

ADB



# ASIA-PACIFIC SOCIAL PROTECTION WEEK 2023

## Social Protection in a Changing World

26–28 September • ADB Headquarters, Manila, Philippines



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# Indonesian Government's Experience in Implementing Program Kartu Prakerja

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ADB Headquarters, Manila, Philippines  
26 – 28 September 2023

# The Indonesian Government Policy

"We must be able to harness the strength of Indonesia's 260 million population to support the acceleration of economic growth, well-being, and collective progress."



To achieve **the acceleration of economic growth rate and equitable economic development**, Indonesia must overcome three main challenges:

- 1** Public investment in the field of human resources lacks focus on performance and impact, resulting in a deficit of quality human capital
- 2** The efforts towards job creation still lack certainty and protection for workers from economic and social vulnerabilities
- 3** Ensure that vulnerable groups such as women, people with disabilities, and residents of marginalized regions have equal access to quality job opportunities

# Efforts to Overcome Various Challenges In Human Resources Development

## Human Resource Development

Creating a dynamic generation consisting of **hardworking individuals** with **high capabilities** in knowledge and technology.

Improving the education system, especially the revitalization of vocational education systems tailored to the needs of industry and technological advancements.

Enhancing the skills of workers and job seekers, such as skill improvement through training and certification programs, is progressing well.

2019



→  
The GOI plans to launch

prakerja

## Program Kartu Prakerja Policy Based on National Medium-Term Development Plan (RPJMN 2020-2024)

### 1 Enhancing the Role and Collaboration of Industry in Vocational Education and Training

- 1 Incentive and regulatory systems, especially in priority skill areas, including tax deductions.
- 2 Increasing the role of regional governments in the development of region-based vocational education and training.
- 3 Mapping the skill needs and development, including strengthening labor market information.

### 2 Reforming the Implementation of Vocational Education and Training

- 1 Strengthening innovative learning methods, including TVET duels, enhancing teaching factories, and utilizing industry work practice facilities.
- 2 Improving the quality of vocational educators, including industry internships for teachers/instructors, industry experts/practitioners as instructors, and instructor training in their respective fields.
- 3 Industry internships.

### 3 Strengthening Competency Certification Systems

- 1 Improving competency certification processes, including competency standards based on international standards and harmonizing certification systems across various sectors.
- 2 Strengthening competency certification institutions, including enhancing professional certification bodies.

### 4 Strengthening the Governance of Vocational Education and Training

- 1 Controlling vocational education units and new vocational study programs.
- 2 Enhancing the assessment of education unit quality.
- 3 Developing funding schemes for skill enhancement.
- 4 Regulating financial management flexibility for production units/teaching factories.
- 5 Establishing a national vocational committee.
- 6 **Implementing the Program Kartu Prakerja.**

# Program Kartu Prakerja Policy Based on

## National Medium-Term Development Plan (RPJMN 2020-2024)

The implementation of the Program Kartu Prakerja is in line with and included in the national development plans, both in the RPJMN 2020-2024 and in the Government's Work Plan (RKP) 2020 and 2021.



## Policy Direction and Strategy

Enhancing productivity and competitiveness through industry collaboration-based vocational education and training by improving the governance of vocational education and training.



## Government Work Plan (RKP) for 2020 and 2021

In line with the National Medium-Term Development Plan (RPJMN) 2020-2024, the implementation of the Program Kartu Prakerja became a flagship activity in the Government Work Plan for 2020 and 2021.

### Government Work Plan 2020

The establishment of the Kartu Prakerja managing institution and the number of beneficiaries of the Program Kartu Prakerja became indicators for the Priority Activity of Improving the Governance of Education and Vocational Training, as well as the Priority Program for Increasing Labor Productivity and Job Creation.

Establish one central-level institution and provide Kartu Prakerja to 2,000,000 individuals from 34 provinces.

### Government Work Plan 2021

The implementation of the Program Kartu Prakerja became a part of the Major Project for Education and Vocational Training for Industry 4.0



# About the launch of Program Kartu Prakerja

In the year 2020



The Indonesian government officially launched the:  
Program Kartu 



Presidential Regulation Number 36 of 2020 on the Development of Work Competencies through Program Kartu Prakerja.

