

SCENARIOS: FUTURE OF **YOUTH** **2035**



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DISCLAIMER :

This report is submitted to IYRES in fulfilment of the post workshop requirements. MIGHT has taken all necessary steps to fulfil the requirements and the report has been prepared using literature and information obtained during workshop engagements, believed by the authors to be reliable and accurate. Any changes made to this report after its submission is beyond the responsibility of MIGHT and the authors.

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REITERATING THE EXPECTATIONS

This exercise is undertaken in collaboration between IYRES & MIGHT to produce the plausible future scenarios on youth by 2035. The scenarios will be used to frame the thinking for an on-going study (*Kajian Kompetensi Pemimpin Muda*) which will outline the characteristics and competencies encompassing the DNA of youth leadership in the future.

Who was involved?

WHO?

All stakeholders reached a consensus with regards to the future outlook of youth

What has been embedded?

WHAT?

In particular, how **youth perspectives and expectations** could be empowered to help shape Malaysia's future.

How are the scenarios useful?

HOW?

The four scenarios outlined can be used to **communicate to all stakeholders** what needs to be done now to help prepare against future uncertainties

Where can the scenarios be applied to?

WHERE?

Therefore, exploring and internalising these multiple possible futures should allow stakeholders to formulate robust strategies.

WHY DO WE NEED THIS?

WHY?

EXPLORING THE FUTURES

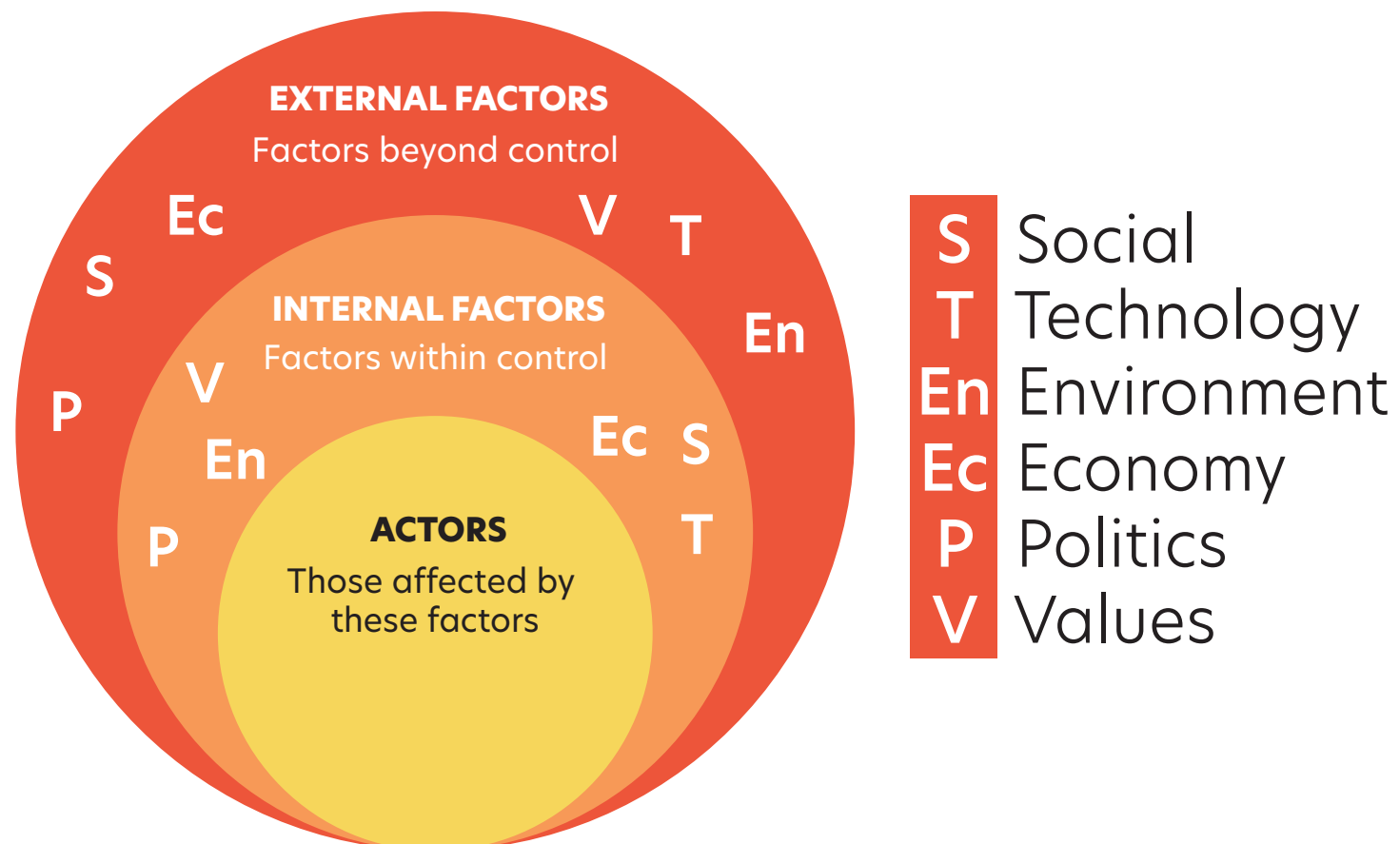
How we develop the future scenarios

IDENTIFYING THE DRIVING FORCES THAT SHAPE THE FUTURE IS CRITICAL IN SCENARIO BUILDING

Drivers of Change are the critical factors identified to facilitate stakeholders' conversations and built the foundation about the trends and issues that are likely to have the most significant impacts in shaping future scenarios.

Drivers are derived from issues, trends and challenges that interact, both internally and externally. The diagram depicts the variety of behaviours and how each factor interacts to shape future scenarios.

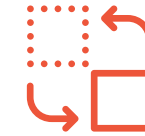
Identifying issues, challenges and trends based on STEEPV perspectives



DRIVER CAN BE DEFINED AS:



...the **key** in the macro-environment that underpin important **trends and issues**



...something (a trend) with the potential to **bring about significant change** in the future



...**variable** that has the potential to **change the future** in significant ways **but is not very predictable** as it is itself dependent on several factors

What is a Driver of Change?

Factors that will
shape/influence
future developments and/or their
implications

THE POSSIBLE TRAJECTORIES

TODAY

NEW EQUILIBRIUM

The system is confronted with major challenges on how it has been operating, and is forced to adapt and compromise in order to "save itself" while keeping the basic structure of the current system intact.

TRANSFORMATIONAL

Entails fundamental change to the system. The rules of the game are "scrapped" and new ways of doing things emerged.

CONTINUATION

The present trends and forces continue without any major disruptions or surprises. The system continues along its current trajectory.

COLLAPSE

The system "breaks" or falls into a state of dysfunction. The established ways of doing things no longer work and there is a decline in the "health" of the system.

Adaption of Jim Dator's model of Four Futures were applied to frame the narratives (stories, scenarios) on social change issues. The model classifies four recurring groups of images, stories, or policies regarding effects of that change. As the future is not necessarily a continuation of the present, a story illustrating visions or aspects of a possible future were developed. As such, scenarios are used both as an exploratory method or a tool for decision-making, mainly to highlight the discontinuities from the present and reveal the choices available and their potential consequences.

THE FUTURE YOUTH SCENARIOS

Futures of Youth 2035

WHAT'S DRIVING THE CHANGE FOR MALAYSIAN YOUTH 2035?

A total of eight drivers of change were developed and collectively agreed upon by participants throughout the workshops. Deliberations and consensus were made by participants to finalise these drivers that subsequently will be used in the scenario developed.

LEADERSHIP & GOVERNANCE

Leaders attributes and characteristics, leadership mind-set and governance practices towards youth and nation development

TECHNOLOGY ADVANCEMENT & DIGITALISATION

Availability, access and penetration/adoption rate of technology that enriches and shapes the lifestyle and quality of youths' lives and the society (communication, knowledge, exposure, job opportunities, digital gap and technology dependency)

VALUES & CULTURE

Youth and society values & cultures are the building blocks for a national identity.

ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability, awareness, mindset and practices shape the future lifestyle of youth in particular and society in general towards the environment

DEMOGRAPHIC & POPULATION CHANGES

Demography and population growth have significant impacts to the future economy, workspace dynamic and competitiveness within the society and amongst the youth.

