

# Anyone Can Get a Job

Irvandias Sanjaya, S.Psi., CCP., CPS.

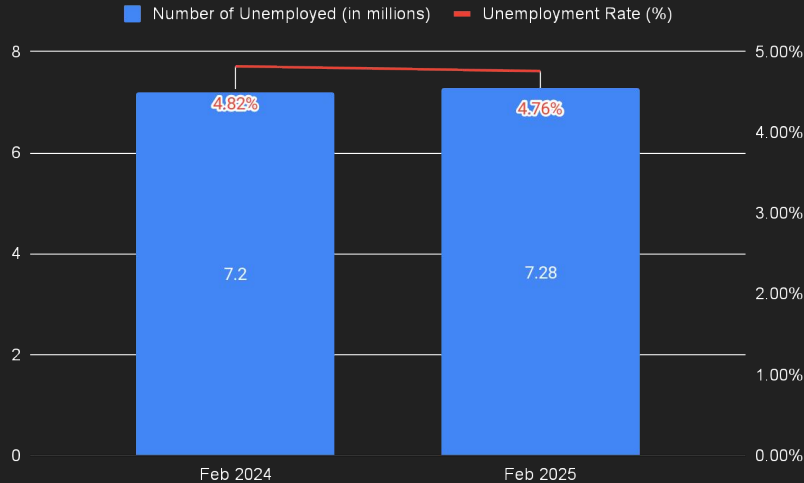


# Indonesia has Employment Problem



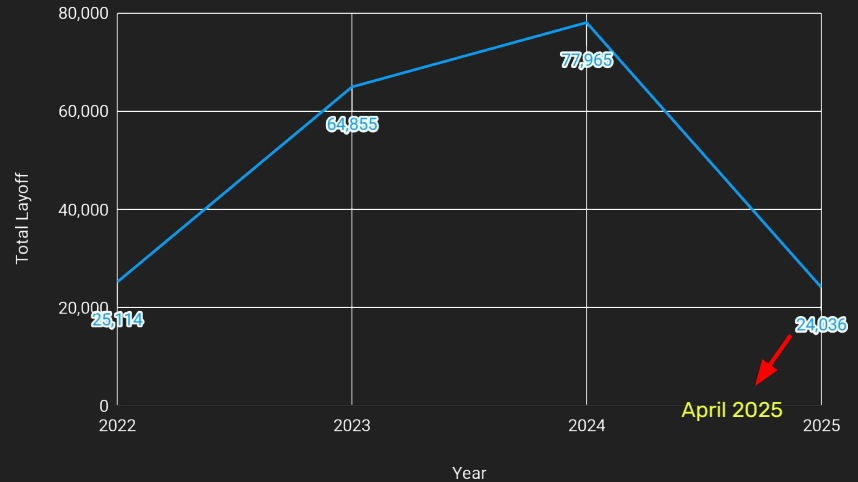
# The number of unemployed keeps increasing

Even though the % decreased, the actual number increased



Source: Badan Pusat Statistik (BPS)

