

Contribution of Japanese Companies to Human Resource Development in Indonesia

April 2025

The Jakarta Japan Club
Human Resource Development Committee

FY2024 Survey and Results

- Survey period : October to December 2024
- Responses : 200 responses (including private hearings from 18 companies)

	Number of companies
Questionnaire	200 companies (including 106 manufacturing companies (40 of them are automotive-related))
(JJC Members)	(163 companies)
Indonesian Branch	196 companies

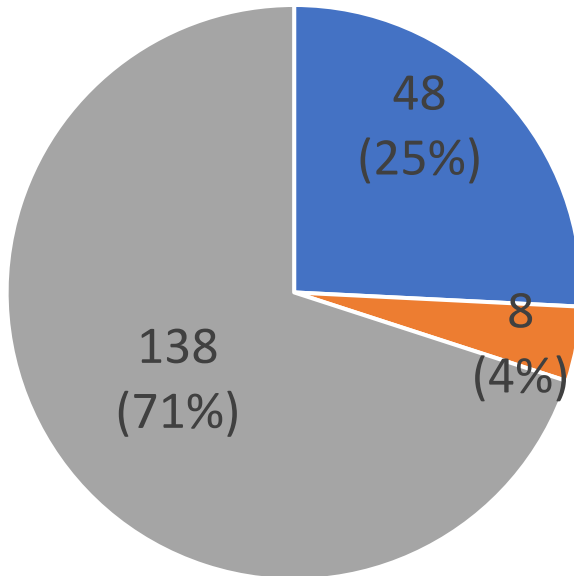
(For reference) FY 2023 Survey based on company categories

	Number of companies
Questionnaire	259 companies
JJC Members (as of December 2022)	201 companies

Professional Placement for Job Seekers (*Magang*) Program ①

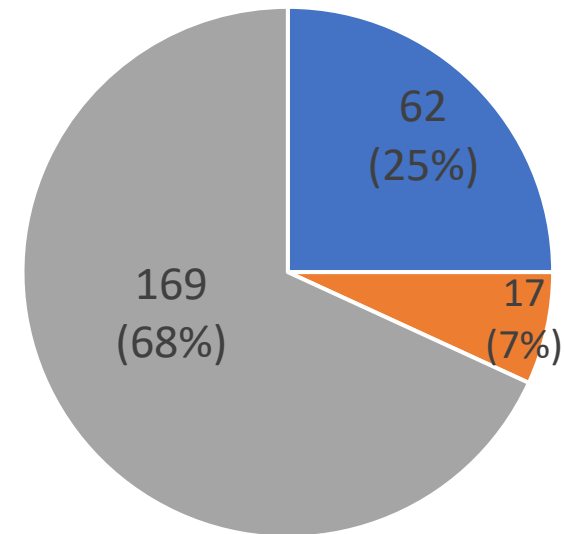
- Survey on acceptance status of Professional Placement for Job Seekers (*Magang*) Program based on Regulation of the Minister of Manpower of the Republic of Indonesia, Number 6 of 2020.
- Among respondent companies, 26% accept *Magang* for Job Seekers, and approximately 30% including the company that plan to implement it.

Implementation Status of Professional Placement for Job Seekers (*Magang*) Program



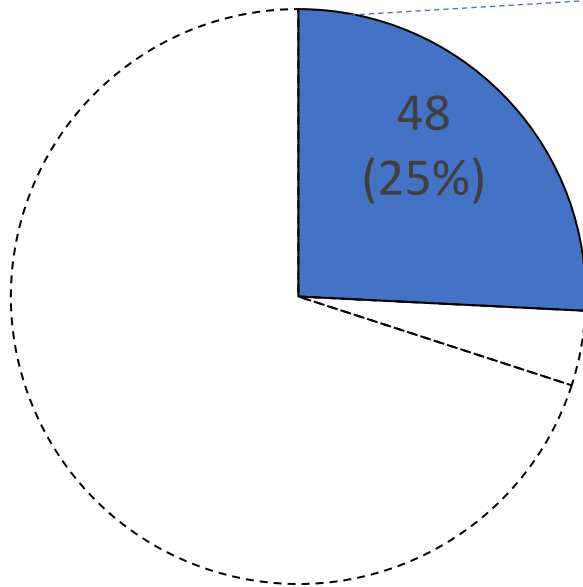
- Implemented Magang Program for Job Seekers
- Doesn't implement Magang Program for Job Seekers (Plan to implement it in the future)
- Doesn't implement Magang Program for Job Seekers (No plan to implement it in the future)

(R) FY 2023 Survey Result



Professional Placement for Job Seekers (*Magang*) Program ①-2 (Industry Analysis)

- About 80% of the companies accepting *Magang* program for Job Seekers are in manufacturing industry.



