



Building Malaysia's Digital Talent Ecosystem

Through 42 Malaysia, Khazanah and Sunway Education Group are widening access to digital education, strengthening Malaysia's digital talent pipeline and helping more Malaysians build pathways into high-value technology sectors.

The rapid evolution of frontier technologies including artificial intelligence ("AI"), cloud computing and cybersecurity, is reshaping industries and changing the skills needed for the future of work. Yet for many Malaysians, pathways into high-value technology careers remain limited by traditional qualifications and formal education routes.

At the same time, companies are facing urgent pressure to reskill and upskill their existing workforce, as AI and digital tools become increasingly embedded across industries. For some Malaysians, the issue is not for lack of ability but pathways that recognise ability different through skills, problem-solving and practical application. This is the gap that 42 Malaysia seeks to address.



42 Malaysia is developing future-ready digital talent through a project-based, peer-to-peer learning model that equips students with practical coding, problem-solving and collaborative skills.

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A Dual Pathway

Building New Talent and Upskilling the Workforce

42 Malaysia bridges this capability gap by offering an innovative, computer science programme free of tuition fees and open to anyone aged 17 and above who can demonstrate an ability in problem-solving. The programme is built on a "peer-to-peer" learning model with no traditional classrooms, no formal lecturers and no requirement for conventional academic qualifications. Instead, students learn by collaborating with one another to solve gamified, project-based challenges that mirror real industry needs.

Successful students then enter a 12-to-18-month core programme designed to prepare them for careers in software development and related digital fields. They are also connected to the wider international 42 network as well as local employers seeking industry-ready digital talent.

By requiring no tuition fee or formal qualifications to enter, 42 Malaysia provides an alternative pathway for underserved communities, non-traditional learners and career switchers to gain advanced digital skills. At its heart, the model allows talent the chance to prove what they can do through discipline, collaboration and practical problem-solving.

While 42 Malaysia builds new talent, FutureX Digital Skills addresses the other half of the capability gap: the workforce already in employment. As the platform's corporate training arm, FutureX Digital Skills delivers hands-on AI and digital upskilling programmes for enterprises, ranging from AI literacy for the general workforce to apply AI adoption for leadership teams. Its programmes are built around real business use cases, enabling organisations to translate digital awareness into practical productivity gains. Together, 42 Malaysia and FutureX Digital Skills form a dual engine, one focused on creating new digital talent, and the other on helping today's workforce adapt to the changing demands of the digital economy.

Changing Lives through Digital Education

Before discovering 42 Malaysia, 32-year-old Alec, who is deaf and non-verbal, struggled to secure the kind of employment he wanted and relied heavily on temporary work. After joining 42KL, Alec pursued coding and developed industry-relevant knowledge, enabling him to build confidence and demonstrate his abilities. Alec has been employed at a fintech company for two years, demonstrating how organisations like 42 Malaysia can drive meaningful inclusion.

Key Impact Metrics

17,000

registrants since beginning

660

students enrolled in 42Malaysia

1,800

pisciners, part of 42 admission process (26 days immersive learning)

- 26% female pisciners
- 40% B40
- 55% students hold no degrees

2,515

people upskilled under FXDS

81%

job placement; RM4.4 k average monthly income (full-time roles)

Khazanah's Strategic Partnership

Catalysing Growth with Industry Partners

Khazanah's joint venture with Sunway Education Group in 2023 marked an important step in taking what began with 42KL and scaling it into 42 Malaysia, bringing the model to more learners nationwide, while deepening employer linkages and building clearer pathways into high-value technology careers. By bringing together Dana Impak's catalytic capital with Sunway's education experience, infrastructure and networks, 42 Malaysia was able to reach more learners and connect talent development more closely with employer needs. Through this journey, 42 Malaysia has expanded beyond KL, with presence in Penang and Johor. It also has also partnered with industry players such as AmBank, Experian, PPG and Digital Penang, as well as foundation partners including Yayasan Hasanah, Yayasan Tunku Abdul Rahman and Yayasan Amir.

Since its inception, 42 Malaysia has seen more than 17,000 individuals register interest, with over 1,800 participating in their immersive 26-day coding bootcamp and over 600 enrolling in their core programme, with a large majority (~80%) originating from B40 to M40 communities. Crucially, 81% of 42 Malaysia's graduates have secured employment in software engineering, AI and data-related fields, cloud engineering and cybersecurity.

Working Towards a National Capability Engine

Moving forward, 42 Malaysia remains committed to its vision of developing 10,000 highly skilled digital talent by 2033. To this end, 42 Malaysia aims to further expand its distributed campus model nationwide while FutureX Digital Skills continues to work with corporates, financial institutions, government-linked companies and other industry partners to support workforce upskilling. The next phase will also focus on strengthening the linkages between learning and real-world applications, embedding more industry problem statements into student learning pathways. Beyond upskilling, 42 Malaysia also aims to encourage a broader shift towards skills-based hiring, where employers recognise candidates based on proven, practical abilities rather than readiness to contribute, not only traditional academic credentials. Through this dual engine of talent creation and workforce upskilling, 42 Malaysia and FutureX Digital Skills support in building a more inclusive, responsive and industry-aligned digital talent ecosystem for Malaysia.



For more information, visit
www.42malaysia.edu.my