



Pemagangan Inovatif
(Innovative
Apprenticeship)

**Webinar
Pemagangan
Berkualitas Untuk
Industri**

Jakarta, 15 Juli 2021

BAGUS S WIMA– DPN APINDO

Future's Challenges

- Current and future business demands require the Company to be more competitive.
- More competent and professional human resources are needed.
- **Apprenticeship** to accelerate capabilities

We currently face a New Challenge:

THE DIGITAL WAVE



Internet



Social
Media



Online
Shopping



Mobile
Device

Impact of 4.0 and Pandemic

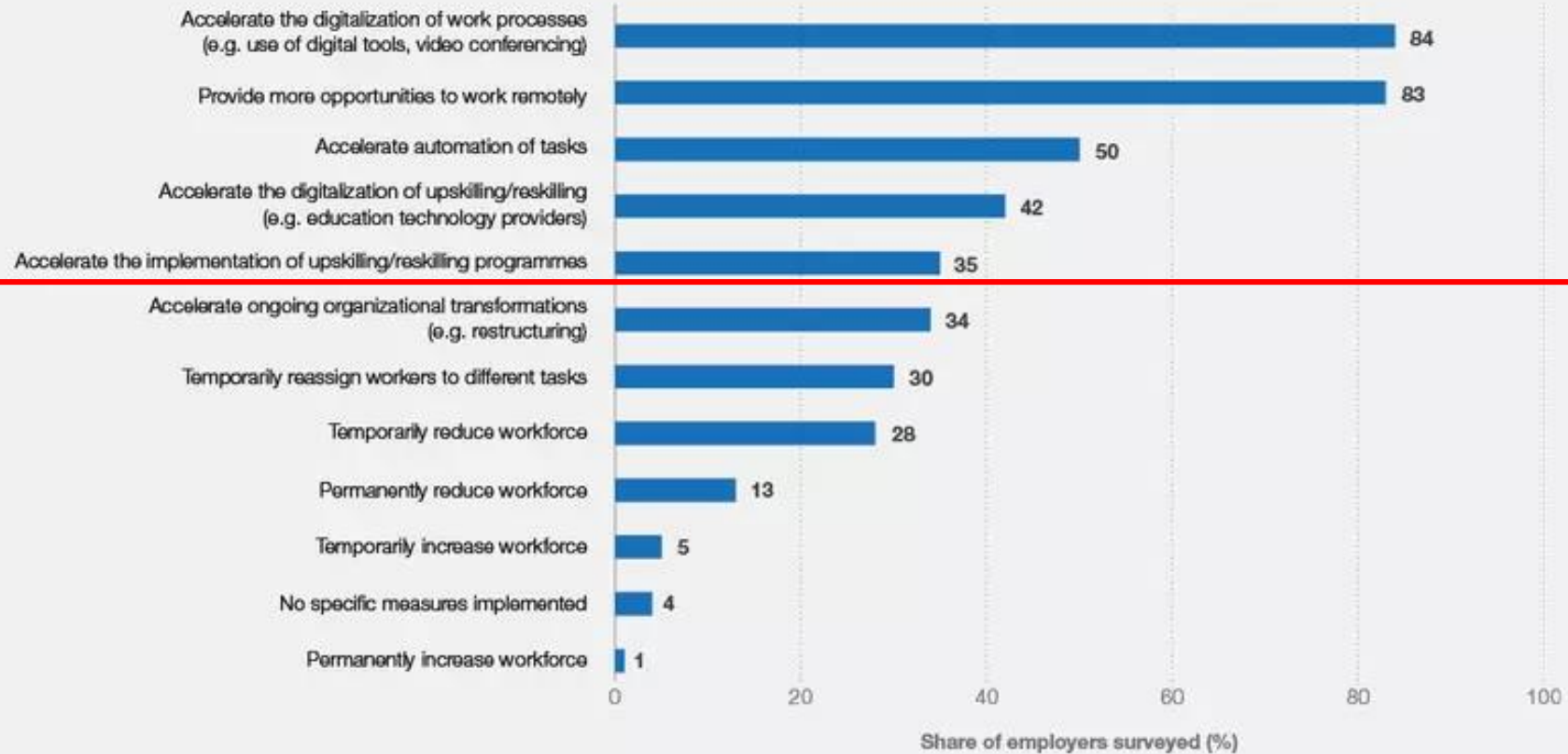
- Accelerating a **digital transformation** at scale and the world over
- **Leadership** will need to be **more agile** than ever before.
- Offer **flexible employee packages** to attract the right talent
- The traditional **role of HQs will change**, and **on-demand coworking spaces** might aid in giving remote workers a reprieve from their home office spaces
- **Companies will be challenged to find new ways of attracting, retaining and managing talent from afar.**
- **Collaboration, flexibility** and culture will be top of mind.
- **Apprenticeship????**

[Source : Ginger Dhaliwal](#) Forbes Councils Member
[Forbes Technology Council](#) COUNCIL POST

Combination of 4.0 and Pandemics:

