

S4C | Skills for Competitiveness Project Profile



Mandated by



Consortium Partners



Implemented by





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S4C Profile

Indonesia, one of the 10 highest-growing economies in the world, has a population of 260 million with 1.7 million young job seekers per year exceeding the supply of job vacancies (demand supply mismatch). Another major challenge is that skill levels are generally below industry standards (skills mismatch). Recognizing the importance of improving the quality of the workforce, the Government of Indonesia and the Government of Switzerland are working together to implement a dual-system vocational higher education system through the Skills for Competitiveness (S4C) Program. The Swiss government through the State Secretariat for Economic Affairs (SECO) has mandated Swisscontact to implement the S4C Program, which is divided into two phases (2018-2021, 2022-2025).

The S4C Program provides technical assistance in management strengthening, curriculum development based on industry needs, industrial relations, training for teachers, and other technical assistance as needed. The two outcomes to be achieved through the S4C Program are:

- **Outcome 1:** Five selected Polytechnics are efficiently managed and 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. Two outputs support this achievement focusing on the establishment of necessary management systems and processes and the development of training approaches oriented in the dual VET system. Interventions include among others the strengthening of school management capacities with focus on industrial relations, supporting the development of teaching 'factories' within the Polytechnics, development of a teaching approach on dual training and the upgrading and strengthening of teaching capacities.
- **Outcome 2:** The Government of Indonesia, selected sector associations and Association of Polytechnics and Industry Indonesia collaborate to develop and strengthen a tertiary dual Vocational Education and Training System in Indonesia. Activities aim at the establishment of a service portfolio for Poly-Industry services anchored with institutions like SwissCham, KADIN Indonesia, and KADINDA, sector associations or techno parks, supporting knowledge exchange and learning between VET system actors and contributing to overall VET system reforms.



