



► **How assessments build skill-sets
for future employability:**

The graduates' journey...

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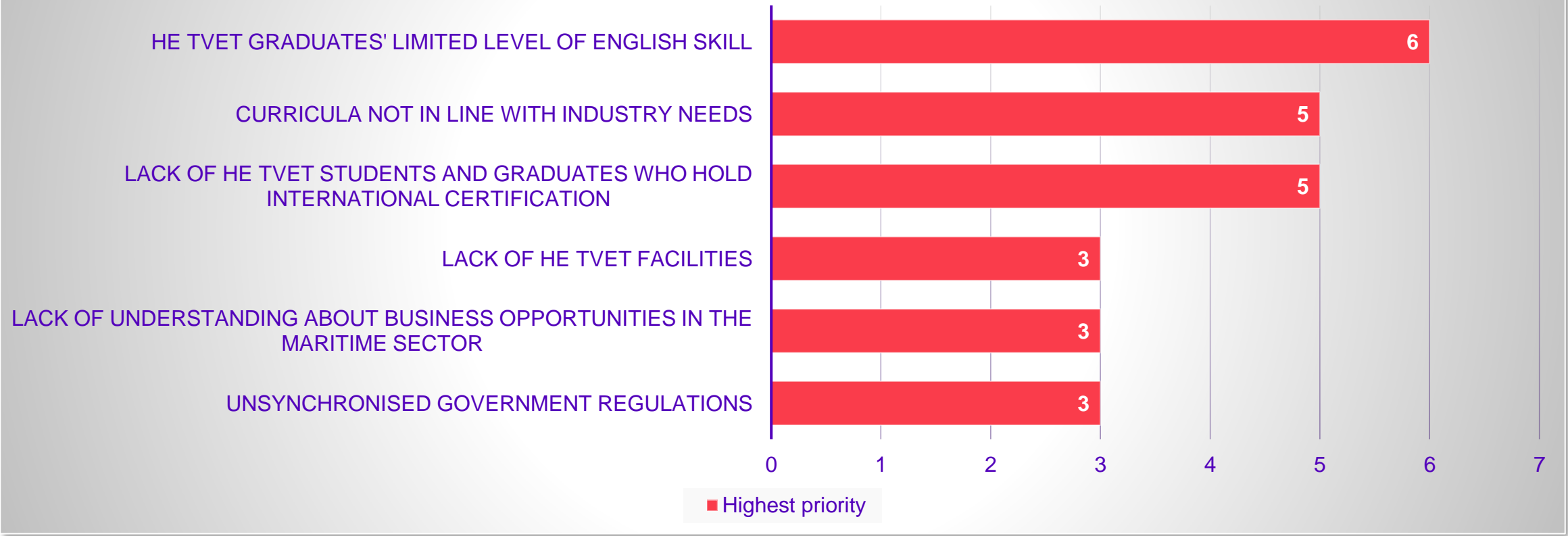
To improve skills development policies and systems in order to respond to the growing maritime sector

Promoting skills for employment and decent jobs for young women and men, including disadvantaged groups.



How are skills constraints experienced by Industry?

