



VOCATIONAL TEACHER EDUCATION AND TRAINING PROGRAM :

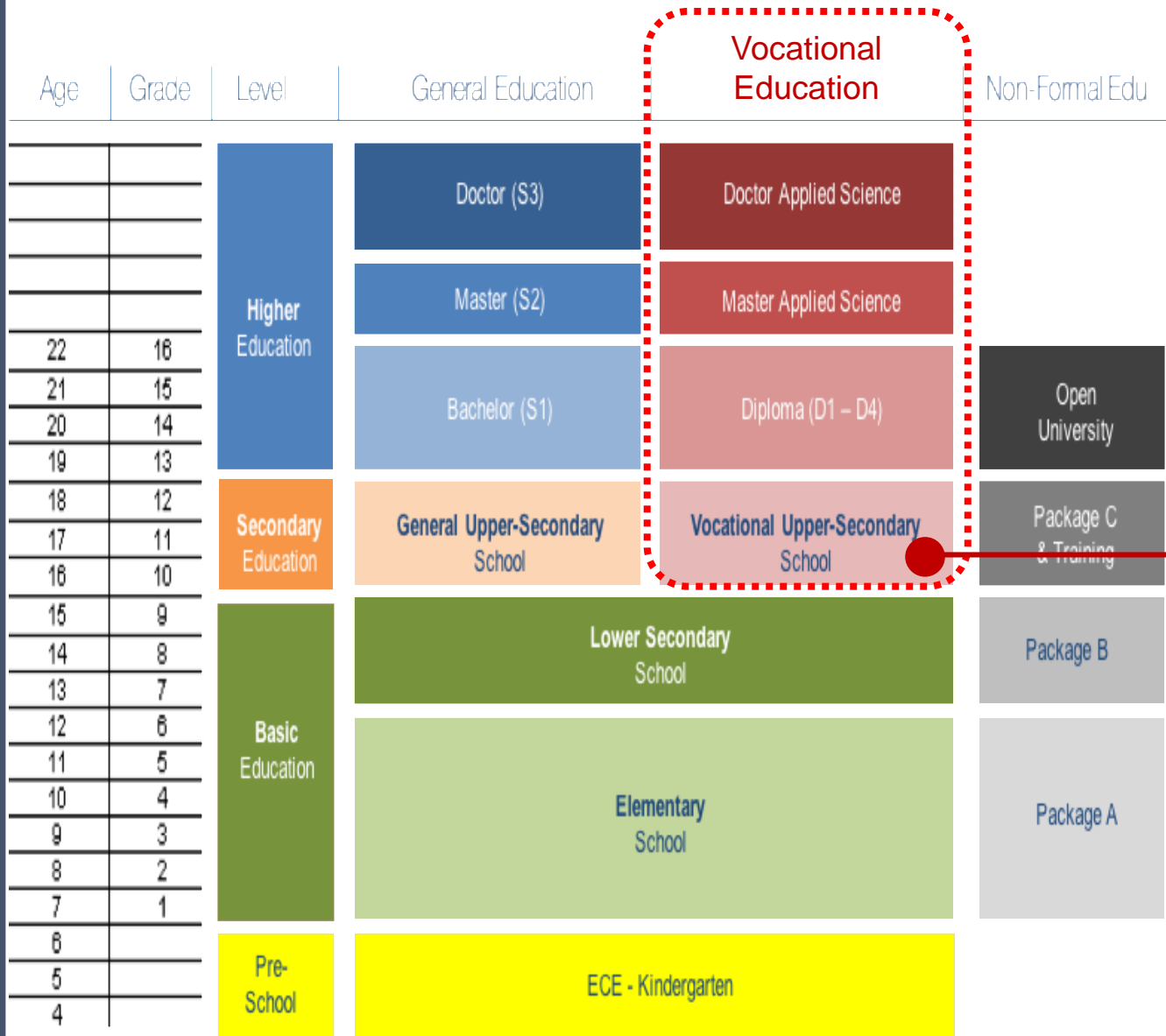
Position and Involvement in The Program of Revitalization Vocational School