Manufacturing Companies: 37 companies

(18 companies are automotive-related)

Chemical and trading companies:
2 companies

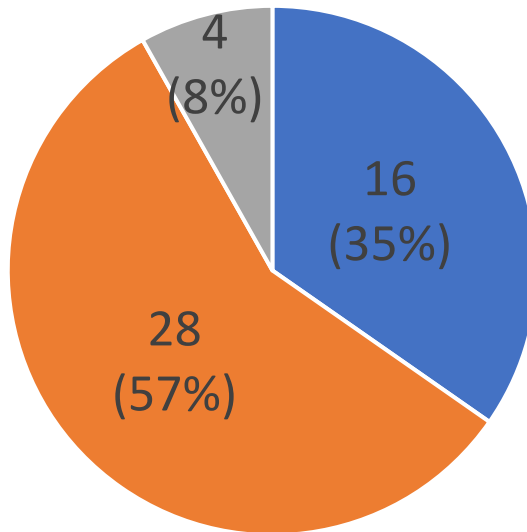
Insurance, distribution, investment,
food and commodity, retail,
banking, consulting industries: 1
company

The main site of the 37 manufacturing companies are Jakarta (11), Bekasi (5), Cikarang (19), Karawang (12), Purwakarta (2), and Serang (2).

Professional Placement for Job Seekers (*Magang*) Program ②

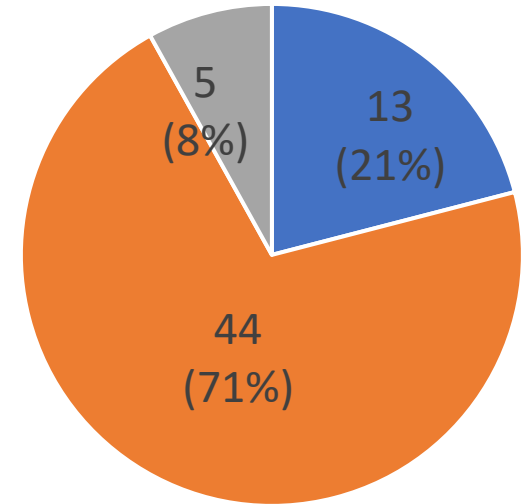
- Question for companies that accept Magang program for Job Seekers about the expected number of participants in the future
- 35% of the companies plan to increase the number of participants, a significant increase from last year.

Number of Future Acceptance



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

(R) FY 2023 Survey Result



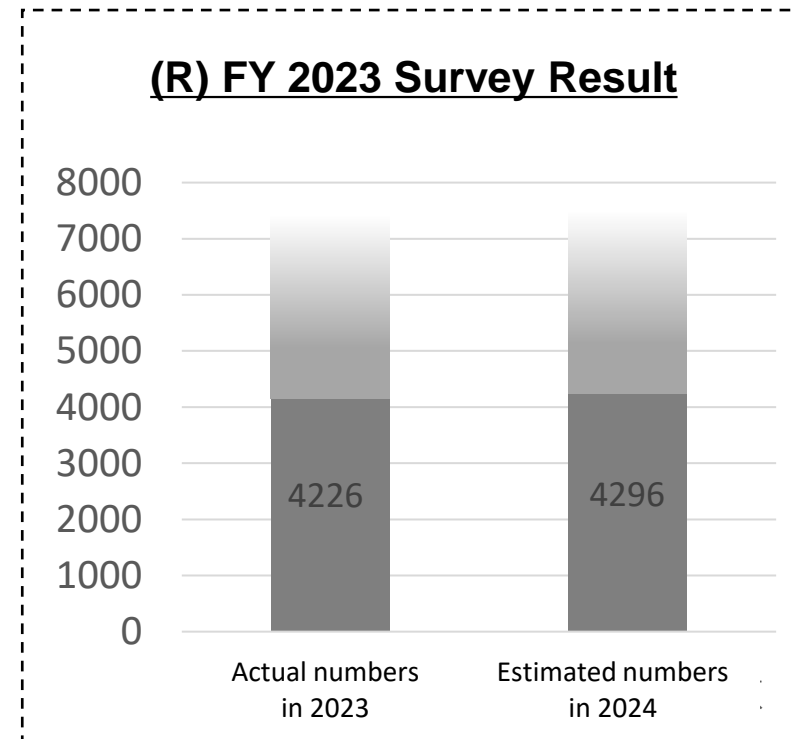
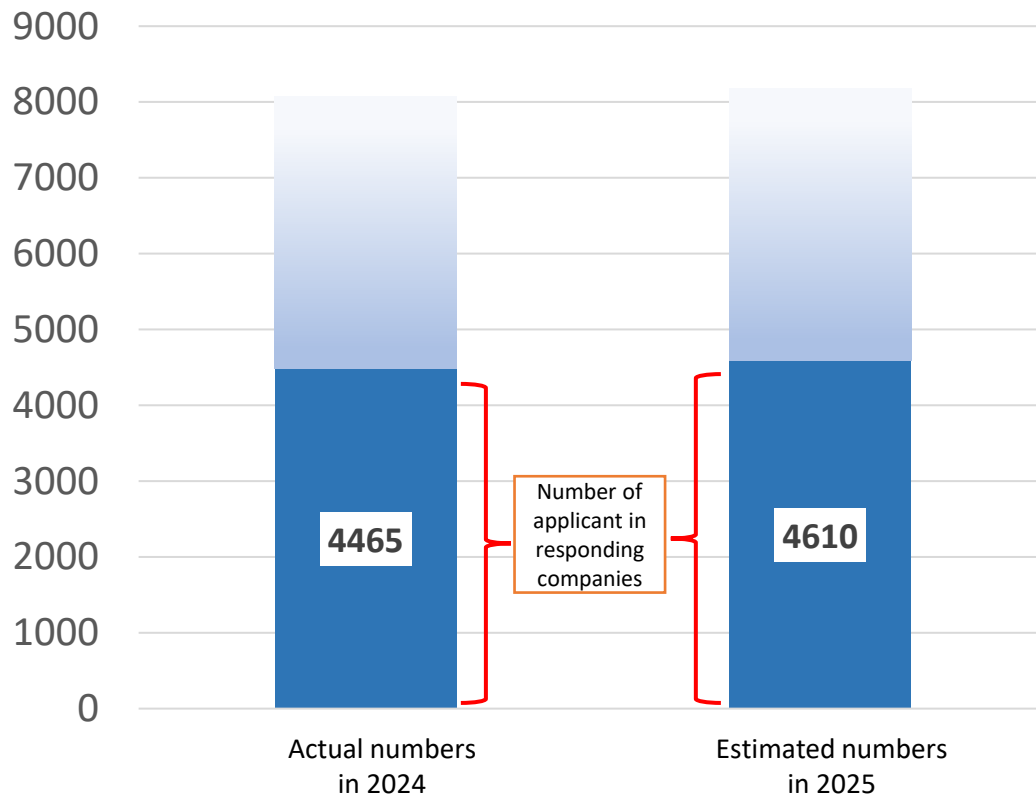