ECONOMIC SUSTAINABILITY

Nation's economic development influences youth financial dependencies, capacities, and capabilities to thrive, survive, adapt, adopt, and prosper.

HEALTH & LIFESTYLE

Well-being, health literacy including social stigma and lifestyle of youth impact the society and the nation development.

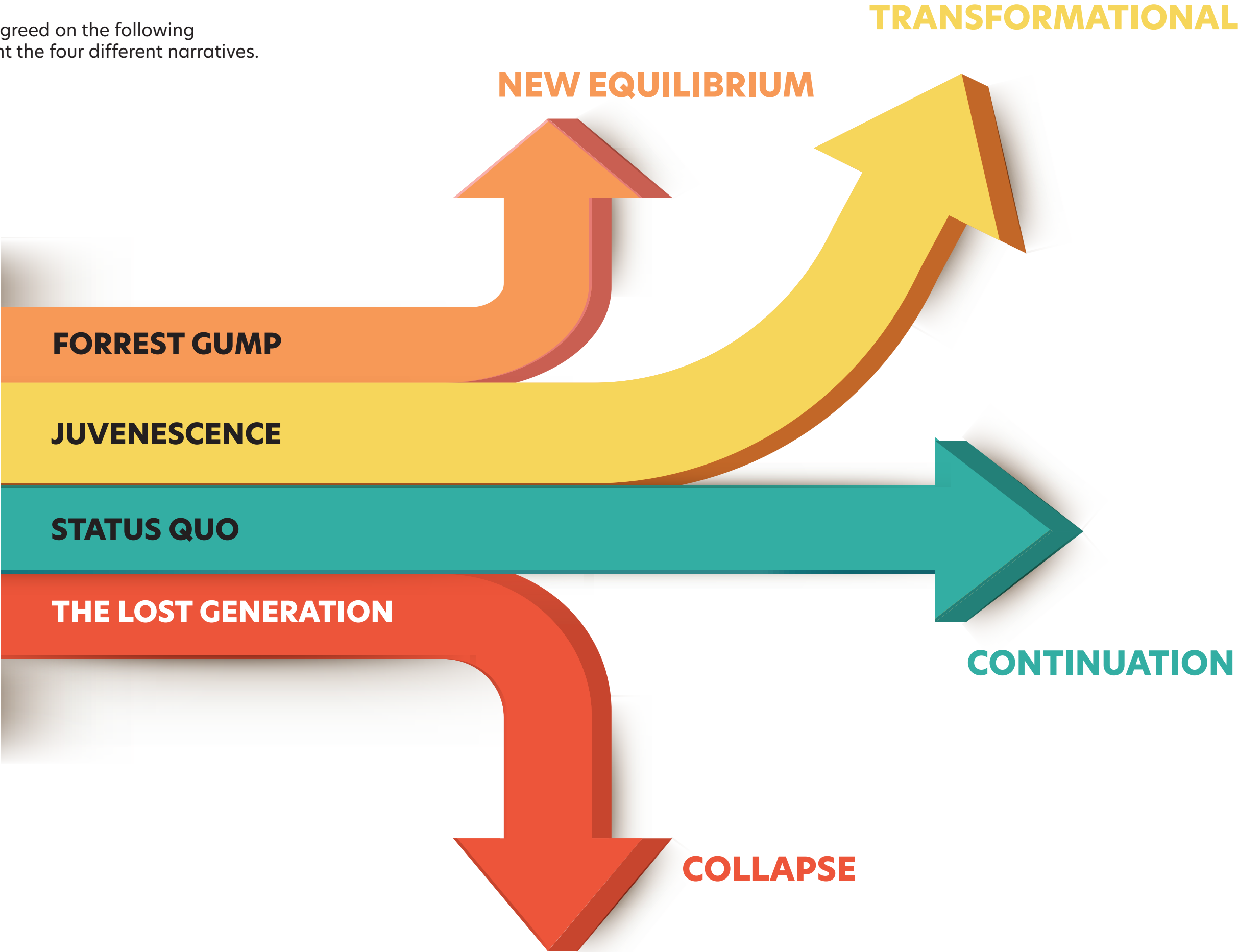
EDUCATION & HUMAN CAPITAL DEVELOPMENT

Education and human capital development including skills, talent and motivation mould the youth of the future.

FUTURE OF YOUTH 2035

Workshop participants have collectively agreed on the following scenarios descriptors that should represent the four different narratives.

TODAY



STATUS QUO

CONTINUATION

LEADERSHIP & GOVERNANCE Minimal participation
VALUES & CULTURE Lack of self esteem
TECHNOLOGY ADVANCEMENT & DIGITALISATION Digital over dependency
DEMOGRAPHY & POPULATION CHANGES High dependency ratio
ENVIRONMENT SUSTAINABILITY Stagnant awareness Money making instead of green nature
ECONOMIC SUSTAINABILITY Gig economy
EDUCATION & HUMAN CAPITAL DEVELOPMENT Education is only for job seeking (not beyond)
HEALTH & LIFESTYLE Digital addiction

The spectre of COVID-19 and its after-effects are still evident in 2035. With government focused on, and financially supportive of, the most vulnerable, age and health wise, youth issues have been overlooked. Lacking opportunities to share their aspirations, insights, and ideas, government policies lack youth inclusivity. Retreating behind their tech devices, most youth still lack the social skills and collaborative abilities employers need and so employability remains a key issue.

KUALA LUMPUR, 2035

Although it's been fifteen years since the emergence of COVID-19 and its subsequent variants, 30-year-old Daniel feels as if his life has been frozen since 2020. The initial expectation that education would evolve away from rote-learning and "teaching to the test" was hampered by social distancing and continual quarantining, so Daniel never learned how to engage robustly in face-to-face groups to share and critique new ideas. He scrapes a living through low-level, poorly paid jobs in the gig economy, not having the communication, confidence, or critical thinking skills required by mainstream employers, which only increases his low self-esteem. Nevertheless, Daniel finds solace behind the various screens of his tech devices, grateful that living in a big city means he has reliable online access that his friends living in urban areas do not have.

Daniel has no inclination to get involved in any political or social groups, populated as they are by older people unlike him. For years the government has fixated on supporting the elderly and those with long-term health problems as a result of COVID-19. Youth issues have taken a backseat. Daniel resents the fact that his generation has been side-lined and so has fallen into a state of passivity believing that, for him, like the country, nothing will ever change.



THE LOST GENERATION

LEADERSHIP & GOVERNANCE Leadership & governance malfunction
VALUES & CULTURE Loss of identity
TECHNOLOGY ADVANCEMENT & DIGITALISATION Technology misuse, abuse and addiction
DEMOGRAPHY & POPULATION CHANGES Population grow uncontrollably
ENVIRONMENT SUSTAINABILITY Extinction
ECONOMIC SUSTAINABILITY Sluggish
EDUCATION & HUMAN CAPITAL DEVELOPMENT Decivilised nation
HEALTH & LIFESTYLE Mental health deteriorates

Faced with global as well as national political upheaval, economic instability, environmental degradation and a general sense that civilisation has largely collapsed, most youth have joined gangs focused on crime and anti-social behaviour to find some sense of identity and purpose. Addiction, mental health disorders, and unemployment are rampant among this “lost” generation.

KUANTAN, 2035

Each Friday 17-year-old Adam and his friends wait until the foreign construction workers have collected their pay packets then pounce and rob them, running away screaming with glee. They can now eat for another week, having been exiled from their families because of their past truancy and “uncivilised” behaviour. Adam feels no guilt about robbing foreigners or telling lies to elderly ladies so they take pity on him and give him money. After all, hasn’t the world turned into one of those dystopian movies he and his friends watch online? It’s every man for himself. Democracies have collapsed around the world, the tech giants are the masters now, forcing even his own government to accept their terms or else. Might is right!

