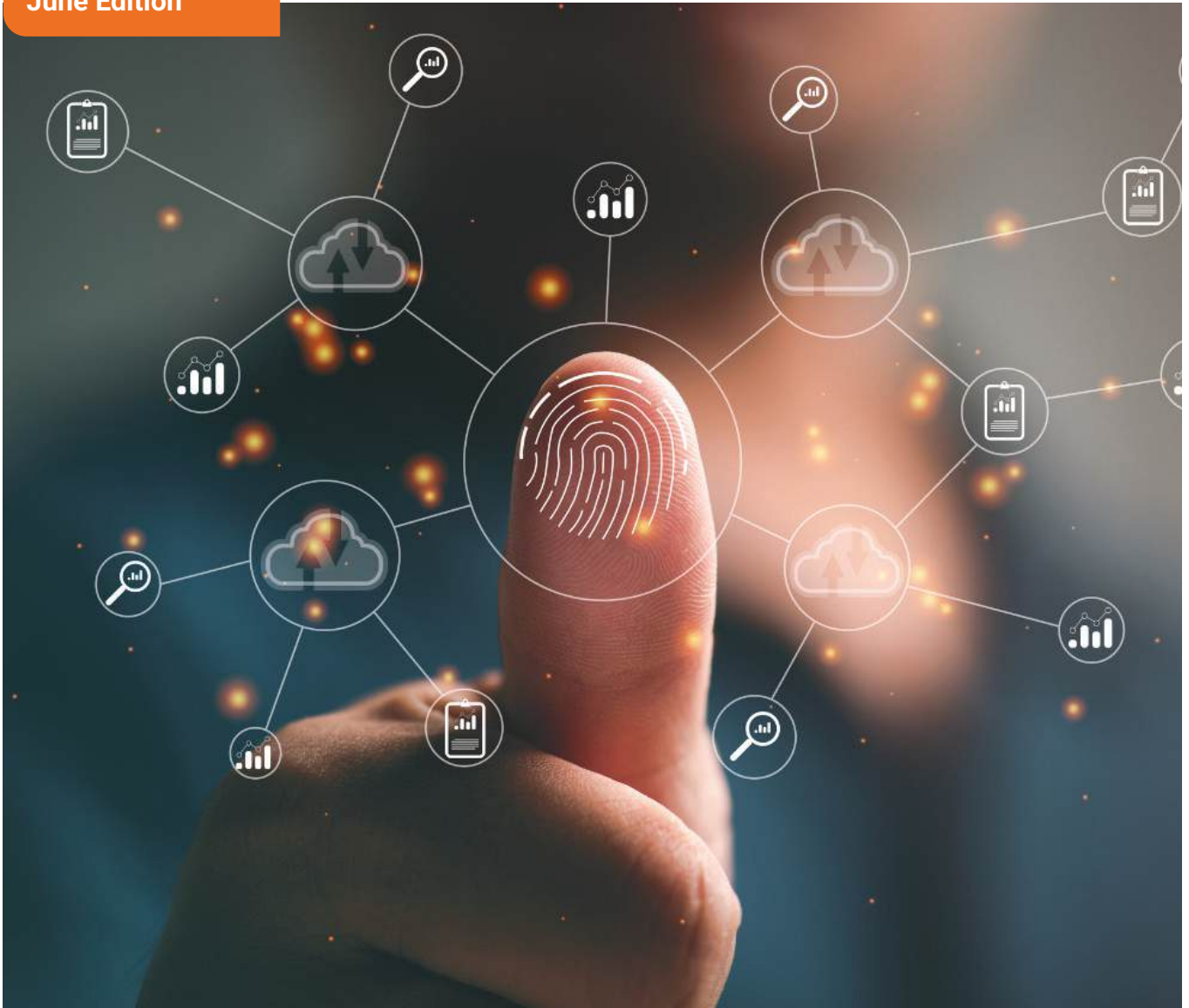


<b>Title</b>	<b><i>Pemakanan Untuk Turunkan Berat Badan: Apa Yang Sesuai Untuk Anda?</i></b>
<b>Authors</b>	Siti Amirah Shaheera Shalihin

Obesity affects 50.1% of Malaysian adults, with obesity-related deaths doubling globally since 1990. Unhealthy eating habits, easy food access, and social influences contribute to this issue. Many turn to quick-fix diets like product-based programs, ketogenic diets, and intermittent fasting, but these often come with health risks and sustainability challenges. While some diets aid weight loss, they may cause nutrient deficiencies, heart risks, or metabolic issues if not properly managed. Experts advocate for balanced eating habits, such as Malaysia's Suku-Suku Separuh, focusing on portion control and nutrition. Exercise, sleep, and stress management also play key roles in weight loss. Sustainable change requires realistic goals and long-term commitment, not just short-term dieting.



June Edition



<b>Title</b>	<b><i>Pembaharuan Dasar Tenaga Kerja: Menghadapi Era Pekerjaan Digital</i></b>
<b>Authors</b>	Siti Zuliana binti Md Zuki

Digitalisation is transforming industries through automation, AI, and cloud computing, with Malaysia advancing this shift via MyDIGITAL. COVID-19 accelerated digital adoption, changing how people work, learn, and communicate. While it boosts efficiency and job opportunities, it also raises cybersecurity risks and social inequalities. Workers must develop digital skills, with governments and employers supporting upskilling. Younger generations adapt quickly, but older workers need training to stay relevant. Balancing technology and human resources is crucial for workforce sustainability. Organisations must embrace continuous learning and innovation. Digital adaptation is key to future competitiveness and economic growth.

July Edition



<b>Title</b>	<b><i>Jom Lebih Sihat! 6 Teknik Turunkan Berat Badan</i></b>
<b>Authors</b>	Siti Amirah Shaheera Shalihin

The prevalence of overweight and obesity in Malaysia has risen to 54.5%, increasing the risk of chronic diseases like diabetes, hypertension, and high cholesterol. Many struggle with sustainable weight loss, requiring behavioural and lifestyle changes beyond diet alone. Setting realistic goals, self-monitoring through food diaries or fitness apps, and using a reward system helps maintain motivation. The 90:10 rule allows for occasional indulgences while prioritising healthy eating. Support from family, friends, or fitness communities enhances consistency. Identifying triggers and planning strategies helps overcome obstacles like social gatherings or cravings. Mental preparation and structured meal planning ensure better adherence. Gradual, sustainable weight loss improves long-term health and prevents drastic weight fluctuations.

August Edition



<b>Title</b>	<b><i>Kenaikan Kos Sara Hidup: Strategi Realistik untuk Anak Muda</i></b>
<b>Authors</b>	Norhafizah Ghazali

Young Malaysians face financial challenges due to rising living costs, student loans, car and home prices, and personal debts. Poor financial management can lead to debt cycles and instability, with 73% of youths in Malaysia carrying financial commitments due to a lack of savings. They risk insufficient future savings, excessive credit card debt, and even bankruptcy without proper planning. Practical steps to manage financial pressures include budgeting, prioritising debt repayment, building an emergency fund, investing early, and improving financial literacy. Distinguishing needs from wants prevents unnecessary spending and debt accumulation. Many youths rely on multiple credit cards and personal loans, mistaking luxury for necessity. They can navigate rising costs and secure long-term stability by adopting smart financial habits.



September Edition



<b>Title</b>	<b><i>Peningkatan Tarif Air: Kesan terhadap Ekonomi Negara</i></b>
<b>Authors</b>	Dr. Siti 'Aisyah Baharudin

Malaysia's high water consumption, averaging 219 litres per person daily, surpasses the recommended 160 litres, leading to economic concerns, especially with the February 2024 tariff adjustment. The 22 sen increase per 1,000 litres affects households, adding RM1.45 per person and RM7.23 for a family of five. Water tariffs vary by state due to governance, infrastructure, and economic factors, with states like Pahang adjusting rates after 40 years. Penang introduced an RM20 rebate and six months of free 10,000-liter water, while Selangor's SADE program provides 20m<sup>3</sup> free water monthly for B40 households. These initiatives ease financial burdens but may strain water suppliers if costs rise unchecked. Penang's new tariff generates RM86 million, funding infrastructure projects for long-term water security. While free water aids affordability, sustainability concerns require ongoing monitoring and conservation efforts.