FIGURE 5

Planned business adaptation in response to COVID-19



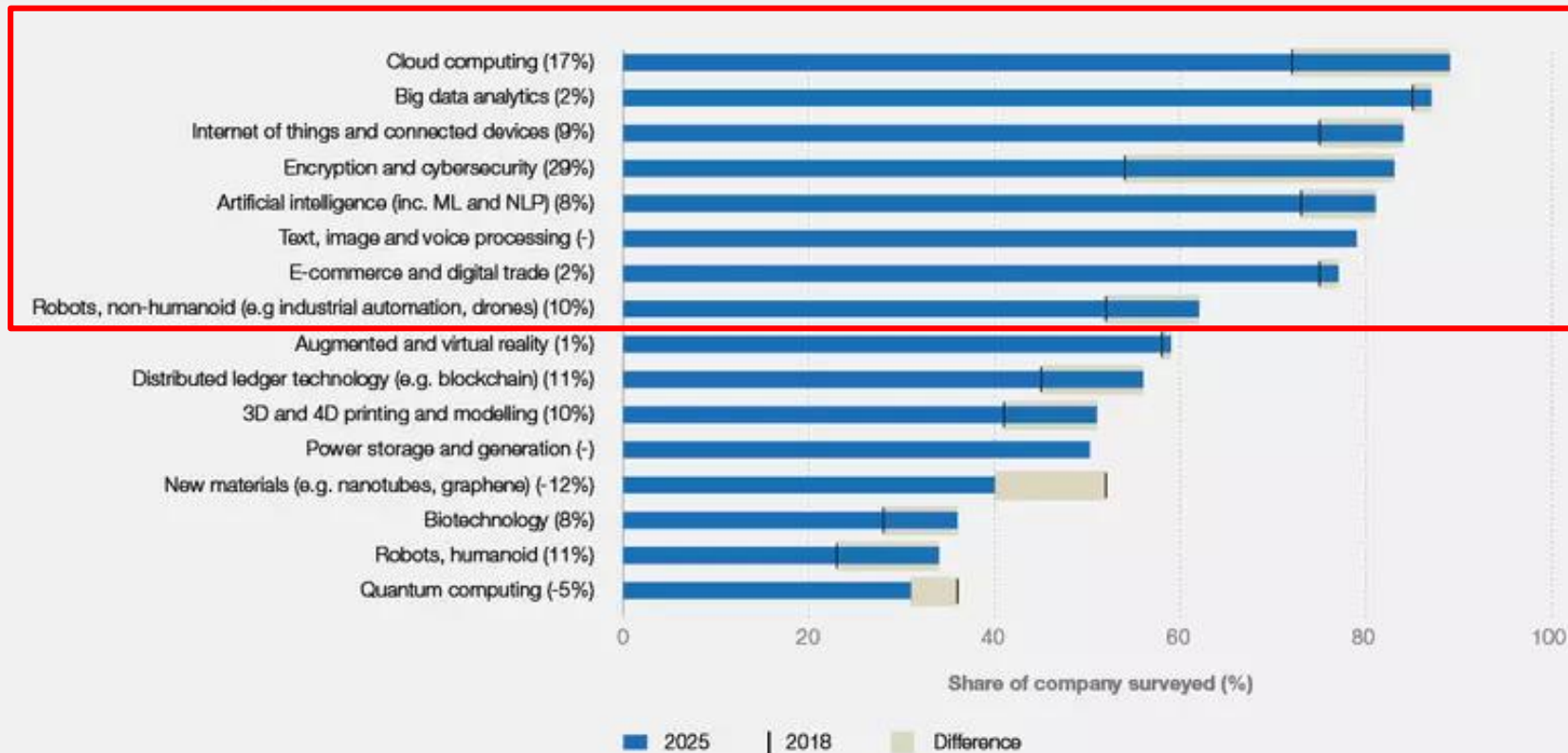
Source

Future of Jobs Survey 2020, World Economic Forum.

Combination of 4.0 and Pandemics:

FIGURE 18

Technologies likely to be adopted by 2025 (by share of companies surveyed)

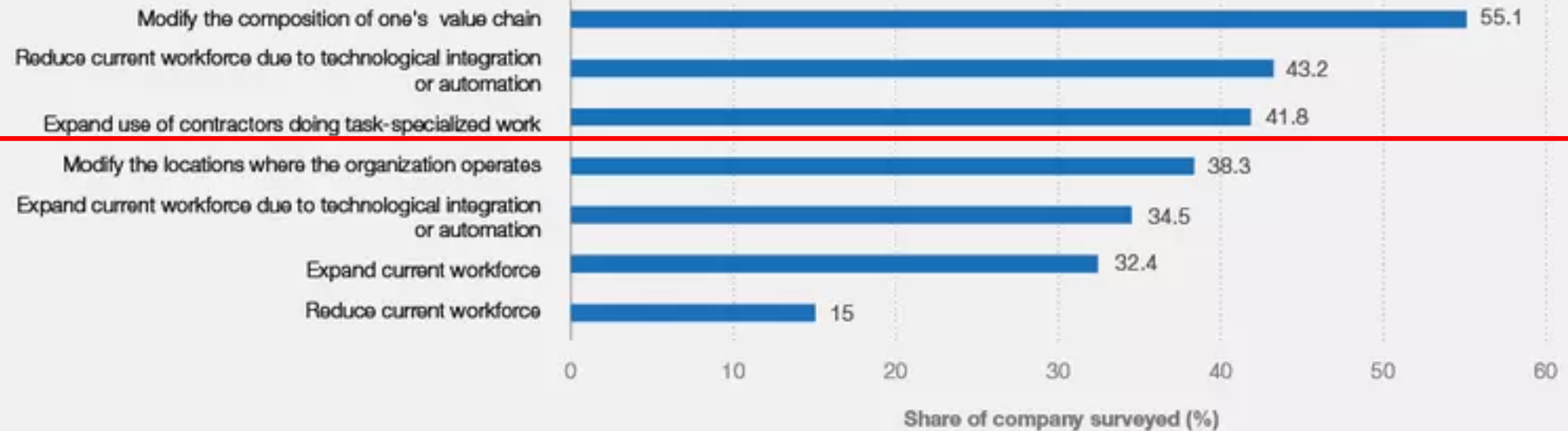


Source

Future of Jobs Survey 2020, World Economic Forum.