S4C Partners

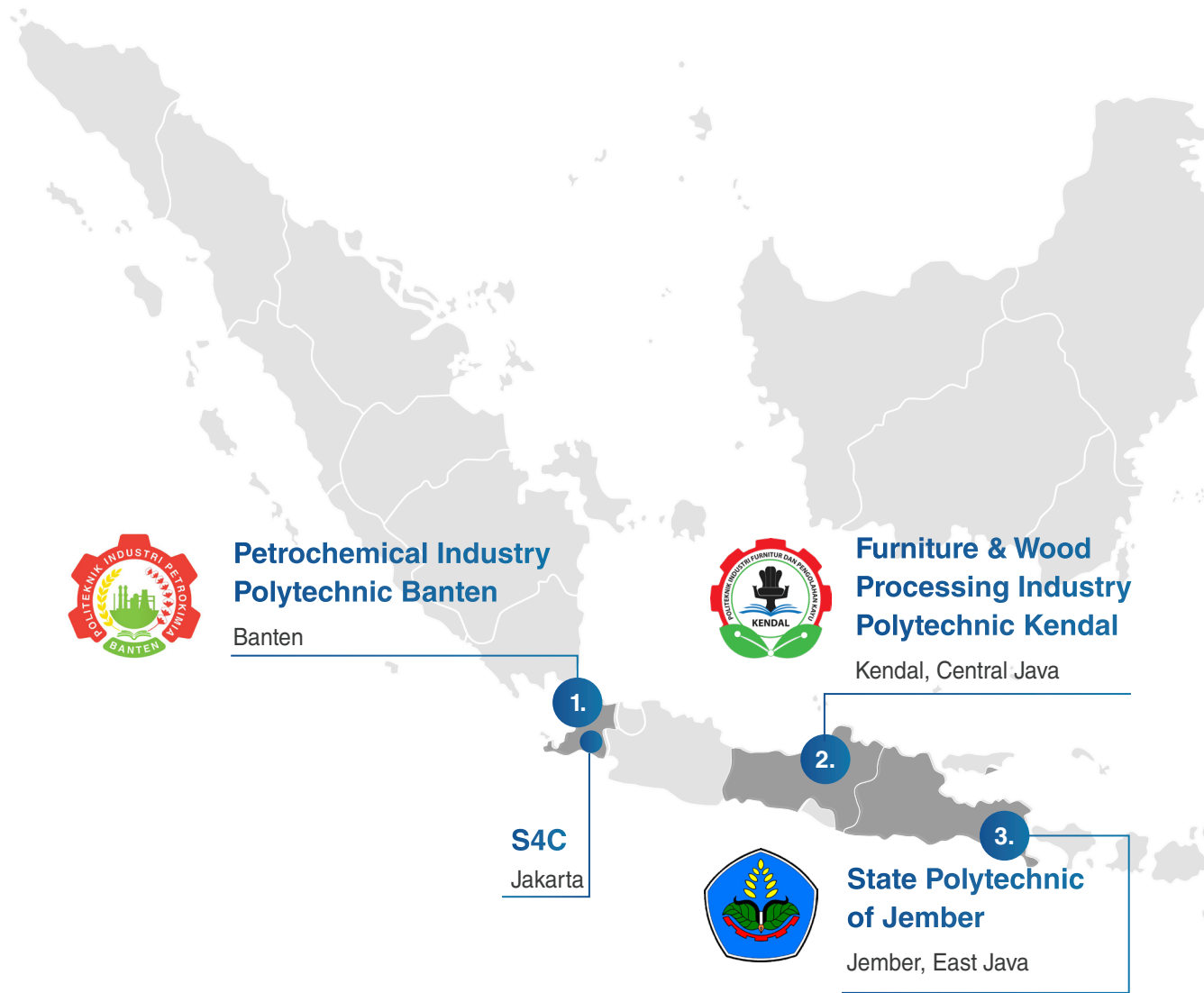


Scan the QR Code or visit the link to learn more about S4C:

<https://bit.ly/3i0YmzR>

The program is implemented by the Swiss Consortium consisting of the Swiss Foundation for Technical Cooperation (Swisscontact), the Bern University of Applied Sciences (BFH-CDC) and the Association for Swiss International Technical Connection (SITECO) in cooperation with BPSDMI of the Ministry of Industry (MoI) and the Directorate of Vocational Education (DGVE) of the Ministry of Culture, Research and Technology (MoECT) of Indonesia.

S4C Poly Partner Map:



1. Petrochemical Industry Polytechnic Banten

Supported 3 study programs:

1. Instrumentation Technology
Petrochemical Industry
2. Mechanical Technology
Petrochemical Industry
3. Process Technology
Petrochemical Industry

Address:
Jl. Raya Karang Bolong, Cikoneng,
Kec. Anyar, Kabupaten Serang, Banten



poltek-petrokimia.com

2. Furniture & Wood Processing Industry Polytechnic Kendal

Supported 3 study programs:

1. Furniture Production
2. Furniture Design
3. Furniture Industry Business and Management

Address:
Wanamarta Raya Street Nr. 20, Kendal Industrial Park, Arteri Kaliwungu, Kendal, Central Java.




