



THE JAKARTA JAPAN CLUB

Contribution of Japanese Companies to Human Resource Development in Indonesia

March 2024

The Jakarta Japan Club
Human Resource Development Committee



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FY2023 Survey Method and Results

- Survey period : October to December 2023
- Responses : 259 responses (including private hearings from 46 companies)

	Number of companies
Questionnaire	259 companies (including 252 companies of Indonesian branch)
(JJC Members)	(201 companies)
Indonesian Branch	1569 companies

(For reference) FY 2022 Survey based on company categories

	Number of companies
Questionnaire	167 companies
JJC Members (as of December 2022)	701 companies

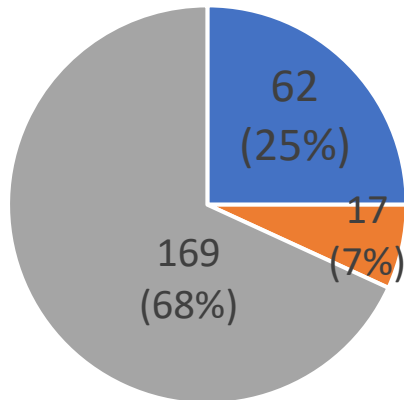


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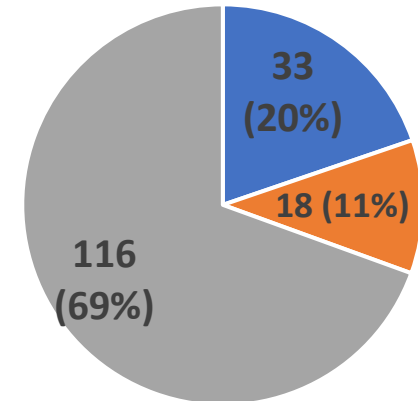
Apprenticeship Program for Job Seekers (*Magang*) ①

- Survey on the acceptance status of Apprenticeship for Job Seekers (*Magang*) Program based on Regulation of The Minister of Manpower of the Republic of Indonesia, Number 6 of 2020.
- Among the responding companies, 25% accept *Magang* for job seekers, and approximately 30% including the company that plan to implement it.

Implementation Status of Apprenticeship for Job Seekers (*Magang*) Program



(Ref) FY 2022 Survey Result



- Implemented Magang Program for Job Seekers
- Doesn't implement Magang Program for Job Seekers (Plan to implement it in the future)
- Doesn't implement Magang Program for Job Seekers (No plan to implement it in the future)

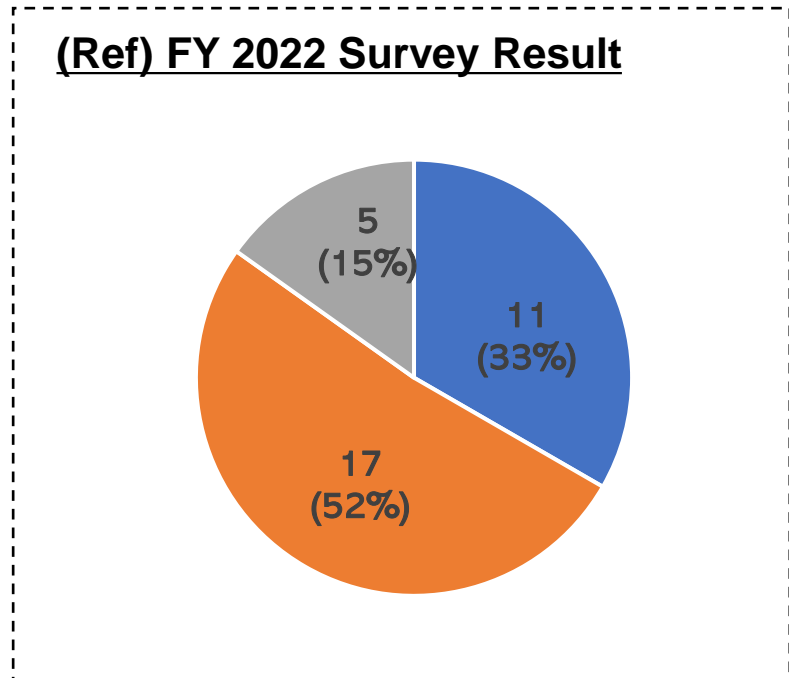
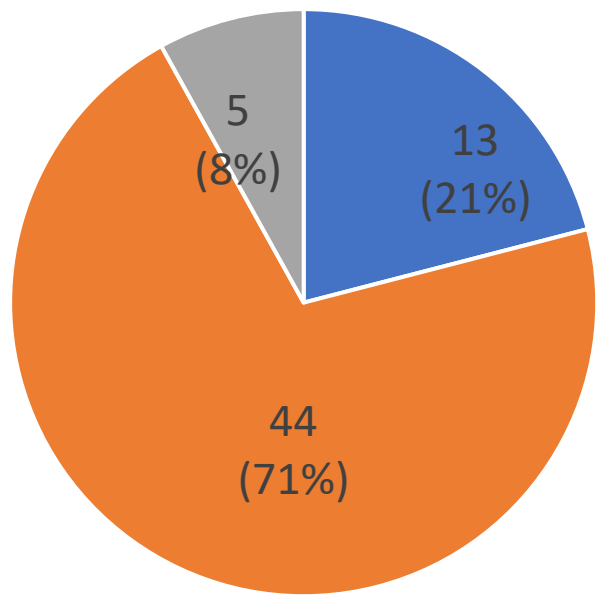