Combination of 4.0 and Pandemics:

FIGURE 20 | Companies' expected changes to the workforce by 2025 (by share of companies surveyed)



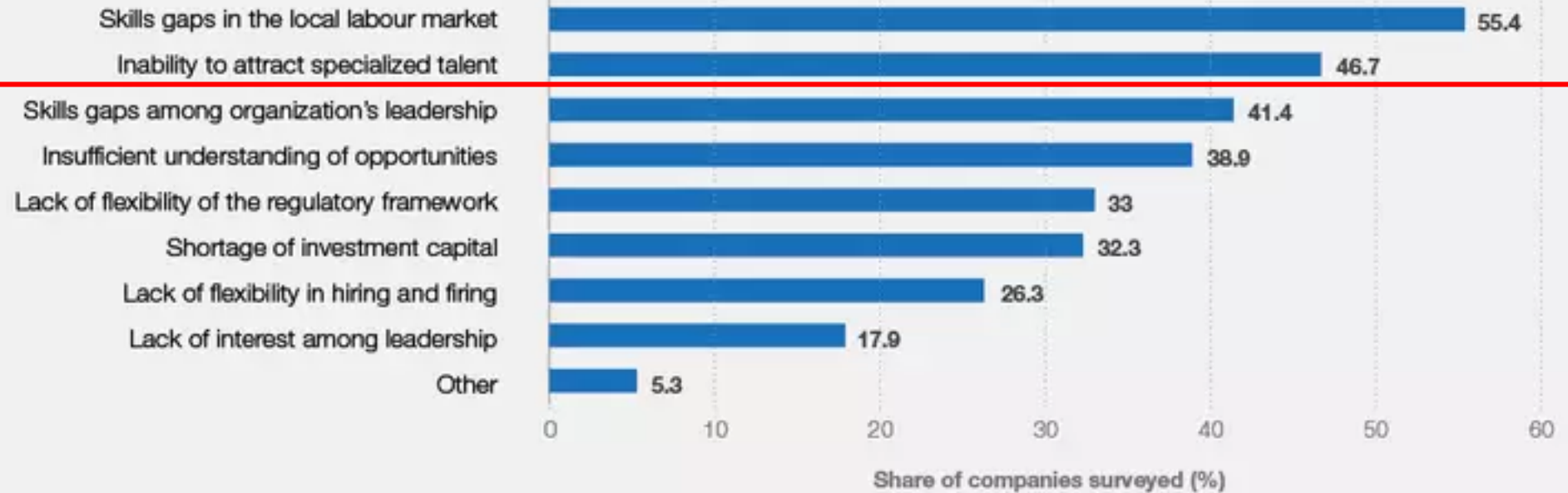
Source

Future of Jobs Survey 2020, World Economic Forum.

Combination of 4.0 and Pandemics:

FIGURE 26

Perceived barriers to the adoption of new technologies



Source

Future of Jobs Survey 2020, World Economic Forum.

Combination of 4.0 and Pandemics:

FIGURE 22

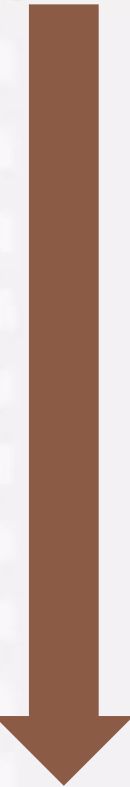
Top 20 job roles in increasing and decreasing demand across industries

➤ Increasing demand



1	Data Analysts and Scientists
2	AI and Machine Learning Specialists
3	Big Data Specialists
4	Digital Marketing and Strategy Specialists
5	Process Automation Specialists
6	Business Development Professionals
7	Digital Transformation Specialists
8	Information Security Analysts
9	Software and Applications Developers
10	Internet of Things Specialists
11	Project Managers
12	Business Services and Administration Managers
13	Database and Network Professionals
14	Robotics Engineers
15	Strategic Advisors
16	Management and Organization Analysts
17	FinTech Engineers
18	Mechanics and Machinery Repairers
19	Organizational Development Specialists
20	Risk Management Specialists

↘ Decreasing demand



1	Data Entry Clerks
2	Administrative and Executive Secretaries
3	Accounting, Bookkeeping and Payroll Clerks
4	Accountants and Auditors
5	Assembly and Factory Workers
6	Business Services and Administration Managers
7	Client Information and Customer Service Workers
8	General and Operations Managers
9	Mechanics and Machinery Repairers
10	Material-Recording and Stock-Keeping Clerks
11	Financial Analysts
12	Postal Service Clerks
13	Sales Rep., Wholesale and Manuf., Tech. and Sci. Products
14	Relationship Managers
15	Bank Tellers and Related Clerks
16	Door-To-Door Sales, News and Street Vendors
17	Electronics and Telecoms Installers and Repairers
18	Human Resources Specialists
19	Training and Development Specialists
20	Construction Laborers

Source

Future of Jobs Survey 2020, World Economic Forum.

From Company's Perspectives

Skill Gap in Local Labor Market

Do upskilling, Re-skilling, and **Apprenticeship**

Inability to attract specialized Talent

Multi-skilling and Cross selling

Skill-gap among organization's Leader

Develop and educate.

Human beings however are not going to be bogged down by the Corona Challenge!