poltek-furnitur.ac.id

3. State Polytechnic of Jember

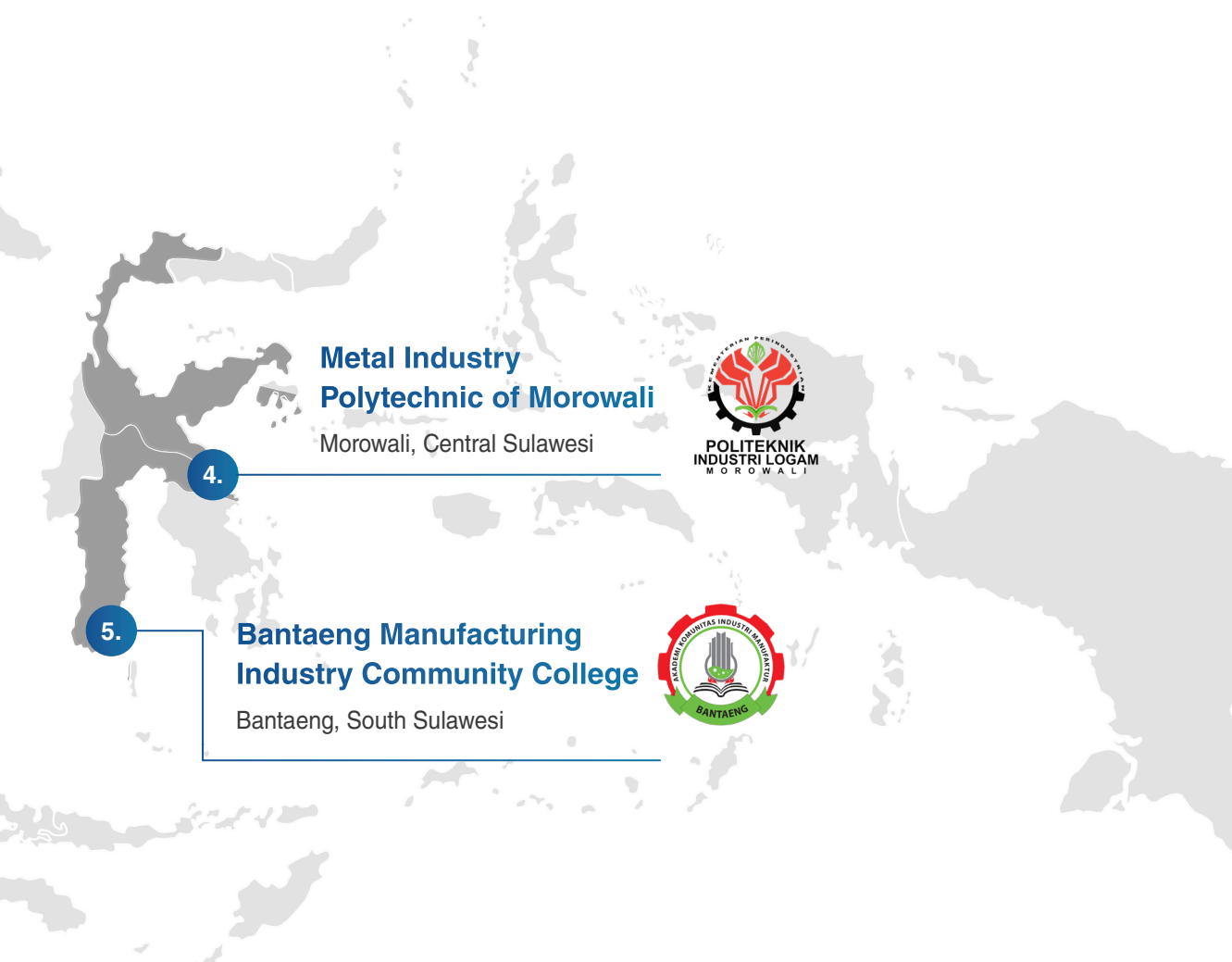
Supported 2 study programs:

1. Food Industrial Technology
2. Food Engineering Technology

Address:
Mastrip street PO BOX 164, Summersari, Tegalgede Village, Jember, East Java



polije.ac.id



Metal Industry Polytechnic of Morowali

Morowali, Central Sulawesi



4.

Bantaeng Manufacturing Industry Community College

Bantaeng, South Sulawesi



5.

4.

Metal Industry Polytechnic of Morowali

Supported 3 study programs:

1. Mechanical Maintenance Technology
2. Electrical and Installation Technology
3. Mineral Chemical Technology

Address:

Poros Transa Sulawesi Street, Labota Village, Bahodopi, Morowali Regency, Central Sulawesi, 94974



pilm.ac.id

5.