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NITTTR Chennai-INDIA , 03 May 2018

Education System in Indonesia

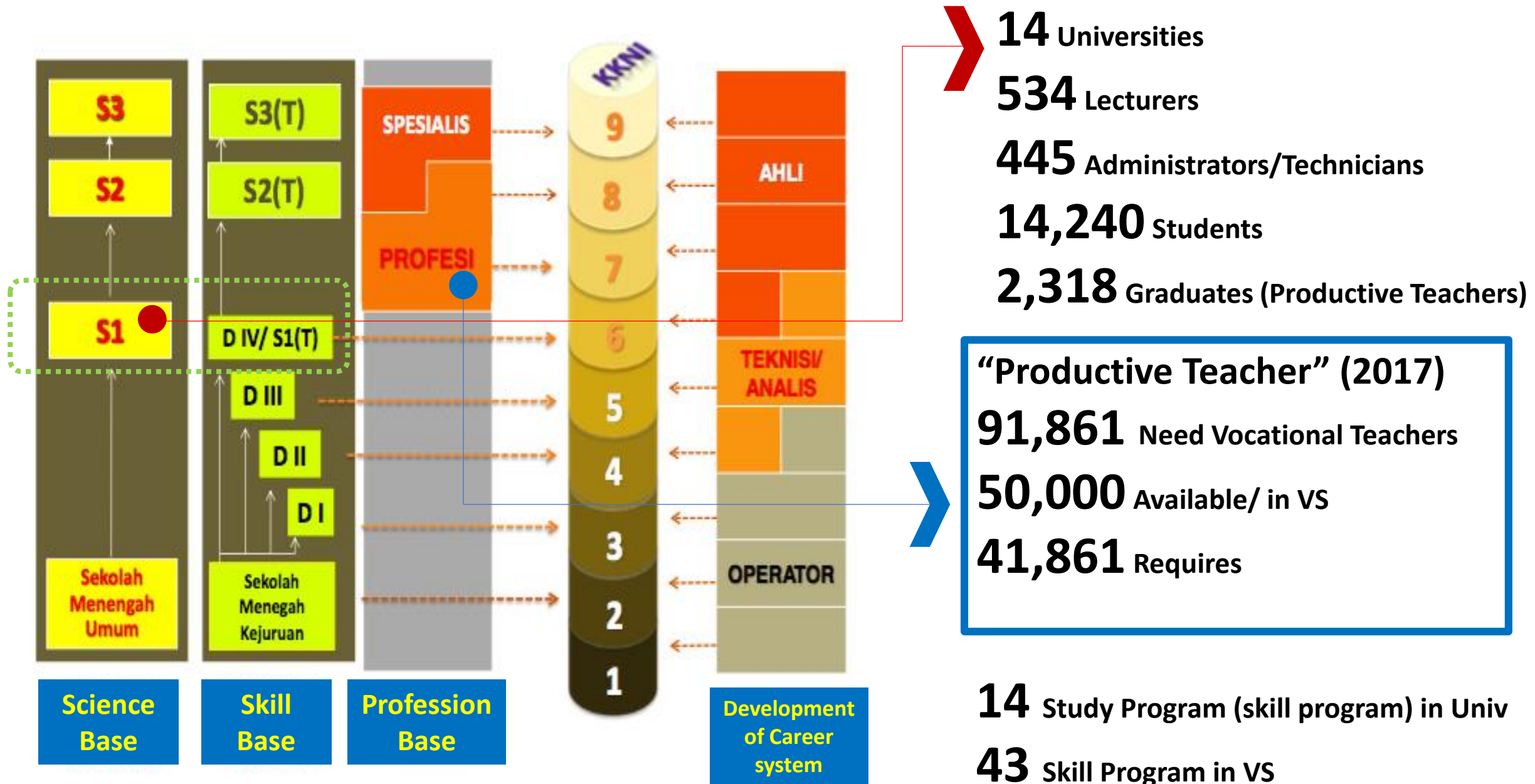


Managing big size

13,500 vocational high schools
290,500 teachers
4.6 million students

- 33.5% - Technology & Engineering
- 26.7% - Business & Management
- 21.9% - ICT
- 7.0% - Tourism
- 4.4% - Agroindustry
- 4.6% - Health & Social Services
- 1.3% - Maritime
- 0.9% - Art & Creative Industry
- 0.3% - Energy and Mining

