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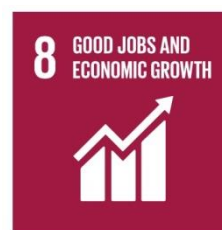


SINERGI

Strengthening Coordination for Inclusive Workforce Development in Indonesia

[a consortium of Rajawali Foundation & Transformasi]

BAPPENAS-SDGs Annual Conference,
Fairmont Hotel, 17 Dec 2018





Rajawali Foundation & Transformasi have been working together since 2013;

Improvement in Public Policy sector – through evidence base policy making;

Co-authored with Prof. Gustav Papanek, Suahasil Nazara, Raden Pardede in 2014 – Indonesia towards double digit economic growth;

“Indonesia Kaya” book – to be launched in 2019





INCLUSIVE WORKFORCE DEVELOPMENT PROGRAM

The goal of the IWD Project is to improve workforce development for the poor and vulnerable (P&V) Youth → KUNCI Program



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KUNCI Program

Definition:

1. Inclusive Workforce Development Program: Any relevant workforce development programs that mainstreams P&V Youth into labour market in Indonesia (can be through training program, apprenticeship, mentorship, improved coordination among government-youth-private sectors; better service providers to involve P&V Youth, better access information to job opportunities or training, or public policy and government program improvement);
2. P&V Youth:
 - a. Poor means those who earn less than USD 2 per day,
 - b. Vulnerable those who could be trapped and fall under category poor: people working at informal sector, women/mother/single parent, people with disabilities,
 - c. Youth means people in the range of age 18 to 34, Indonesian citizens



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KUNCI Program

Relevancy in the context GOI:

1. National Government's Priority 2019-2024:
Human Resource / Capital Development –
Rapat RAPBN 7 Aug 2018;
2. Demography Bonus Challenge;
3. UU No. 8 / 2016 – People with Disabilities;
4. Indonesia – Vocational Training & Education
Road Map – 2 million youth to be trained in
2019;
5. Poverty Alleviation, women and youth
empowerment





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Relevancy in the context USG:

1. Over 50 years G-to-G partnership;
2. Global Development Priorities of Mutual Interest Advanced;
3. Private Sectors Engagement (PSE);
4. Journey to Self Reliance



SINERGI Project – under KUNCI Program

- KUNCI : “Unlocking” Opportunity for P&V Youth
- SINERGI: Synergize amongst key stake holders .. Co-designing Innovative Solution(s);
- INCLUSIVE: Everyone’s involved – especially key actors.
- YOUTH: as Subject not as object



Why are we here?

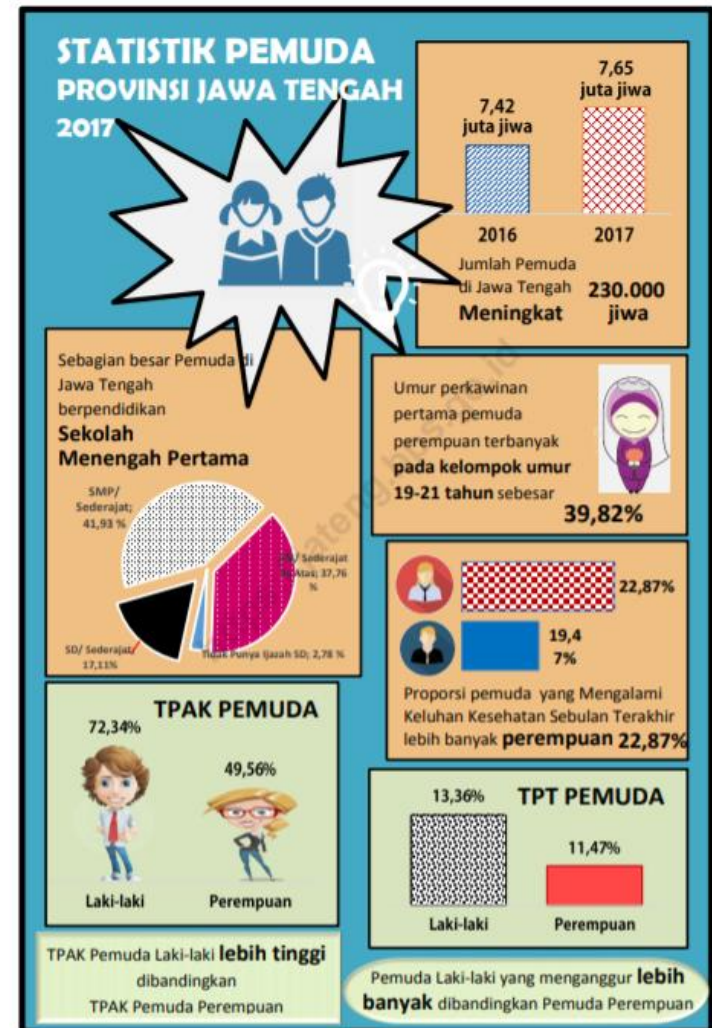
Local GOI perspective:

- Central Java Total Population: 34,198,100 people (50.41% women, 49.59% men) – susenas 2017;
- Open unemployment: 523,437 men, 300,501 women;
- Youth open unemployment rate / TPT : 13.36% (men) and 11.47% (women).

Angkatan Kerja, Pengangguran Terbuka dan TPT Jawa Tengah Menurut Jenis Kelamin dan Klasifikasi Daerah, Agustus 2017

Uraian	Jenis Kelamin		Daerah		Total
	Laki-laki	Perempuan	Perkotaan	Perdesaan	
(1)	(2)	(3)	(4)	(5)	(6)
Angkatan Kerja	10 540 315	7 470 297	8 812 053	9 198 559	18 010 612
Pengangguran Terbuka	523 437	300 501	454 504	369 434	823 938
TPT	4,97	4,02	5,16	4,02	4,57

Sumber : SAKERNAS Agustus 2017



Why are we here?

Local GOI perspective:

15 Kabupatens of total 35 Kabupatens/Kota in Central Java classified as “plat merah” in terms of poor population (source: susenas 2017)

1. Wonosobo;
2. Kebumen;
3. Rembang;
4. Brebes;
5. Purbalingga;
6. Pemasang;
7. Banjarnegara;
8. Banyumas;
9. Sragen;
10. Demak.;
11. Klaten;
12. Purworejo;
13. Cilacap;
14. Grobogan;
15. Blora

11,32 % penduduk di Jawa Tengah
merupakan **penduduk miskin (3.897,20 ribu jiwa)**

Jumlah penduduk miskin di **perdesaan**
lebih banyak daripada di perkotaan



BREBES

merupakan kabupaten dengan **jumlah penduduk miskin terbesar** yakni

343,5 ribu jiwa

WONOSOBO

merupakan kabupaten dengan **persentase penduduk miskin terbesar** yakni

20,32 %





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Why are we here?

Private sector / Industry perspective:

- Central Java is the second lowest UMP in 2018 → attract labour intensive industries
- Investment growth 52.31% annually, 47 new textile industries operates since 2015 (Tribunnews, Nov 2015).
- There are 20,000 new job opportunities per year (interviewee respondents)
- From 405 firms surveyed – from the total new jobs offered, 52.9% require moderate technical skills while 31.4% basic skills), LMA, Mitra Kunci, 2018
- High TO rate – PT. Pan Brothers 3-5% TO rate per month.
From the number of new recruits, 82% cover only position left by former employees.



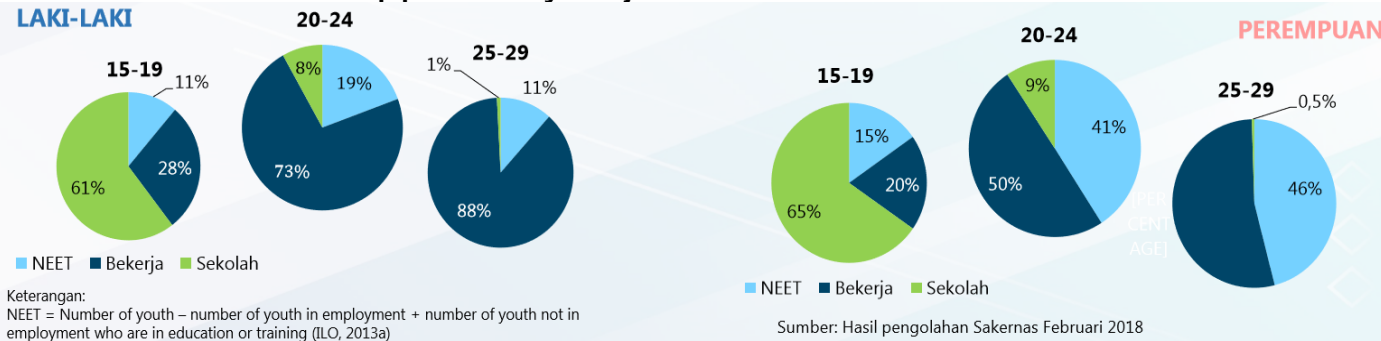
Youth perspective:

- Limited access for youth to access job opportunities and training opportunities information.
- > 300 active youth organizations in Central Java with more than 25,000 members

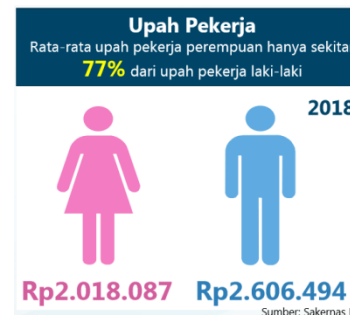
Why are we here? Because, ..

Gender Equality:

- Women have less opportunity to join the workforce.



- Women travels only 1/4 than Men to work in Central Java (*Labour Market Assessment – Mitra Kunci, 2018*);
- Values in family also limit women participation in the workforce;
- In average, women earn less than men:



Sakernas, Aug 2017, BPS Jateng



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Why are we here? Because, ..

We support Youth with Disabilities:





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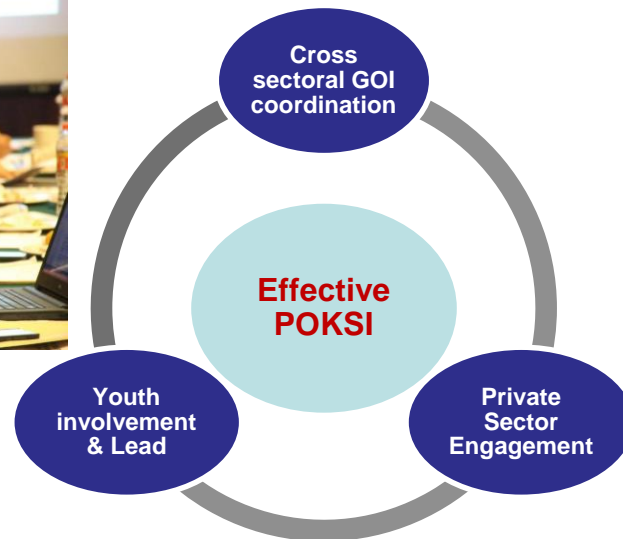
Our Proposal

Project Objective:

- Strengthened multi-stakeholder coordination at national and sub-national levels enhances opportunities for Poor and Vulnerable (P&V) youth to enter the labor market.

Immediate Objective:

- Effective Inclusive Workforce POKSI Model Functioning (with Tripartite Stakeholders of Government, Private Sectors, and Youth)





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SINERGI Project

Key Features:

- POKSI: Action Oriented Working Group – Core Piece of Coordination at provincial level – planning, monitoring;
- JOINT ACTION: Concrete action manifested into 'local consortia' at district / village level. Youth lead 16 Local Consortia.
- CORE ACTIVITIES + LOCAL BASE SOLUTION: (Soft skills training, hard/technical skills training, apprenticeship) + mentorship according to job or local business Local Consortia try to build.
- OPPORTUNITY FUND – Accelerate Joint Action.
- POKSI & SINERGI established mechanism to manage fund → OFIM (Opportunity Fund Implementation Manual)

Support Functions:

- DIALOG NASIONAL series
- 4 Discrete Events (HR Conference, 3P Meeting, Youth Festival, Awareness Raising Campaign);
- ToT for soft skills trainers on handling youth with disabilities in the group;
- Media Engagement;
- Positive Youth Development & Youth Economic Empowerment Approaches