Bantaeng Manufacturing Industry Community College

Supported 3 study programs:

1. Mechanical Maintenance Technology
2. Electrical and Installation Technology
3. Chemical Analysis

Address:

Tanetea, Nipa-Nipa, Pa'jukukang, Bantaeng District, South Sulawesi, 92461



akom-bantaeng.ac.id

Results to date (Mid of 2022)

S4C has made substantial progress in:



Strengthening of school management capacities

- **63 Trainings**

Have been provided in the topics of strategic plan, accreditation, quality assurance, IT advancement, and branding;

- **4 Schools were assisted for the accreditation**

Schools have been assisted with the accreditation of eleven (11) study programs – eleven (11) have received the accreditation.



Dual-teaching Approach

- **14 Industry-based curricula developed**

(Bantaeng 3, Banten 3, Jember 2, Morowali 3, 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;

- **8 Lectures certified as DACUM facilitators**

Eight (8) new DACUM facilitators are certified and available to support industry needs based curricula development in Indonesia;

- **155 Experts**

from related industry have been engaged in the DACUM process



Strengthening of teaching capacities

- **47 Trainings (Technical & Methodology)**

trainings delivered to build the capacity of lecturers

- **31 Lecturers coached**

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;

- **35 Lecturers passed the examination**

lecturers successfully passed in the examination of the 1st phase of the competency assessor training, which was jointly conducted with the Mol and BNSP (National Professional Certification Agency).



Development of Practical Facilities

- **37 Workshops**

Technical support around teaching factory, OSH, TUK-LSP, and Laboratory layout



Poly-private sector cooperation

- **208 Companies provide(d) internship programs**

Have been established to secure internships for students.

- **23 Trainings & Workshops**

Have been conducted for polys, students, and industries to establish and strengthen the cooperation.

- **26 (13%) Companies**

Provide(d) internships for 3 or more consecutive years.

- **86 In-company trainers with international certificates**

In-Company Trainers with international certificates are essential to implement efficient and effective internship programs for the benefits of the students and the companies.



Strengthening dVET service providers

- **42 Institutions & 69 Individual Consultants**

Have been facilitated to provide dVET services to polys such as industry-based curriculum development, lecturers' training, management capacity building, Career Development Center (CDC), competency test, and Occupational Safety & Health (OSH), as well as to companies such as in-CT training and structured internship

- **11 In-CT Trainings and In-CT Master Trainer Trainings have been held**



Policy Issues

Policy supports have been provided to decision makers in 2 policy issues of dVET: (1) Motivation survey of Training vs Non-training Companies for the structured internship, and (2) In-CT Training impact study. The support was in the forms of studies, surveys, FGD, and policy dialogue.

S4C Highlights Activities



1. Curriculum Development

The crucial factor for a demand-driven VET system is a strong contribution of the private sector to the key elements of vocational training. Hence, industry must be also involved in developing and updating school curricula. In this way it can be ensured that polys are conveying the right knowledge, skills, and attitude required to work in the respective job. Polys, together with BMOs, must therefore raise awareness for this topic and encourage industry participation. Once suitable experts from the industry are available, the curriculum development must be organized and facilitated. A proven effective method for this facilitation being used and promoted by S4C: DACUM – Develop a Curriculum.

Scan the QR Code or visit the link to learn more about DACUM Method:

<https://bit.ly/3i0YmzR>



DACUM (day-kum): A quick, effective, and low-cost approach to job/occupational analysis, involving a panel of expert practitioners or top performers in their jobs. The goal is to determine the tasks or competencies required by persons employed in each job or occupational area, including general knowledge, skills, tools, equipment, supplies, materials, attitudes essential for success, and the future trends for the occupation.

S4C developed 14 industry-based curricula in 5 poly partners and has expanded the DACUM methodology to support the development of industry-based curricula in non S4C poly partners such as Poly APP Jakarta, STIMLOG, and SMK Don Bosco Sumba.