Professional Placement for Job Seekers (*Magang*) Program ③

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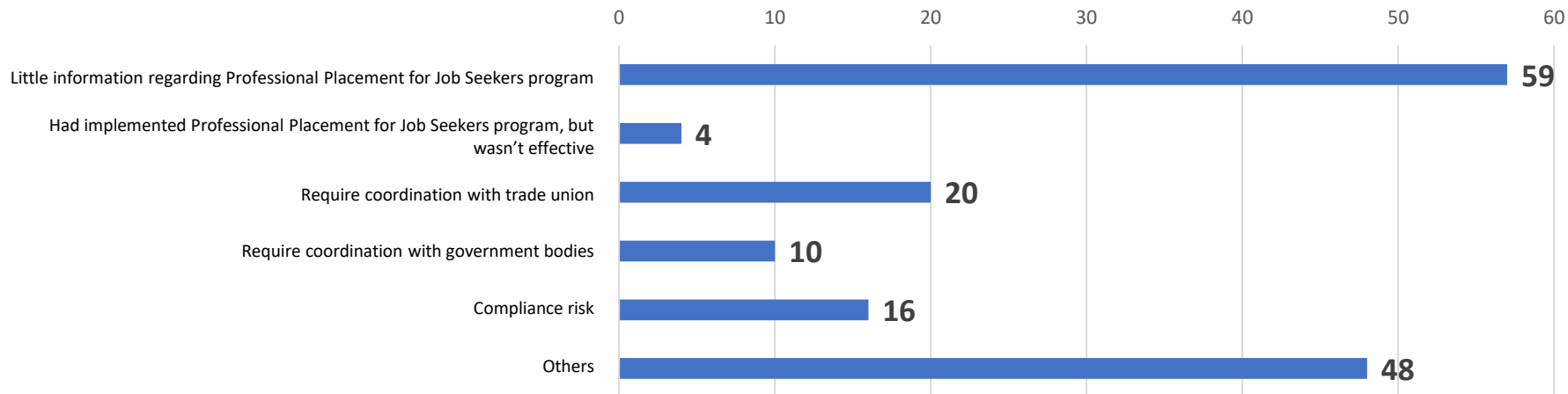
- The number of *Magang* program for Job Seekers participants accepted by responding companies (196 companies) are approximately 4465 (as of 2024), and the estimated number of participants accepted by all Japanese companies are about 8000 participants.

Number of Japanese companies (1569 companies) accepting *Magang* for Job Seekers.

