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## **Graduates Do Not Lack Talent, Says Khaled Nordin**

KUALA LUMPUR, May 12 (Bernama) -- Human resource and talent development professionals, especially in the private sector, have been urged to assist the government to improve the employability and talent development of graduates.

In making the call today, Higher Education Minister Datuk Seri Mohamed Khaled Nordin said Malaysian graduates did not lack the talent or competency to be employed but it was just that some of them lacked the direction and inputs to sharpen their natural talent, interpersonal skills and abilities.

He said human resource professionals, especially in the technical sectors, should actively engage with local universities in programmes aimed at developing talent for the graduates.

"Programmes such as internships and collaborative work and study programmes would not only enable our graduates to hone their technical skills and develop talent within a functioning organisation but would also allow human resource professionals to have the 'first pick' at the best graduates that our higher education system can offer," he said.

Mohamed Khaled said this at the launch of the "Asia Human Resources Development (HRD) Congress -- Changing Human Capital Landscapes, Technology, Strategy and Culture" here. The text of his speech was read out by the ministry's deputy director-general Prof Rujuhan Mustafa.

Mohamed Khaled also urged multinationals and private sector players to develop a long-term relationship with premier national universities as a long-term recruitment strategy by providing coaching and also career guidance to undergraduates.

"The industry's input in the development of soft skills and talent in our graduates is now a must if we are serious about enriching the talent base and industrial relevancy of our graduates," he said.

"In return, this collaboration will develop awareness of our top graduates in your organisation, influence and mould talent development to meet the needs of industry, enable the private sector to capture the best talent that we have to offer and also reduce recruitment cost to your organisation, as you will be dealing directly with the talent source, without the need of going through middlemen and recruitment agencies," he said.

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