



DIASPORA TALENT ATTRACTION AND SKILLS TRANSFER IN MALAYSIA

Malaysia recognises the potential of its diaspora talent to contribute to national development and respond to labour market needs. Through the Capacity Development Lab, EUDiF supported Talent Corporation Malaysia Berhad (TalentCorp), an agency under the Ministry of Human Resources, to strengthen its approach to diaspora engagement, talent attraction and skills transfer. The project combined international benchmarking, regional peer learning and institutional monitoring, evaluation and learning (MEL) tools to support the optimisation of the Returning Expert Programme (REP) and strengthen TalentCorp's capacity to leverage diaspora talent for national development.

Results snapshot

5

peer countries



13

countries studied



67

recommendations



3

institutional tools

Institutional impact

As a result of the project, TalentCorp strengthened its ability to leverage diaspora talent for national development through benchmarking, peer learning and institutional MEL tool development. Evidence-based recommendations support the optimisation of the Returning Expert Programme, with several recommendations already adopted, particularly those related to data collection and monitoring. TalentCorp staff improved their competencies in MEL methodologies and tools, enabling more systematic data collection, programme monitoring, performance measurement and evidence-based decision-making. An informal regional peer-learning network was also established, facilitating ongoing knowledge exchange, collaboration and the sharing of effective approaches to talent attraction and diaspora engagement. Finally, the project created momentum for TalentCorp and the Ministry of Human Resources to map the Malaysian diaspora and work towards a national strategy or policy on diaspora engagement.

Outputs

- ✓ Benchmarking report
- ✓ Recommendations prioritisation tool
- ✓ Monitoring and evaluation framework



“What I value the most is not what we produced, but how our thinking evolved along the way. [...] We have a clearer sense of where we want to go and how we want to get there.”

Hashira Md Drus
Vice-President, MyHeart Facilitation,
TalentCorp, Malaysia



“I learned a great deal from the exchange and deeply appreciated the openness and generosity of everyone involved. [...] These resources will be very useful in continuing the conversations and exploring possible collaborations.”

Rod Garcia
Commission on Filipinos Overseas,
the Philippines

This is a Capacity Development Lab (CDL) project of the EU Global Diaspora Facility. The CDL is open to public institutions from the EU's partner countries seeking support for projects which leverage diaspora engagement for development, through institutional capacity development and/or transferring sector-specific expertise from the diaspora.