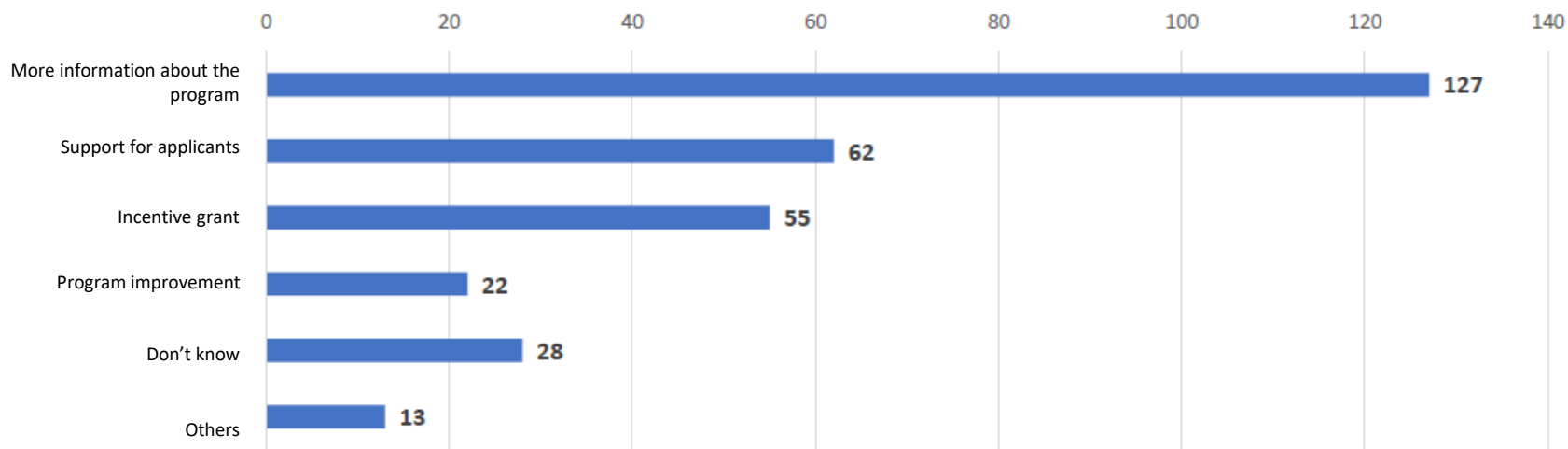


Professional Placement for Job Seekers (*Magang*) Program ④

(Q) Reasons for not accepting Professional Placement for Job Seekers (multiple answers allowed)



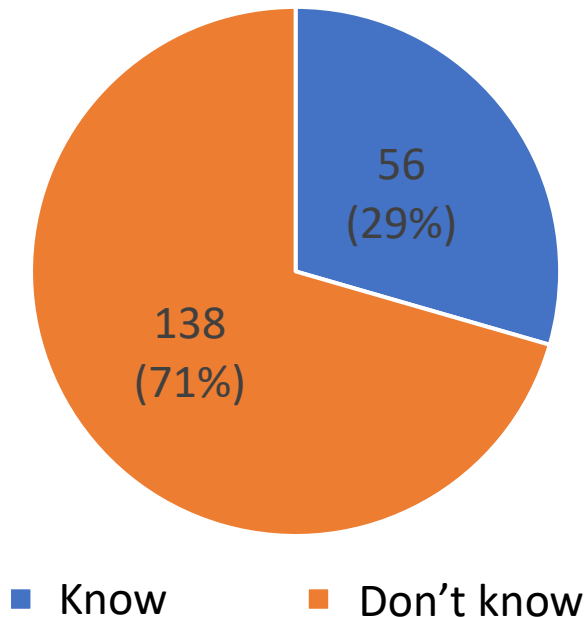
(Q) Necessary things to spread more awareness about Professional Placement for Job Seekers Program (multiple answer allowed)



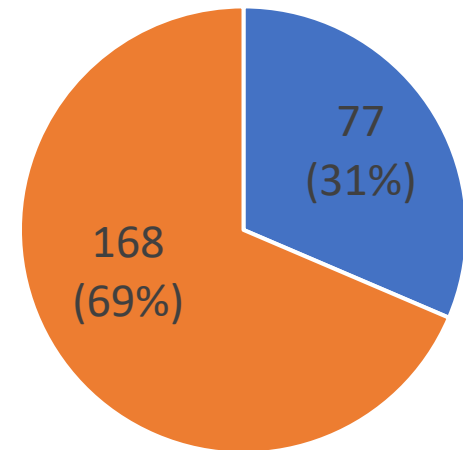
Professional Placement for Job Seekers (*Magang*) Program ⑤

- Checking the level of recognition for “Practical Training Manual”, a manual created by JJC and APINDO in 2022. The level of recognition is slightly expanded, compared to the survey conducted in 2023.

(Q) Do you know about Apprenticeship Manual?