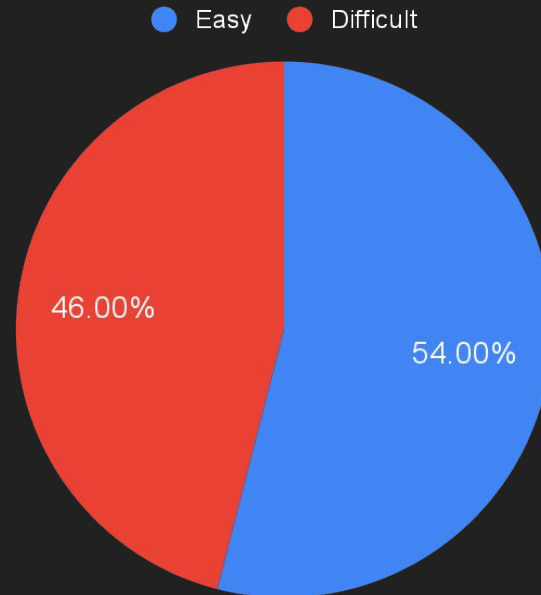
Number of Layoff Keeps Increasing



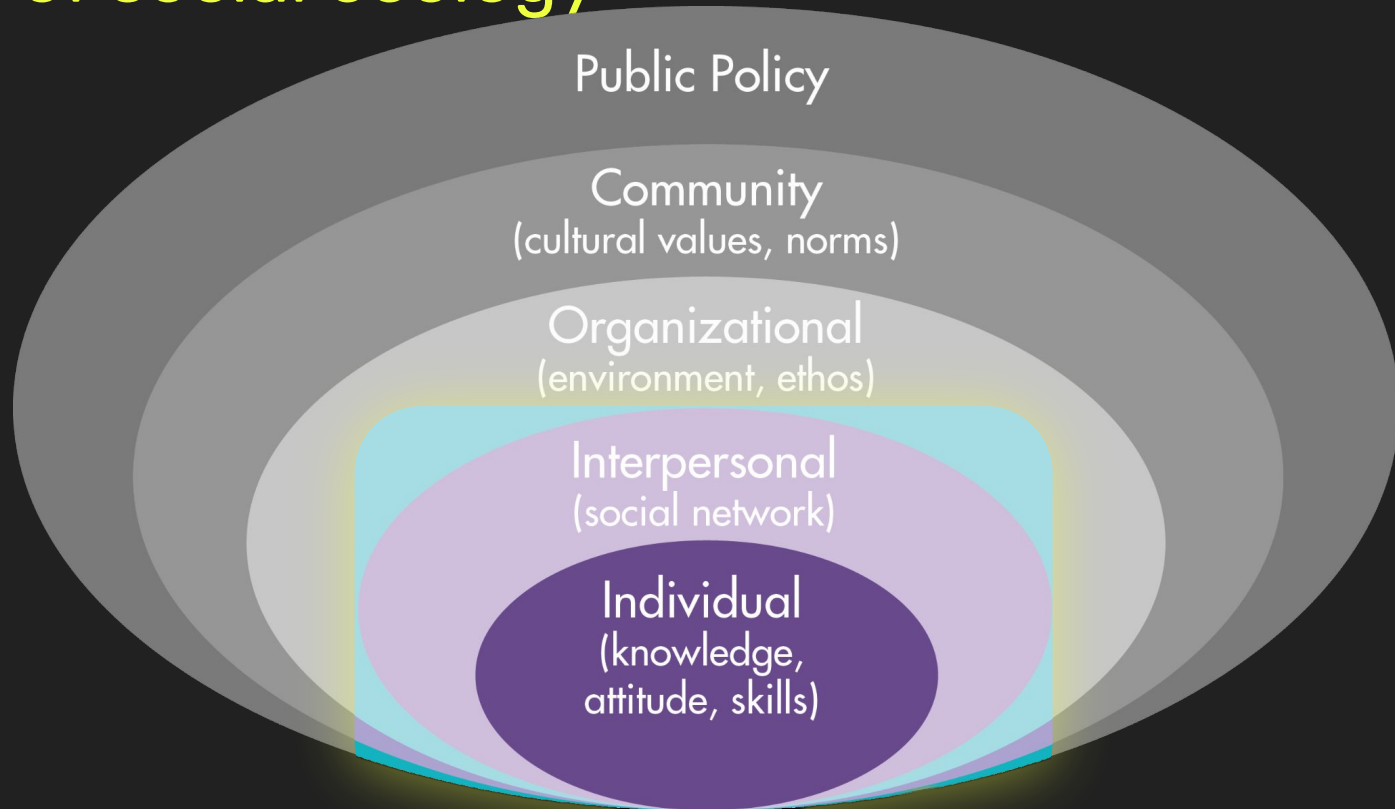
Source: Combined data from DPR, Satu Data, Kementerian Tenaga Kerja, etc.