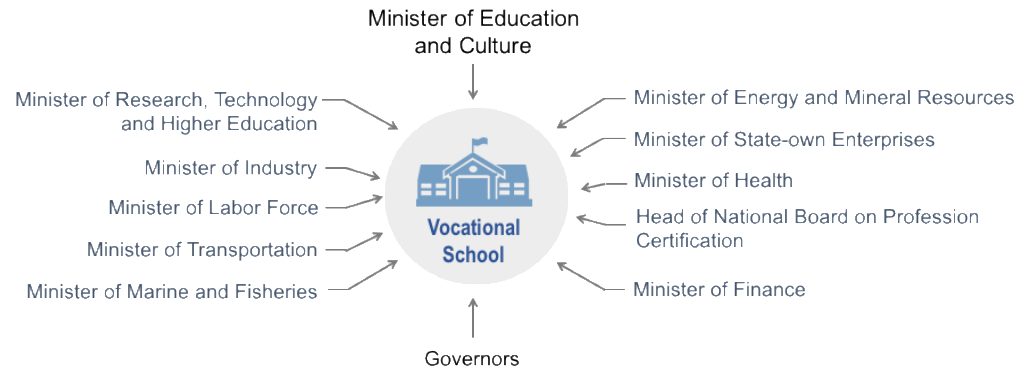
NQF in Indonesia and TVET Teacher Universities



Presidential Instruction No. 9/2016 on Revitalization of Vocational School

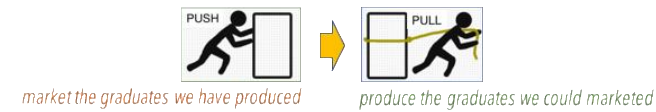
Policy # 1: Integration Among all Stakeholders

Presidential Instruction No 9/2016 on Revitalization of Vocational School

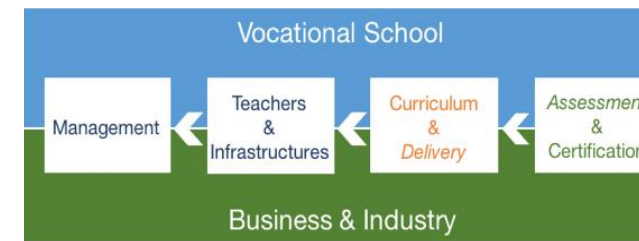


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Policy # 2: Shifting Paradigm on Vocational Education



relevant & certified graduates by 2025

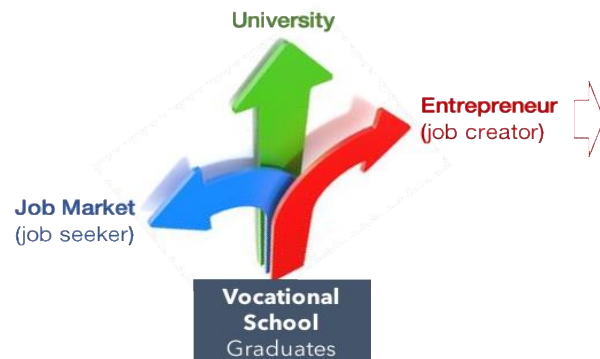


1. 21st century multi-skills
2. Elastic & life-long learners
3. Strong character
4. Innovative
5. Entrepreneurship
6. Global citizens

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Policy # 3: Alignment Curriculum to Promote Innovation & Entrepreneurship

... Vocational graduates should be prepared to become entrepreneur and innovator - able to convert local comparative advantages into competitive advantages for sustainable prosperity of local people...