“At Schneider we believe that sustainability is for the future, and in the same believe we are **investing in the curriculum for the workforce of the future**. We believe that the future will be more digital and more electric, and that’s why we involve ourselves in developing the curriculum to have a workforce ready for the job of the future and it is important for **vocational education to be aligned with the rapid change of technology advancement** as well as people skill transformation needed in industry. Curriculum alignment supports the realization of **link and match** concept comprehensively

Dwinanto Setyadi

Services Customer Project & Technical International Operations Schneider Electric Indonesia



2. Structured Internship

Swisscontact, through S4C and SwissCham Indonesia, embarked on a collaborative effort to develop a model approach for BMO to become dVET facilitators. S4C provides support and capacity building to SwissCham and its members to improve the quality, organization, and implementation of structured internships, which can benefit the students, schools, companies, and government.

This structured internship program applies the concept of dual VET, where the learning process is conducted both at school and company (two learning venues) and facilitated by qualified in-company trainers. To date this program has hosted several student interns from S4C project's partner schools. Not only will it promote the school's reputation, but also contribute to curricula development and eventually help improve the employability of graduates.



I have been able to learn from mentors in the Project division and other expert engineers. Accessing Endress+Hauser learning and training platform, as well as visiting customer site plant have upgraded my hard skill. Meanwhile, interacting with other employees and customers help my soft skills upgraded. TVET Internship at Endress+Hauser allows me as a student to learn and have work experience. Being able to learn from the expert engineers at Endress+Hauser and applying theories that I have learned in campus is beneficial for me

Fery Andika

(Electrical and Installation Engineering, Morowali Metal Industry Polytechnic), intern in the Instrument Project Division for a year



“As the internship goes, the students demonstrated strong intellectual capability in working with our high-tech products, and their comprehension on-the-job training program was really satisfying. We observed the students get along well with all employees and enjoy their time visiting the customers and finding real solutions for the customers' problems. Before the internship ended, we had already committed to hiring one of the students for a full-time job and adding more interns to the second group. I'm very pleased to see how this partnership between the school and the business entails positive results for learners, trainers, and employers.

Henry Chia

Director of Endress+Hausser Indonesia



“I become aware of limitations in my own knowledge. They would ask questions that I do not have the answer off the top of my head. That made me learn things deeper. I also came to know about their lives, hopes and families. I enjoy learning about what they were learning, what were as to their expectation and what were not. It shows me where to improve for myself and the program.

Arrad Dianarko

In-Company Trainer E+H



3. In-CT Trainings

In-Company Trainers (In-CT) training serves two purposes. First, to produce competent In-Company Trainers who supervise and mentor the apprentices in building their industry-based knowledge, skills, and attitudes. Second, the In-Company Trainers are expected to be able to develop internal training programs, so that the capability and productivity of the workforce in their companies increase. Eventually these will contribute to improved competences of Indonesian workers.

In order to meet the needs of competent trainers in the workplace for S4C supported polytechnics and community academy's partner companies, the project collaborated with the Agency of Industry Human Resource Development of the Ministry of Industry, KADIN Indonesia, and IHK Trier (Trier Chamber of Commerce of Trier, Germany) to organize an internationally standardized and certified In-Company Trainer (In-CT) training program to support the revitalization of dual vocational education and training program in Indonesia. To date, 11 trainings have been conducted and 86 people from the industry have become In-CT Trainers.



“Personally, I did not just learn from the training material, but also from so many different styles of teaching that the Senior Masters shown us, from the methodology, how to do a presentation, how to interact, how to manage the group dynamics, how to keep the happy moment, and so forth which are priceless skills that we gain along with all the training materials

Arrad Dianarko
In-Company Trainer E+H



“This was the first time such training is conducted fully in Indonesian language by Indonesian Senior Master Trainers and the materials were fully adapted to Indonesian context from Regional Standard for In-CT in ASEAN Countries as well as German standards.” Saesario Indrawan, Swisscontact S4C

Arrad Dianarko
In-Company Trainer E+H

S4C | Skills for Competitiveness

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 Skills for Competitiveness (S4C)

 Swisscontact Indonesia

We create opportunities