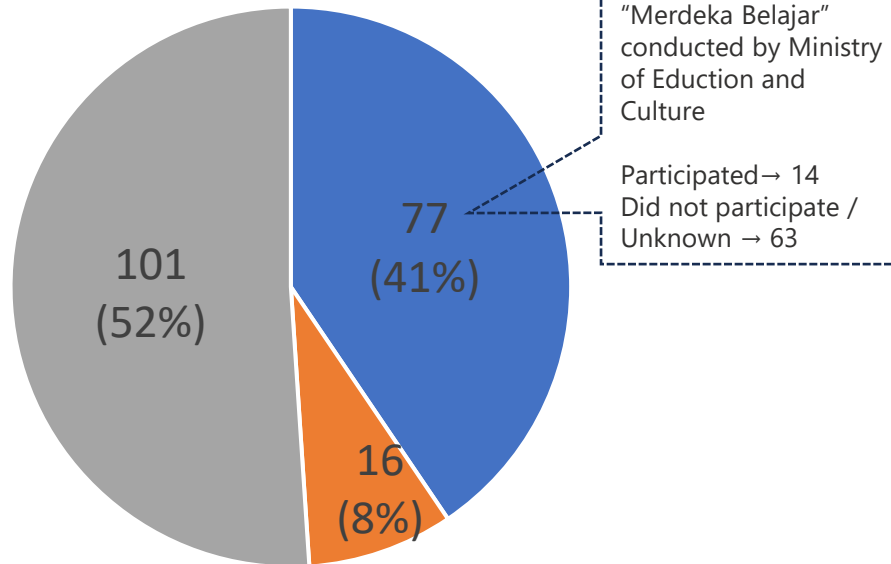
(R) FY 2023 Survey Result



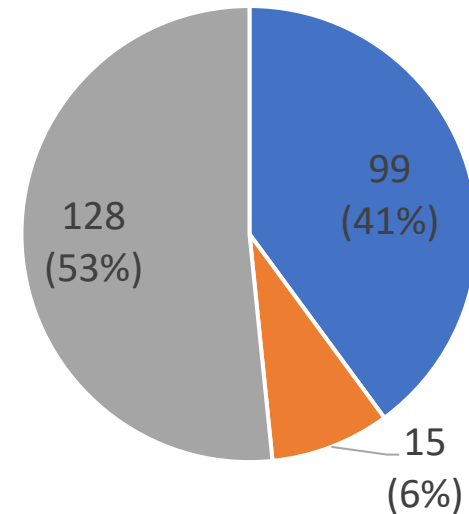
Internship Program for College and High School Students ①

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

Internship Acceptance

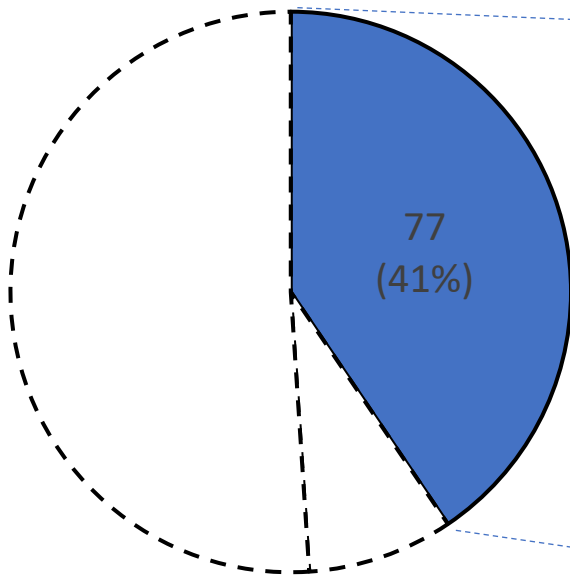


(R) FY 2023 Survey Result



Internship Program for College and High School Students ① -2 (Industry Analysis)

- About 60% of the companies accepting interns are in the manufacturing industry. Compared to *Magang* program for Job Seekers, a larger percentage of companies accept interns from industries other than the manufacturing industry.



Manufacturing Companies: 46 companies

(18 companies are automotive-related)

Trading company: 5 companies

Consulting company: 4 companies

Logistic company: 3 companies

Chemical, retail, insurance, trading, travel agent, IT service companies: 2 companies

Pharmaceutical, investment, distributor, outsourcing, banking, food and commodity, temporary personnel business: 1 company

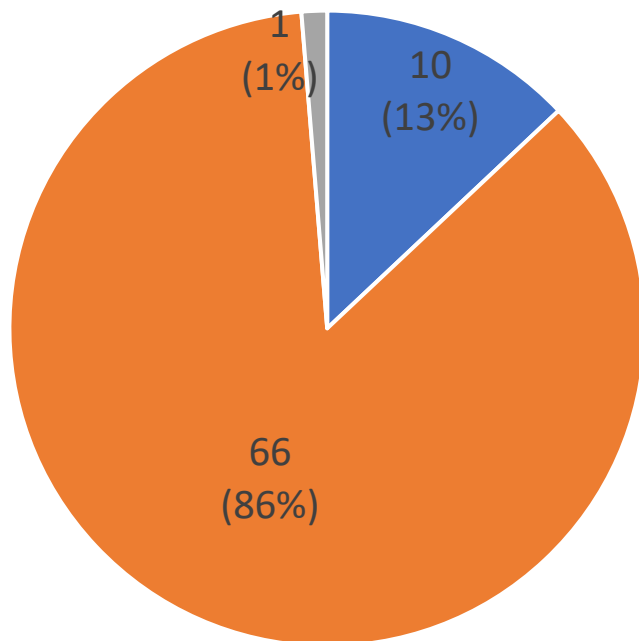
The 46 manufacturing companies are based in Jakarta (13), Bekasi (6), Cikarang (21), Karawang (13), Purwakarta (3), Serang (3), Tangerang (2), Bandung (2).