October Edition



<b>Title</b>	<b><i>Menghapuskan Buli di Sekolah: Peranan Undang-undang dalam Melindungi Pelajar</i></b>
<b>Authors</b>	Dr. Shereeza Mohamed Saniff

Bullying among students is a serious issue that requires immediate attention. Cases have risen significantly, with 5,319 incidents recorded in 2023, up from 3,011 in 2015. Bullying manifests in physical, verbal, and social manipulation and cyberbullying, often justified as “jokes” by perpetrators but causing distress and long-term harm to victims. While disciplinary action is taken at the school level, severe cases leading to injury or death may invoke legal consequences under Malaysia’s Penal Code. However, as most bullies are minors, they fall under the Child Act 2001, which emphasises rehabilitation over punishment. Government initiatives, including anti-bullying policies and legal frameworks, aim to curb this behaviour, yet holistic solutions require involvement from parents, teachers, law enforcement, and communities. Preventing bullying demands education, early intervention, and restorative justice approaches, ensuring a safer environment for students.

November Edition



<b>Title</b>	<b><i>DEB ke PuTERA35: Menjejak Transformasi Ekonomi Bumiputera</i></b>
<b>Authors</b>	Nur Aina Makhtarudin

After 67 years of independence, Malaysia still faces a socioeconomic gap rooted in colonial-era economic imbalances. The New Economic Policy (NEP) of 1971 reduced poverty but failed to meet its 30% Bumiputera equity target, achieving only 18.4% in 2020. Issues like the Ali Baba phenomenon, cronyism, and poor governance led to leakages. PuTERA35, launched in 2024, aims to strengthen Bumiputera's participation in high-tech and digital sectors with transparent monitoring and a merit-based system. It focuses on preventing equity transfer abuses, boosting competitiveness, and expanding education and R&D. The PuTERA35 dashboard ensures accountability and public engagement for better policy execution. It aims to create a sustainable, inclusive, and competitive Bumiputera economy by tackling past weaknesses.

December Edition



<b>Title</b>	<i>Harmoni Tanpa Diskriminasi Warna</i>
<b>Authors</b>	Dr. Nurul Suhada Ismail

Skin colour discrimination remains a social reality in Malaysia, affecting employment, social interactions, and economic opportunities. Studies show that lighter-skinned individuals often receive better treatment, while darker-skinned individuals, particularly Africans and South Asians, face bias due to stereotypes, media portrayals, and colonial legacies. A 2023 survey found that 32% of Malaysians experienced discrimination based on skin colour and language, yet the issue is often overlooked. This bias extends to workplace hiring, housing, and social exclusion, impacting mental well-being and economic stability. Islam, however, rejects racial discrimination, emphasising equality and piety over appearance, as seen in Bilal ibn Rabah's role as the first Mu'azzin. To foster an inclusive society, Malaysia must promote awareness, education, and fair policies, ensuring justice and acceptance for all, regardless of skin colour.

## ii. Article Publication in Dewan Bahasa Pustaka (DBP)

<b>Title</b>	<i>Inisiatif Kerajaan i-Mula 50: Perlindungan Insurans untuk Kesejahteraan Individu dan Negara</i>
<b>Authors</b>	Dr. Siti 'Aisyah Baharudin, Dr. Nurul Suhada Ismail & Nur Aina Makhtarudin

The i-MULA 50 initiative, introduced by LIAM and Bank Negara Malaysia, offers an RM50 subsidy to encourage insurance ownership among Malaysians, particularly B40 and M40 groups. This initiative aims to enhance financial protection against unexpected risks like accidents, critical illnesses, and death. Despite Malaysia's growing insurance and Takaful industry, 46% of Malaysians remain uninsured, leaving them vulnerable to financial strain. Compared to Indonesia's JKN, Thailand's UCS, and Singapore's MediShield Life, Malaysia's subsidy is modest but significant, improving accessibility while fostering long-term economic resilience. By expanding insurance penetration, Malaysia can reduce reliance on public funds, strengthen social safety nets, and build a more financially secure society.

This article is a collaboration between MyREF writers and an economic lecturer from Universiti Sains Malaysia (USM) and was successfully published in the December 2024 edition of Dewan Ekonomi magazine.



### i-MULA 50 untuk Kesejahteraan Individu dan Negara

**B**aru-baru ini, Persatuan Insurans Hayat Malaysia (LIAM) dengan kerjasama Bank Negara Malaysia (BNM) memperkenalkan inisiatif i-MULA 50 bagi membantu golongan yang baru memulakan kerjaya untuk mendapatkan insurans mampu milik dengan penyediaan subsidi sebanyak RM50 bagi setiap polisi. Peruntukan Dana Paksi Insurans Perumahan (SPIP) yang berjumlah

Malaysia yang layak dengan perlindungan insurans merangkumi kematian, fitalah, utopia menyaluruh dan kekal, penyakit kritikal, perbelanjaan perubatan serta pendapatan hospital. Inisiatif tersebut bukan sekadar langkah kerajaan dalam mengukuhkan jaringan keselamatan sosial, tetapi juga merupakan harapan baharu khususnya bagi golongan teres, keluarga muda dan penanam

adanya subsidi ini, lebih banyak rakyat terutamanya daripada golongan B40 dan M40 akan dapat memiliki insurans. Hal ini bermakna kehidupan mereka akan lebih diindungi daripada risiko kewangan yang tidak dijangka seperti kemalangan, penyakit kritikal atau kematian. Dalam konteks di Malaysia, industri insurans merangkumi insurans konvensional dan takaful (insurans Islam) telah menunjukkan ketahanan dan pertumbuhan yang membolehkan. Menurut Laporan Persekitaran Insurans Ani Malaysia (PIAM), sektor insurans ani dan takaful mencatatkan peningkatan sedehane dalam premium bertulis kasar (GWP) sebanyak 7.8 peratus pada tahun 2023 dengan perkembangan berterusan dalam pelbagai segmen seperti insurans kendaraan, kebakaran, dan kesihatan. Pertumbuhan ini mencerminkan potensi dan fleksibiliti pasaran dalam menghadapi cabaran ekonomi dan perubahan keperluan. Namun begitu, industri insurans berdepan dengan pelbagai cabaran termasuklah isu kemampuan dan kebolehpasaran untuk golongan berpendapatan rendah.

### 3. Conference Participation

The MyREF team, in collaboration with a lecturer from the Department of Petrochemical Engineering at Politeknik Tun Syed Nasir Syed Ismail, conducted a study on The Impact of Internships on Diploma in Chemical Engineering Students: A Case Study of Politeknik Tun Syed Nasir Syed Ismail. This research examined the role of internships in enhancing students’ professional competencies, soft skills, and academic learning.

Based on interviews with seven students, the study found that 45% of their development was linked to professional and technical skills, 35% to soft skills such as communication and adaptability, and 20% to applying academic knowledge. These findings highlight the crucial role of internships in bridging academic learning with industry practice and suggest curriculum improvements, such as integrating IT skills and strengthening communication training to better prepare students for the workforce.