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Apprenticeship Program for Job Seekers (*Magang*) ②

- Asking a question for the companies that accept the *Magang* program for job seekers about the expected number of participants in the future.
- Although many companies plan to retain their applicant number, 21% of the companies plan to increase it.

Numbers of Future Acceptance



■ Plan to increase ■ Plan to maintain ■ Plan to decrease

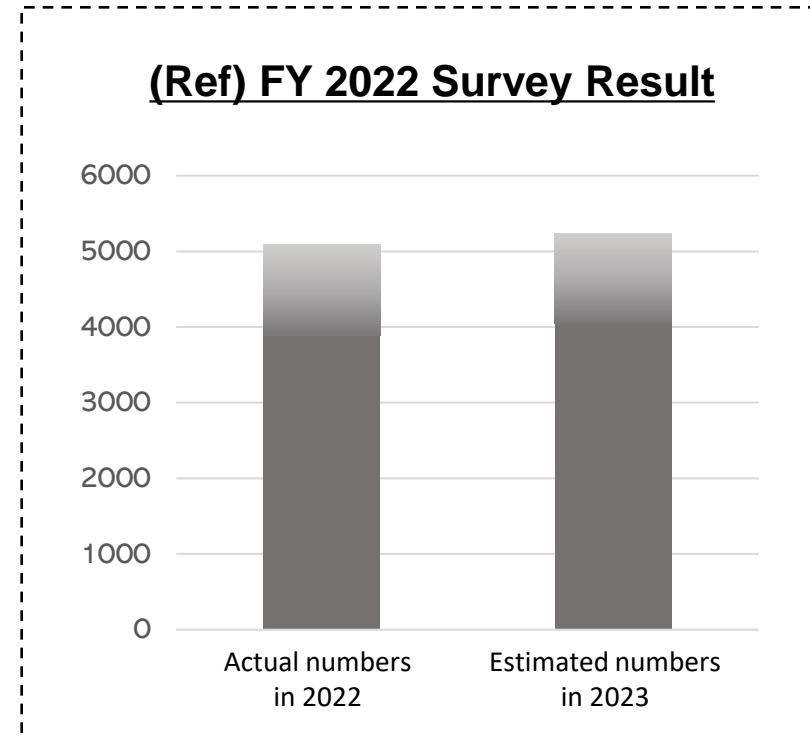
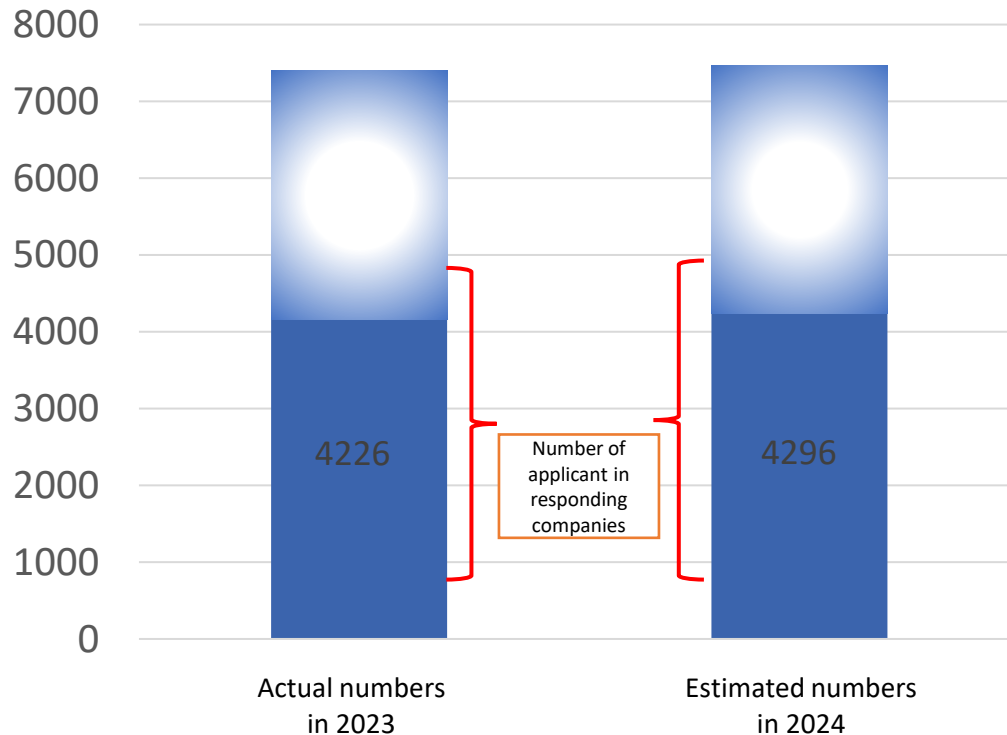