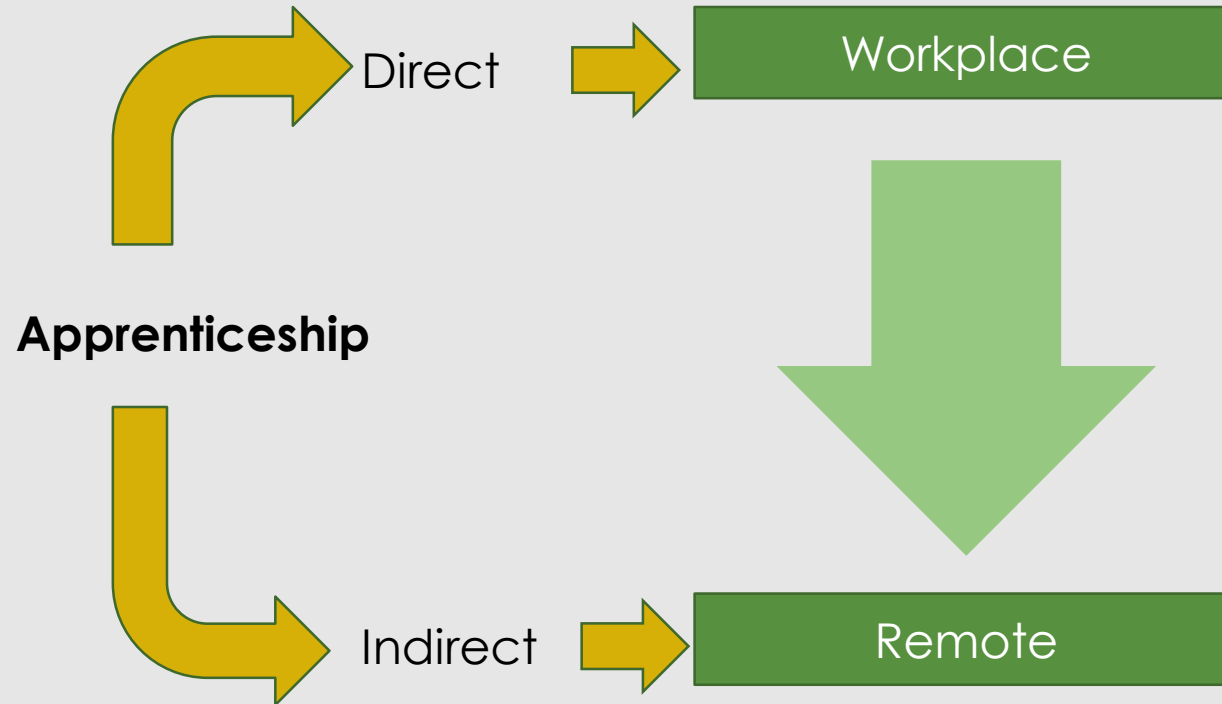
Instead, we become more adaptive and discover ingenious ways to counter the ever-evolving landscape and find innovative solutions to adjust to it.

[The move from 'Traditional Classroom or Workplace-based Learning' into an 'Online, Virtual or Remote learning'](#) is one path-breaking change we are embracing; allowing us to work from the safety and comfort of our homes.

Also, as part of these new ways of learning and working, 'In-Person Apprenticeships' had to make the inevitable transition to '[Virtual Apprenticeships](#)'. It's a novel innovative concept and is slowly becoming a reality.

Sumber : <https://ojt.com/virtual-apprenticeships-covid-19/>

How to do an apprenticeship in a New Era

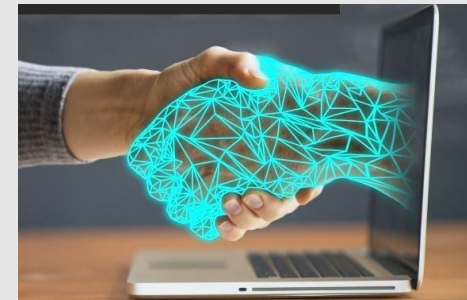


Conventional **Apprenticeship**



physically work at an organization

Virtual **Apprenticeship**



an intern works remotely

Why Virtual **Apprenticeship**?

The greatest advantages of virtual Apprenticeship is that you can do them from anywhere at any time – all you need is your **laptop and Network-Wifi**.

A computer loaded with software, a smartphone, excellent internet data connectivity

The Labour market now demands talent that thrives in a remote environment. The virtual Apprenticeship will give the students and alumni the experience and skill to thrive in a remote environment and the knowledge to leverage this with future employers.

6 Advantages of the Virtual Apprenticeship

Allow student to gain experience without commuting, committing 40 hours a week, or considering physical proximity of jobs.

Benefits for employers:

1. Larger applicant pool.

Hiring virtual apprentice allows you an almost endless choice of candidates. No longer are employers limited to only those apprentice who live nearby or—in the case of unpaid apprentices—to those who can afford to work for free.

2. Workers only when needed.

For small businesses, a virtual Apprenticeship makes it easy to utilize apprentices on a per-project basis.

3. Space and equipment savings.

It does not have to allocate additional workspace.

Virtual apprentices are expected to have their own computer and Internet connection, basic office equipment, and standard supplies.

Source :<https://www.apprenticesips.com/employer/resources/setup/7-reasons-to-consider-the-virtual-apprenticesip>

7 Advantages of the Virtual Apprenticeship

4. Payroll pare down.

Speaking of savings, in some cases, virtual apprentices can nearly eliminate the number of unproductive, paid hours of work.

5. Interruption reduction.

If you have a small staff, hiring remote apprentices means you won't have to overwhelm one employee with the task of training or supervising an intern 40 hours a week... or with an apprentices having unlimited access to assistance.

6. Capitalization on familiar communication.

Virtual apprenticeship take advantage of the fact that today's apprentice is likely most comfortable communicating online.