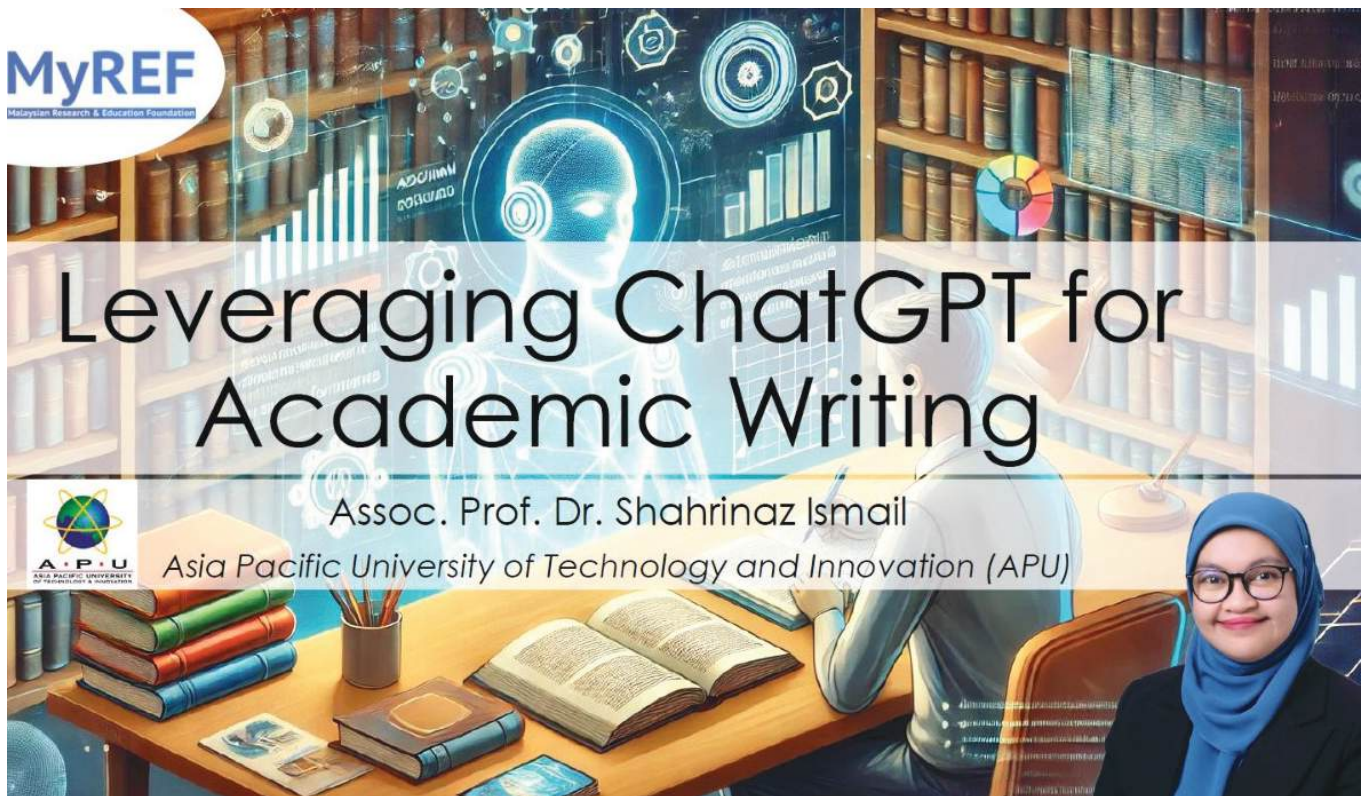
The findings were presented at the 2024 INTERNATIONAL CONFERENCE ON TVET EXCELLENCE & DEVELOPMENT (ICTeD24), held at Universiti Teknikal Malaysia Melaka (UTeM) on 16 and 17 December 2024, emphasising the need for continuous enhancement of internship programs to align with industry demands.

<b>Authors</b>	Dr. Nurul Suhada Ismail, Nur Aina Makhtarudin and Tengku Fattnin Alya’ Tengku Kamaruzaman.
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## 4. Webinar Series

A webinar titled “Leveraging ChatGPT for Academic Writing” was held on 4th December 2024, featuring Associate Prof. Dr. Shahrinaz Ismail from the Asia Pacific University of Technology and Innovation (APU) as the speaker. The session aimed to provide researchers, academics, and postgraduate students with valuable insights on utilising Artificial Intelligence, particularly ChatGPT, in their academic writing. With 70 participants actively engaging, the webinar covered key aspects such as how ChatGPT can assist in literature reviews, data analysis, and drafting academic papers, practical steps for effectively integrating ChatGPT into different phases of academic writing, as well as an exploration of its benefits, limitations, and best practices.



# Education and Training

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# 1. Training Program

## i. MyREF HijrahPreneur Skills Program 2023/2024 Session (Cohort III)

MyREF HijrahPreneur Skills Program (MyREF HSP) is an initiative by the Malaysian Research and Education Foundation (MyREF) in collaboration with Affin Islamic Bank Berhad and the Melaka Islamic Religious Council (MAIM). This program empowers asnaf entrepreneurs through structured training in business management, digital marketing, and halal certification. The program aims to enhance business sustainability, increase financial independence, and facilitate long-term economic growth among asnaf participants.

The program began in October 2023, with a rigorous participant selection process involving interviews to assess business viability and commitment. The onboarding session took place on 5th December 2023 at Kompleks Darul Huda, Balai Islam, MAIM, marking the beginning of the participants' training. Participants were introduced to the program's objectives, structure, and expectations during this session. They were also provided an overview of the training modules, support systems, and business development opportunities.



The Advanced Digital Entrepreneurship Program (ADEP) focused on equipping participants with digital marketing strategies, including e-commerce, branding, social media engagement, and online payment integration. The Business Management Program (BMP), conducted in collaboration with Universiti Malaya, provided knowledge on financial management, taxation, business planning, and operational efficiency. Additionally, the Halal Training Program (HTP) was designed to assist participants in obtaining halal certification, ensuring their businesses comply with regulatory and industry standards. The training combined expert-led sessions, mentorship, and a peer-learning "buddy" system, allowing participants to receive professional guidance and support each other in applying new skills.

Participants engaged in virtual training sessions, hands-on workshops, and personalised coaching to ensure they gained practical business insights and could apply their learning effectively.

An in-depth income analysis was conducted to assess the financial progress of participants before and after the program. Overall, participants recorded an average income increase of 241.74% from May 2023 to May 2024. This demonstrates the effectiveness of the program in improving participants' livelihoods. The graph below illustrates the monthly income growth of all participants throughout the program period.



# PERINTIS USAHAWAN

MAJLIS AGAMA ISLAM MELAKA (MAIM)

16-29 NOVEMBER 2024

KEM PERMATA RESORT,  
ALOR GAJAH, MELAKA



PROGRAM TUNAS PERINTIS USAHAWAN MAJLIS AGAMA ISLAM MELAKA (MAIM)

PERIANT MALAYSIA

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**WAKIL PENERIMA GERAN**

SMECORP

Tarikh Date 291124

Tarikh Date 291124

**ANUGERAH RANCANGAN PERNIAGAAN TERBAIK**

**RM 1,000**

SATU RIBU RINGGIT SAHAJA

PERIANT MALAYSIA

PROGRAM TUNAS PERINTIS USAHAWAN MAJLIS AGAMA ISLAM MELAKA (MAIM)

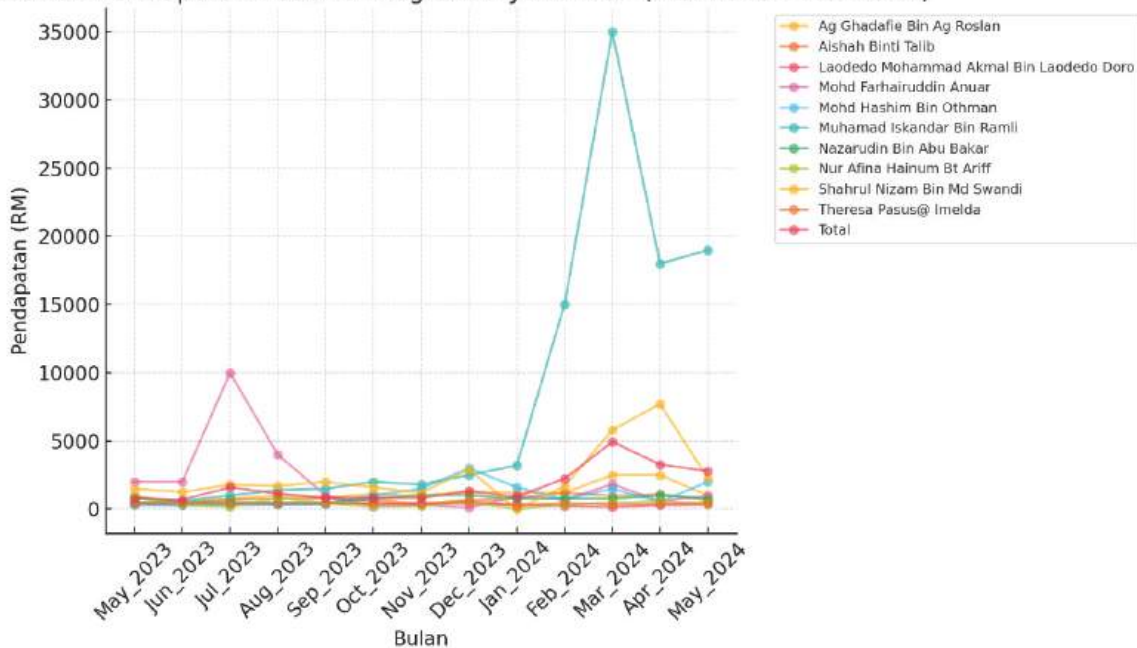
SMECORP





The overall trend shows a general increase in average income across all participants, with a few minor declines and notable spikes. These fluctuations may be attributed to seasonal factors affecting their businesses. The graph below reflects the overall income growth trend for all participants.

