



Australia Awards

# Australia Awards in Indonesia - Short Term Award Labour Market Forecasting for Education Policy



*Scholars of the "Labour Market Needs Forecasting for Education Policy" Short Term Award in front of The Parliament of Australia in Canberra*

## Course highlights:

- Pre-course workshop in Jakarta 12-14 February 2019
- In-Australia course in Brisbane, Adelaide and Canberra 11-22 March 2019
- Post-course workshop in Jakarta 2-4 July 2019
- Networking events in Adelaide, Canberra and Jakarta

Twenty-four scholars (12 male and 12 female) from key Indonesian government ministries undertook an Australia Awards in Indonesia Short Term Award Labour Market Forecasting for Education Policy. The course was funded by the Australian Department of Foreign Affairs and Trade (DFAT) and delivered by Griffith University and the National Centre for Vocational Education Research (NCVER), the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian vocational education and training (VET) sector.

The scholars were from Indonesia's Ministry of Education and Culture; Ministry of Research, Technology and Higher Education (Ristek DIKTI); Ministry of Manpower and Transmigration; Ministry of Religious Affairs; Ministry of State-Owned Enterprises (MoSOE); Statistics Indonesia (Badan Pusat Statistik, or BPS); Ministry of Industry; and Ministry of National Development Planning (Bappenas).



The program benchmarked Australian labour market needs analysis approaches, while acknowledging pre-existing challenges in the Indonesian labour market, such as high youth unemployment, persistent informality and gender and income inequalities. A key component was Award Projects delivered by the scholars to key stakeholders from selected provinces in July 2019.

The program was designed to showcase Australia's VET strengths, particularly industry engagement and employability; improving the strategic evidence base for VET reforms in the long term; and improving linkages between VET and industry in gathering, analysing and disseminating labour market information on skills demands, skills gaps, employment projections and workforce trends.



*The scholars visit NCVER in Adelaide*

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*The scholars visit the Queensland Tourism Industry Council*

In Brisbane, scholars visited the Queensland Tourism Industry Council to review how industry works with government to support resource planning in the tourism sector. In Adelaide, the group met key staff from NCVER and the South Australian Training and Skills Commission. In Canberra, the group visited the Australian Government Department of Education and Training (DET) and the Department of Jobs and Small Business.



*The scholars listen to a talk on Labour market analysis and information from Philip Wise, Director Occupational and Industry Analysis from the Department of Jobs and Small Business in Canberra*

Building linkages was another aim of the program, with networking events held in Adelaide and Canberra. The site visits provided scholars with valuable insights into existing Australian models for understanding the interactions between skills supply and employment demand and the learning outcomes were used to inform their Award Projects, which will have longer term impact in Indonesia. The scholars gave positive feedback about these visits, reporting that they were very relevant to their objectives. The involvement of key Commonwealth data agencies in the program was a clear benefit for the program.

### Pre and Post-Course Workshops

The Pre-Course Workshop was completed in Jakarta (12 – 14 February 2019). The Griffith team was Prof Yan Islam and Dr Harum Apriyanti. Ms Helen Bulle, Manager of the university's International Business Development Unit, was present on the first day of the program. The workshop included an institutional visit to the Ministry of Marine Affairs and Fisheries' vocational school, the Jakarta Fisheries School (STP Perikanan Jakarta) and its training vessel at the Nizam Zaman port in North Jakarta.



*Scholars in the Jakarta Fisheries School training vessel in Nizam Zaman port, North Jakarta*

The Post-Course Workshop (2–4 July 2019) was facilitated by Prof Islam and Phil Loveder with Prof Ruth McPhail and Dr Mahan Zadeh from Griffith University, who volunteered their time to join the workshop. Over three days, the scholars had the opportunity to network with industry leaders and further develop the professional and technical knowledge gained during their time in Australia.

The post-course workshop included the 'Road to Indonesian Development (IDF) Symposium' bringing together Indonesian ministries, the Australian Embassy in Jakarta, labour market experts, and the Australia Awards scholars for a dialogue on the future of work. With the key theme of 'The future of work and the skills imperative: Global, Australian and Indonesian perspectives', the symposium offered a unique opportunity for scholars to engage in interactive sessions and learn from industry leaders.



*Scholars of the "Labour Market Needs Forecasting" Short Term Award, speakers from DFAT, Bappenas, Kopi Tuli, Taralite.com and the other attendees of the 2019 Road to IDF event pose for a group photo*

The Road to IDF event was very successful, with 100 attendees and over 80 percent staying for the networking lunch. The presentations were well received and led to an interactive discussion on the future of work. Speakers included Widia Jessti from MoSOE; Prof Yan Islam; Drs. Oktorialdi, MA, Ph.D, Expert Staff for Equity and Regional Development, Bappenas; and Victor Timothy, Co-Founder of Taralite.com, a start-up assisting online merchants, and Putri Santoso, Co-Founder of Kopi Tuli, a coffee shop that employs predominantly deaf people.

### Quotes:

- "It enlightened my understanding of the business process and governance of the VET system both in Indonesia and Australia. The course also provided a ground

knowledge for benchmarking what Indonesia should do to improve Indonesia's VET system."

- "Vocational education policy for labour markets is very important, especially for facing the industrial revolution 4.0. To make good policy is hard. We need to understand the differences in the field and academic thinking. Australia and Indonesia should have a "win win relationship". Not only neighbours I see many potential relationships in many aspects a strong regional relationship. Australia uses best practice to result in high quality labour. While Australia is facing aging population it is more ready to face industrial revolution 4.0. On the other hand, Indonesia has a demographic bonus in a decade, and we are also facing unemployment. We also need the technology for facing industrial revolution 4.0. This is a potential relationship between Indonesia and Australia, for Indonesia to get new technology, high quality vocational skills and jobs for Indonesians in Australia. For Australia, Indonesians can help the aging population. The relationship between the people needs to be closer. Australia is very big country with less population, and also a developed country."



### Examples of scholars' project outcomes:



**Mahatmi Parwitasari Saronto**, Director for Manpower and Expansion of Employment Opportunities, Bappenas.

**Project:** Supply and Demand Data and Analysis of Labour Market through TVET Dashboard. A project to create a single database to monitor, evaluate and control TVET implementation.



**Anis Apriliawati**, Head of Collaboration Affairs Subdivision, Ministry of Research, Technology and Higher Education (Ristek).

**Project:** Forecasting an Ideal Quota of Doctoral Scholarship Programs for Indonesian Lecturers. A project that recommends substantial upgrading of the Indonesian government's scholarship program for postgraduate training. This has expected spill-over benefits for Australian universities.



**Heri Sutanto**, Head of Facilities and Infrastructure Section, Ministry of Education and Culture.

**Project:** The Effectiveness of the Vocational Education Grant PKK. A project that has redesigned the incentive scheme to support non-formal education at the local/district level by drawing on the Australian experience.



**Widia Jessti**, Head of Talent Acquisition Subdivision, Ministry of State-Owned Enterprises

**Project:** Indonesian NCVER (National Centre for Vocational Education Research). A project that uses innovative interview techniques to identify 'soft skills' that are regarded as critical for State-Owned Enterprises (SOEs) in Indonesia.

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