Over 90% of the 31 non-manufacturing companies are based in Jakarta.

(Multiple locations are counted if there are multiple locations)

Internship Program for College and High School Students ②

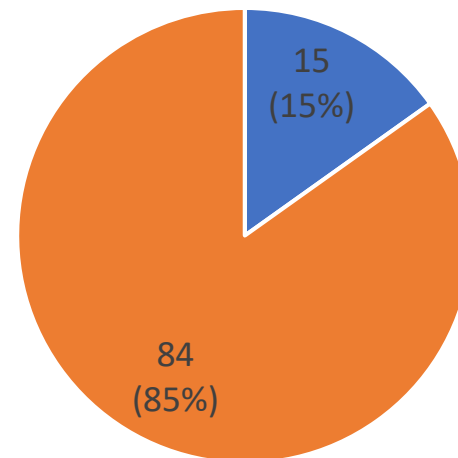
Plan to Accept Internship



■ Plan to increase
■ Plan to decrease

■ Plan to maintain

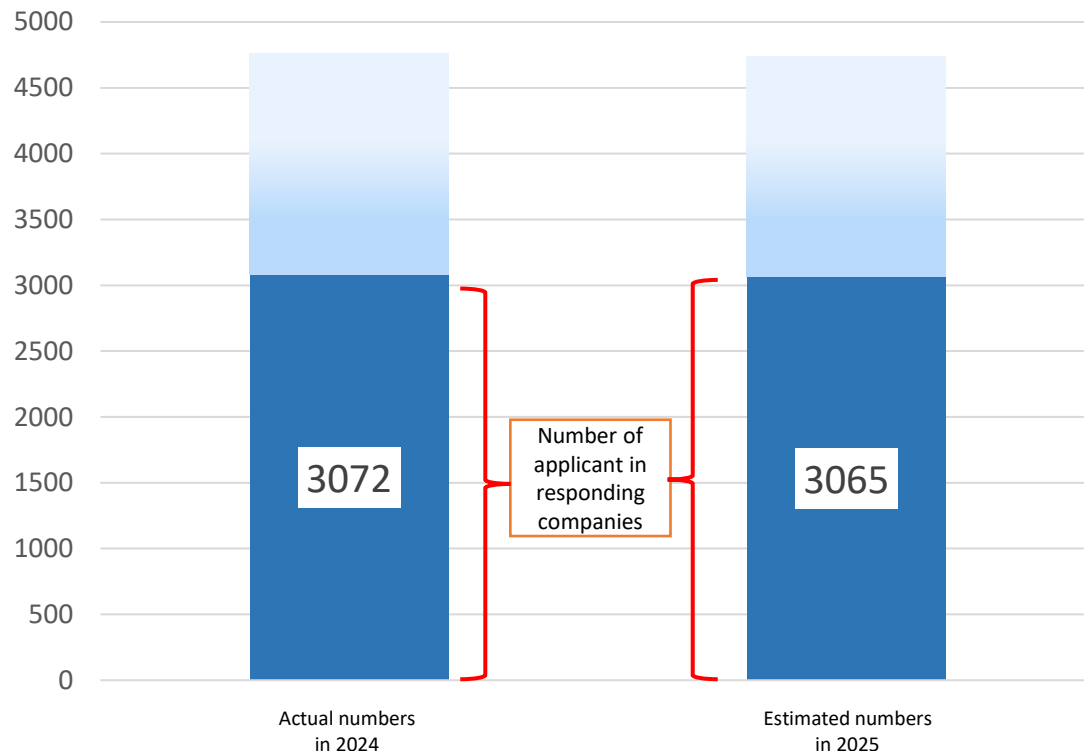
(R) FY 2023 Survey Result



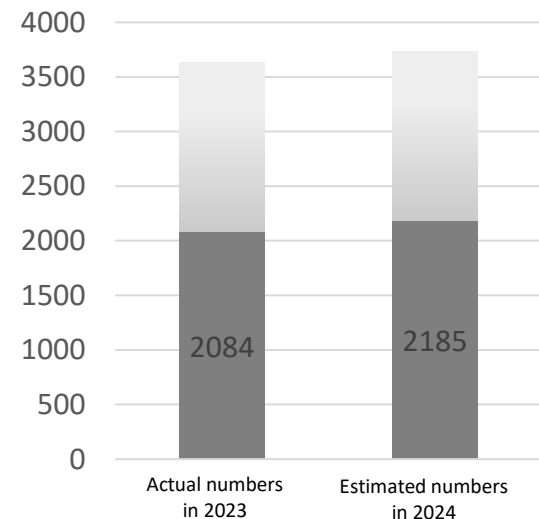
Internship Program for College and High School Students ③

- As of 2024, the number of intern in respondent companies (196 companies) are approximately 3000 people, and the estimated number of internship participant are around 4700 people.