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Apprenticeship Program for Job Seekers (*Magang*) ③

- The number of Apprenticeship Program for Job Seekers participants accepted by the responding companies (259 companies) is approximately 4200 (as of 2023), and the estimated number of participants accepted by all Japanese companies is 7400-7500 participants.

Number of Japanese companies (1569 companies) accepting *Magang* for job seekers.

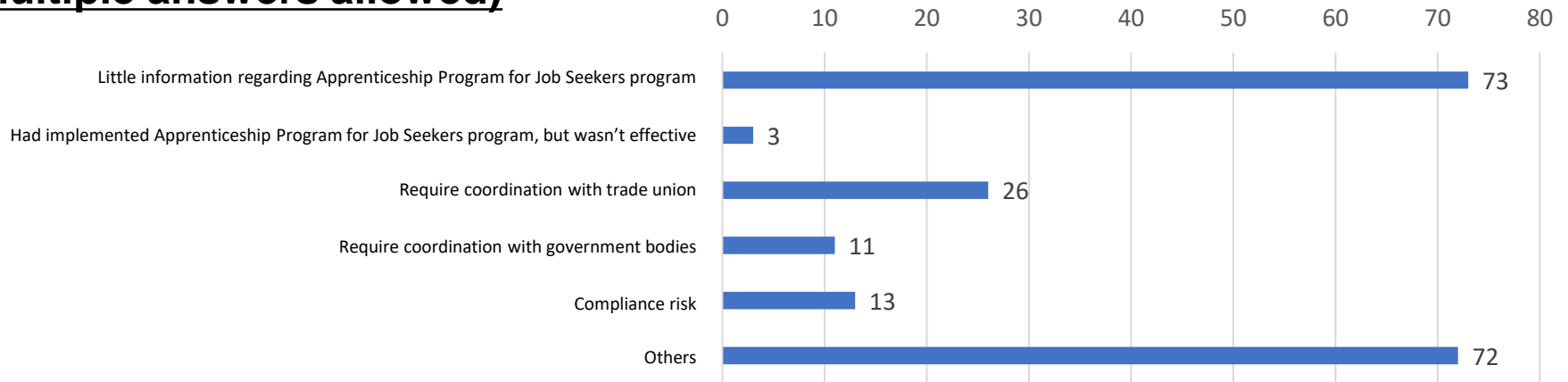




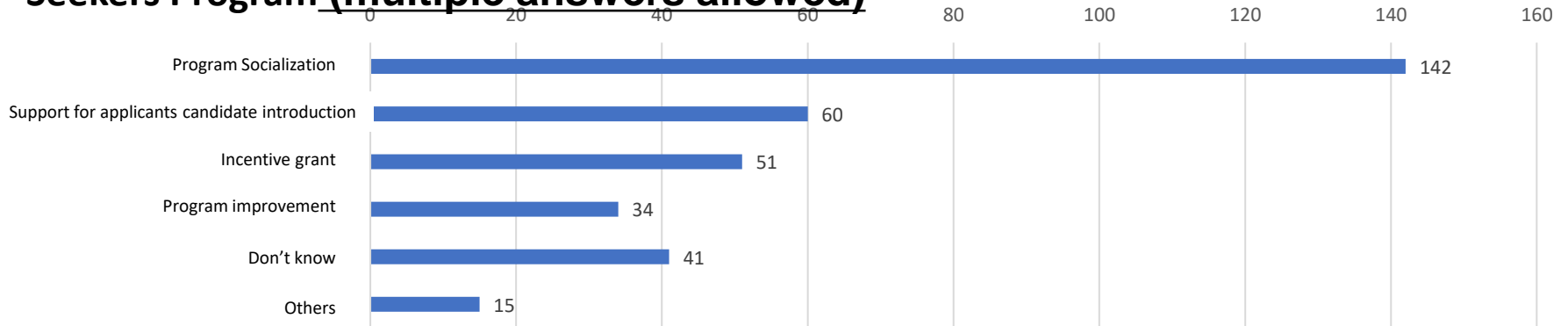
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Apprenticeship Program for Job Seekers (Magang) ④