Is a **competency development program** designed for job seekers, workers who have experienced job termination, and/or workers in need of skill enhancement.

**Aims to develop** the workforce's competencies, enhance workforce productivity and competitiveness, and foster entrepreneurship.

Designed as a packaged product **to provide value to both users and employers.**

# About the launch of Program Kartu Prakerja

## The initial goals of the Program Kartu Prakerja

Enhance the competence, productivity, and competitiveness of the workforce.

*\*Presidential Regulation Number 36 of 2020 on the Development of Work Competencies through Program Kartu Prakerja*

## Adjustments to the Program Kartu Prakerja due to the Covid-19 pandemic

On July 8, 2020, the GOI issued **Presidential Regulation Number 76 of 2020** which amends Presidential Regulation Number 36 of 2020 on the Development of Work Competencies through Program Kartu Prakerja

## The focus of the Program Kartu Prakerja after adjustments

*\*Presidential Regulation Number 76 of 2020 which amends Presidential Regulation Number 36 of 2020 on the Development of Work Competencies through Program Kartu Prakerja*

**1** The training is conducted in a way that can prevent the spread of Covid-19 (online training).

**2** Kartu Prakerja is a part of efforts to anticipate the social and economic impact of COVID-19 on the community.

Kartu Prakerja will be prioritized for workers who have been furloughed and micro and small business owners affected by Covid-19.

Kartu Prakerja will serve as social assistance to mitigate the impact of Covid-19.

# About the launch of Program Kartu Prakerja

**Presidential Regulation Number 113 of 2022** which is the Second Amendment to **Presidential Regulation Number 36 of 2020** on the Development of Work Competencies through Program Kartu Prakerja.

## The Job Creation Committee

The committee is tasked with formulating and drafting policies for Program Kartu Prakerja, as well as overseeing and evaluating its implementation.

### Chairperson

Coordinating Minister for Economic Affairs

### Vice Chairperson

Chief of Presidential Staff

### Secretary

Secretary of the Coordinating Ministry for Economic Affairs

### Members

- Minister of State Secretary
- Minister of Home Affairs
- Minister of Finance
- Minister of Education and Culture
- Minister of Manpower
- Minister of Industry
- Minister of National Development Planning/Head of BAPPENAS
- Cabinet Secretary
- Attorney General
- Chief of the Indonesian National Police
- Head of the Financial and Development Supervisory Agency
- Head of the Government Procurement Policy Agency

The Job Creation Committee is responsible for formulating and developing policies for the Program Kartu Prakerja and for monitoring and evaluating the implementation of the Program Kartu Prakerja.

The Job Creation Committee is assisted by the **Implementation Team** and the **Implementation Management**.

**The Implementation Management for implementing the Program Kartu Prakerja in Indonesia.**



Project Management Officer (PMO)



Executive Director



Director of Operations

Director of Technology

Director of Partnerships, Communications, and Ecosystem Development

Director of Monitoring and Evaluation

Director of Legal, General, and Financial



# Program Kartu Prakerja Regulation Based on

## Presidential Regulation Number 113 of 2022

which is the Second Amendment to Presidential Regulation Number 36 of 2020 on the Development of Work Competencies through Program Kartu Prakerja

Program Kartu Prakerja can be carried out in a **regular scheme** that is not classified as social assistance.



**OFFLINE**

**HYBRID**

**ONLINE**



The instructor give training in an offline class

**max. 8 hours/day**



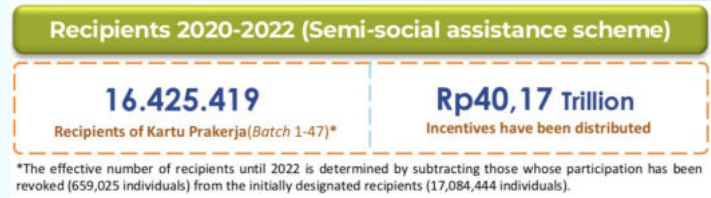
**(max.) 30%** material online synchronous duration through webinar  
**(min.) 70%** offline material duration given by instructor for final evaluation



Materials are given synchronously online by Instructor through webinar

**max. 3 hours/day**

Update Data for Recipients of The Kartu Prakerja as of August 30, 2023.