# There is huge skill gap between company needs and available talent

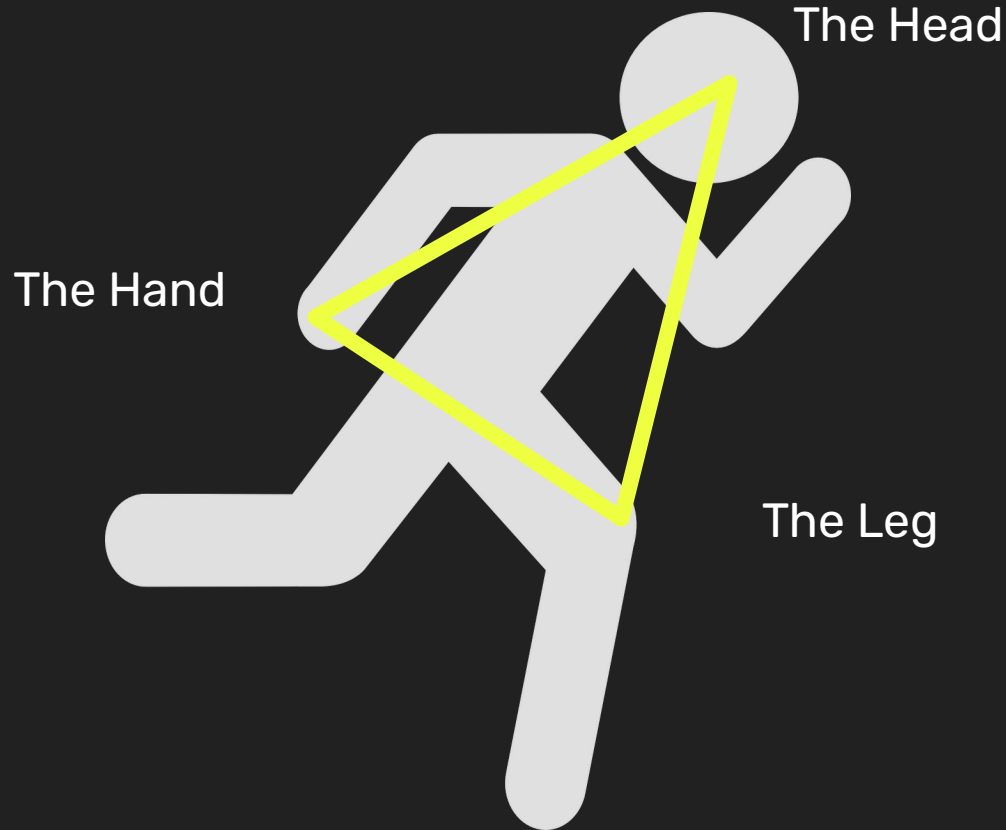
Almost half company report difficulty in finding suitable candidates



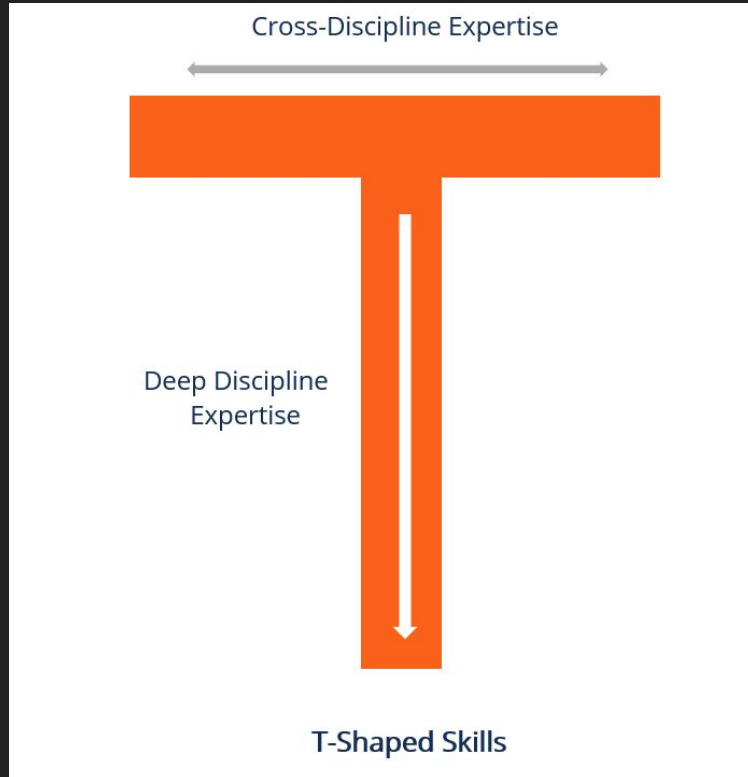
Today's focus is on **Individual & Interpersonal level** of social ecology