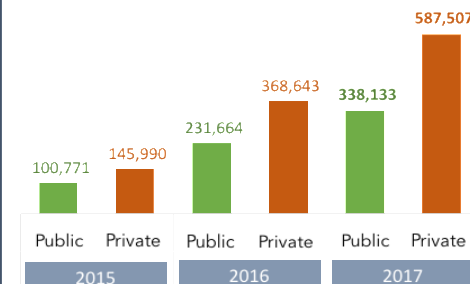
DEVELOPING LOCAL-BASED CREATIVE INDUSTRY

- **NATURE & CULTURE**
as resources and laboratory of innovations
- **LOCAL PEOPLE**
as source of knowledge, skill and local wisdom
- **COMMUNITY**
as laboratory of interactive learning

(Aligaen and Mangao, 2013)

Policy # 4: Promoting PPP to Increase Access & Quality

275% increase in ICT students since 2015



Public-Private-Partnership for Increasing Quality

Example:



to skill 51,000 young innovators in SMKs across Indonesia, helping them develop tangible future work skills and competencies that harness the full power of ICT

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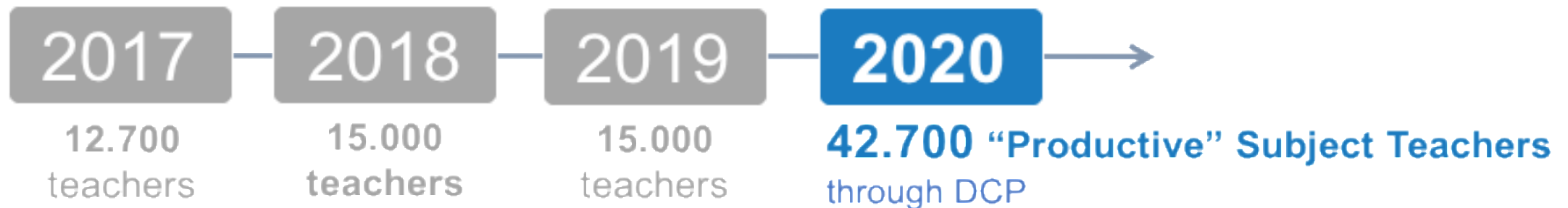
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Need additional of **91,861** certified vocational teachers

➔ Double Competencies Program (DCP)

...crash program to fill a shortage of “productive” subject teachers in vocational school by giving additional productive subject skills to the “adaptive/normative” subject teachers through training and certification...



Teacher Academic Qualifications

Academic qualifications required to be a teacher is regulated in the Governmental Policy Number 74 Year 2008,

- Teachers are required to have academic qualification, competence, **Certificate of Educator**, healthy physically and spiritually, and have the ability to realize the national education objectives.
- The academic qualifications of the teachers are **Bachelor or Diploma IV** indicated by a certificate reflecting the ability required for the teachers to perform the duties as an educator which is gained through higher education at a college that organizes educational programs of educational/academic staff and / or non-formal education programs

Teacher Competencies

- **Pedagogic Competence** is the ability of understanding of learners, planning and implementation of learning, evaluation of learning outcomes, and development of learners³ to actualize the various potentials it has.^{4.}
- **Personality Competence** is an individual or personal ability that reflects a stable personality, wise, mature, authoritative, and can be an example for learners and have a noble character.
- **Social Competence** is the ability of teachers to communicate both oral, written and deed to learners, educational personnel, guardians, and the surrounding community in an effective, friendly or courteous manner and in accordance with the prevailing customs and norms.
- **Professional Competence** is the ability in mastery of learning materials in depth and broad.