Pertumbuhan Pendapatan Peserta Program MyREF HSP (Mei 2023 - Mei 2024)

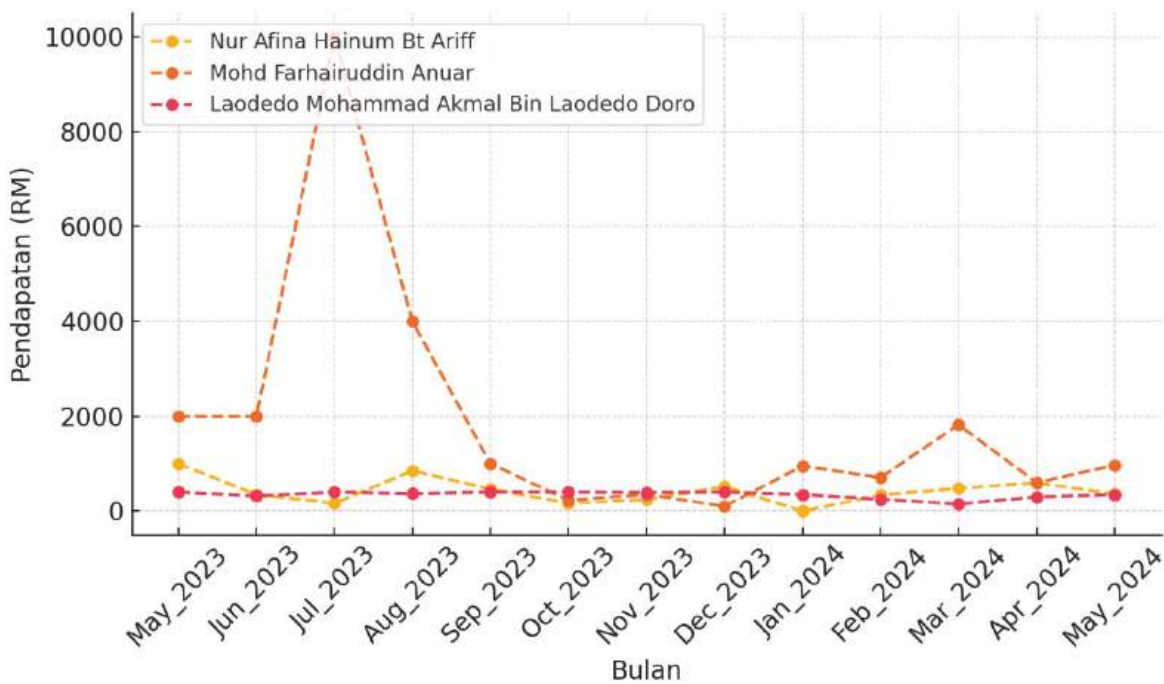


### Analysis of Participants with Unstable Income

Three participants who showed less encouraging trends in income growth are:

1	Nur Afina Hainum Bt Ariff: Experienced a 64% decrease in income, with an average monthly income of RM 426.31.
2	Mohd Farhairuddin Anuar: Decrease of 51.7%, with an average monthly income of RM 1,901.92.
3	Laodedo Mohammad Akmal Bin Laodedo Doro: Income decrease of 12.5%, with an average monthly income of RM 344.62.

The graph below shows the income growth trends for the participants listed above.



In reality, Mohd Farhairuddin Anuar managed to generate a stable average monthly income of RM 1,901.92. However, the sharp increase and decrease in income in July 2023 and August 2023, respectively, caused this participant to fall into the group classified as having unstable income, when viewed through a statistical lens.

For participants such as Nur Afina and Laodedo Mohammad Akmal, who show a truly unstable income trend, the following steps are recommended to improve their performance:

1	More frequent guidance and monitoring: Providing focused and specific support that addresses the unique business challenges they face.
2	Financial training: Ensuring they have a stronger grasp of cash flow management.
3	Product diversification: Encouraging them to expand their range of products or services to create more reliable and stable sources of income.

One of the significant impacts of MyREF HSP was its role in helping participants scale their businesses. Many entrepreneurs took the initiative to upgrade their operations, acquire additional equipment, and improve their marketing strategies. The following trends were observed:

- **Stock expansion:** Businesses previously limited to small-scale production increased their stock volume to meet growing demand.
- **Price adjustments:** Entrepreneurs strategically increased pricing after gaining product positioning and branding confidence.
- **Operational improvements:** Several participants invested in new machinery, freezers, and production tools to improve efficiency.
- **Business relocation and expansion:** Some participants expanded their operations to new locations, seeking better market opportunities.



Despite the success of the program, participants encountered several challenges that required intervention and strategic adjustments:

- **Limited Capital for Business Expansion** - Many participants faced constraints in expanding due to limited financial resources. They were guided on alternative funding sources, including micro-financing options and government grants to address this. Business planning sessions also helped participants optimize existing resources to scale effectively.
- **Marketing and Branding Limitations** - Some entrepreneurs struggled with building a strong brand presence and lacked digital marketing experience. Solutions included personalized coaching on branding techniques, social media engagement, , as well as encouragement to utilize low-cost marketing tools such as WhatsApp Business and Instagram reels.
- **Operational and Supply Chain Issues** - Several participants encountered supply chain disruptions, leading to inconsistent stock availability. Strategies implemented are training on supplier diversification and inventory management and developing contingency plans to mitigate stock shortages.
- **Compliance and Halal Certification Challenges** - Some entrepreneurs struggled with the halal certification process, which limited their market reach. Interventions included hands-on workshops covering Jakim's halal certification requirements and assistance in document preparation and application submission.
- **Logistics and Raw Material Challenges** - Access to affordable raw materials and reliable logistics posed difficulties, especially for food-based businesses. Support included guidance on bulk purchasing strategies to reduce costs and collaboration opportunities with trusted suppliers and logistics partners.

The program culminated in a graduation ceremony, celebrating the achievements of the participants. The event provided an opportunity to recognize outstanding entrepreneurs who demonstrated exceptional business progress. Participants shared their experiences and success stories, highlighting the program's impact on their entrepreneurial journeys. MyREF and its partners reaffirmed their commitment to continuing mentorship and support for program alumni, ensuring sustained business growth beyond the training period.

In conclusion, MyREF HSP has demonstrated significant impact in enhancing the capabilities and financial resilience of asnaf entrepreneurs. Through structured training, personalized coaching, and targeted interventions, participants have increased their income, scaled their businesses, and improved their market positioning.

As the program progresses, continuous monitoring and support will ensure long-term business sustainability. MyREF remains committed to empowering entrepreneurs and fostering economic growth, reinforcing its mission to drive inclusive and impactful entrepreneurship development in Malaysia.



## ii. MyREF HijrahPreneur Skills Program 2023/2024 Session (Cohort IV)

In 2024, the third cohort of the MyREF HijrahPreneur Skills Program (MyREF HSP) was launched with the support of Etiqa Takaful Family Berhad as the primary funder. This cohort marked a significant expansion in the program's reach, involving 20 participants from diverse backgrounds across multiple states, including 16 from Johor, 2 from Pahang, 1 from Melaka, and 1 from Sabah. The composition of this group was unique, as it consisted entirely of individuals from the Hijrah Community, comprising ex-LGBT individuals, former drug abusers, and Muslim reverters (muallaf), underscoring the program's commitment to social reintegration and economic empowerment.

The onboarding session for this cohort took place on 18 October 2024 at Koperasi Universiti Teknologi Malaysia Bhd., where participants were introduced to the program's objectives, structure, and expectations. This session gave them a comprehensive overview of the training components and the support mechanisms available to facilitate their entrepreneurial journey. The training officially commenced on 4 November 2024, covering essential topics in digital entrepreneurship, business management, and halal certification.

By the end of 2024, approximately 52% of the training sessions had been successfully conducted, with participants actively engaging in both theoretical learning and practical applications. The remaining sessions, including further training and personalized coaching, will continue into 2025, ensuring a structured and progressive learning experience. Given the participants' unique background, the program strongly emphasised skill-building, business sustainability, and personal development, equipping them with the necessary tools to rebuild their lives through entrepreneurship.