Virtual Apprentice Practice

International : Four sites that provide virtual apprenticeships that don't charge a dime from international students

1. **Forage** ---- Fortune 500 Company, for students. The types of apprenticeships that Forage offers are pretty diverse, ranging from accounting, software development, banking, and consulting.
 - a. Company : JPMorgan, Deloitte, Accenture, dan Microsoft
 - b. System : Simulation – case study, program participants are technically not working for their chosen company
 - c. Evaluation : assignments, participants will be given examples of ideal task results so that they can carry out self-evaluations
2. **Practicum Digital** --- Silicon Valley, So a STEM career (Science, Technology, Engineering, and Mathematics / Science, Technology, Engineering, and Mathematics). Types of apprenticeship in various fields, such as UX/UI product design, data and analytics, cryptocurrency, blockchain, and iOS and Android app design
 - a. Company : professional at Silicon Valley
 - b. System : group apprenticeship of 12 participants, supervised by a mentor in Silicon Valley, New York, or elsewhere.
 - c. Evaluation : project assignment

Virtual Apprentices Practice

3. **Google apprenticeships+** ---- Google, Not only open apprenticeship vacancies on the technology side. If you want to work on the business or marketing side, there are also vacancies in the sales and HR departments
 - a. Company : Google
 - b. System : Google Projects
 - c. Evaluation : Project Report
4. **Y Combinator**, --- Start-up Company, Types of apprenticeships from UI/UX design to marketing and operations.
 - a. Company : Start-Up Company that needs according to specialization
 - b. System : Individual, Performing tasks designed by start-ups
 - c. Evaluation : project assignment

Apprenticeship Program in Indonesia

Indonesia Apprenticeship Program Challenges :

1. Indonesia Apprenticeship Regulation (Permenaker 22/2020) : apprenticeship Vs Apprenticeship (Education, Demographics, Competency, Job)
2. Apprenticeship Focus : Production / Non Production
3. Target of apprenticeship participation : Students / Alumni (Job seekers) ? Or VS Mass / Limited
4. Technology owned : Company and Participant
5. Cost and Investment : Participant / Company
6. Design dan Program : Core / Non Core Business
7. Commitment and Consistency : CSR / Attracting / Follow Regulation
8. Legal and Confidentiality: Agreement / Business Competition

Indonesia Apprenticeship Regulation :

Permenaker No 6 tahun 2020, PENYELENGGARAAN PEMAGANGAN DI DALAM NEGERI

Definisi : Pemagangan adalah bagian dari **sistem pelatihan kerja** yang diselenggarakan secara terpadu antara pelatihan di **lembaga pelatihan dengan bekerja secara langsung** di bawah bimbingan dan pengawasan instruktur atau pekerja yang berkompentensi **dalam proses produksi barang dan/atau jasa** di perusahaan dalam rangka menguasai keterampilan atau keahlian tertentu

- Sistem pelatihan kerja ----- **OK**
- Di lembaga pelatihan dengan bekerja secara langsung ----- **OK / Not OK**
- Dalam proses produksi barang dan/atau jasa ---- **OK / Not OK**

(Pasal 3)

**Persyaratan Penyelenggara
Pemagangan**

Untuk menyelenggarakan
Pemagangan, Perusahaan harus
memiliki:

- a. Unit Pelatihan;
- b. Program Pemagangan;
- c. Sarana dan prasarana;** dan
- d. Pembimbing Pemagangan
atau instruktur.



Sarana dan prasarana ---
Investation?

(Pasal 5-1)

**Program Pemagangan
sebagaimana dimaksud dalam
Pasal 3 huruf b disusun
mengacu pada:**

- a. Standar kompetensi kerja
nasional Indonesia;
- b. Standar kompetensi kerja
khusus; dan/atau
- c. Standar kompetensi kerja
internasional



SKKNI/KKNI--- **Available?**

(Pasal 5-3)

**Program Pemagangan
sebagaimana dimaksud
pada ayat (1) meliputi:**

- a. teori dan praktik
simulasi; dan
- b. Praktik kerja di unit
produksi Perusahaan.



Praktik kerja di unit produksi
Perusahaan --- **Relevant?**

Regulation Design? : 'Traditional Classroom or Workplace-based Learning' into an 'Online, Virtual or Remote learning'

Apprenticeship Focus :

What Are the Occupations Most Suitable for Virtual Apprenticeships?

- **Customer support**
- **Technical Support**
- **Computer Programming**
- **Medical Transcription etc.**



Online Learning or E-Learning come in these forms:

- Online Curriculum
- Downloadable Training Videos
- Courseware
- Webinars
- Demos
- Knowledge Sharing forums
- Apprenticeship Management Training Systems

Dominant

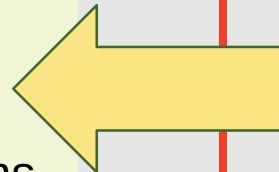


What Occupations and Trades Are Not Well Suited for Virtual Apprenticeships?

- **Bricklayers**
- **Mechanics**
- **Welders**
- **Machine operators**
- **Nurses etc.**