(Q) Reasons for not accepting Apprenticeship Program for Job Seekers (multiple answers allowed)



(Q) Necessary things to spread more awareness about Apprenticeship Program for Job Seekers Program (multiple answers allowed)



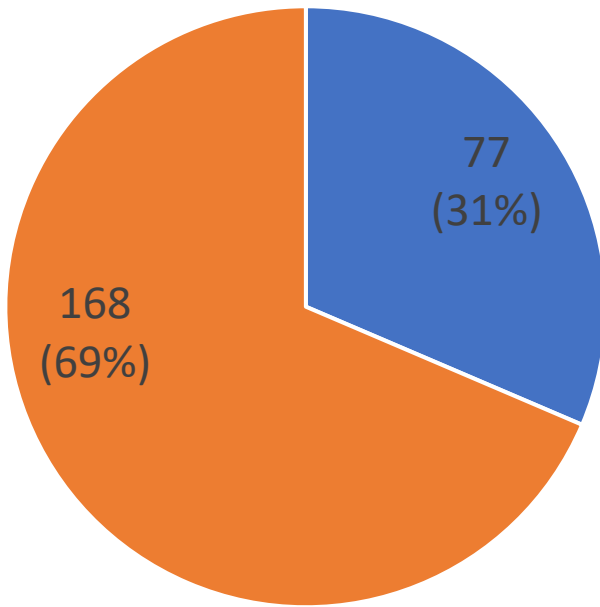


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Apprenticeship Program for Job Seekers (Magang) ⑤

- Checking the level of recognition for “Manual of Internship Program for Job Seekers”, a manual created by JJC and APINDO in 2022. The level of recognition is slightly expanded, compared to the survey conducted in 2022.

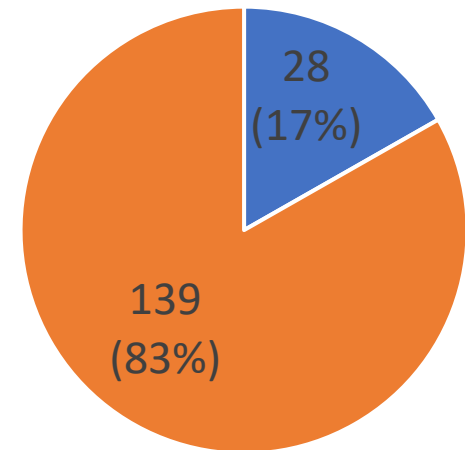
(Q) Do you know about the Manual of Internship Program for Job Seekers?