As MyREF HSP continues to evolve, this cohort reflects the program's growing impact in fostering financial independence among marginalized communities. With the support of Etiqa Takaful Family Berhad and strategic partnerships, the initiative remains steadfast in its mission to empower individuals through structured training, mentorship, and access to resources, ultimately paving the way for long-term economic resilience and social inclusion.





### iii. MyREF HijrahPreneur Skills Program 2024/2025 Session (Cohort V)

The fifth cohort of the MyREF HijrahPreneur Skills Program (MyREF HSP) was initiated in late 2024, continuing its mission of empowering asnaf entrepreneurs through structured training and mentorship. This cohort is funded by Etiqa Takaful Family Berhad and supported by Majlis Agama Islam dan Adat Istiadat Melayu Kelantan (MAIK), focusing on enhancing economic opportunities for individuals from underserved communities in Kelantan.

The selection process for this cohort began in November 2024, employing a two-stage interview system to ensure that only the most committed and eligible entrepreneurs were chosen. The initial screening was conducted via phone interviews, where candidates were assessed based on their business potential and motivation. Those who passed the first stage were invited for a Zoom interview, providing an opportunity for a more in-depth evaluation of their entrepreneurial aspirations. After careful assessment, 20 participants were selected by the end of December 2024, comprising five men and fifteen women, all asnaf entrepreneurs.

With the selection process completed, preparations are now underway for the onboarding session, scheduled for January 2025. This session will be the official introduction to the program, familiarizing participants with the curriculum, expectations, and the resources available to support their business development. As the cohort moves into 2025, participants will undergo intensive training designed to equip them with essential skills in digital marketing, business management, and halal certification, laying the foundation for sustainable business growth.

The implementation of Cohort V reflects MyREF HSP's expanding reach and commitment to fostering financial independence among asnaf communities. With strong backing from Etiqa Takaful Family Berhad and MAIK, this initiative continues to serve as a transformative platform, empowering entrepreneurs through structured education, mentorship, and practical business solutions.





#### iv. MyREF HijrahPreneur Skills Program 2024/2025 Session (Cohort VI)

As part of its continued efforts to support asnaf entrepreneurs, MyREF HijrahPreneur Skills Program (MyREF HSP) launched its sixth cohort in 2024, running concurrently with Cohort V but with a separate group of participants and a different funding partner. While Cohort V is supported by Etiqa Takaful Family Berhad, Cohort VI is funded by Affin Islamic Bank Berhad and also receives support from Majlis Agama Islam dan Adat Istiadat Melayu Kelantan (MAIK). Both cohorts aim to equate entrepreneurs with essential business knowledge, mentorship, and skills, ensuring financial sustainability and long-term growth.

The selection process for Cohort VI began in November 2024, following a two-stage interview process to identify the most committed and capable candidates. The first stage involved phone interviews, where applicants were evaluated based on their business potential, motivation, and commitment to learning. Shortlisted candidates were then invited for a Zoom interview, allowing for a more in-depth assessment of their entrepreneurial readiness. By the end of December 2024, ten participants were selected, comprising three men and seven women, all asnaf entrepreneurs from Kelantan.

With the selection process completed, the onboarding session is scheduled for January 2025, aligning with the timeline of Cohort V but conducted separately for each group. During this session, participants will be introduced to the program's structure, the resources available, and the expectations for their learning journey. The training curriculum will cover digital marketing, business management, and halal certification, equipping participants with practical skills to enhance their businesses and expand their market reach.

The simultaneous execution of Cohorts V and VI reflects MyREF HSP's commitment to scaling up its impact by reaching more entrepreneurs while ensuring tailored support for each group. With the strong backing of Affin Islamic Bank Berhad and MAIK, this initiative continues to provide structured guidance and resources to empower asnaf entrepreneurs, reinforcing their ability to achieve economic resilience and sustainable business growth.



## v. MyREF HijrahPreneur Skills Program 2024/2025 Session (Cohort VII)

The seventh cohort of the MyREF HijrahPreneur Skills Program (MyREF HSP) marks a significant initiative expansion, focusing on military veterans as its target participants. This cohort is jointly funded by Bank Negara Malaysia (BNM) and Affin Islamic Bank Berhad. It is conducted with the support of Jabatan Hal Ehwal Veteran (JHEV), Ministry of Defence Malaysia. The program aims to provide structured entrepreneurial training, equipping veterans with the necessary skills to transition into sustainable business ventures.

In recognition of MyREF's expertise in entrepreneurship training, Affin Islamic Bank Berhad has officially appointed MyREF as the training provider for this cohort, which is set to train 30 military veterans. To facilitate a seamless implementation, a meeting session was held on 5 December 2024 at AFFIN BANK KL Main Branch @ TRX, bringing together key stakeholders from JHEV and Affin Islamic Bank Berhad. The discussion centered around program planning, execution strategies, and participant selection. As part of this collaboration, JHEV will provide a list of interested participants, after which MyREF will conduct the interview process, scheduled to begin in January 2025.

This cohort represents a strategic effort to empower veterans by providing them with structured business training, digital marketing skills, and financial management knowledge to enhance their post-service economic opportunities. By integrating veterans into entrepreneurial ecosystems, MyREF HSP Cohort VII aims to support their transition from military service to business ownership, fostering financial resilience and long-term sustainability.

With the strong backing of BNM, Affin Islamic Bank Berhad, and JHEV, this initiative highlights MyREF's commitment to broadening its impact across different communities, ensuring that military veterans have the necessary tools and knowledge to thrive in the business world.



## 2. Webinar and Education Program

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### i. Professional Development Talk (PDT)

In 2024, MyREF continued its commitment to advancing professional knowledge and industry engagement through the Professional Development Talk (PDT) series, organized in collaboration with the Malaysia Board of Technologists (MBOT). This initiative served as a critical platform for Technologists and Technicians across Malaysia to stay updated on emerging technologies and industry trends while earning Continuing Professional Development (CPD) points to maintain their professional competency. The PDT series facilitated knowledge-sharing among experts from academia and industry and fostered a culture of continuous learning and skill enhancement among professionals in the technology sector.

Throughout the year, ten PDT sessions were successfully conducted, covering a broad spectrum of topics spanning 24 fields of technology recognized by MBOT. These sessions attracted 309 participants, reflecting strong interest from professionals eager to stay ahead in their respective fields. The distinguished lineup of speakers featured experts from both local and international institutions, including Universiti Tun Hussein Onn Malaysia (UTHM), Universiti Teknologi MARA (UiTM), Columbia Asia Hospital, Johnson Matthey United Kingdom, and Prasasti Digital, among others. The diverse range of speakers brought valuable insights into their specialized fields, ensuring that participants gained both technical expertise and practical industry perspectives.



The topics explored during the PDT series were carefully curated to address critical developments in various technological domains. Participants engaged in discussions on sustainable energy, artificial intelligence in healthcare, risk management, quantum science, digital transformation, and the latest advancements in agriculture and logistics. Among the notable topics presented were:

1	Creating Green Technology Solutions Using Design Thinking
2	Hydrogen Economy: Techno-Economics and Feasibility of a Solar-Powered Hydrogen Refueling Station for Fuel Cell Vehicles (FCV)
3	Penggunaan WhatsApp Chatbot dalam Khidmat Pelanggan
4	Hybrid Liquid Desiccant System and Chimney Micro-Plant for Simultaneous Production of Fresh Water and Electricity
5	Transforming Healthcare: The Future of AI in Healthcare Technology (Special Session)
6	Gas Purification Technology in Oil & Gas
7	Green Skills in Energy Sector Contribute to Net Zero 2050
8	Bridging Perception of Risk Management in Hospital Support Services
9	Navigating Turbulence: Lessons from Malaysia Airlines' Golden Era (Special Session)
10	Introduction & Importance of Malaysia Good Agricultural Practice (myGAP) Certification

Each session was structured to go beyond theoretical knowledge, providing participants with insights into real-world applications and the broader implications of these technologies on industry and society. The discussions covered cutting-edge developments, such as quantum science and microbial fuel cells, and practical innovations in digital solutions, logistics, and telecommunication within the oil and gas sector. Thus, The PDT series functioned as a dynamic and interactive knowledge-sharing platform connecting professionals with thought leaders and industry pioneers.