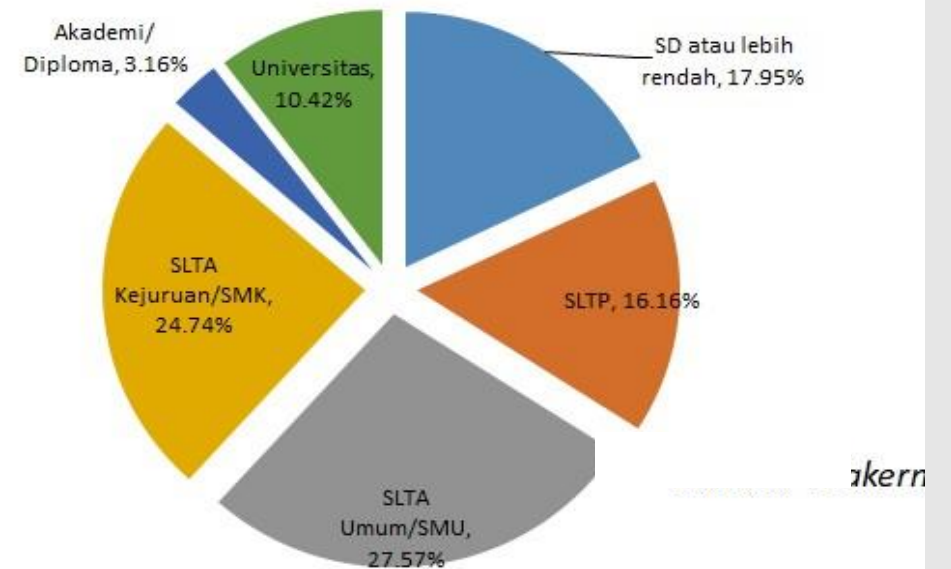
WorkPlace



Target of apprenticeship participation : Students / Alumni (Job seekers) ?