Adam dreams one day of living in Australia, or maybe Europe, leaving Malaysia forever with its polluted rivers, waste dumps, and where greedy officials devastate the thriving community kampongs his grandfather used to describe, in order to build yet more soulless fancy high-rises that few can afford to live in. The conspiracy theories Adam gorges on online fuels his sense that life is short and pointless. With no education to speak of, existing only by street cunning, he lives day to day. He hasn’t yet succumbed to whatever provoked some of his friends to throw themselves off tall buildings, take drug overdoses, or taunt police to shoot them, but Adam has no doubt that one day he will.



FORREST GUMP

LEADERSHIP & GOVERNANCE Resilient leadership & governance
VALUES & CULTURE Knowledge & ethics driven culture Strong national identity
TECHNOLOGY ADVANCEMENT & DIGITALISATION Improved access; encourage innovation and collaboration
DEMOGRAPHY & POPULATION CHANGES Population grow and improving at control pace
ENVIRONMENT SUSTAINABILITY Restoration and preservation of biodiversity
ECONOMIC SUSTAINABILITY Entrepreneurship
EDUCATION & HUMAN CAPITAL DEVELOPMENT Beyond tangible and measurable skills
HEALTH & LIFESTYLE Support & resources availability

Progress has been slow in coming, but by 2035 Malaysia – at least in some parts – now offers opportunities and a robust ecosystem that supports youth aspirations. In those parts of the country in which education has been revamped to help develop values of self-reliance as well as creative thinking and collaboration, start-ups flourish and youth employment is high. In other parts, however, money, lack of reliable resources and leadership stubbornly embedded in outmoded ways of thinking, still means that the youth who thrive and those who fall by the wayside is a hit-and-miss affair.

KUCHING, 2035

Twenty-one-year-old Sarah has waited somewhat impatiently for the ecosystem in Malaysia to catch up with her vision and aspirations and, finally, it now has – at least where she lives. Afraid that she would become cowed within a traditional education, Sarah thrived thanks to a TVET pilot project introduced early in her district that encouraged her to learn through doing rather than sitting behind a desk poring over out-of-date books. As such, she walked straight into a position within the tech company she had long apprenticed with, having developed and demonstrated her skills as a valuable team player and ideas generator. Financially secure and confident, Sarah gives back to society by volunteering with several NGOs and environmental groups involved in issues she cares about.

While frustrated that progress in some parts of the country has been slow and uneven, particularly with respect to technological adoption and access to health and welfare programs, Sarah sees a steady path forward for the country. She is excited to learn of the high number of start-ups mushrooming in her state and looks forward to one day starting a company of her own.



JUVENESCENCE

LEADERSHIP & GOVERNANCE High integrity leadership
VALUES & CULTURE United society with strong sense of belonging
TECHNOLOGY ADVANCEMENT & DIGITALISATION Full accessibility & revolutionary technology
DEMOGRAPHY & POPULATION CHANGES Passionate, supportive/inclusive/ conducive
ENVIRONMENT SUSTAINABILITY High public awareness and contribution
ECONOMIC SUSTAINABILITY Financially independent
EDUCATION & HUMAN CAPITAL DEVELOPMENT “Delightful education” (Fun but streamlined participative learning)
HEALTH & LIFESTYLE Good Mental Health

Due to visionary leadership that made building a better Malaysia the priority, society now boasts a wealth of entrepreneurial-minded, environmentally conscious and highly responsible youth leaders. Proud of the strong values that encourage bottom-up support, most youth not only fully participate in social, environmental, and government initiatives, but are fueled by a strong sense of patriotism that keeps them from moving overseas. They are proud Malaysians: agents of change.

JOHOR BAHRU, 2035

Twenty four-year old Amina is a fully contributing member of Malaysian society, thanks to a transformative education that focused on experiential learning, widespread access to smart technology, and a social environment in which “our youth are our future” is no longer an empty phrase. She took advantage of early access to financial literacy programs and, suitably empowered, is confident that her entrepreneurial aspirations will be emotionally and practically supported.

Nothing is out of her reach: whether to become an eco-activist, a high-tech innovator, or a government representative. Benefiting from a self-organised, collaborative ecosystem in which citizens inspire one other, Amina is a role model for her peers, exemplifying the mental and physical well-being necessary to realise her achievements. She knows that her personal success contributes overall to the country’s productivity and growth, further boosting her patriotism and national pride.

Amina has no desire to be educated or work overseas. Why would she, when Malaysia is respected as a morally upstanding, prosperous society, showcasing pioneering youth opportunities that are the envy of the world.



MAKING SENSE OF THE SCENARIOS

Learning from the futures

FEARS TO GUARD AGAINST; ASPIRATIONS TO ATTAIN

COMMON FEARS
Leadership malfunction
Lost of identity
Lack of environmental stewardship/ unable to educate the society on good practices to preserve the environment
Dysfunctional society and decivilized nation
No longer a place of permanence with bond of identity and loyalty
Sluggish economy as geopolitical tension worsens with super powerful countries to control and dictate our economy
Mental health disorders
Breakdown in the family structure, feeling undervalued and pressurized by peers
Increased of dependency ratio burdening the youth
Limited platforms for youth engagement
Over dependence on technology in expressing ideas
Limited job search skills, poor labour market knowledge, and difficulty accessing jobs
Lack of self esteem
Youth become inferior when surrounded by senior peers, and unable to share ideas confidently (unhealthy competition at workplace, generation gaps)

The scenario development exercise revealed common fears and aspirations amongst the stakeholders with respect to present and future youth. These are highlighted below to help with the development of strategies and action plans in shaping the desired future.

SHARED ASPIRATIONS
High integrity leaders with strong positive characters
Restoration and preservation of biodiversity
Sustainable mindset
Innovative platforms and collaborative partnership
Better communication and collaboration with good tolerance and understanding
More practical, full of creativity, and relevant to the industry
Knowledge and ethical culture community
Strong national identity that respects the cultural differences through an open society
Equality and stability of socio-economy
Entrepreneurial mindset
Healthier community, health as shared responsibility
Digitally inclusive
Affluent, prosperous, safe and a harmonious country with united and self regulated society
Global mindset without forgoing local identity (glocal)
Financially independent
Comprehensive, integrated & responsive mental health & social care services

WILDCARDS : ANTICIPATING UNINTENDED CONSEQUENCES

Futurists have long used the concept of zoo animals as metaphors for wild cards and weak signals. Each of the following zoo characters indicates particular challenges that, if not anticipated beforehand, could significantly -- and detrimentally -- impact the plans put in place to help bring about a desired scenario.

BLACK ELEPHANTS

These are things that are well known and have profound impact, but for some reason are not taken into account when imagining alternative futures.



- » Racism, discrimination, LGBTQ
- » Inequity and wealth gap ignored
- » Systemic corruption
- » Complacency among populace
- » Complacency among populace
- » Conspiracy theories and fake news

BLACK SWANS

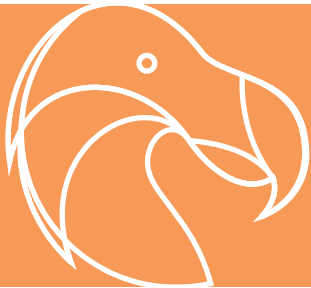
Not only are they unexpected, they also have a huge impact on the current way of doing things.



- » Educational gap due to Covid-19 pandemic
- » New pandemic outbreak
- » Internet blackout leads to cyber destruction
- » Food insecurity and shortage due to climate change and geopolitics play
- » World war III
- » Covid-19 recession effect
- » State of emergency continues

DODO

These are things that were once highly relevant, but have now gone extinct, either because something else happened, or they themselves faded.



- » Traditional way of doing business replaced by working from anywhere
- » Weak implementation and adaptation of TVET sectors

PEACOCKS

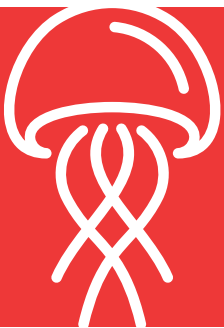
Peacocks live to be talked and hyped about. Peacocks enjoy showing their colourful and mesmerizing plumage. However, it doesn't have much impact on anything.



- » TN50-like programme, a highly publicised and invested, but no follow through
- » Sustainability model could soon be replaced
- » Circular economy is hyped with rumours of new model to be introduced

JELLYFISHES

A jellyfish is an event that starts rather innocently, but has a terrible long tail and has a nasty sting in the end.