**“Triangle of Possibilities” is the solution**



# The Head — Individuals who build broad and deep knowledge improve their odds of landing a job



## Cross-Discipline Expertise

Observation

Reading Books  
& News

Watching  
Educational Content

Peer Teaching

## Deep Discipline Expertise

Degree Program

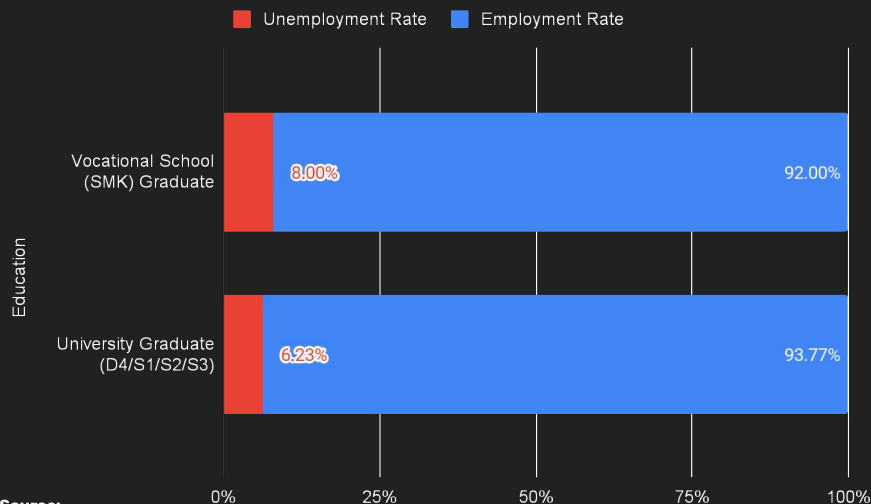
Certification

Courses

Training / Workshops  
/ Mentoring

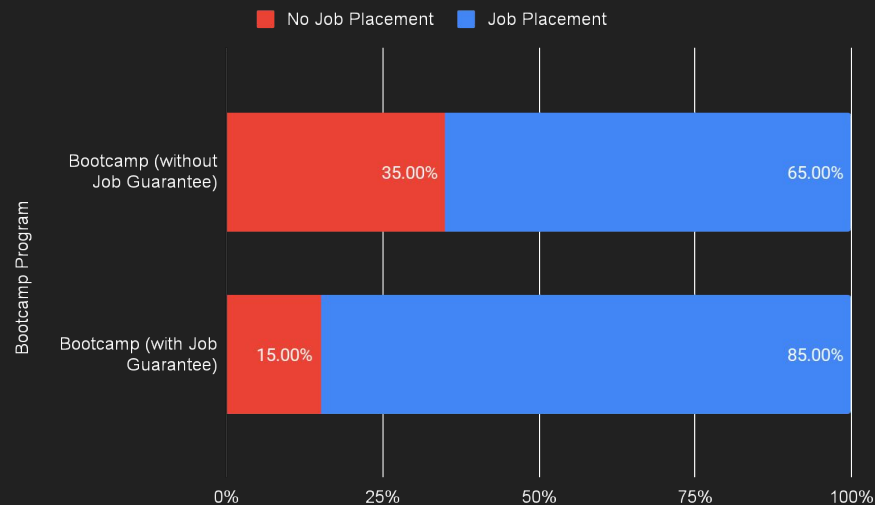
# Formal training and certifications close the specific skill gaps required by employers

## Formal education helps to find employment



**Source:** World Economic Forum. (2025, May). *Why Indonesia's green jobs and vocational training drive matter*. Retrieved July 13, 2025, from <https://www.weforum.org/stories/2025/05/indonesia-green-jobs-vocational-education-training/>  
ObserverID. (2025, June). *Chances wide, yet none to ride: When Indonesian people still cry and clamor for work*. Retrieved July 13, 2025, from <https://observerid.com/chances-wide-yet-none-to-ride-when-indonesian-people-still-cry-and-clamor-for-work/>

## Bootcamp program (especially with job guarantee) helps to get job placement



**Source:** NuCamp. (2025, June). *Coding bootcamps with job guarantee in Indonesia in 2025*. Retrieved July 13, 2025, from <https://www.nucamp.co/blog/coding-bootcamp-indonesia-idn-coding-bootcamps-with-job-guarantee-in-indonesia-in-2025>