## PDT 2024 Special Sessions

Two special PDT sessions stood out as highlights of the series, featuring prominent speakers and panelists with extensive industry experience. These sessions provided participants with exclusive insights into two critical topics: the future of AI in healthcare technology and the lessons learned from Malaysia Airlines' golden era.

### PDT Special Session: Transforming Healthcare – The Future of AI in Healthcare Technology

One of the most anticipated sessions in the series focused on the role of artificial intelligence (AI) in shaping the future of healthcare. This session was moderated by Mr. Syuaib Supani, Chairman of the DoGood Club. It featured an exclusive keynote address by Tan Sri Dato' Seri Dr. Noor Hisham Abdullah, Chairman of The National Heart Institute (IJN) and UCSI Healthcare Group.

Tan Sri Dato' Seri Dr. Noor Hisham Abdullah, a highly respected figure in Malaysia's medical sector, provided invaluable insights into how AI is revolutionizing patient care, diagnostics, and medical research. He discussed integrating AI-driven technologies such as machine learning, predictive analytics, and robotic-assisted procedures to improve healthcare efficiency, accuracy, and accessibility. The session also addressed ethical concerns and regulatory considerations associated with AI in medicine, emphasizing the need for responsible innovation to ensure that AI-driven healthcare solutions benefit society while maintaining patient safety and data security.

Participants engaged in an interactive discussion on how AI is currently being implemented in hospitals and medical research centers, as well as the potential for future AI applications in disease prevention, early detection, and personalized medicine. This session not only provided a glimpse into the future of digital healthcare but also encouraged professionals from both the technology and healthcare sectors to collaborate in advancing AI-driven medical solutions.

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**MODERATOR**  
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## PDT Special Session: Navigating Turbulence – Lessons from Malaysia Airlines’ Golden Era

Another highly engaging PDT special session focused on leadership, crisis management, and operational excellence in the aviation industry. This session, moderated by Mr. Liew Chee Leong, a former aircraft engineer at Malaysia Airlines (MAS), featured a distinguished panel of aviation experts and industry veterans who shared their experiences and perspectives on the rise and challenges faced by Malaysia Airlines during its golden era.

The panelists included:

1	<b>Mr. Sitham Nadarajah</b>	Former Deputy Director of Engineering, MAS
2	<b>Ts. Joel Lim</b>	Representative from Black Stone Ventures
3	<b>Mr. Shulhameed Marican</b>	Former Vice President of Administration & Flight Operations, MAS
4	<b>Prof. Dato’ Hj. Zulkifly Baharom</b>	Former Manager, Human Resource, MAS



This session provided an in-depth retrospective on Malaysia Airlines' historical success, analyzing the key leadership strategies, operational frameworks, and customer service excellence that positioned the airline as a world-class carrier during its peak. The panelists discussed the challenges faced by the airline over the years, including economic downturns, global competition, and internal restructuring efforts, offering valuable lessons on resilience, adaptability, and strategic decision-making in the aviation sector.

A significant takeaway from the session was the importance of strong leadership in navigating industry turbulence, with panelists emphasizing the need for innovation, efficiency, and customer-centric approaches in aviation management. The discussion also explored future opportunities for Malaysia's aviation industry, particularly sustainability, digital transformation, and global connectivity.

Thus, 2024 PDT series marked another successful year of collaboration between MyREF and MBOT, reinforcing our shared commitment to continuous professional development and technological excellence. By offering a platform for industry leaders, academics, and professionals to exchange knowledge, the program was crucial in advancing skills, fostering innovation, and ensuring that Malaysia's workforce remains globally competitive.

The impact of PDT 2024 was evident, with 309 professionals benefiting from diverse and high-impact learning experiences. The special sessions, featuring renowned experts in healthcare and aviation, added immense value to the program by providing exclusive insights into leadership, technology, and industry transformation.

Looking ahead, MyREF aims to expand the PDT series further, introducing new formats such as interactive workshops, panel debates, and mentorship programs to enhance participant engagement and learning outcomes. As we continue to drive professional excellence and technological advancement, the PDT program remains a cornerstone of MyREF's efforts to support lifelong learning and workforce development in Malaysia.

## ii. Career Development Talk (CDT)

The Career Development Talk (CDT) 2024 series served as a valuable platform for equipping final-year students, recent graduates, and professionals with the necessary knowledge and skills to navigate today's dynamic job market. The program, designed to bridge the gap between academia and industry, provided insightful discussions led by experienced professionals from various fields. In 2024, CDT focused on emerging career trends, essential skill sets, and strategic approaches to career development, ensuring participants gained practical guidance to enhance their employability.

This year's CDT series featured five engaging sessions, each covering a key aspect of career growth and professional readiness. The sessions were designed to help participants make informed career decisions, develop industry-relevant skills, and avoid common job market pitfalls.

The first session, "Unlock Your Engineering Career," was delivered by Dr. Norfaniza binti Mokhtar, a Senior Lecturer from the Faculty of Civil and Built Environment Engineering at Universiti Tun Hussein Onn Malaysia (UTHM) and the Head of the Centre for Career Advancement and Alumni. This session provided a comprehensive overview of career pathways in engineering, discussing industry expectations, career growth opportunities, and the importance of lifelong learning. Dr. Norfaniza emphasized the role of interdisciplinary skills, certifications, and networking in ensuring long-term success in the engineering field.

The second session, "From the Sky to the Books," was presented by Fazeera Nazri, a Social Media Educator and Communication Speaker. Drawing from her unique career transition from aviation to education, Fazeera shared her journey of reinventing herself and adapting to new career landscapes. She provided valuable insights into leveraging transferable skills, personal branding, and the power of digital platforms in creating new career opportunities. This session resonated strongly with participants seeking career shifts or exploring non-traditional job markets.

"Graduate Strategies for the Future Job Market: Preparing Graduates for Tomorrow's Job Market" was the third session's focus, presented by Associate Prof. Dr. Mohd Najmuddin from the Faculty of Electronic Engineering Technology, Universiti Malaysia Perlis (UniMAP). Dr. Najmuddin addressed the evolving job market, automation trends, and the increasing demand for hybrid skill sets. He guided participants on future-proof their careers through reskilling, upskilling, and adapting to technological advancements. The discussion also covered how graduates can position themselves effectively in a highly competitive workforce.

The fourth session, "The Importance of Acquiring TVET Skills," was conducted by Mr. Sarawanan Thailasam, an ASQ Certified QMS Professional Trainer and Principal Consultant at Sendayan Training & Consultancy (M) Sdn. Bhd. This session underscored the growing relevance of Technical and Vocational Education and Training (TVET) skills in an industry increasingly reliant on specialized expertise. Mr. Sarawanan highlighted how TVET qualifications provide graduates with direct employment pathways, hands-on experience, and high demand in various sectors such as manufacturing, construction, and automation. The session encouraged participants to consider TVET a viable alternative to traditional academic pathways, emphasizing job security and career progression in technical fields.

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The final session, “Resume Red Flags: What to Avoid – Avoid Mistakes That Can Sink Your Job Chances,” was led by PakTam Nizam Ahmad, a Human Resources Manager, Certified Coach, and the Creator of the Graduate Readiness for Employment & Apprenticeship Training (GREAT) program. This highly practical session provided insider insights from an HR perspective, covering common mistakes job seekers make on their resumes and during job applications. PakTam emphasized how to craft an impactful resume, tailor applications for different roles, and highlight key skills effectively. Participants were given real-world examples of red flags that could jeopardize their job prospects, ensuring they left the session with a clear understanding of what recruiters look for.

The CDT 2024 series was well-received, attracting participants from various backgrounds and academic institutions. The diverse topics and expert-led discussions ensured attendees gained valuable career insights applicable across multiple industries. Beyond theoretical knowledge, the sessions provided practical strategies for job readiness, career advancement, and long-term professional growth.

As the CDT program evolves, future editions will aim to introduce more industry collaborations, interactive workshops, and personalized career coaching sessions. The success of the 2024 series reinforces MyREF’s commitment to providing relevant, high-quality career development initiatives, ensuring that graduates and professionals remain competitive in the ever-changing job market.

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- Empathy & Emotional Intelligence

**Meeting chat**

Some people in this chat are outside your org. It's possible they have message-related policies that will apply to the chat. [Learn more](#)

Lubna Mohd Khalid named the meeting MyREF Career Development Talk (Resume Red Flags- by PakTam Nizam Ahmad).