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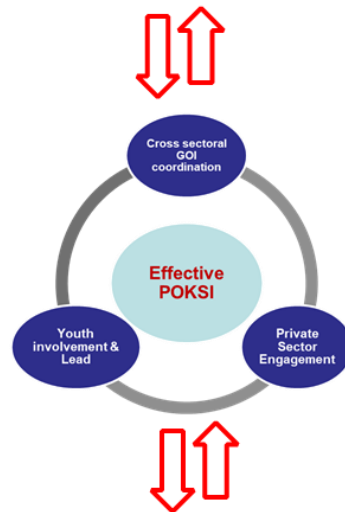
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Anchor Ministries:
KEMNAKER & BAPPENAS

Partner Ministries:
KEMRISTEKDIKT
KEMSOS
KEMENPERIN

DIALOG NASIONAL



POKSI Members (25) – Provincial level:
TGUPP
BAPPEDA Prov
Related Dinas Prov
Private Sectors
PEMKABs & OPDs
Youth Org
Universities
TVETs
Media

PEMKAB

PEMKAB

PEMKAB

PEMKAB



Opportunity Fund + Manual

Local Bank at district level

BBPLK / BLK

Karang Taruna; Kepala Desa;
Local Private Sectors

PYD & GESI Approaches



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SINERGI Project (15 months pilot phase q4 2017 – q1 2019)



Reasons:

Locations where labour intensive industries are blooming,
And significant poor population located in surrounding



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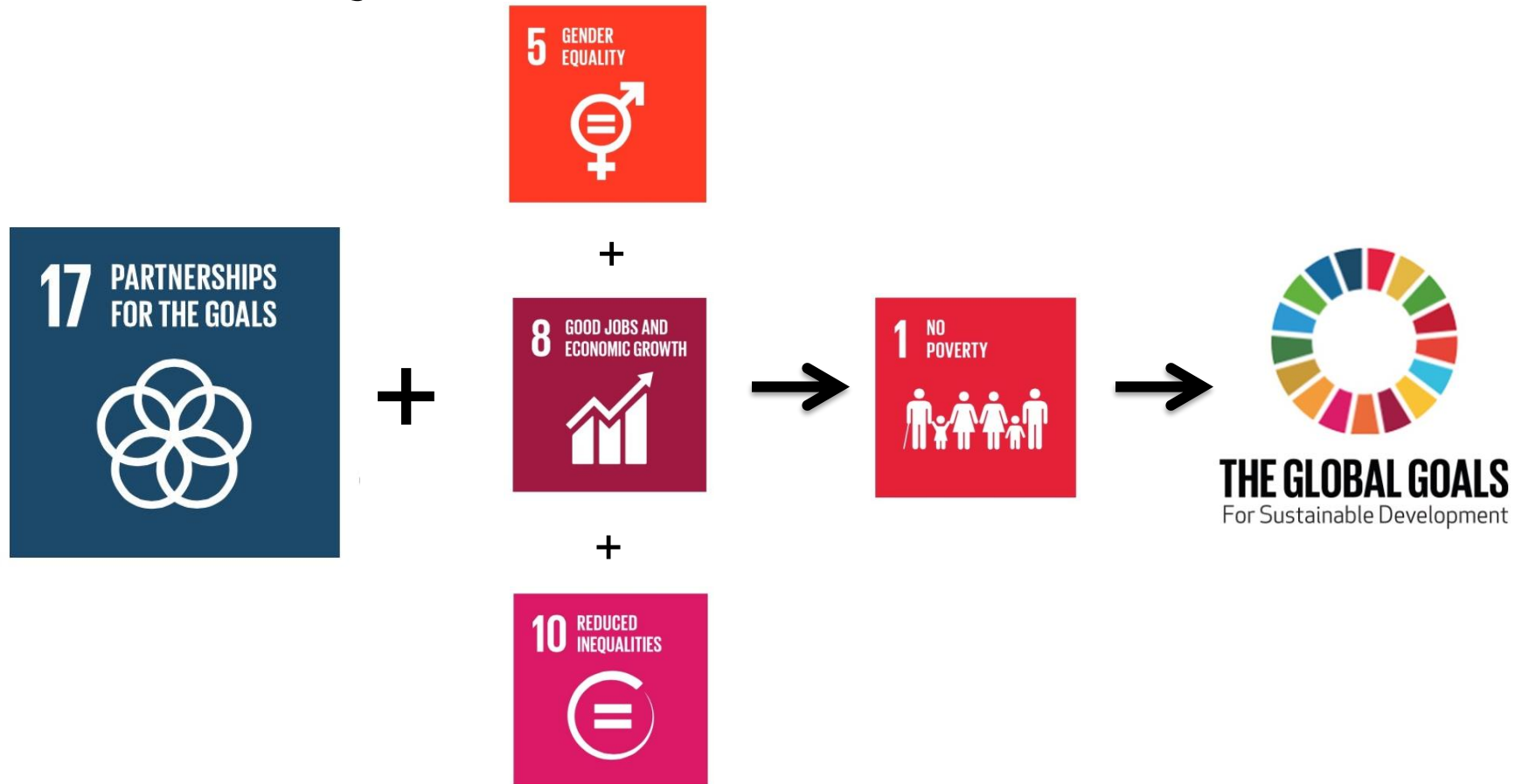