- » Vaccine acceptance reduced due to side effects
- » Minimalist lifestyle resulting in simplistic decision making
- » Abundant supply of housing but low purchasing power
- » Greater access to digital media leads to issues including cyberbullying
- » Freedom of choice leads to rebellious generation
- » Constant political change results in confusion over nationhood

THINGS TO WATCH OUT FOR THE FUTURE

Each of the following bullet points identified under the different zoo characters should, at the very least, be discussed and taken into account when developing strategies related to a desired future scenario.

YOUTH OF 2035: THE ATTRIBUTES & COMPETENCIES

SOCIAL CAPITAL

Transformational/ growth mindset <<
Relatable <<
Purposeful <<
Consistency/persistence <<
Articulation <<
Adaptable & realign <<



PSYCHOLOGICAL CAPITAL

Genuine << Self-compassion <<
Patience << Self-efficacy <<
High empathy <<
Passionate <<
Authentic <<



INTELLECTUAL CAPITAL

Environmental literacy <<
Wisdom - critical thinking ability <<
Evidence based decision maker <<
Creators of knowledge <<
Learning agility <<
Creative and innovative <<

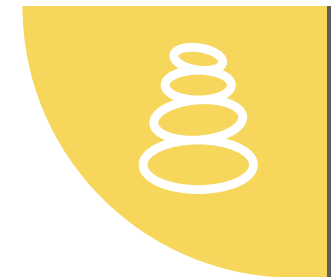


Building Youth Capital for Success in ANY Scenarios

With the right youth-centered policies, focused support, and practical opportunities in place, the youth of tomorrow can build sufficient capital across the following six domains so that, irrespective of whatever future scenarios they are faced with, they will thrive within a nation that is proud of their contributions to society. Nevertheless, the list is non-exhaustive and can be added as deemed appropriate in future engagements.

SPIRITUAL CAPITAL

>> Strong spiritual connection
>> Spiritual purity



SKILLS CAPITAL

>> Innovative
>> Crisis management
>> Futures thinking
>> Communication skills
>> Respect
>> Digital skillset



ENTREPRENEURIAL CAPITAL

>> Risk taker >> Courageous
>> Opportunist
>> Adapting to change
>> Resilient to navigate life
>> Creativity in constrain mode

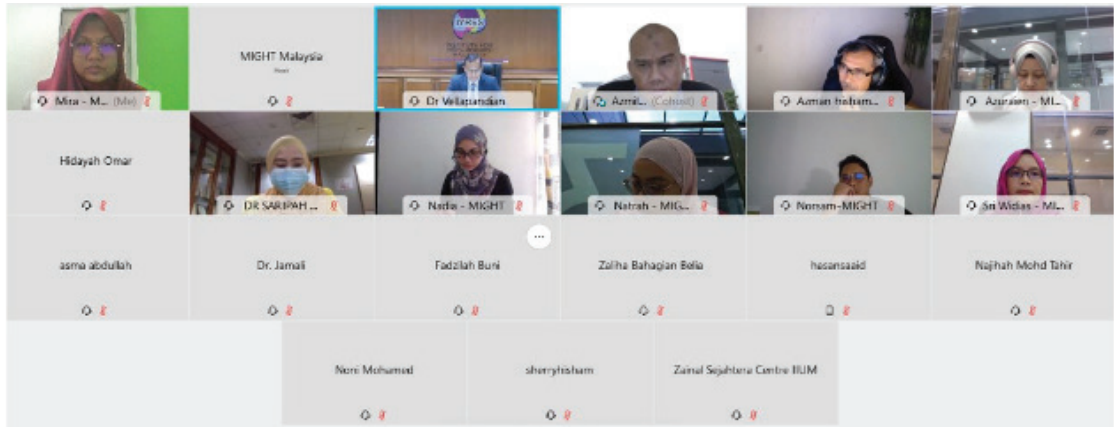
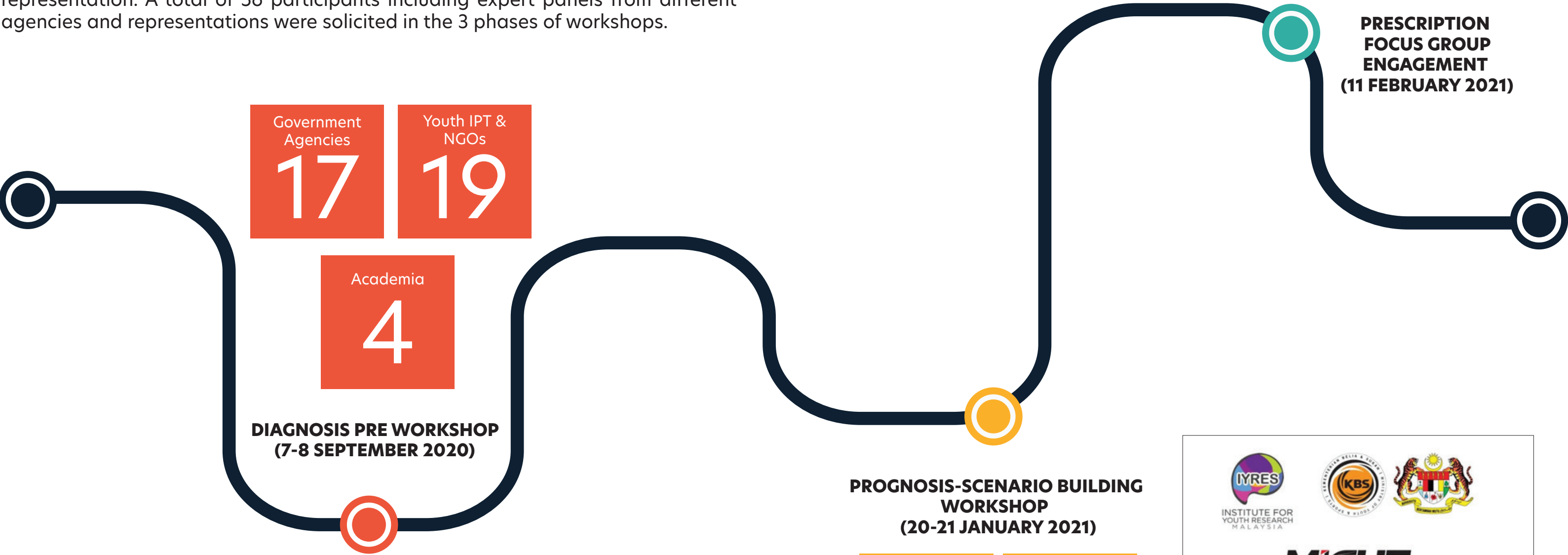


BEHIND THE SCENES

The thoughts behind the futures

STAKEHOLDERS' ENGAGEMENT

Dialogue with stakeholders played a pivotal role in bringing about the many different perspectives that ensure the success and legitimacy of scenario building. Stakeholders from various backgrounds were selected to ensure inclusive representation. A total of 56 participants including expert panels from different agencies and representations were solicited in the 3 phases of workshops.



WHAT'S DRIVING THE CHANGE?

LEADERSHIP & GOVERNANCE

Describes leadership mind-set, leaders characteristics and governance practices to influence society and youth development.

- » Governance framework in digitalised & 4th industrial revolution is fully embraced.
- » Importance of political literacy and awareness in shaping future political landscape.

Fact Sheet

- Constitution (Amendment) Bill 2019, 7.8 million new voters in the electoral roll by the year 2023 when voting age lowered to 18.
- Study conducted by UKM, 30.5 per cent of students said they were open to accepting bribes if they have power and opportunity.
- Based on statistics from 2014 until June 2019, 4,860 individuals had been arrested for corruption; 2,594 or 53.4 per cent were below 40. This data showed that over 50 per cent of those involved were young people.

✓ ASEAN Youth Survey 2020 edition

Issue/Challenges/Trends

globalization
governance framework rhetoric leadership
international networking and partnership iconic & towering personality
political literacy & awareness constitution & history education
volunteerism as leadership future leaders preparedness
lack of avenue of youth leadership succession planning
gender imbalance rise of 3rd sector through volunteerism

VALUE & CULTURE

Encompasses building and creating clear understanding in development of national identity.

