

Global Immigration alert

February 2026

Malaysia

Malaysia extends the Internship Policy pilot phase until 31 March 2026

Executive summary

On 21 January 2026, Malaysia's Ministry of Human Resources (KESUMA) announced the extension of the 1:3 Internship Policy pilot phase until 31 March 2026. The policy requires Malaysian companies to recruit a designated number of Malaysian students as interns for each foreign national they employ, with limited exemptions.

Background

The authorities [introduced](#) the 1:3 Internship Policy on 15 January 2025 to balance the employment of foreign nationals with the development of Malaysia's local talent. Under this policy, companies are required to offer up to three internships under the National Structured Internship Programme ([MySIP](#)) for each foreign national they hire, with limited exemptions. These internships are available to Malaysian students enrolled in public and private higher education institutions or technical and vocational education and training (TVET) institutes. The pilot phase was originally scheduled to conclude on 31 December 2025, with full implementation expected on 1 January 2026.

Key developments

The extension of the pilot phase provides employers with additional time to understand the policy requirements and plan internship placements that align with their business operations. To support this process, authorities emailed selected Tier 1 and 2 companies with existing Expatriate Services Division (ESD) portal accounts to begin onboarding interns onto the [MyNext](#) portal. Companies are required to complete the onboarding within 30 days of receiving the email. Companies that did not receive any email should await further updates

from the authorities regarding the full implementation date as access to the MyNext portal during the pilot phase is limited to the selected companies only. In addition, access to the MyNext portal remains unavailable to companies that operate under other adjudicating authorities, such as the Malaysia Digital Economy Corporation (MDEC) and the Iskandar Region Development Authority (IRDA).

Impact on employers

Employers invited to the pilot phase may use the extended period to ensure compliance and avoid potential delays or business disruptions. Although authorities have not announced penalties for failing to complete MyNext registration within 30 days, employers are encouraged to register during the pilot phase to stay compliant ahead of full implementation and future enforcement.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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