

PROGRAM BENEFITS

SwissCham TVET program will improve the quality and organization of internships and ensure that they are more effective and benefit all direct parties involved.

FOR INDUSTRY

- A structural approach for skilling future employees as per company needs
- Cost-saving in recruitment (internship is considered as the longest job interview)
- Boost productivity and increase competitive advantage
- Super Tax Deduction (STD) up to 200%

FOR SCHOOL

- Ensure effective & beneficial internship
- Produce graduates that are absorbable in the labor market
- Comprehensive training program matched industry's need
- Access to company's facilities, new technologies, and industry lecturers

FOR YOUTH

- Close labor gap (trained in specific skills demanded by the market)
- Greater motivation (trained & developed in a business learning environment)
- Job competitiveness upon graduation
- Economic incentives

FOR GOVERNMENT

- Enable young people to enter labor market, & ensure enough skilled workers and managers in the future
- Long term economic growth
- Attract foreign investment
- Boost productivity & competitiveness levels

STEPS TO JOIN THE PROGRAM

SwissCham develops individual TVET programs together with companies according to the technical or non-technical qualifications required by them.

Request of support
by company to join the program



01
Sign LOI as a proof of commitment from company

Needs assessment
to understand current internship structure in company & find any gaps



02



03
In-CT start
where companies learn about the parameters of dual TVET



04

In-CT training
to strengthen current competencies in organizing structured internship



05
In-CT coach
will guide company to follow structured internship guidelines tailored to company's need



06

Implementation
of effective internship program with coordination between school & company



07



SwissCham
INDONESIA




swisscontact

SWISSCHAM TVET PROGRAM

(TECHNICAL AND VOCATIONAL
EDUCATION AND TRAINING)

A program to ensure effective and beneficial internships
for SwissCham members



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SWISSCHAM - SWISSCONTACT PARTNERSHIP

Swisscontact is the Swiss Foundation for technical cooperation that has been collaborating with Indonesia for over 47 years. At the heart of the Swisscontact - Indonesia collaboration lays the support in skills development and TVET strengthening. A variety of TVET programs have been implemented since 1974 (e.g. Polman Bandung) with outstanding results for Indonesia.

In 2018 the Skills for Competitiveness (S4C) project was started as a joint initiative between the Government of Indonesia and Switzerland (SECO). S4C project aims to increase the competitiveness of Indonesian companies through better-qualified professionals educated at the postsecondary and tertiary level in sustainable cooperation with the private sector. The project collaborates with 5 Polytechnics across Indonesia in selected sectors as per the needs of the private sector to strengthen their management and education system toward a dual-like model.

The S4C project will support SwissCham TVET program and help build chamber's capacity in becoming an effective TVET player in Indonesia.

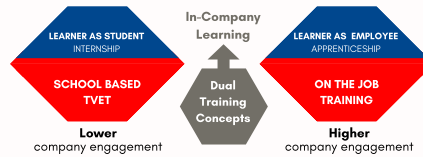
DUAL SYSTEM IN TVET PROGRAM

SwissCham TVET Program uses a dual vocational education and training system where students will study in two learning venues, which are at the host company and vocational school.

The two learning venues are outstanding features of basic VET. It is a system which:

- Enables the individual to develop
- Aims at integration into the world of work and society
- Promotes the ability to be professionally flexible
- Serves at the competitiveness of the companies

The two pathways of the SwissCham TVET program:
Structured Internship (SwissCham) - Apprenticeship (EKONID)



OPERATIONAL INSTRUMENTS FOR STRUCTURED INTERNSHIPS

Achieving effective and sustainable partnership requires collective and serious efforts, as well as strong commitments from all stakeholders within the program. Hence all stakeholders will provide what is needed for the program.

COMPANY COMMITMENT	SWISSCHAM COMMITMENT
<ul style="list-style-type: none"> • Length of the program is 6 - 12 months • Min. 1 student per intake • Remunerate students with at least pocket money/compensation fee • Basic working tools • Monthly boarding house allowance (if required) • Two air tickets in & outbound (if required) 	<ul style="list-style-type: none"> • In-CT (AdA) workshop • In-CT training • Master In-CT training • In-CT coaching • Connect companies to Government • Agencies for participation in Super • Tax Deduction Clinic (STD)

SWISSCHAM TVET CONCEPT DEVELOPMENT

The TVET concept was built to cater the needs and demands of members using Business Model Canvas (BMC). BMC can describe the rationale of how the program creates, delivers, and captures value. It also helps visualize what is important and address key areas. It is described in accordance with nine basic building blocks below.

- 5. Key Activities**
Activities that need to be done for the program to run successfully.
- 6. Key Resources**
Resources or main inputs that the program need to carry out key activities in order to create value proposition.
- 7. Key Partners**
External companies or parties that will help carry out program's key activities. These partnerships are forged in order to reduce risks and acquire resources.
- 9. Cost Structure**
Identified costs associated with operating the program.

7. Key Partners <ul style="list-style-type: none"> • Social Partners • Media • Public Partners • Foreign Partners 	5. Key Activities <ul style="list-style-type: none"> • Hosting Internship • Implementing Internship Making • Module Available • Assigning In-CT Trainers 	1. Value Propositions <ul style="list-style-type: none"> • Access to High Qualified Workforce • Employment Creation • Match Job Profile with Learning Outcome • Structured Internship 	4. Cust Relationships <ul style="list-style-type: none"> • Alumni Association • School Visit • Company Visit • Knowledge Sharing • Training 	2. Cust Segments <ul style="list-style-type: none"> • Company • School • Student • Government 				
9. Cost Structure <table border="0"> <tr> <td> Direct Costs: <ul style="list-style-type: none"> • Salary of SwissCham TVET Coordinator • Service Expenses • TVET Operational Costs • Training Service </td> <td> Indirect Costs: <ul style="list-style-type: none"> • Unproductive Period • Internship Costs • Internship Module Development </td> </tr> </table>		Direct Costs: <ul style="list-style-type: none"> • Salary of SwissCham TVET Coordinator • Service Expenses • TVET Operational Costs • Training Service 	Indirect Costs: <ul style="list-style-type: none"> • Unproductive Period • Internship Costs • Internship Module Development 	3. Channels <ul style="list-style-type: none"> • Digital Communication • Alumni Network • School Industry Event • Regular Meetings 		8. Revenue Streams <table border="0"> <tr> <td> Direct Revenues: <ul style="list-style-type: none"> • Service Fees for Non-Members </td> <td> Indirect Revenues: <ul style="list-style-type: none"> • Student Income • Cost Saving • Tax Income • Financial Incentive (Std) </td> </tr> </table>	Direct Revenues: <ul style="list-style-type: none"> • Service Fees for Non-Members 	Indirect Revenues: <ul style="list-style-type: none"> • Student Income • Cost Saving • Tax Income • Financial Incentive (Std)
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- 1. Value Propositions**
Program's unique solution (product/service) for a problem faced by a customer segment, or that creates value for the customer segment.
- 2. Customer Segments**
Groups of people or companies that the program is trying to target and sell product or service to.
- 3. Channels**
Ways of the program will communicate with and reach out to customers. They are the touchpoints that let customers connect with the program.
- 4. Customer Relationships**
Type of relationship the program has with each of customer segments or how it will interact with them throughout their journey in the program.
- 8. Revenue Streams**
Sources from which the program generates money by selling its product or service to the customers.