- » In depth understanding and knowledge about national identity creates a society that is confident with high patriotism to the nation while embracing strong core values.

Fact Sheet

- Baby boomers (mid-1940s and mid-1960s), Generation X (mid-1960s to late 1970s), millennials or Generation Y (early 1980s to mid-1990s) and Generation Z (mid-1990s to the present) all living and working together.
- Happiness Index : 80 out of 156 countries for Ranking of Happiness 2016-2018.
- 66% (18-25 years old) conversant with issues pertaining to personal and social experience, while 22.4% concerned with issues pertaining religion and academic matters.
- Ability to determine the accuracy of the news, 27 % of Malaysian respondents are confident that they could do so while 44% believe they could do it to a lesser degree. 30% of all ASEAN respondents are certain that they can distinguish between real and fake news. Meanwhile, 43% believe that they can do so, albeit with less confidence.

✓ Thinking Framework: Attitudes and Lifestyles of Malaysian University Students, MOHE 2017

Issue/Challenges/Trends

generational/communication gap
accountability and responsibility religious intolerance
empathy emotional intelligence
tolerance & acceptance
identity crisis segregation and lack of mixing
national unity and patriotism judgemental mentality
work-life balance national integration
human touch

TECHNOLOGY ADVANCEMENT & DIGITALISATION

Describes access and adoption of technology by society and youth in enriching and shaping their lives and lifestyle (communication, knowledge, exposure, job opportunity and improving quality of life).

- » Digital gap, imbalance access and overdependence to technology are threats that may affect soft skill development of youth, amongst others.

Fact Sheet

- Industry research firm International Data Corporation (IDC) in 2019 survey indicates that Malaysia's future workforce is unprepared for Industrial Revolution 4.0 (IR 4.0).
- More than 63% of students and fresh graduates failed to articulate what IR 4.0 is, with 30% of students saying they feel completely unprepared for an IR 4.0 work environment.
- 2018 percentage of individuals who were using computers by state and strata showed a wide disparity between urban (75.6%) and rural (54.1%) user.

✓ 2018 Department of Statistics Malaysia's (DoSM) ICT use and access data

Issue/Challenges/Trends

social entrepreneurship community social interaction
youth as driver for technology advancement
ethics in usage of technology lack of media literacy
youth skillset to utilise technology
science & technology society
leverage on digital and technology
negative effect of digital & social media addiction
embrace diversity

DEMOGRAPHIC & POPULATION CHANGES

Focuses on the impact of population growth to society as well as involvement of government and other parties to support the growth.

- » Population growth will have a significant impact to the economy, workspace dynamic as well as shaping a competitive future.

Fact Sheet

- Malaysia's population is projected to increase from 28.6 million (2010) to 41.5 million (2040). The population increase is slow with the annual population growth rate decreasing from 1.8 per cent (2010) to 0.8 per cent (2040).
- Malaysia has a youth-bulge, with 14.6 million Malaysians aged between 15-39 years old; a staggering 45% of population (DOS, 2018).
- Dependency ratio : total dependency ratio from 47.8 (2010) to 49.5 (2040) is due to an increase in the old age dependency ratio, almost a three-fold increase from 7.4 (2010) to 21.7 (2040).
- Malaysia is expected to experience the population ageing in 2020, when the percentage of the population aged 65 years and over reaches 7.2 per cent.

Issue/Challenges/Trends

future generation preparedness
social safety youth bulge
net model ageing nation
sandwiched generation lower purchasing power
structure of labour system of senior citizen
digital accessibility and affordability readiness for technology
disabled & vulnerable community
women empowerment change consumption pattern
high dependency ratio

ENVIRONMENTAL SUSTAINABILITY

Impacts future well-being and youth livelihood in facing the future.

>>>

awareness towards sustainable development and global.

>>>

shapes future urbanisation and basic necessities security (water, energy & food).

Fact Sheet

• According to report National Youth Climate Change Survey (NYCC) Change for Climate by UNDP and UNICEF, 9 in 10 youth in Malaysia have experienced environment and climate-related effects in the last three years and the same number is taking individual action to address climate change.
• 92 % of young people think that climate change is a crisis.

Issue/Challenges/Trends



HEALTH & LIFESTYLE

Encompasses well-being, health literacy and lifestyle of youth.

>>>

The pros and cons of advancement of technology.

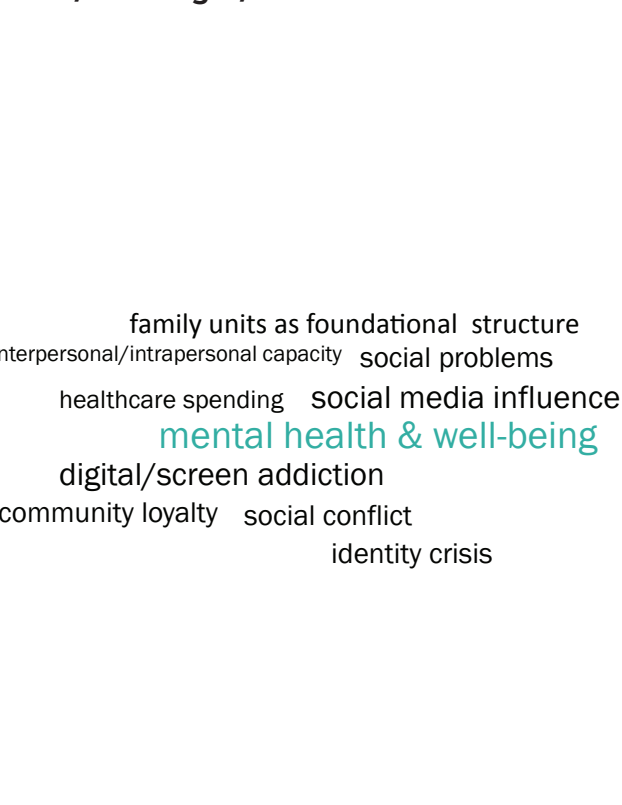
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Social stigma among the vulnerable groups.

Fact Sheet

• Reported healthcare spending from total household monthly expenditure: 2011: 3.6%, 2015: 4.6%, 2019 5.1%.
• 424,000 children were found to have mental health problems in Malaysia.
• 2017 National Health and Morbidity Survey reported that 29% of Malaysians had depression and anxiety disorders compared to only 12% in 2011.
• Only 22% Malaysian cover by personal health insurance.
• 6 in 7 secondary school adolescents were active internet users in Malaysia.
• 2 in 7 secondary school adolescents were addicted to the internet in Malaysia.
• 1 in 25 secondary school students in Malaysia claimed to have ever used drugs.
• Pattern of current cigarette use among Form 1 to Form 5 students in Malaysia : 1 in 10 smokes.
• Among surveyed 13-17-year-olds, 7.3% had already had sex.
• On average, Malaysian workers commit 15 hours more than their contracted hours and more than 56 per cent sleep less than seven hours a night.

Issue/Challenges/Trends



✓ National Health and Morbidity Survey, MOH 2017, Malaysian Youth Well-Being Scale: Development and Initial Validation <http://apssr.com/wp-content/uploads/2019/06/RA-14.pdf>

EDUCATION & HUMAN CAPITAL DEVELOPMENT

Describes interrelationship between education, human capital development and talent.

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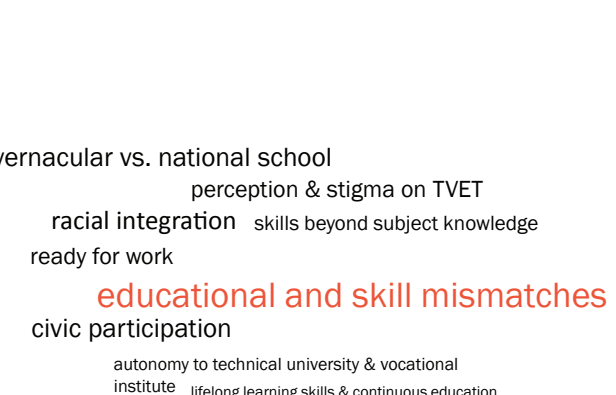
4th IR and post-pandemic era and inclusiveness of education.