■ Know

■ Don't know

(Ref) FY 2022 Survey Result



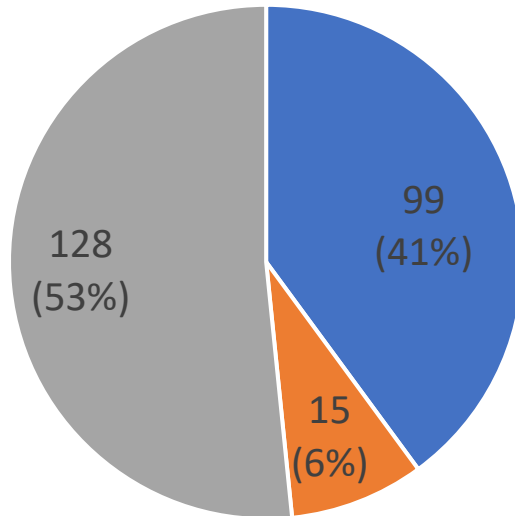


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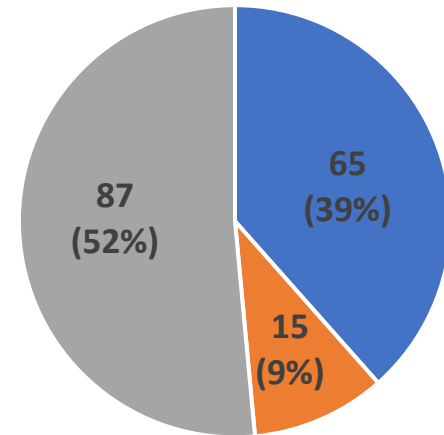
Internship Program for College and High School Students①

- Continuing from the survey results of last fiscal year, about half of respondent companies are accepting interns.

Internship Acceptance



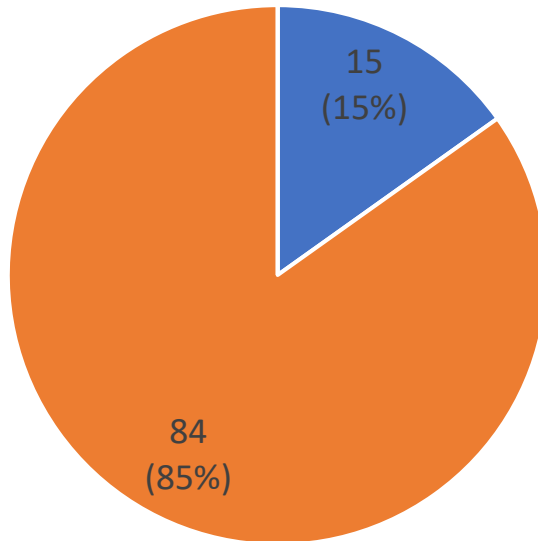
(Ref) FY 2022 Survey Result



- Accepting interns from high school and college students.
- Not accepting interns from high school and college students. (No Plan to accept them in the future)
- Not accepting interns from high school and college students. (Plan to accept them in the future)

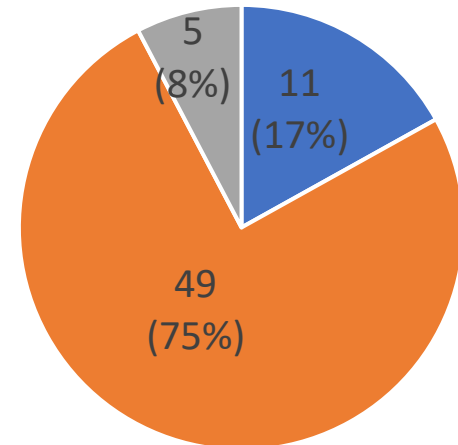
Internship Program for College and High School Students②

