



PRIORITY ILO WORK AREAS IN SKILLS DEVELOPMENT IN INDONESIA 2020-2021



Skills development is a priority for Indonesia as the country aspires to maintain its growth momentum and increase its competitiveness in the region. As skills help people access decent work and productive employment, the ILO supports the government of Indonesia and social partners to improve the country's skills development systems. This leaflet sets out the ILO's plans for 2020-2021.

OBJECTIVES (WHAT DOES THE ILO INTEND TO ACHIEVE?)

The ILO will work with the government, social partners (employers' and workers' organizations), and other relevant stakeholders to achieve the following objectives:

Enhancing quality and labour market relevance of TVET

The quality and labour market relevance of technical and vocational education and training (TVET) is enhanced and skills mismatch is reduced. Social partners, especially sector business associations are effectively engaged in the governance, design and delivery of TVET. As a result training programmes are tuned to meet the skills needs of the economy and lead to rewarding work.

Supporting transitions in the labour market

Transitions of people throughout their professional life (e.g. school-to-work and transitions between workplaces) are supported by cost-effective skills development systems and functioning labour market institutions. People have access to high quality learning and training opportunities, partly via distance- and e-learning. Jobseekers are supported to find a new job. Public vocational training centres play an important role in these transitions.

Promoting gender equality and inclusiveness

Gender equality and inclusiveness of the Indonesian labour market is improved and all groups of people can fulfil their full potential. Girls and women, people with disabilities, people living in rural and remote areas, and other marginalized groups of people have access to TVET and decent work. The ILO also upholds and promotes international labour standards in this regard.

STRATEGIES (HOW WILL THE ILO ACHIEVE THE OBJECTIVES?)

The ILO, in collaboration with its tripartite constituents and partners, will achieve the objectives through the following strategies:

- Deepen **collaboration between industry and TVET institutions** in the design and delivery of TVET. Apprenticeships, for instance, involve enterprises and TVET providers working together in skills development, which enhances the quality and labour market relevance of training programmes while reducing the cost.
- **Engage social partners in the governance of skills development systems** (e.g. skills standards, quality assurance, skills certification, and financing), especially at the sector level. Pilot mechanisms of sector stakeholder coordination and discuss sustainable financing of skills development within sectors.
- Promote greater use of **technologies in TVET and distance- and e-learning**, enhancing the cost-effectiveness of training and broadening access to skills development opportunities throughout the country, especially in remote areas.

- Take a “centre of excellence” approach to skills development. Build the capacity of selected higher education (HE) and TVET institutions so that they can support other HE/TVET institutions in the same field.
- Strengthen assistance for jobseekers by joining up social protection, skills training and employment services in order to smooth pathways into the labour market.
- Improve public training centres (BLK) so that publicly funded training programmes effectively help skill, up-skill and re-skill existing workers and those seeking work.
- Enhance the inclusiveness of the Indonesian labour market by improving the access of women and girls, as well as marginalized groups of people, to skills training and employment. The aim should be that no one is left behind.
- Build the capacity of stakeholders (i.e. government, employers’ organizations, workers’ organizations, HE/TVET institutions) to improve the country’s skills development systems and to promote life-long learning.



PLANNED ACTIONS IN 2020-2021 (WHAT WILL THE ILO DO?)

The ILO, in collaboration with its tripartite constituents and partners, will implement the following activities in 2020-2021.

Industry-TVET collaboration

- Promote work-based learning including quality apprenticeships through awareness raising and technical assistance
- Develop guides and practical tools for high quality apprenticeships
- Build capacity of sector business associations to coordinate apprenticeship training
- Analyze the costs and benefits of apprenticeships and discuss financing of apprenticeships
- Generate video clips on coaching skills for mentors and supervisors of apprentices
- Facilitate collaboration and partnership between TVET institutions and local enterprises through career-day events, job fairs and a forum for human resources managers

Governance of skills development systems at the sector level

- Organize sector-level skills development meetings and provide technical inputs to guide stakeholder dialogues
- Generate occupational profiles and competency standards for key maritime occupations
- Facilitate social dialogue among stakeholders (e.g. government, businesses, workers) on the equitable and sustainable distribution of roles and responsibilities for skills development, including financing TVET
- Develop the capacity of selected sector business associations to manage competency standards
- Look ahead to future skills needs in the maritime sector and develop sector skills development strategies

Use of technologies in TVET, distance- and e-learning

- Design training courses incorporating distance learning modules (including 'blended' learning)
- Hold workshops to discuss adoption of distance-/e-learning in TVET
- Organize a study visit on distance- and e- learning in Japan

Center of excellence approach

- Enhance the quality of teaching at selected higher maritime higher education (HE) and TVET institutions in partnership with maritime institutions in other countries
- Apply the knowledge and research outcomes of HE and TVET institutions to local economic development
- Facilitate student exchange between Indonesian maritime HE/TVET institutions and those in other countries

Assistance to jobseekers

- Provide technical inputs to tripartite discussions about employment insurance and facilitate social dialogue
- Develop a training package on job search assistance and career counselling for public employment service staff members
- Carry out a comparative study on support mechanisms for workers affected by labour adjustment in selected Asian countries, and organize a knowledge-sharing workshop

Public training centres

- Develop a self-assessment tool that allows BLK managers to benchmark their performance against nationally recognized good practice
- Carry out training of BLK managers
- Design and pilot a digital skills training course for BLKs
- Facilitate partnerships between BLKs and local enterprises

Leaving no one behind

- Overcome gender-biased perceptions on jobs and training in STEM (science, technologies, engineering and mathematics) by piloting women-majority or women-only classes in these fields
- Conduct soft skills training (e.g. leadership skills) for women employees in the manufacturing sector to help advance women's careers
- Promote gender equality and raise awareness against harassment and violence at work
- Empower women in a coastal deprived region through entrepreneurship skills training and business development support
- Arrange job fairs for workers with disabilities
- Improve access of marginalized youth to vocational training to prevent radicalization

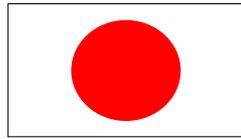
Capacity building of stakeholders

- Implement capacity-building activities and knowledge-sharing sessions
- Promote engagement of social partners in the governance, planning, implementation and monitoring of TVET with initial technical assistance from the ILO

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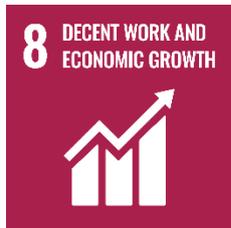


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