Today

1:55 pm Meeting started

2:31 pm Lubna Mohd Khalid started recording to the cloud

Dr. Noor Hidayah Samsudin 2:55 pm

humblebrag\_ hehe

**MyREF** **UTM** **UTHM**

**CAREER DEVELOPMENT TALK (12th Series)**

**UNLOCK YOUR ENGINEERING CAREER**

Wednesday, 13 March 2024  
2.30pm - 3.30pm  
Microsoft Teams

Scan to Register

**DR. NORFANIZA BINTI MOKHTAR**

Senior lecturer of Department of Civil Engineering  
Faculty of Civil and Built Environment Engineering  
& Head of Department of Centre for Career Advancement and Alumni, UTHM

**MyREF** **SPIC**

**CAREER DEVELOPMENT TALK**

**THE IMPORTANCE OF ACQUIRING TVET SKILLS**

WITH TVET SKILLS TO ENSURE THAT REMAINS RELEVANT AND COMPETITIVE IN THE FUTURE JOB MARKET.

**SARAVANAN THAILASAM**  
ASQ Certified QMS Professional  
Trainer & Principal Consultant -  
Sendayan Training & Consultancy (M) Sdn. Bhd

21 Ogos 2024 2.30-3.30 PM Via Microsoft Teams

Yuran : PERCUMA

Sijil penyertaan akan diberikan kepada peserta yang hadir

**CHECK NOW**

03-8733 4887  
Sebarang pertanyaan hubungi shasha@myref.org.my

<https://forms.gle/UZHW5h5IFbaNpXnQA>

**MyREF CDT (FEZYRA NESRY)**

01:26:47

Chat People 63 Raise React View Notes Apps More Camera Mic Share Leave

SITI NUR HANA BINTI SHEKH MOHAMMAD AMIN (External)

Fazeera Nazri (Unverified)

Nur Hazarah Binti Kasdi (External)

MUHAMMAD AIZUDDIN BIN MOHAMED ROSLI (External)

Fatimah Umairah Binti Noor Azreen (External)

Syamil Al-Khattab bin Zulkapli (External)

SD TR  
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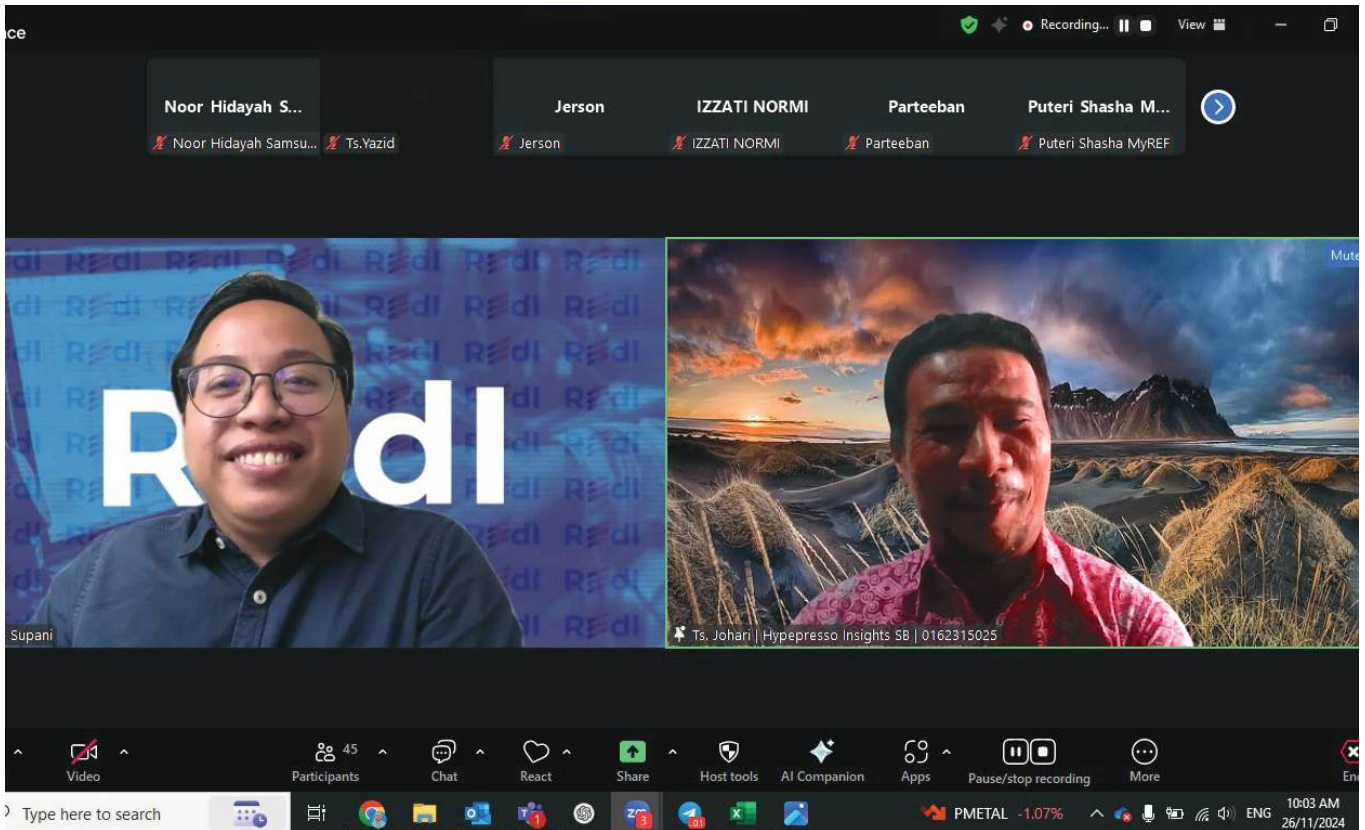
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### iii. Research and Education Insight 2024 (REdi 2024)

The Research & Education Insight (REdi) 2024 continued as MyREF’s premier annual knowledge-sharing platform, bringing together industry professionals, researchers, and academicians to engage in critical discussions on emerging industry trends, research advancements, and technological developments. This year’s theme, “The Future of Safety and Health: Digitalization, AI, and Big Data,” reflected the increasing role of technology in shaping professional landscapes, workplace strategies, and decision-making processes. Held on 5th November 2024 in an entirely virtual format via Zoom, REdi 2024 attracted a diverse audience, including academicians, industry leaders, technology experts, and students.

The conference commenced with an insightful session titled “Revolutionizing Safety and Health: The Role of WhatsApp Chatbots, AI, and Big Data,” presented by Ts. Muhammad Johari bin Rahman, Director of Prasasti Digital. The discussion explored how automated digital solutions, including AI-powered chatbots, transform workplace communication, incident reporting, and risk management strategies. Participants were introduced to real-world applications of chatbot technology in safety operations. AI-driven systems are used to disseminate instant safety alerts, assist in compliance tracking, and provide real-time access to critical safety information. The session also highlighted the impact of big data analytics in workplace monitoring, demonstrating how data-driven insights are being used to predict and prevent potential hazards.



Following this, Ir. Ts Abdul Rauf from Columbia Asia Hospital presented a session titled “The Digital Future of Safety and Health: How AI and Big Data are Reshaping Workplace Protection.” This session delved into the transformative effects of AI-driven diagnostics and predictive analytics on workplace well-being and operational risk assessments. The speaker discussed how machine learning is applied to injury prevention, employee health tracking, and compliance automation. Case studies were presented to illustrate how big data models are used to assess workplace risks and formulate proactive safety measures. The session also covered the ethical considerations surrounding AI adoption in workforce management, emphasizing the importance of balancing technological advancement with moral responsibility and data privacy regulations.

Another significant discussion occurred in the session “Capacity Building: Developing Sustainable OSH Professionals,” led by Ian Harper, Managing Partner of HSRM UK. This session focused on the critical role of professional upskilling and workforce adaptability in an era of rapid digitalization. The speaker addressed the necessity for modern professionals to acquire AI literacy, data analytics capabilities, and automation management skills to remain relevant in the evolving industry landscape. Practical strategies were shared on integrating digital competency training into existing professional development programs, ensuring that future OSH professionals are well-equipped to work alongside AI-driven systems. The discussion also covered organizational challenges in reskilling employees and fostering a digital-ready workforce, focusing on ensuring long-term career sustainability in an increasingly technology-driven environment.