PPG (Teacher Profession Program) for TVET

Pre-Service PPG (Teacher Profession Education)

- SM3T (*Sarjana Mendidik di Daerah Terdepan, Terluar, dan Tertinggal*) Teacher Profession Education: it is a special program to those who are ready to be placed one year in remote and isolated areas in Indonesia, after that to will get the Teacher Profession Education.
- Collaborative Vocational High School Teacher Profession Education: it is education for prospective teachers of Vocational High Schools which has been done since 2012.
- Integrated Teacher Profession Education: it is an academic lecture (for those who have graduated from senior high schools in the areas of SM3T), after graduating will get the teacher certificate (multi grade), and the length of the education is nine semesters.
- Teacher certification is through the academic/educational way (2007-2009)
- Subsidized Pre-Position Teacher Profession Education: it is a program planned by the Ministry of Research, Technology and Higher Education in which the expense is also supported by the same Ministry. It was started in 2017 and for 2018, it opens again on March.
- Self-Supporting Pre-Position Teacher Profession Education

PPG (Teacher Profession Program) for TVET

In-Service *PPG* (Teacher Profession Education)

Is a program that is held for teachers who have been teaching and registered on the data base MoE but not yet have a certificate educator. This program replaces the previously implemented PLPG and conducted by university.

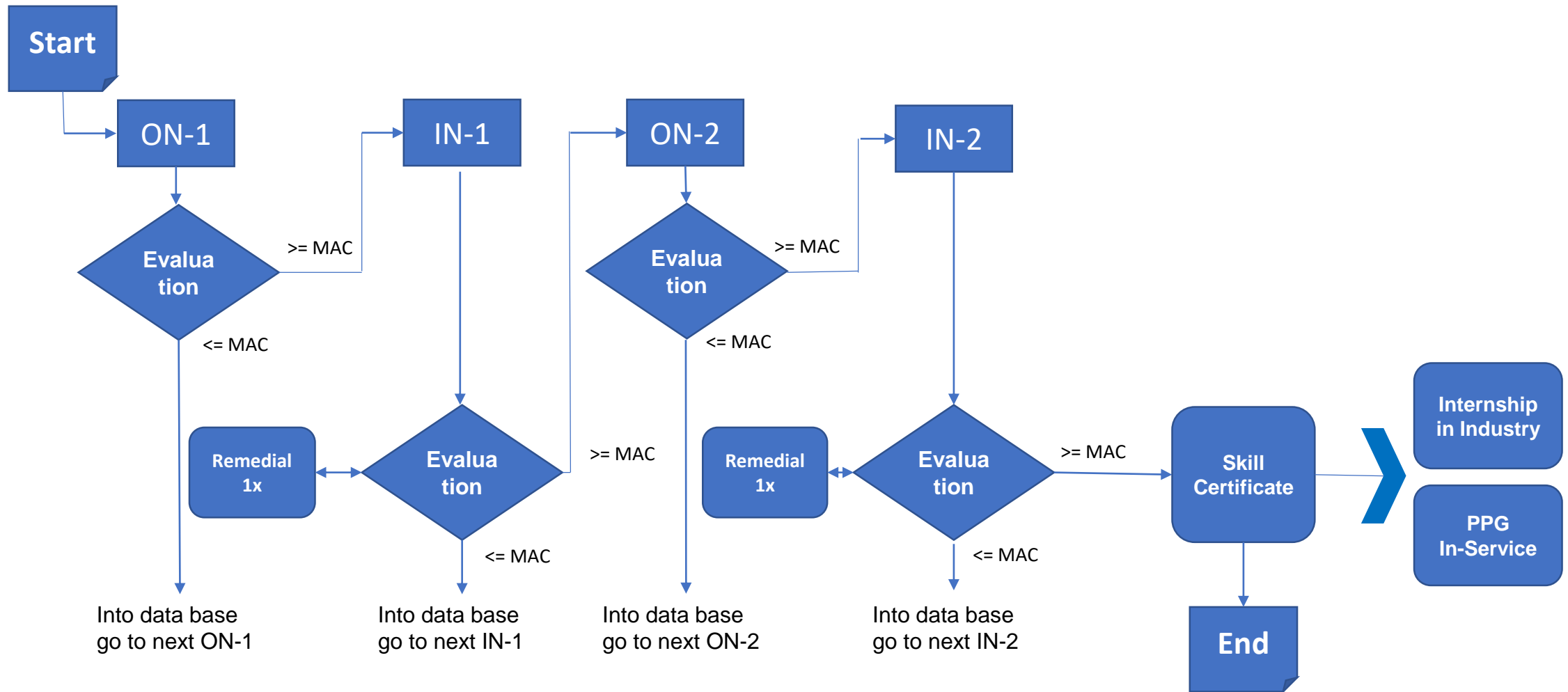
The other institution that responsible to the teacher capacity building including **Dual Skill Program** is *P4TK (Pusat Pengembangan Pemberdayaan Pendidik dan Tenaga Kependidikan)*/(The Center for Empowerment of Teachers and Educational/Academic Staff). P4TK has roles to guide and improve the TVET teachers' competence based on the development of technology and employment in which the existence is determined based on the following group :