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Some pictures taken from soft skills training activities:

Being part of the group, equal access for P&V Youth → nurture confidence and empathy among youth → more respect





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Some pictures taken from SINERGI Youth Career Fest:

More opportunities for youth with disabilities, more Private sectors to embrace inclusivity





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SINERGI Youth Career Fest – reached out 5,700 P&V Youth :



SEMARANG
13 - 14 November, 2018



KESEMPATAN KERJA Bagi Penyandang Disabilitas

- PT. Sumber Alfaria Trijaya, Tbk
- PT. Miti Utama Indonesia, Tbk
- PT. PAN Brothers, Tbk
- PT Semarang Autocomp Manufacturing Indonesia
- Kerjabilas.com

KESEMPATAN KERJA
10, 446
Lapangan Pekerjaan
3, 854
On the Spot Recruitment

6,285
PENCARI KERJA

PESERTA
75
Perusahaan

15
Konsorsia 3P SINERGI

Lembaga Pelatihan Kerja
Balai Latihan Kerja
Indonesian - LED PI (YEP)

5,927
Pendaftar Online
358
Pendaftar Offline



LIVE!

TALK SHOW, disiarkan langsung oleh Radio Idola 92.6 FM Semarang, dengan tema "Sukses Berkompetisi Pada Era Industri 4.0" dengan para pembicara dari:

- Paguyuban HRD (PHRD) Jateng
- BBPLK Semarang,
- PT. Pan Brothers,
- PT. Sumber Alfaria Trijaya, Tbk, dan
- SINERGI, yang diwakili oleh Nur Zaenab (youth champion sekaligus sebagai anggota POKSI).

BERDASARKAN LOKASI PESERTA

Lokasi	Offline	Online
Blora		25
Boyolali		68
Demak	22	470
Grobogan		217
Kendal	15	164
Kudus		152
Semarang	213	3. 428
Solo		34
Yogyakarta	12	102
Jepara		105
Klaten		30
Lainnya	56	662
TOTAL		5. 735

CAPAIAN SINERGI

PEMUDA TIDAK MAMPU & RENTAN (P&V Youth)
18 - 34 Tahun, Belum Bekerja/Berpenghasilan di Bawah USD. 2/Hari

5, 735
Peserta **3, 215**  **2, 520** 

BERDASARKAN RENTANG USIA

Rentang Usia	Offline	Online
15 - 19	23	676
20 - 24	234	3. 630
25 - 29	53	884
30 - 34	8	227
TOTAL		5. 735

BERDASARKAN TINGKAT PENDIDIKAN

Tingkat Pendidikan	Offline	Online
SD		70
SMP		36
SMA/SMK/Sederajat	62	1. 359
D 1	1	14
D 2		2
D 3	51	707
D 4	5	107
S 1	197	3. 100
S 2	2	22
TOTAL		5. 735



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Milestones in 2019:

- DIALOG NASIONAL to disseminate lesson learned to public (Jan-March 2019);
- Development of Policy Brief and recommendation for key stakeholders to accelerate programs that pro and involve P&V Youth in the frame of 'Indonesia economic growth' – double digit growth in 2045

Thank you

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