Fact Sheet

• The International Labour Office estimated that more than one billion people today are between the age of 15 and 25 years and nearly forty 40 % of the world's population is below the age of 20.
• Malaysia youth employment: In 2020, the estimated youth unemployment rate in Malaysia is at 11.72 percent.
• Low salary offered to TVET graduates : self-audit survey data*, 28% of TVET graduates earn less than RM 1,000 and 45% earn between RM 1,000 to RM 1,500.

✓ <https://www.iyres.gov.my/downloads/kertaskerja/youth-employment-and-employability-in-malaysia.pdf>
*PwC's analysis of DSD's 2018 self-audit survey, TVET Masterplan, ILMI, 2019

Issue/Challenges/Trends



ECONOMIC SUSTAINABILITY

Includes trends that shape economic sustainability of the country.

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job creation, opportunities in emergence of new economies.

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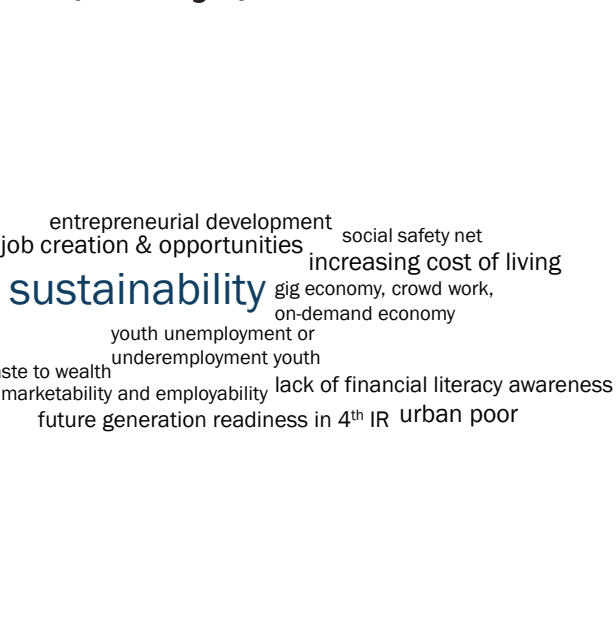
entrepreneurship culture, increased digital adoption and innovative business mindset amongst youth.

Fact Sheet

• Fresh graduate with a diploma earned a real salary of only RM1,376 in 2018 (2010: RM1,458) while a masters degree holder earned a real salary of RM2,707, a significant decline from RM2,923 in 2010.
• According to ILO estimates in 2020, the estimated youth unemployment rate in Malaysia was at 11.72 percent.
• World Bank Data, about 25.3% of the Malaysian workforce are freelancers in 2018.
• Globally, statistics shown that the gig economy tends to attract more young adults: 25-34 years (46.2%) and 35-44 (32.5%).
• Post Covid : 40% of Malaysian youths are optimistic that the country's economy will recover in 2021. 33 % believe it will remain the same as this year and 27% believe it will get worse.

✓ ASEAN Youth Survey 2020 edition

Issue/Challenges/Trends



1 LEADERSHIP & GOVERNANCE

Youth involvement in policy making at multiple levels is still lacking for the decision makers to articulate and embed youth issues and concerns. They are not actively involved as "apprentice citizens" in policy development resulting in the lack of inclusivity and effective policy.

Youth participations are critical in the process of policy development to embed their aspirations and challenges, fulfil their potentials, and influence current and future social and economic conditions and opportunities.

However, the current government development programmes are more exclusive to certain sectors and groups. There are very limited platforms for the youth to offer their aspirations, insight and ideas. As a result, chances and opportunities for the aspiring youth are limited.

2 VALUES & CULTURE

The pandemic and home schooling did not have a positive impact on values and culture. Youth in 2035 lack self esteem due to the absence of character building programs to complement the online learning.

The youth become inferior when they are surrounded by others beyond their age group, and are unable to share ideas openly. Throughout the years, exposure to the various values and cultures globally online has given the youth a new understanding in values, culture and traditions resulting in normalisation of acceptable behaviours. Eventually they lose their identity, lack of 'jati diri' and patriotism.

Limited discussions on issues that are not palatable to the society and failure to address critical issues especially on Race, Religion and Royalties have caused dysfunctionalities to worsen. Malaysian youth failed to grow into a thinking society where youth with critical and provocative mindsets are side-lined.

3 TECHNOLOGY ADVANCEMENT & DIGITALISATION

Undoubtedly, access to technology has been improved for the community. However, unequal access to technology has caused imbalance youth development. Inaccessibility to technology due to geographical differences, such as rural vs urban area, as well as disparity are disrupting uniform youth development at various level.

There are groups of youth with privilege access to the cutting-edge communication technology. Some become too dependent on devices in expressing ideas and opinions with lesser accountability, resuming the roles of keyboard warriors. Despite the confidence in "fighting" rights and issues online, the youth are rather gawky in face-to-face physical communication.

4 DEMOGRAPHIC & POPULATION CHANGES

Population growth is unstoppable as is inflation and other economic issues. Aging population has increased the dependency ratio and burdened youth which impacts their future growth, savings, consumption, taxation and pensions.

On the other hand, competition at the workplace with the older age group is trapping the youth to progress in their career which also impacts their ability in decision making. Inclusivity definitions vary within the society and are debatable which has become a challenge to the policy makers and all stakeholders.

STATUS QUO

CONTINUATION

Youth are less empowered in nation building due to limited platforms available.

The strong attachment to devices and inequal access to technology have resulted in imbalance youth development. They lack self esteem and confidence in articulating ideas and opinions.

Learning and innovative thinking failed to gain traction amongst the youth.

Expanding aging population with limited retirement funds are burdening the youth.

Digital penetration is widespread with gig economy becoming the mainstream.

5 ENVIRONMENTAL SUSTAINABILITY

Environmental awareness in the society is still low and insufficient. The vital environmental issue, remains as a low priority, just like 15 years ago.

The digital age has expanded the job options enabling youth to explore more opportunities within the digital platform to generate income.

6 ECONOMIC SUSTAINABILITY

Technology advancement and competition with the older age group in the job market are among the factors that are forcing the youth to be involved in gig economy which has now become the mainstream.

The digital age has expanded the job options enabling youth to explore more opportunities within the digital platform to generate income.

7 EDUCATION & HUMAN CAPITAL DEVELOPMENT

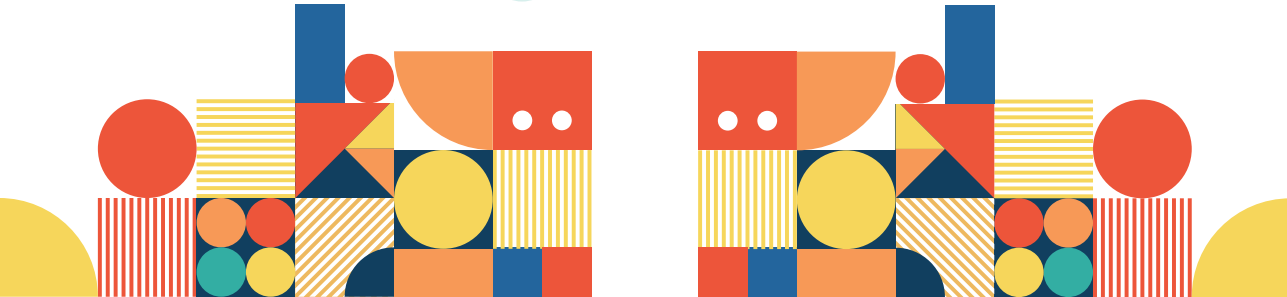
The unchanged teaching and learning method is unable to gain sufficient traction amongst the youth and education is considered least important to them. This prolonged and unaddressed issues which are considered trivial have worsened the youth unemployment rate in Malaysia.

Many of these youth possess low employability qualifications and traits aggravated by their inability to gather labor market information and job opportunities. These are the dominating obstacles affecting marginalised youth and first-time work-seekers. It is made worse when the education system also failed to inculcate entrepreneurial mindset amongst the youth.

8 HEALTH & LIFESTYLE

Digital addiction is becoming more widespread, as youth are so attached to devices in their daily lives impacting the physical and mental health as well as their social lifestyle, values and skills.