- P4TK Malang for the field of construction buildings, automotive, and electronics;
- P4TK Bandung for the mechanical and industrial field;
- P4TK Cianjur for the agriculture field;
- P4TK Medan for construction buildings and Electricity field;
- P4TK Yogyakarta for Arts field, and;
- P4TK Jakarta for Business and Tourism field.

Government Program to Fulfil The Productive Teacher

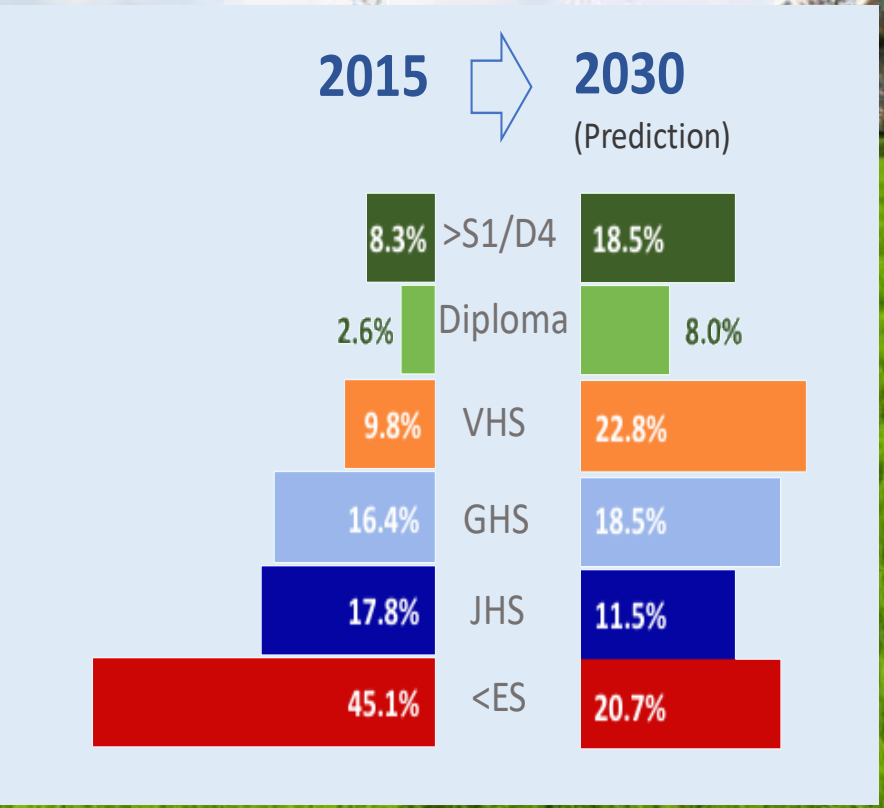
- **Double Competencies or Dual Skills Program,**
- **Outsourcing teachers from Working Area/Industrial Area,**
- **Internship Students Program, and**
- **Civil Servant Teachers Recruitment – (limited)**

Model Dual Skill Program



MAC=Minimum Accomplishment Criteria

Fixing The Labor Structure for the Next Indonesian WF





THANK YOU