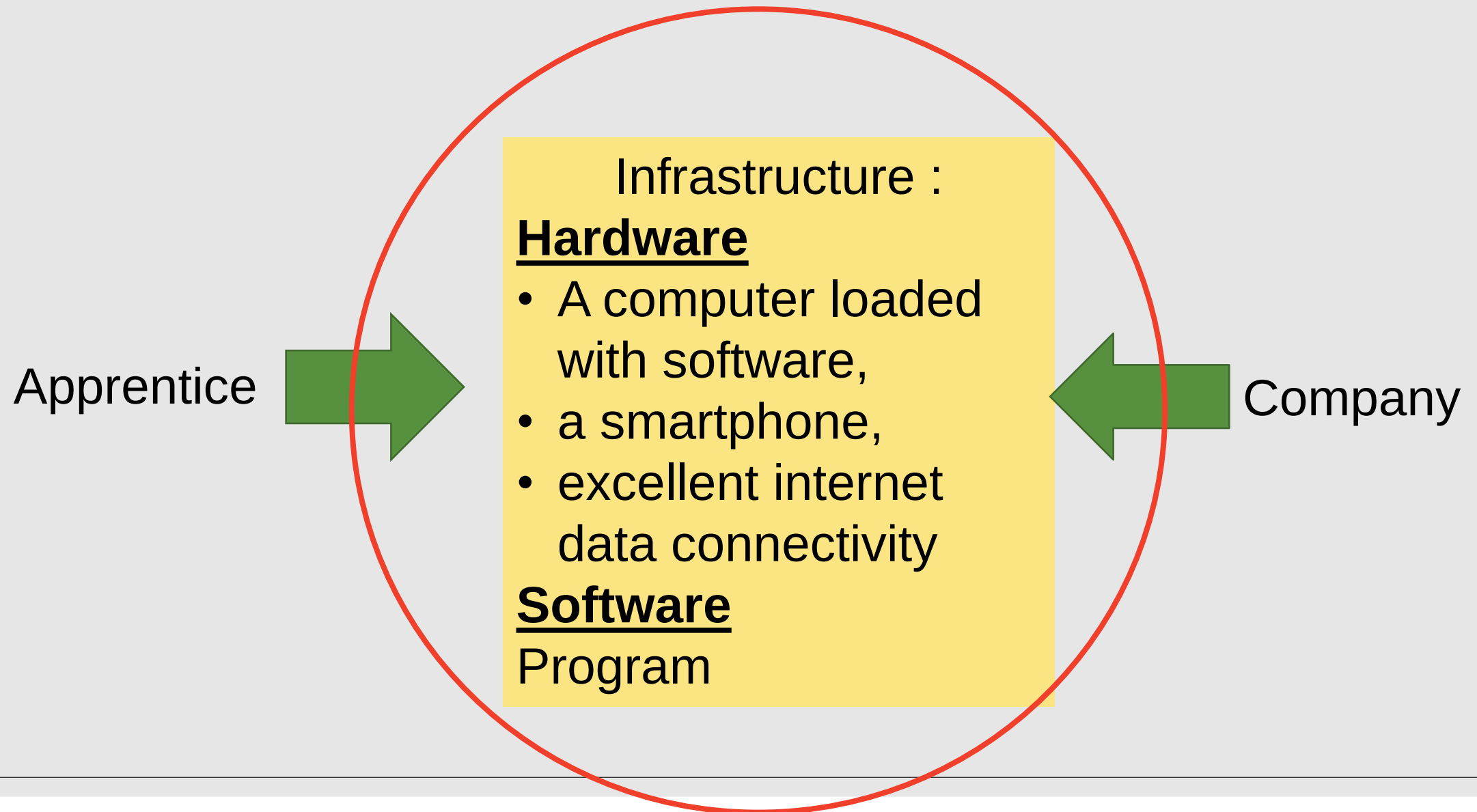


Pengangguran menurut Pendidikan tertinggi yang ditamatkan

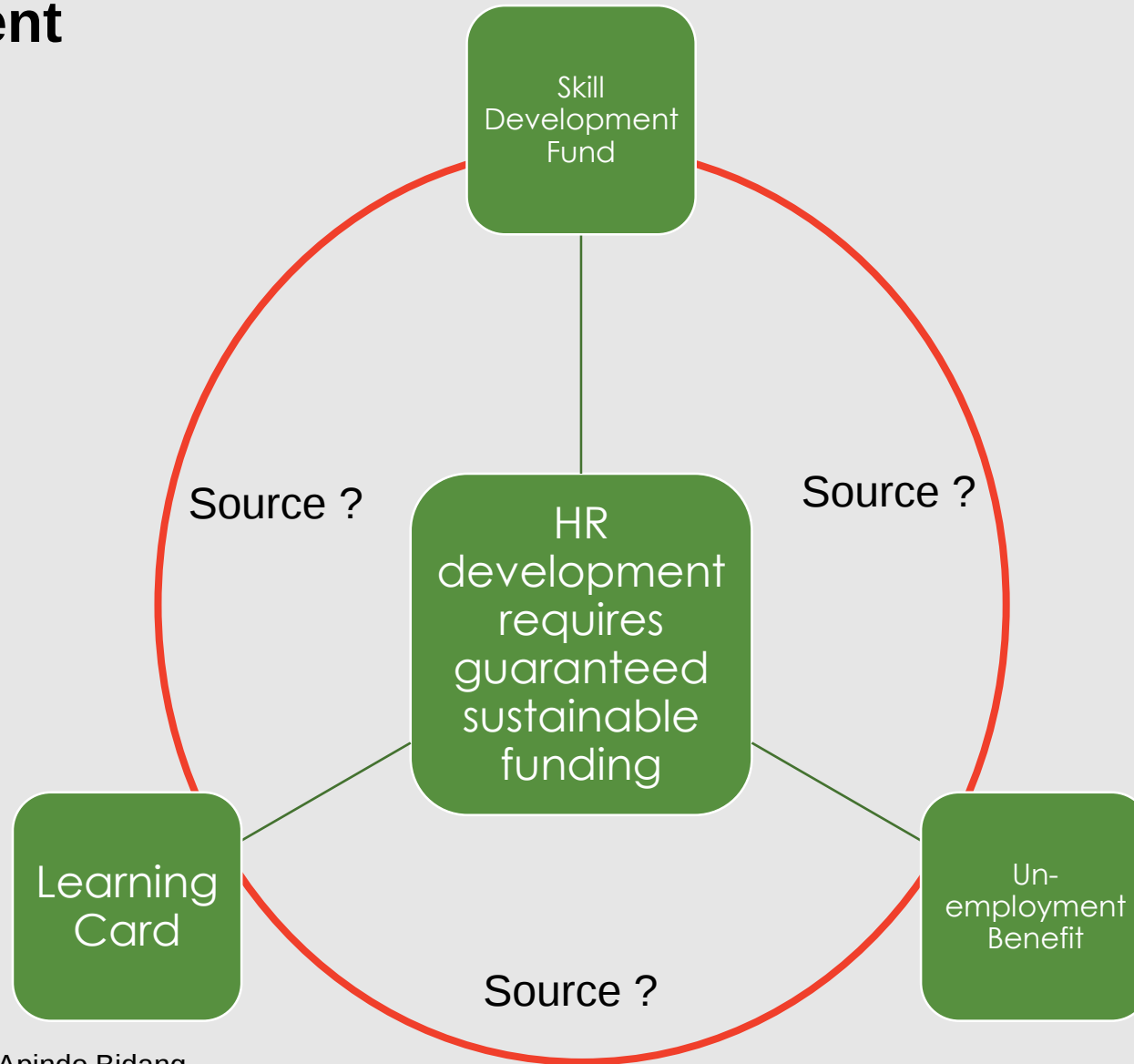


Lebih kurang 34.11% angkatan kerja yang menganggur berpendidikan maksimum SMP, dan yang yang berpendidikan SMU/SMK atau lebih mencapai sekitar 65,89%

Technology Owned (Company and Participant):