### Implementation in 2023 (Normal Scheme)



Source: Coordinating Ministry for Economic Affairs – Project Management Officer (PMO) Kartu Prakerja

# About Program Kartu Prakerja

## Program Kartu Prakerja scheme

### SEMI-SOCIAL ASSISTANCE SCHEME

Training mode: Online

Training budget allocation: Rp1.000.000

Post-training incentive: Rp2.400.000

### NORMAL SCHEME

Training mode: Online – Offline – Hybrid

Training budget allocation: Rp3.500.000

Post-training incentive: Rp600.000

## Program Kartu Prakerja evaluation results based on the Program Kartu Prakerja Implementation Management Report (2022)

From a total of **16.4 million** recipients of Kartu Prakerja who received training, there are **2,6 million** beneficiaries who were previously unemployed became entrepreneurs, workers/employees/freelancers, and others

## The fields of Kartu Prakerja training refer to:

### Critical Occupations List 2018

- 35 types of strategic jobs are required
- 2 jobs are in critical demand and experiencing labor shortages so they must be able to fulfill the strategic needs of the Indonesian economy

Link: <https://pubdocs.worldbank.org/en/299251621815417114/COL-Design-OP-020419.pdf>

### Indonesia's Occupational Tasks and Skills 2020

51 critical occupations and the competencies that are in demand by the job market.

Link: <https://pubdocs.worldbank.org/en/988441621616646826/Indotask-SP-English.pdf>

### Online Vacancy Outlook 2020

30 occupations have the highest openings on online job searching networks/platforms.

Link: <https://openknowledge.worldbank.org/entities/publication/c39776ec-1d2e-5d75-ae71-1b12173b95de>

### The Future of Jobs Report 2022

- 15 soft skills required across occupations by 2025
- 20 occupations are increasing to meet future labor market needs

Link: <https://www.weforum.org/reports/the-future-of-jobs-report-2020>

Source: Project Management Officer (PMO) Kartu Prakerja - <https://www.prakerja.go.id/>

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# Efforts to Revitalization of Vocational Education and Vocational Training | Presidential Regulation Number 68 of 2022

The Revitalization of Vocational Education and Vocational Training aims to implement and improve Vocational Education and Vocational Training in more **comprehensive, continuous, integrated, and “orchestrated”** way.

Basic principles of Vocational Education and Vocational Training:

1. **Oriented to the needs** of the labour market, business/industry, and entrepreneurship;
2. **Shared responsibility** between Central Government, Local Government, Industry/Business, and Community;
3. **Competency based**;
4. **Lifelong learning**; and
5. **Organized inclusively**.

**The National Coordination Team of the Revitalization of Vocational Education and Vocational Training (TKNV)** is established in order to coordinate and synergize the implementation of the revitalization of Vocational Education and Vocational Training.

## Stakeholders of the Ministries/Institutions Involved

Vocational Education

Higher Education

Job Training/  
Skills Course

Indonesian  
Chamber Of  
Commerce &  
Industry

National  
Professional  
Certification  
Board

Ministry of  
Manpower

Ministry of  
Education,  
Culture,  
Research, and  
Technology

Ministry of  
National  
Development  
Planning

Coordinating  
Ministry for  
Human  
Development and  
Cultural Affairs

Local  
Governments

The National Strategy on VET Revitalization (mandated by Presidential Regulation Number 68 of 2022 and stipulated with the Regulation of Coordinating Minister for Human Development No. 6 Year 2022 is a guideline for stakeholder and as a reference for **more focused, effective and efficient resources allocation**.

After the enactment of this Presidential Regulation, stakeholders had discussed extensively to formulate National Strategy of VET Revitalization which comprises strategic activities such as:

1. Developing world-class Labour Market Information System (LMIS) and the financing mechanism.
2. Improving governance and quality assurance of VET facilities and harmonising regulations related to VET development.
3. Increasing the role of business sector as a representative of demand-side in VET development.



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# Thank You

**Directorate of Labor and Employment**  
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