In-Company Trainers Training Program

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 Trainers (In-CT) training program to support the revitalization of dual vocational education and training program in Indonesia. The training program, which took place in Jakarta from 4 - 9 November 2019, trained 16 participants from 12 companies selected by S4C partner polytechnics and community academy. It was one of In-CT training events with over three hundreds of alumni since the program started in 2015.

“"The In-CT training combines methodology, mechanism for implementation, and practical exercise. Successful participants received international certificates, which gives them confidence in implementing it to create competent human resources. The government should give incentives for companies who run quality internship.”

Didik Tri Hartono, Senior Manager of Operation Excellence, PT Dua Kelinci, Pati, Central Java.

Highlights
September 2019 - March 2020

During this period S4C activities included curricula development workshops, lecturers training and coaching, knowledge sharing forums, accreditation assessment preparation, teaching factory development, DACUM Facilitators training (in collaboration with STED/Sustainable Tourism Education Development), private sector cooperation development, In-Company Trainers training, and career development centre development.

About S4C

S4C, funded by SECO (Swiss State Secretariat of Economic Affairs), is collaborating with Indonesian line ministries and industries to establish dual VET (vocational education and training) system through selected polytechnics and community academy in metal, manufacturing, food and furniture/wood, which are among key contributors to the national development. The main outcome will be competent graduates employed by industries. S4C implementation started in July 2018.

Partners: Bern University of Applied Sciences (BFH-CDC), Association for Swiss International Technical Connection (SITECO), Agency for Industry Human Resource Development (BPSDMI) of the Ministry of Industry (MoI) and Ministry of Education and Culture (MoEC).
Totok Sampurno (Manager of Production Planning and Engineering Control at PT Phinesia International, Semarang) said that In-CT training provides a useful guide for his team in supervising and coaching student interns. He plans to train several people to become assistant trainers and intern coordinators in selected divisions that host interns.

The internal challenge is the company's management unpreparedness to accept student interns, while the external challenge is the unpreparedness of participants in terms of knowledge, skills and mentality.

To strengthen what have been obtained from In-CT training, he recommended further coaching, In-CT guidebook, and practical tools.

PT Sulawesi Mining Investment (within the Indonesia Morowali Industrial Park/IMIP) is a place of work of Hilman Jaya (Assistant Power Plant Manager) and one of the partner companies of the Morowali Metal Industry Polytechnic. He is happy with the experience and the new methods gained from the In-CT training. To improve the training program he proposed that case studies be included given the varied field conditions.

Hilman will try to apply the new methods, from program planning to evaluation. Establishing good coordination and cooperation between internal (company) and external (school) parties is also important to reduce miscommunication.

He hopes that one day he will be able to get the opportunity to take part in the Master In-CT Training, so that he has the competency to provide training to the heads of work units, including how they can help develop the life skills of the interns. Hilman believes a good method will support the success of the internship program.

Andi Adrianti Latippa or popularly called Ibu Ritha is the Human Resources and General Affairs Manager of PT Huady Nickel Alloy Indonesia, Bantaeng, one of the partner companies of the Community Academy of Manufacturing Industry Bantaeng (AKOM Bantaeng). She thinks that this In-CT training provides key concepts and methods to guide practicing students during the In-Company internships.

She suggested that in order to improve the quality of training, it is necessary to add material and duration, besides introducing practical experiences in the field from several companies that have successfully implemented the In-CT Training method.

The internal challenge is that it will take time to socialize this method to staff who will assist as the mentors of student interns. The external challenge is that there are still many schools or colleges that have not implemented the industrial curricula, they still use the old curricula and rarely update the curricula (ideally every 4 years).

If there is a further training it should be conducted in a location that is more easily accessible (for example in South Sulawesi) and during the middle of the year.

Yohanes Paijanto is a Training Coordinator at Marifood Semarang, one of the Jember Polytechnic partners for industrial cooperation program. Not only did he get a lot of information, but also a certificate of competency as an In-Company Trainer. Compared to a similar training program organized by the Ministry of Manpower, which has more diverse materials, the In-CT Training is more focused on the methodology and internship management.

He believes that by applying In-CT Concept at company level, experience and competency as In-Company Trainer will increase as well. In order to implement it properly, a company needs to establish regulations, procedures, administration, and team according to the needs of the internship program and adapt it to the applicable rules and regulations.

To improve the quality of training program in the future, he suggested that it would be good to include comparative studies to companies whose internship programs have successfully improved the technical skills of participants.