Future Plans for the Internships Acceptance



■ Plan to increase
 ■ Plan to maintain
 ■ Plan to decrease

(Ref) FY 2022 Survey Result



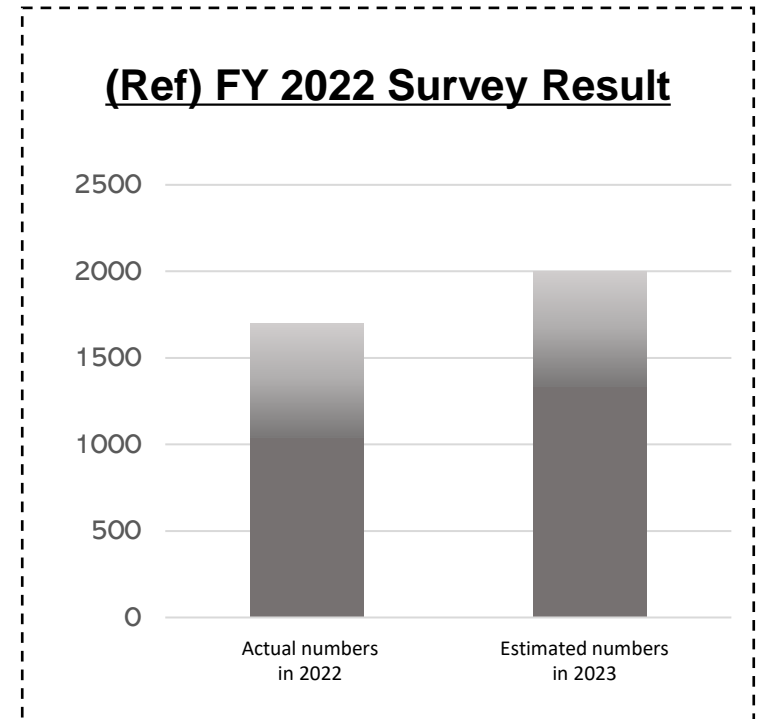
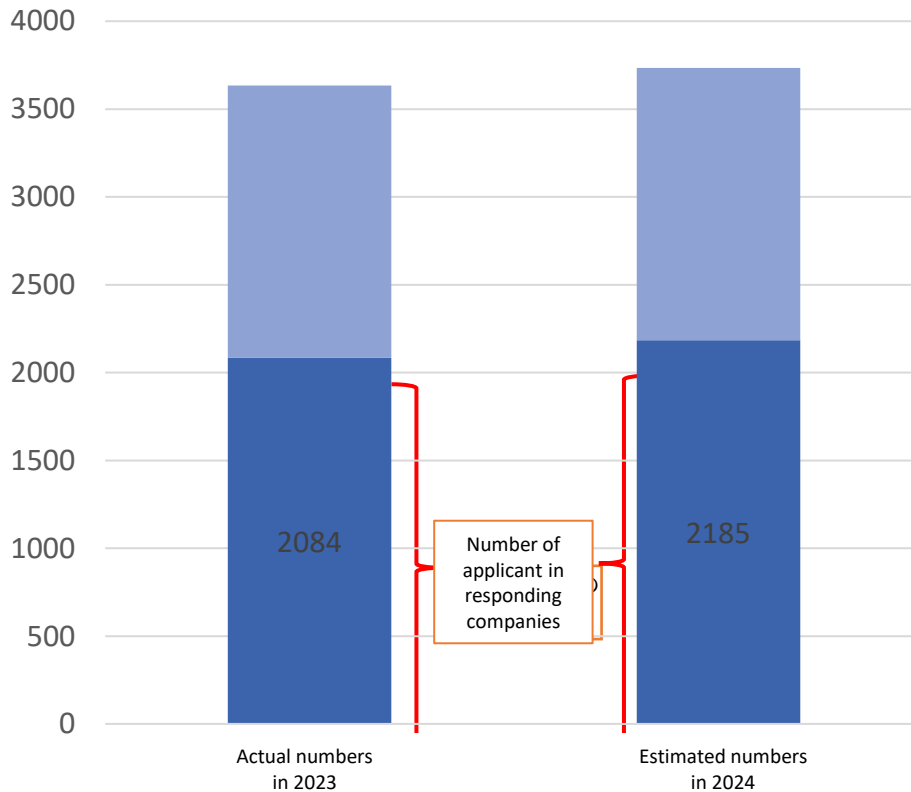


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Internship Program for College and High School Students ③

- As of 2023, the number of interns in responding companies (259 companies) is approximately 2100 people, and the estimated number of internship participant at all Japanese Companies are around 3600~3700 people.

