



# Skills for Competitiveness

Switzerland has established a strong vocational education partnership with Indonesia since the 1970s. Almost 50 years ago, Switzerland contributed to the establishment of two institutions that still train many students today: the Politeknik Mekanik Swiss, known as POLMAN (Politeknik Manufaktur) Bandung and the National Hotel Institute, which is now called STP Bandung.

The number of polytechnics (public and private) and students enrolled in technical and vocational schools has significantly increased since the early 2000s and now stands at 262 and 746'000 respectively. However, this only constitutes 15 percent of the total student body in Indonesia. In addition, feedbacks from employers reveal that many students need to be retrained because their skills do not match industry needs. There is a strong demand for more and better skilled workers.

Today, Indonesia recognises the importance of vocational education in addressing the prevalent skills mismatch in the labour market and its social economic development. The National Medium-Term Development Plan (RPJMN) 2020-2024 clearly prioritizes human capital development, in which skills development constitutes a major element. Responding to the needs, skills development remains a top priority of Switzerland's economic cooperation in Indonesia.

## Objectives and Activities

The Skills for Competitiveness (S4C) project aims at strengthening the vocational education and training (VET) system in Indonesia, by promoting a closer cooperation between polytechnics and the private sector to close the skills gap.

The project supports the polytechnics in Morowali, Kendal, Banten and the Community Academy Bantaeng under the Ministry of Industry (MoI) and the Polytechnic in Jember under the Ministry of Education and Culture (MoEC). Most schools are strategically located: close to the newly established industrial parks which will support the economic and social inclusion of young people living in the peripheral regions.

S4C helps graduates to be more responsive to the needs of the labor market in Indonesia's priority economic sectors by

- strengthening school management capacities and processes;
- adjusting curricula, teaching and learning methodologies based on the needs of the industry;
- developing and upgrading 'teaching factories';
- strengthening teaching capacities on technical skills; and
- developing networks with the industry to provide students with much needed internship opportunities.

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### Country/region

Indonesia

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### Executing agency

Swisscontact, BFH, SITECO

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### Duration

2018-2022

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### Total budget

CHF 31'000'000

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### SECO contribution

CHF 8'000'000

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### It is expected that:

- Five selected Polytechnics and Community Academy are efficiently managed and successfully educate technicians/engineers in selected sectors as per the needs of the private sector. The Polytechnics are focusing on the metal, furniture, wood, and food processing sectors.
- The Government of Indonesia, selected sector associations and the Association of Polytechnics and Industry Indonesia (APII) collaborate to develop and strengthen a tertiary dual Vocational Education and Training System in Indonesia.

### Governance Structure

A Project Steering Committee, consisting of relevant government counterparts (Mol, MoEC), SECO, polytechnics, and private sector representatives, meets twice a year to provide strategic guidance and to ensure coordination among all stakeholders involved in the project.

### Results to date

S4C has made good progress in assisting school development to date:


- Four schools have been assisted with the accreditation of eleven study programs – ten have received the accreditation;
- 12 curricula (Bantaeng 3, Banten 3, Jember 2, Morowali 1, Kendal 3) have been developed or revised in close collaboration with the industry, based on the DACUM (Develop A Curriculum) methodology, to ensure the relevance of the curriculum with the needs of the industry;
- Eight new DACUM facilitators have been trained in order to provide a pool of such expertise in Indonesia;
- Over 80 experts from related industries have been engaged in the DACUM process;
- Partnerships with 79 companies have been established in order to secure internships for students;
- 29 In-Company Trainers with international certificates are essential to implement efficient and effective internship programs for the benefit of the students and the companies.
- The Bakery Teaching Factory of the Polytechnic Jember has been accredited “B” (good) and become a reference teaching factory;
- 31 lecturers from four partner schools completed the Peer Coaching and E-Didactic training, which is a key response to the rising need due to the pandemic situation;
- 40 lecturers participated successfully in the 1st phase of the competency assessor training in cooperation with the Mol.

The project is also assisting the partner schools in developing and implementing the private sector cooperation concepts. This school and private sector cooperation is a defining characteristic of the Swiss vocational education and training system, which has been a crucial factor in maintaining the standards and the relevance of vocational education and training to the job market.

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