Virtual interaction is equally important as the real-life human interaction for the youth.



1 LEADERSHIP & GOVERNANCE

Prioritisation and innovativeness are the key approaches of the government to survive and minimise the risk of failure where leaders are facing the limitation of fund and resources constraint. Collaboration within government agencies remains a challenge concerning efficiency.

Having visionary leaders is a major advantage to thriving in this scenario. Thanks to the strong education system that is capable of developing leaders with strong character, they are proactive with an innovative mind-set, have good listening skills as well as highly empathetic towards the needs of the communities.

Strong supportive ecosystem that promotes growth was created as a result of innovative governance model practiced. With good tolerance and understanding through innovative governance model has created the strong supportive ecosystem to promote growth. For youth, this renewed ecosystem has encouraged them to become proactive, innovative and able to react with “less is more” mindset.

2 VALUES & CULTURE

Multiracial and multi-religious issues are well tolerated with focus on developing a strong national identity that respects the diversity and differences.

The community that is now driven by knowledge and an ethical culture is giving a positively influencing youth development.

Negotiation and discussion space has been established to allow learning of cultural diversity. This new norm and culture created a whole new identity for the youth. Values like respect, love, honesty, and loyalty are well internalised and embraced.

3 TECHNOLOGY ADVANCEMENT & DIGITALISATION

Government’s supports in adopting technology are focused towards innovative platforms and collaborative approaches. The limitation in funds has encouraged government to prioritise technology adoption and access in select locations. In industry, automation is in place to improve productivity and reduce operational costs; this has resulted in a redefinition of jobs that requires specific skills sets and renewed attitude/behaviour.

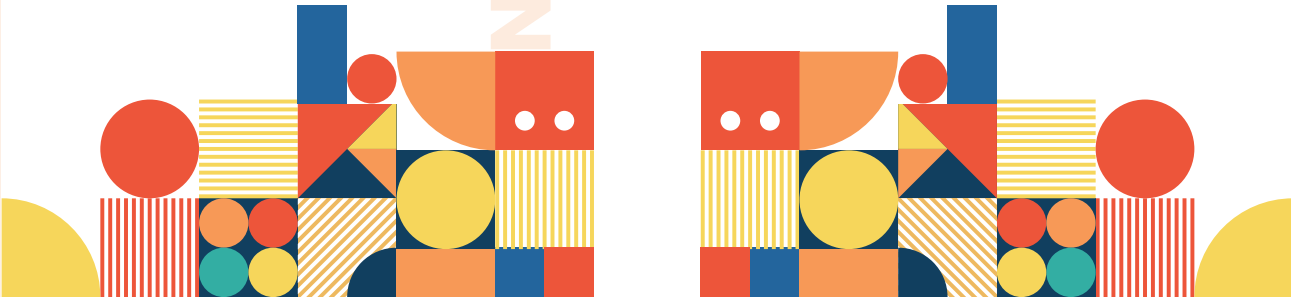
For youth, changes in the ecosystem and working culture have required that specific skills and development of innovative solutions provided for them to complement in the “new equilibrium.”

4 DEMOGRAPHIC & POPULATION CHANGES

Financial sustainability became one of the hindrances to the country’s population growth and family development. An aging nation, along with the emerging of a sandwich generation has brought new challenges in family development. Nevertheless, youth have prepared themselves by improving their knowledge in family and financial planning. In addition to this, support system does not only come from the government but also through collaborations with NGOs and third parties to tackle societal issues. As a result, within a well balanced society, equality and stability of the socio-economy are achieved. For youth, this avenue has prepared them to grow and embrace quality values and well-being.

FORREST GUMP

NEW EQUILIBRIUM



5 ENVIRONMENTAL SUSTAINABILITY

Youth are well aware of the need to be responsible towards the nature. As natural resources are limited, and with continued concerns around climate change such challenges have brought about restricted access to food (safety and security) which impacts health and development. This has required better natural resources management focused according to needs.

An understanding of the impact of resource scarcity has increased among youth. The collaboration between government, industry and third parties and innovative solutions are adopted in approaching and preserving the natural resources, not limited to recycling and waste management.

6 ECONOMIC SUSTAINABILITY

The government has limited the support to boost the economy especially in funding. The focus now is on reducing the nation’s debt and financial instability. Thus, such support is targeted towards innovative business solutions and collaborative business establishments.

An entrepreneurial mindset has been embedded in the education system to ensure positive growth, which has resulted in a higher number of new start-ups. Youth are among the groups who are actively venturing into the start-up space and have strongly benefitted from the change.

The world of work also has changed with working from home becoming the mainstream while attendance in an office is optional. The gig economy has increased and become the new avenue for youth participation.

7 EDUCATION & HUMAN CAPITAL DEVELOPMENT

Education is no longer just about learning tangible and measurable skills but also positive traits such as psychological, social, and emotional growth.

The education system has been redefined to ensure flexibility in equipping youth with relevant skills and talent development. TVET became mainstream in 2035 as a lifelong learning journey, also increasing the DIY culture among youth and society.

With such knowledge translated and practiced, youth are more practical and full of creativity, with increasing relevance to the industry; as entrepreneurs or as skilled workers within industry.

8 HEALTH & LIFESTYLE

A healthy lifestyle became a desired trend where youth strive for positive values, attitudes, and a healthy body image. As a result, the youth population is healthier-physically, mentally, and spiritually.

They thrive to create a healthy community and take responsibility to improve awareness among their peers. Health issues become a shared responsibility to be tackled where efficient support and resource services are easily accessed and available to everyone.

THE LOST GENERATION

COLLAPSE

1 LEADERSHIP & GOVERNANCE

The complexity of the leadership and governance ecosystem emerged from the leadership malfunction which has led to democracy collapse and a failed state. This is contributed by the weak past and current leadership who are not visionary leaders. Their lack of foresight is deterring them to envision and articulate the future successfully.

Youth are losing their faith towards the country leadership and openly showing disinterest in nation building. They take matters into their own hands and end up creating nuisance and riots on the streets.

2 VALUES & CULTURE

Youth have lost their identity in their journey to discover themselves within the discouraging environment and society influence. They develop their own sense of self setting when their identities are contested. Such identity dynamics play a vital role in societal functioning. As a direct consequence, many are experiencing identity diffusion, moral conflict and low self-esteem.

Lack of moral and ethical values in the society has resulted in a selfish, greedy and corrupt individual. The youth do not display good manners, with common courtesies and etiquette becoming rare.

3 TECHNOLOGY ADVANCEMENT & DIGITALISATION

Technology misuse, abuse and addiction seem apparent among the youth society. Technological progress and innovation appear to be more lackadaisical leading to an increasingly disconnected society. The widespread of misinformation and the lack of transparency is fragmentising the society, forcing youth to behave negatively.

Fake news has penetrated the mainstream information sharing spreading massively among the youth who are the largest social media users.

4 DEMOGRAPHIC & POPULATION CHANGES

The virtue of nationalism appears to be an important trigger among youth. This has significantly changed their devotion to their nation. They do not possess the sense of belonging and feels that Malaysia is no longer a place of permanence with bond of identity and loyalty. This has become the ground for youth to find ways to migrate and settle outside Malaysia. These are the pain points which arise due to the ignorance of the relevant government entities and discouraging ecosystem.

The emergence of sandwich generation is a result of Malaysia being an aging nation and has put pressure on youth financially as no savings set aside to cushion the whole family.

5 ENVIRONMENTAL SUSTAINABILITY

Lack of environmental stewardship in the past generation has put youth in a vulnerable state as they are challenged with resource scarcity and extinction in biodiversity.

Youth are burdened to tackle climate change issues and continue pressing the government to solve the crisis.

6 ECONOMIC SUSTAINABILITY

The economy remains sluggish as geopolitical tension, shift in economic power and pressure has given way for other super powerful countries to control and dictate our economy. This intensifying dilemma has caught youth unprepared. They are helpless and overwhelmed by the tide of changes.

Excessive reliance on funding from other countries increases debt, creating greater financial instability, which also undermines the growth for the youth population.

Furthermore, increasing foreign labor is affecting youth opportunity to participate and contribute to the economy.