Number of interns in Japanese Companies (1569 Companies)



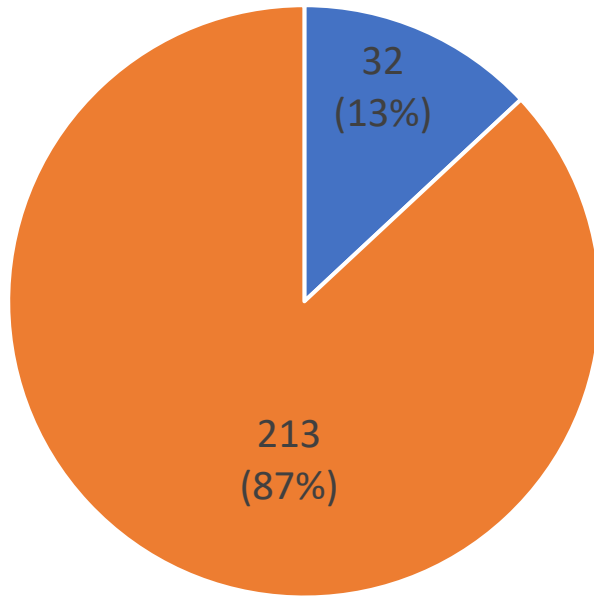


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Certification of Qualification ①

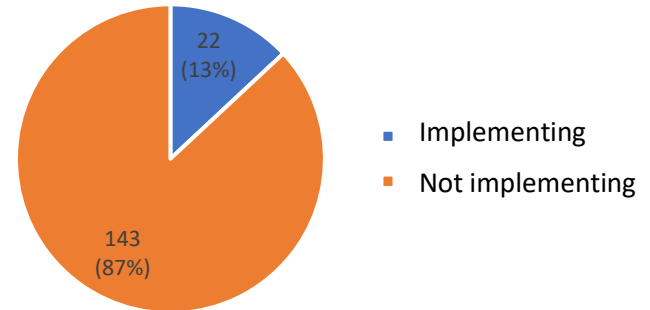
- Among the responding companies, only 13% of companies are implementing the Indonesian National Competency Standard (SKKNI), and it has remained stagnant from the last year.