Number of interns in Japanese Companies (1569 companies)



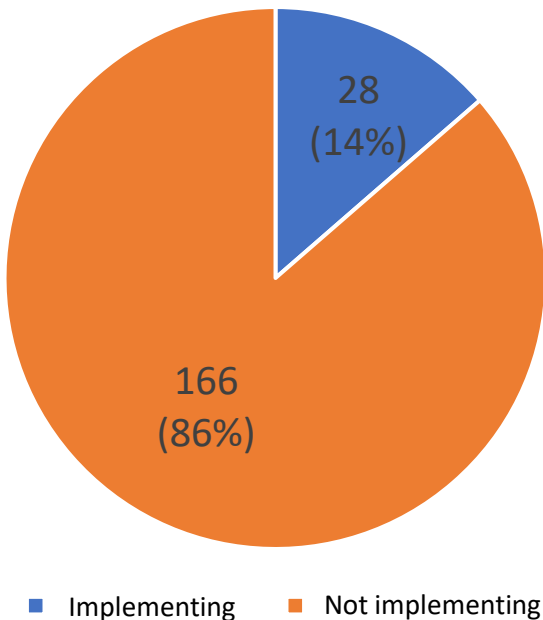
(R) FY 2023 Survey Result



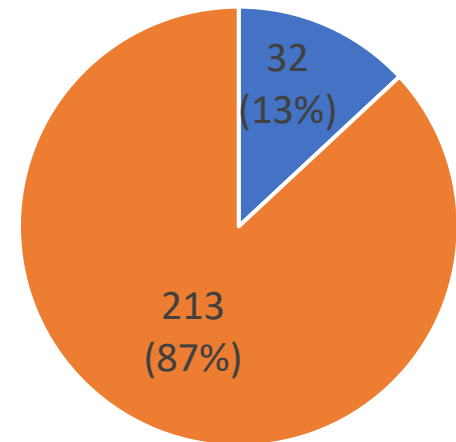
Certification of Qualification ①

- Among the respondent companies, only about 14% utilize the Indonesian National Skill Aptitude Standard for Vocational Skills (SKKNI).

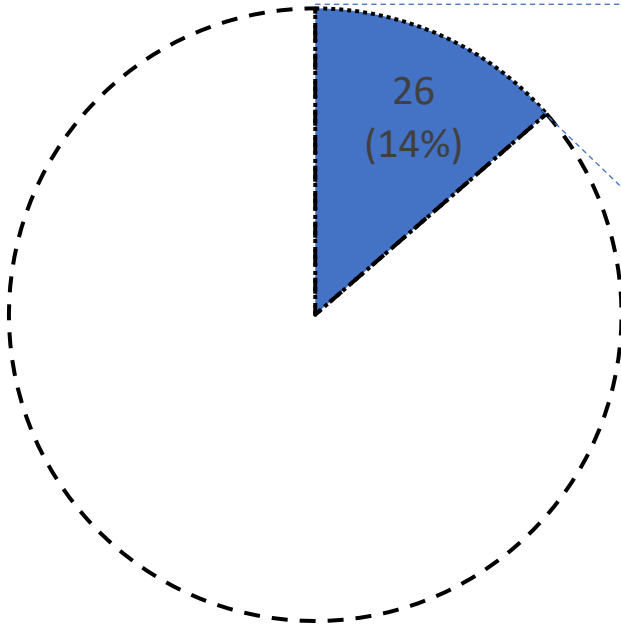
SKKNI Implementation



(R) FY 2023 Survey Result



Certification Qualification ①-2



Manufacturing Companies:
19 companies

(7 companies are automotive-related)