The screenshot shows a Zoom meeting interface. At the top, the meeting title is "place" and the current screen is shared by "Abdul Rauf Abu Bakar". The participant list includes Noor Hidayah S..., Ts. Johari | Hype..., Abdul Rauf Abu..., zaza, and Syuaib Supani. The main content is a presentation slide with the following text:

**The Digital Future of Safety and Health: How AI and Big Data are Reshaping Workplace Protection**

PROGRAM RESEARCH AND EDUCATION INSIGHT (REdI) 2024

Ir. Ts. Abdul Rauf Bin Abu Bakar, PhD  
Support Service Manager  
Columbia Asia hospital

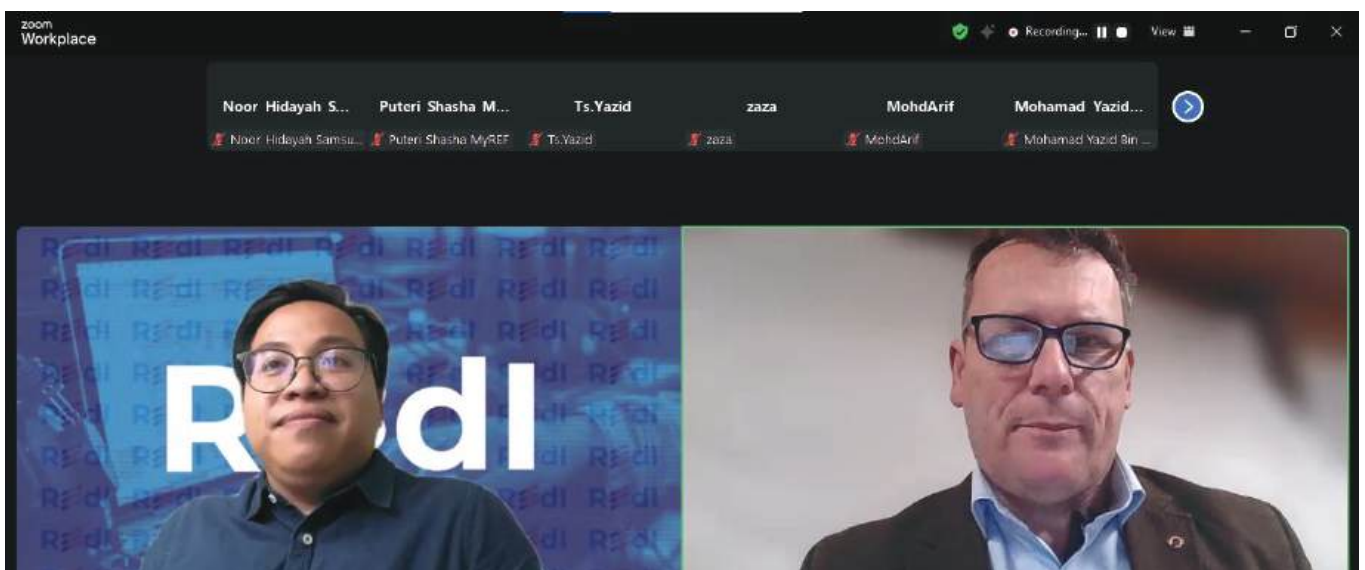
The slide features a collage of images: a worker in a hard hat, a person in a surgical mask, and a futuristic cityscape with digital overlays. The Zoom interface at the bottom shows controls for audio, video, participants (61), chat, react, share, host tools, AI Companion, apps, and recording. The system tray at the very bottom shows the date and time as 11:02 AM on 26/11/2024.

The conference's final session took the form of a forum discussion moderated by Ir. Ts Mohd Fairuz bin Mohd Rashid, a Factory and Machinery Inspector from the Department of Occupational Safety and Health Malaysia (DOSH). The forum, titled "Transforming OSH through Big Data and AI Innovations," brought together Dr. Ivan William Jezimin from IOSH UK and Hj Abdullah Embong, Managing Director of Scorpion Tact Services Sdn. Bhd., to discuss the evolving role of AI-driven technologies in safety and compliance management. The discussion centered on how big data and AI are used to enhance workplace surveillance, automate risk detection, and improve emergency response mechanisms. Panelists provided insights into the challenges of AI adoption in various industries, including the complexities of ensuring unbiased AI decision-making, cybersecurity concerns related to big data storage, and the need for well-defined regulatory frameworks to govern AI-driven OSH applications. The interactive nature of the forum allowed participants to pose questions, share their experiences, and explore the potential of data-driven technologies in transforming safety and operational efficiency.

With the successful completion of REdi 2024, the conference once again demonstrated its impact in fostering meaningful industry-academia collaborations and facilitating knowledge-sharing on pressing topics. The sessions gave participants valuable insights into industry transformations, equipping them with a broader understanding of how evolving technologies influence their respective fields. The interactive discussions and forums reinforced the importance of cross-sector engagement in addressing challenges, shaping best practices, and driving innovation.

Looking ahead, MyREF will introduce a new theme for REdi 2025, continuing its role as a platform for meaningful discussions on emerging developments across industries and academia. As part of its commitment to fostering knowledge-sharing and professional growth, MyREF will ensure that the upcoming theme remains relevant to current trends and future challenges. The details of the next edition will be announced in due course as planning progresses.

As MyREF continues to expand the REdi series, the conference remains a key initiative in bridging the gap between research, education, and industry needs. The insights gained from this year's discussions will contribute to future developments, ensuring that REdi continues to provide a relevant and impactful platform in the years to come.



#### iv. MyREF Scholar Incubator Program (MyREF SIP)

The MyREF Scholar Incubator Program (MyREF SIP) was developed as a targeted initiative to support Form 5 students' academic and career readiness, particularly those from underprivileged backgrounds. This structured mentoring and guidance program aims to reduce dropout rates, enhance academic performance, and equip students with essential skills for higher education and career pathways. The program prioritizes students from rural or urban schools with a high percentage of asnaf and B40 students, with the pilot implementation taking place in Selangor.

For the 2023/2024 session, MyREF SIP was conducted in collaboration with Universiti Malaya (UM), Aerodyne Group, and Prasarana Malaysia Berhad, with official approval from Jabatan Pendidikan Negeri Selangor. The program was implemented over seven months, from November 2023 to June 2024, with SMK Puchong Jaya (A) chosen as the pilot school based on key selection criteria, including student demographics and previous engagement in education development programs with Universiti Malaya.



MyREF SIP comprises two main components: the Scholar Development Program (SDP) and the Scholar Motivational Program (SMP). The SDP provided structured, five-month mentorship and academic guidance for 20 selected students, focusing on core subjects, character development, and career exploration through a mentor-mentee framework. These students were engaged in personalized academic coaching sessions, motivational workshops, and career exposure activities. Conversely, the SMP was a broader initiative that benefited up to 200 Form 5 students, providing motivational talks, examination preparation strategies, and career planning guidance to ensure a well-rounded educational experience for all.

Academic coaching sessions, boot camps, and industry visits were conducted under the SDP, incorporating innovative teaching methods such as gamification, problem-solving exercises, and study techniques like mind mapping. The monthly academic performance tracking revealed a notable improvement among participants, particularly in Mathematics, Science, Bahasa Melayu, and History. Initial assessments showed that four students failed Mathematics at the program's start, but by the end, all had passed, demonstrating the effectiveness of the targeted intervention.



Beyond academic improvements, MyREF SIP also focused on soft skills development, including critical thinking, teamwork, and communication. Participants exhibited increased confidence, better problem-solving abilities, and enhanced motivation towards learning. In addition, the collaborative industry partnerships with Aerodyne and Prasarana Malaysia Berhad allowed students to gain exposure to real-world career pathways, including a university campus tour at Universiti Malaya and visits to leading industry players in transportation and drone technology.

Despite its successes, MyREF SIP encountered several challenges, particularly in online learning accessibility, where some students struggled with internet connectivity and device availability. Additionally, weekend online classes posed engagement difficulties due to family obligations and shared household responsibilities. However, these challenges were mitigated through flexible scheduling, provision of study materials, and on-site learning alternatives at designated locations.

Overall, MyREF SIP has proven to be an impactful and structured program, effectively supporting academic excellence and personal growth among underprivileged students. The program's success highlights the importance of collaborative efforts between government agencies, educational institutions, and industry partners in addressing educational inequalities. Moving forward, MyREF aims to expand the program to other states, refine mentorship strategies, and introduce industry-driven learning experiences further to bridge the gap between education and career readiness.





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