SKKNI Implementation



■ Implementing ■ Not implementing

(Ref) FY 2022 Survey Result



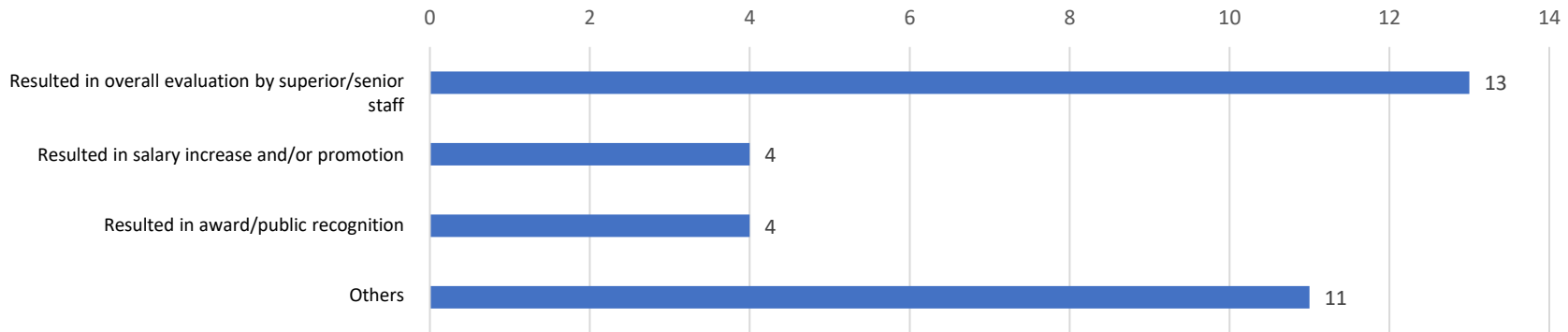
■ Implementing
■ Not implementing



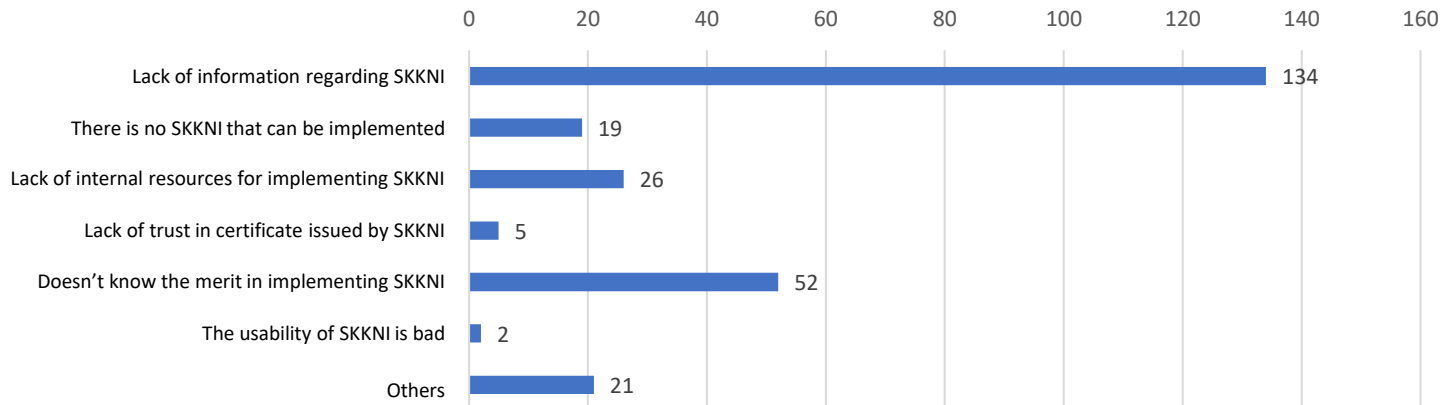
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Certification of Qualification ②

SKKNI implementation (multiple answers allowed)



Reason for not implementing SKKNI (multiple answers allowed)



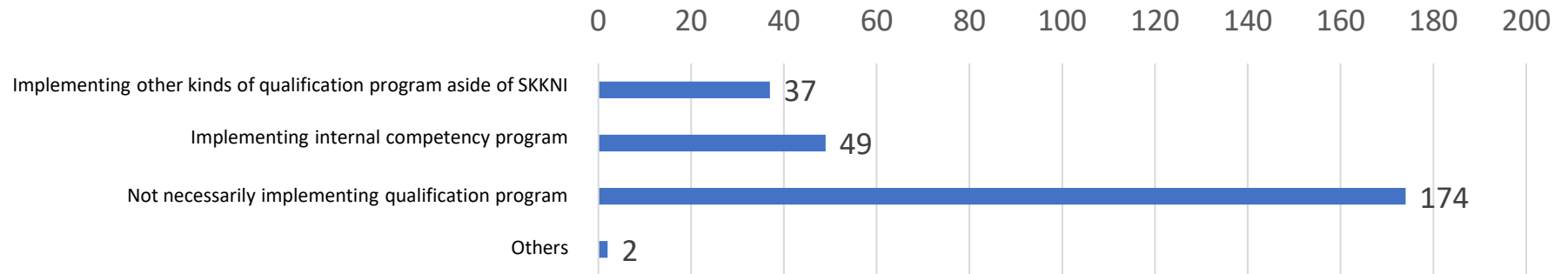


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Certification of Qualification ③

- A lot of companies implementing their internal competency programs (49 companies) or other kinds of qualification program aside of SKKNI (37 companies).

Implementation of certification aside from SKKNI (multiple answers allowed)



(R) FY 2022 Survey Result