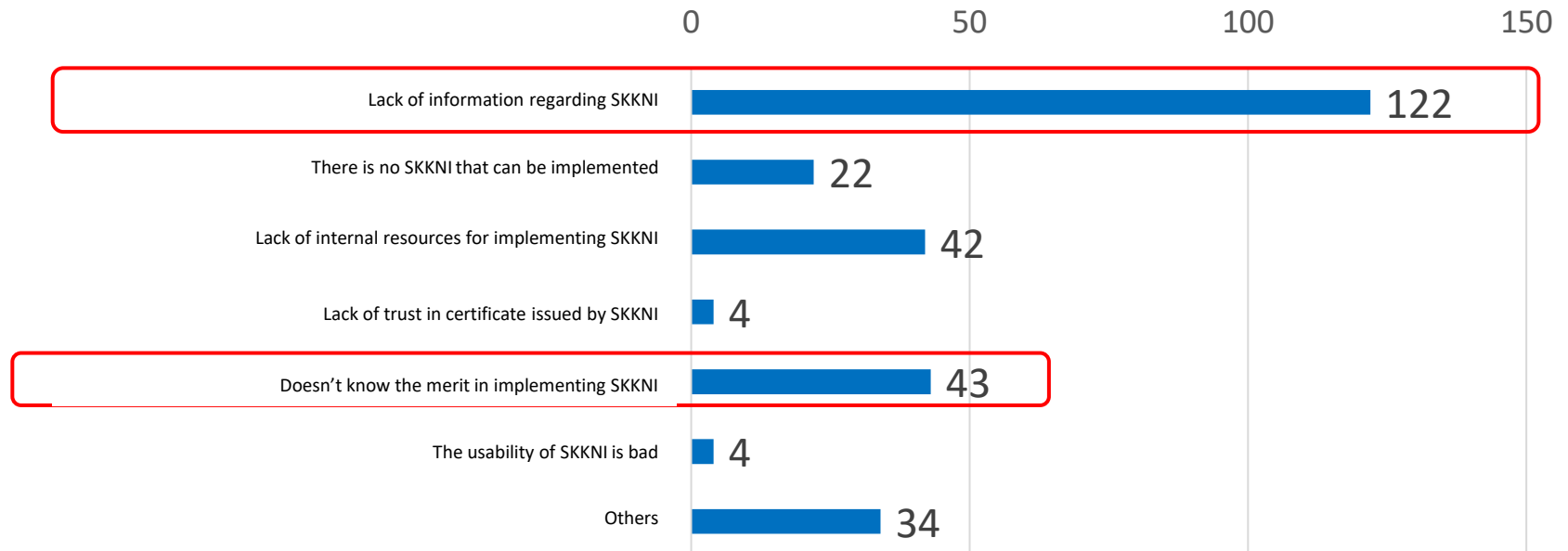
Insurance companies: 2 companies

Retail, trading, construction equipment,
chemical, marketing, and plant
engineering industries: 1 company

Certification of Qualification ②

- More than 80% of total 166 companies that doesn't implement SKKNI answered with "Lack of information" and "Doesn't know the merit" responses.

Reason for not implementing SKKNI (multiple answers allowed)



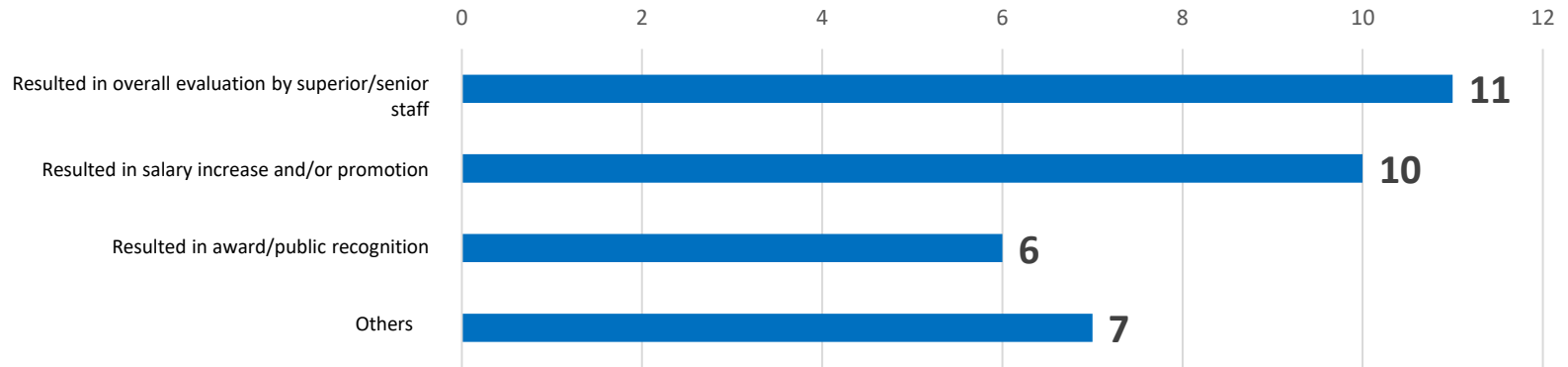
Other Reasons

- Unnecessary due to company own set of standard
- Unnecessary due to company status as representative office
- Cannot be utilized due to the company nature
- Never thought about implementing utilization

Certification of Qualification ③

- A lot of companies implementing SKKNI for “superior/senior staff evaluation” and “salary increase and promotion” as their objective.
- Aside from SKKNI, some fixed number of companies implementing either other kinds of qualification programs (22 companies) or their internal competency programs (31 companies).

SKKNI implementation (multiple answers allowed)



Implementation of certification aside from SKKNI (multiple answers allowed)