7 EDUCATION & HUMAN CAPITAL DEVELOPMENT

Education is no longer seen as important in the society due to the lack of practicality and outdated curriculum with little connection to the problems and challenges faced in the real world. This has resulted in a dysfunctional society and decivilised nation.

The wide absence in knowledge has shut creativity and innovation among youth. The youth society is unable to voice out their concerns openly. There is also a huge disparity between the national average employment rate and youth employment rate specifically due to skills mismatch.

8 HEALTH & LIFESTYLE

Mental health disorders are on the rise as a consequence of job insecurity due to the economic instability. Youth are particularly likely to experience unemployment and underemployment.

Mental illness has also increased along with the breakdown in the family structure. Youth feel undervalued with strong peer pressure. Malnutrition is also common among adolescents.

Youth are also left with no choice but to face and confront the toxic judgmental society.

Leadership malfunction has led to democracy collapse and a failed state. Youth are disinterested in nation building with technology misuse becoming rampant especially in voicing their dissatisfaction.

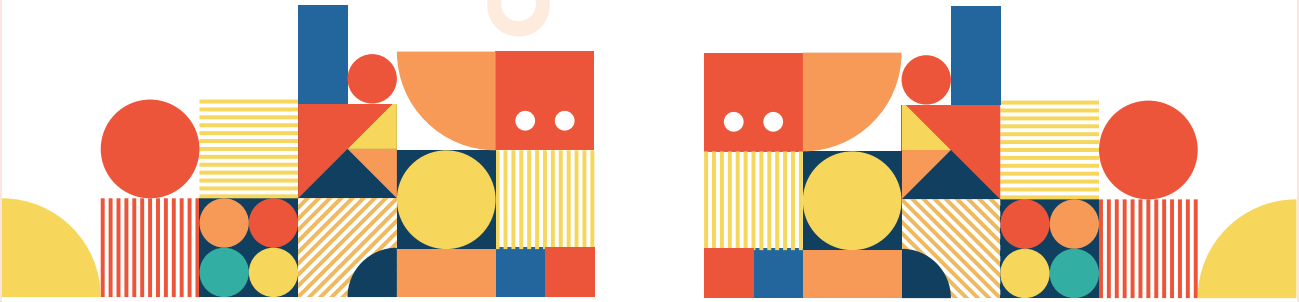
The widespread of misinformation and the lack of transparency led to a disconnected society.

Resource scarcity and extinction in biodiversity is worrying.

Outdated curriculum and weak education system has resulted in a dysfunctional society and decivilised nation with selfish, greedy and corrupt individuals who lack patriotism.

Economy is sluggish with excessive reliance on funding from other countries increasing the national debt

Mental health disorders are on the rise as a consequence of job insecurity due to the economic instability and toxic society



1 LEADERSHIP & GOVERNANCE

Youth empowerment is heightened as they are eligible to vote at 18 years old. Their voices are being heard and have spurred the growing commitment to the involvement in building the nation. They thrive for gender neutrality and zero discrimination in the society.

The nation is led by high integrity leaders with strong positive characters that are competent, confident and connected. For the first time in history, Malaysia has a young prime minister of the age of 35 with majority of the elected members of parliament between the age of 25 and 40 years old. With zero trust deficit and deep faith placed in the elected leaders, the nation sees zero cases of corruption with strong good governance.

2 VALUES & CULTURE

Malaysia has become an affluent, prosperous, safe and a harmonious country. The united and self regulated society with strong sense of belonging and high patriotism to the nation is the product of a single stream education.

Malaysia achieved its status of becoming a high-income nation with wealth equally distributed among its citizens. Youth is the backbone of the nation. They possess high academic achievements with strong values and patriotism which led Malaysia to become a high moral nation and achieve its global prominence.

3 TECHNOLOGY ADVANCEMENT & DIGITALISATION

Malaysia becomes digitally inclusive with greater access to online education minimising the brain drain issue. This is reflected in the youth encouraging progress in their academic performance, raising the living standards. The rise of digital nomad culture has given the freedom and flexibility for youth to work from anywhere.

Youth are highly digitally and technologically literate and with technological transformation influencing work to be digitalised and automated.

Game-changing technology drives the economic growth with minimal social and economic gaps. The youth become strong technology innovators in Malaysia. Businesses are ready to operate responsibly and participate in green economy despite being technologically revolutionary.

4 DEMOGRAPHIC & POPULATION CHANGES

Job discrimination and income disparity are no longer visible as Malaysia has successfully managed to address the rural-urban gaps. This has put an end to the NEET population.

Strong human capital has led to competitive labour force, driving strongly skilled youth to participate in the labour market.

The inclusive society has shaped high moral youth who portray good social responsibility towards family, society and environment. The youth possess global mindset without forgoing local identity.

JUVENESCENCE

TRANSFORMATIONAL

Strong empowerment amongst the youth has resulted in increasing number of youth representations in the parliament.

Malaysia sees minimal number of brain drain and high living standards attributable to the high digital penetration minimising the geographical economic gap.

With strong sustainability mindset, third sector is empowered with higher number of young eco activists.

Learning has become experiential and fun through virtual single-stream vision schools.

Society strongly united and with high moral values, it is also self regulated. Malaysia is now a high moral nation.

Strong financial literacy amongst the youth has resulted in a prosperous nation with the best quality of life and wellbeing.

5 ENVIRONMENTAL SUSTAINABILITY

Malaysians have strong sustainability mindset as a result of significant number of awareness programs introduced since early childhood which has enabled the society to practice green lifestyle. Environmental sustainability becomes eternalised in our community. There are also increasing number of young eco-activists as trend settlers to fight for climate justice.

Having robust ecosystem not only safeguards the environment, social wellbeing also remains intact due to the well-established third sector involvement in the community.

6 ECONOMIC SUSTAINABILITY

Increase in economic growth has turned youth into financially independent individuals with zero bankruptcy cases. Youth are equipped with strong financial literacy foundation as the results of the tremendous progress in our education system.

2035 sees higher youth involvement in small and pilot entrepreneurial ventures especially within the digital economy to produce game-changing innovative products with high value-added intellectual property rights.

7 EDUCATION & HUMAN CAPITAL DEVELOPMENT

Education becomes boundary-less though "virtual" single stream vision schools with no segregation based on academic performance. Learning has become experiential and fun which has sparked stronger interests among youth society towards lifelong learning.

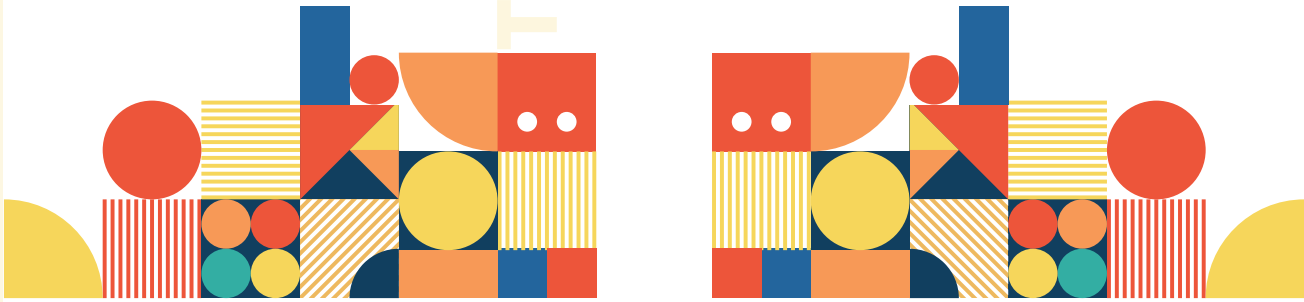
The digital education has equipped the youth with the essential analytical, emotional and critical skills, enabling articulate thinking to form a high standard of social maturity.

8 HEALTH & LIFESTYLE

The occupancy rate in health and mental institutions is the lowest in history. Youth now enjoy the best quality of life and wellbeing within a harmonious society with zero cases of obesity reported.

Parks are embedded within cities and communities with sustainable landscape to preserve its greeneries and wildlife.

Comprehensive, integrated and responsive mental health social care services are established to keep the people happy. As a result, Malaysia in 2035 has zero case of suicide among children and youth with crime rates declining drastically.



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