



Skills for Competitiveness (S4C)

Rationale

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 today and the National Hotel Institute, which is now called STP Bandung.



First-year students at the Polytechnic in Morowali

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, feedback from employers reveals 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 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 in order to close the skills gap.

The project supports five Polytechnics (i.e. Polytechnic Bantaeng, Banten, Jember, Morowali and Kendal) under the Ministry of Industry (Mol) and the Ministry of Education and Culture (MoEC). The 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 (1) strengthening school management capacities and processes; (2) adjusting curricula, teaching and learning methodologies based on the needs of the industry;

Country/Region
Indonesia

Executing Agency
Swisscontact

Government Partner
Ministry of Industry & Ministry of Education and Culture

Project Duration
2018-2022

Budget
CHF
8,000,000

(3) developing and upgrading 'teaching factories'; (4) strengthening teaching capacities on technical skills; and (5) develop networks with the industry to provide students with much-needed internship opportunities.

It is expected that:

1. 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 Polys are focusing on the metal, furniture, wood, and food processing sectors.
2. The Government of Indonesia, selected sector associations and 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 ensure coordination among all stakeholders involved in the project.

Results to date

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

1. Four schools have been assisted with the accreditation of eleven (11) study programs – Ten (10) have received the accreditation;
2. 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;
3. Eight (8) new DACUM facilitators have been trained in order to provide a pool of such expertise in Indonesia;
4. Over 80 experts from related industry have been engaged in the DACUM process;
5. Partnerships with 79 companies have been established in order to secure internships for students;
6. 29 In-Company Trainers with international certificates are essential to implement efficient and effective internship programs for the benefits of the students and the companies.
7. Bakery Teaching Factory of Poly Jember has been accredited "B" (good) and become a reference teaching factory;
8. 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;
9. 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 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.