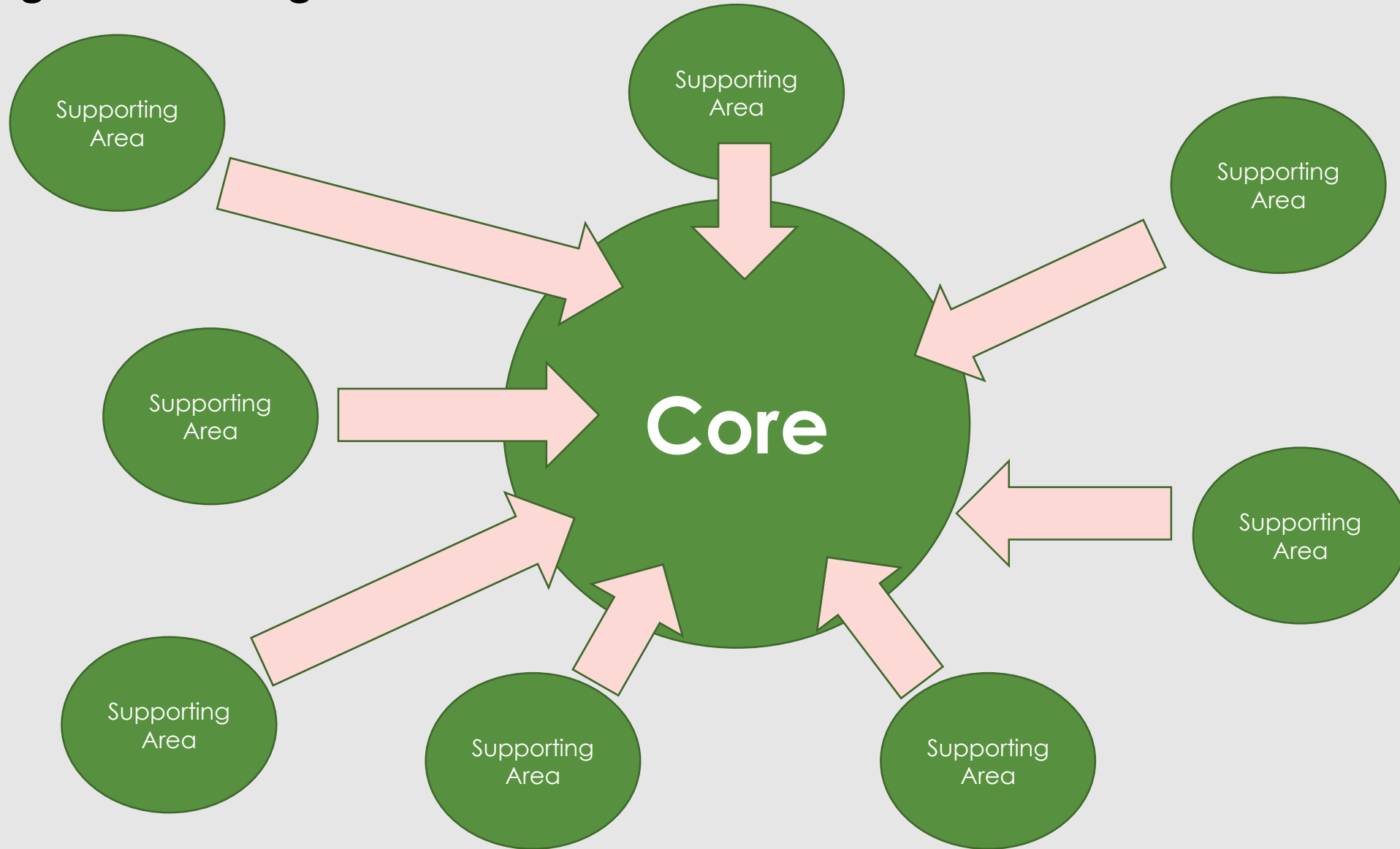


Cost and Investment



Source : Laporan Program Pelatihan, Apindo Bidang Ketenagakerjaan dan Jaminan Sosial, 10 Agustus 2020

Design dan Program : Core / Non Core Business



Commitment and Consistency :



CSR



Follow Regulation



Legal and Confidentiality :

AGREEMENT
CONTRACT



CONFIDENTIALITY

TRUSTWORTHINESS

Business Competition

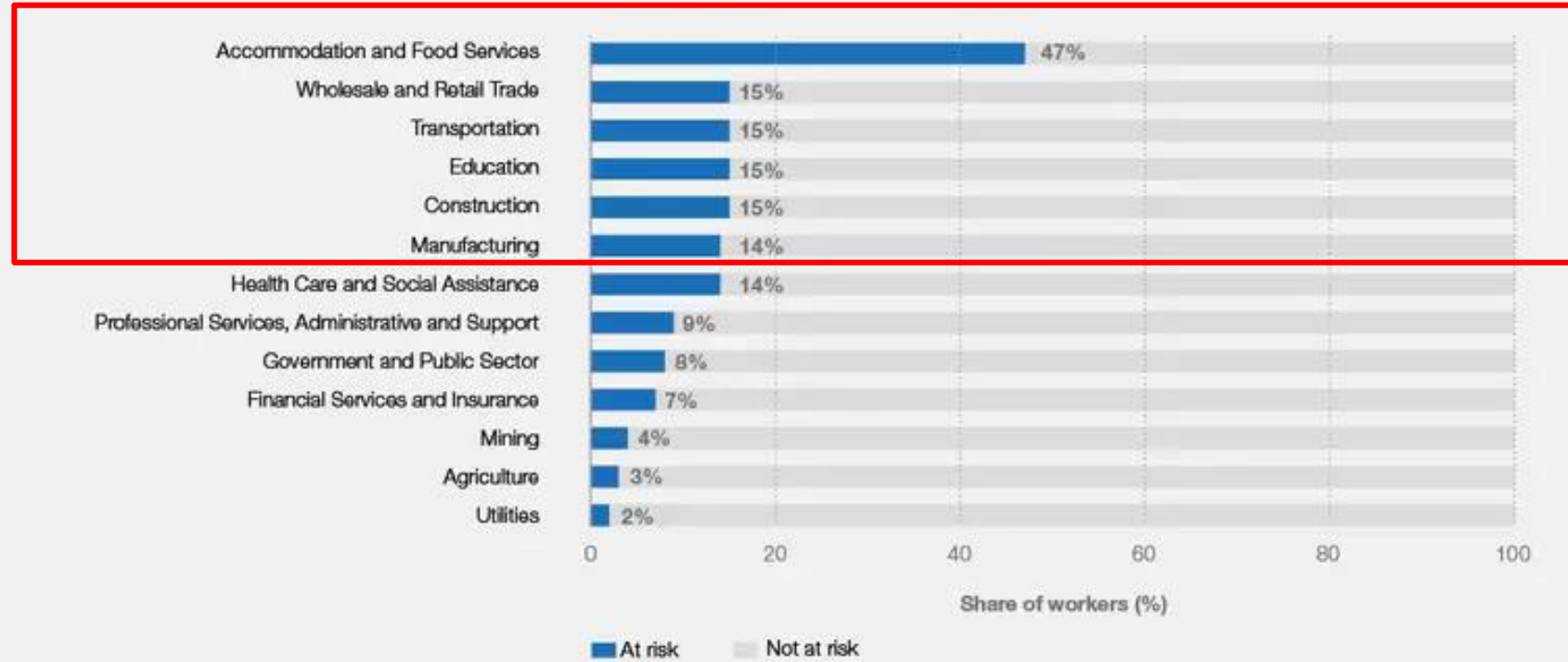


Thank You

Combination of 4.0 and Pandemics:

FIGURE 9

Estimated share of workers at risk of unemployment, by sub-industry



Source

Brussevich, et al, 2020.