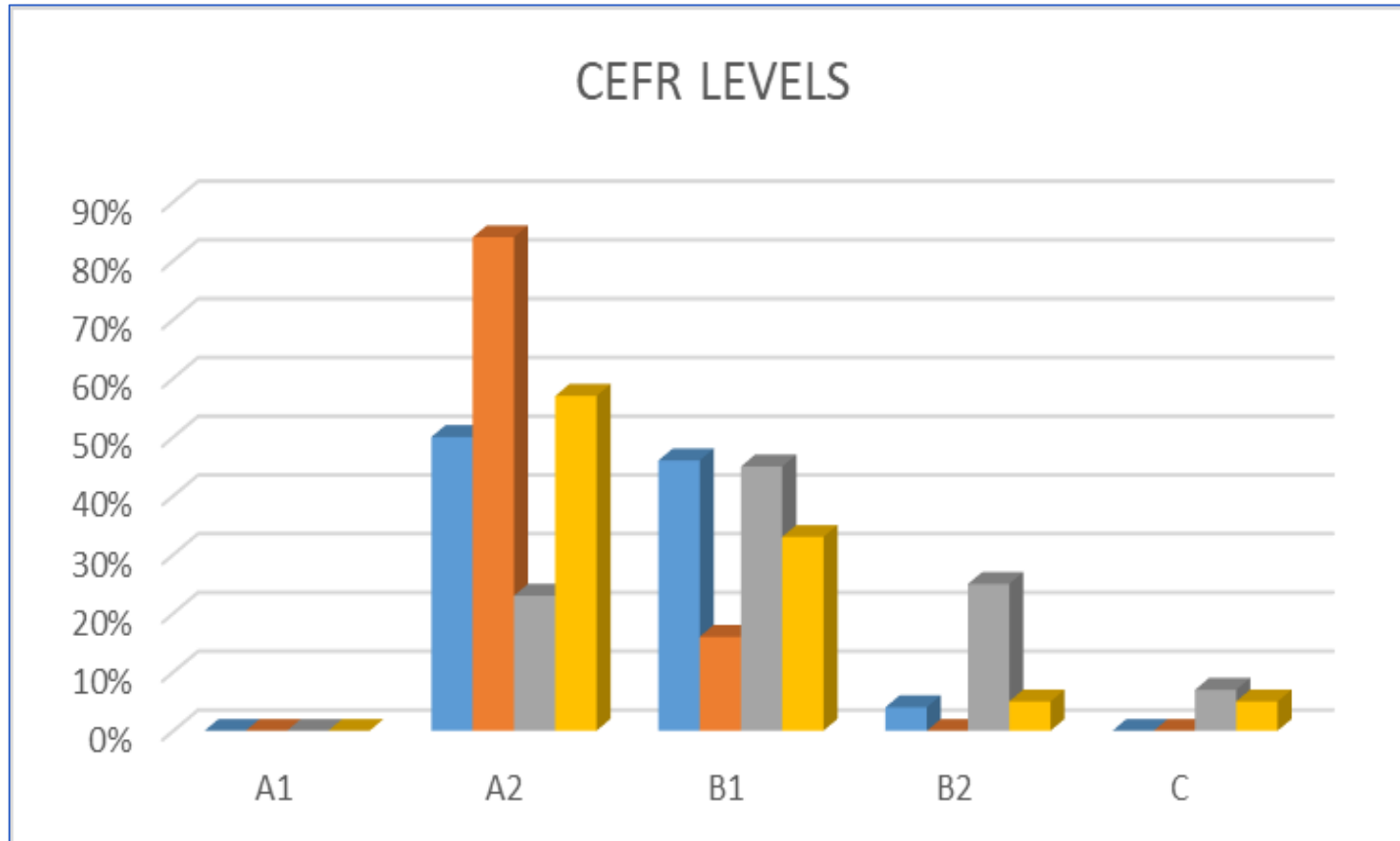
Highest priority



Employer expectations of graduates' English language skills

- ▶▶ Liaising with International Port Authorities
- ▶▶ Resolving complaints from angry customers
- ▶▶ Ensuring a safety briefing is understood by customers whose first language is not English.
- ▶▶ Negotiating prices and terms of business
- ▶▶ Listening and contributing in business meetings
- ▶▶ Decision-making and delegating in emergency situations

EnglishScore Language Assessments in Four Polytechnics



A2 users can understand sentences and frequently used expressions; can communicate in simple and routine matters.

B1 users can understand the main points of clear standard input on familiar matters regularly encountered in work, school or leisure; can produce simple connected text on familiar topics.

Education to Employment Transition

- ▶ Weak School to Work Transition
- ▶ High Expectations
- ▶ Time taken to employment: 8 months to first employment; 15 months to first stable employment
- ▶ Friends and Relatives



Future of Work in Indonesia

- ▶ Structural changes: From agriculture to manufacturing to services
- ▶ Low skills to higher skills
- ▶ Growing working-age population
- ▶ Automation and the growth of new jobs
- ▶ Covid-19; new ways of working



What does this mean for today's educators?

- ▶ **Employment:** new occupations, service sector growth, global integration, technology enabled, more communication, less routine tasks.
- ▶ **New ways of working:** Remote, online, project-based.
- ▶ **Finding work:** Multiple jobs, more mobility, assessment & certification
- ▶ **Life-long learning:** Reskilling and upskilling, assessment & certification



References and Further Reading

- ▶ ILO, 2021. Country Policy Responses Indonesia
- ▶ ILO, 2021. Global Framework on for Life and Work in the 21st Century
- ▶ ILO, 2021. Working from Home: From Invisibility to Decent Work
- ▶ McKinsey & Company, 2019. Automation and the Future of Work in Indonesia
- ▶ OECD & ADB, 2020. Employment and Skills Strategies in Indonesia
- ▶ UNICEF, 2019. Unpacking School to Work Transition
- ▶ World Bank, 2018. Indonesia's Critical Occupations List