# Continuous self-study signals the passion and adaptability that innovative companies seek

## Most In-Demand Skills by Employers

### Top 5 Most In-Demand Skills (Global)

Communication

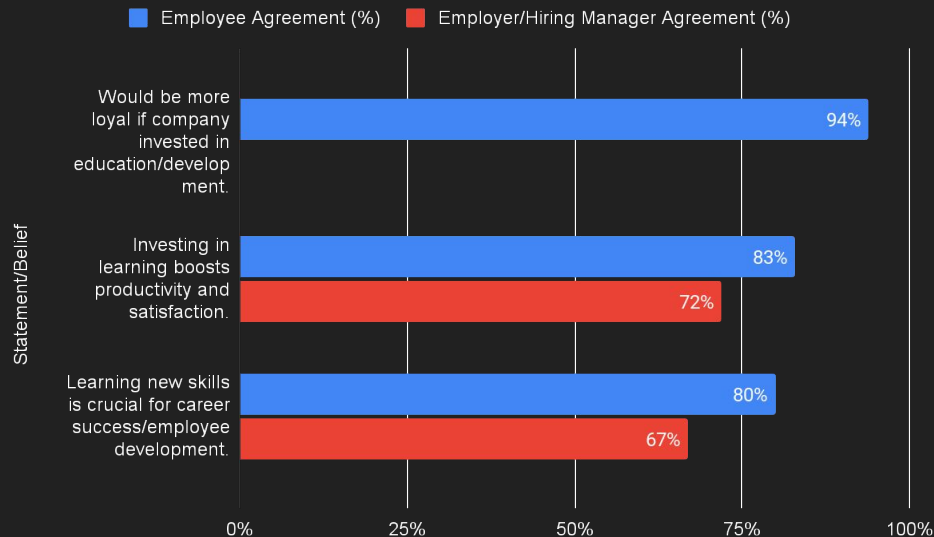
Customer Service

Leadership

Project Management

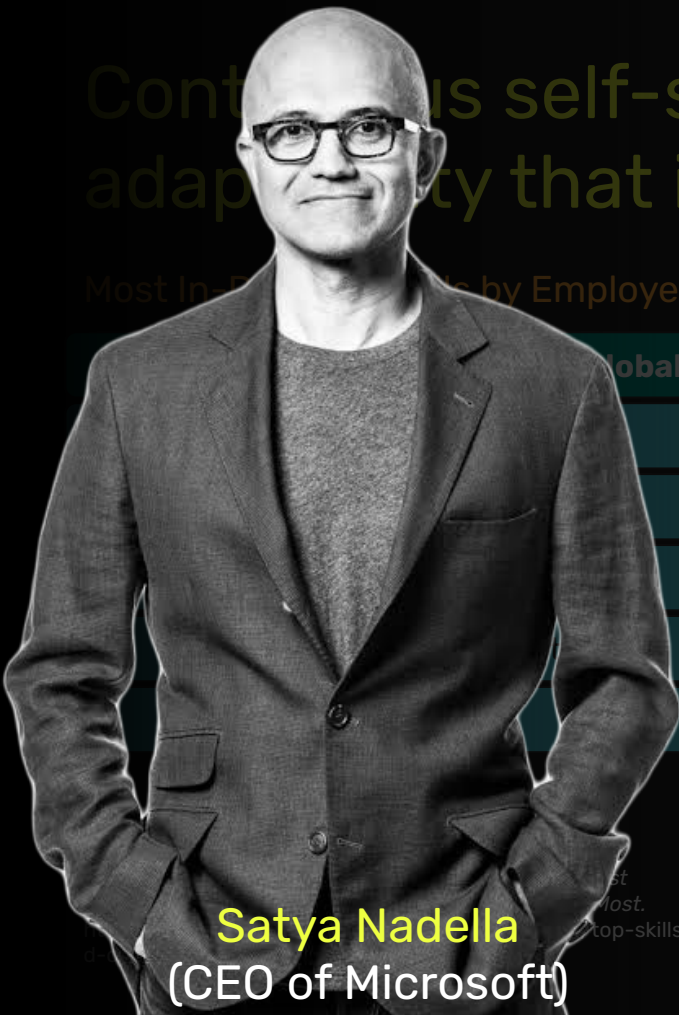
**Adaptability**

## Learning new skills is important for career and productivity



Source: Emeritus. (2023). *Global Survey*.

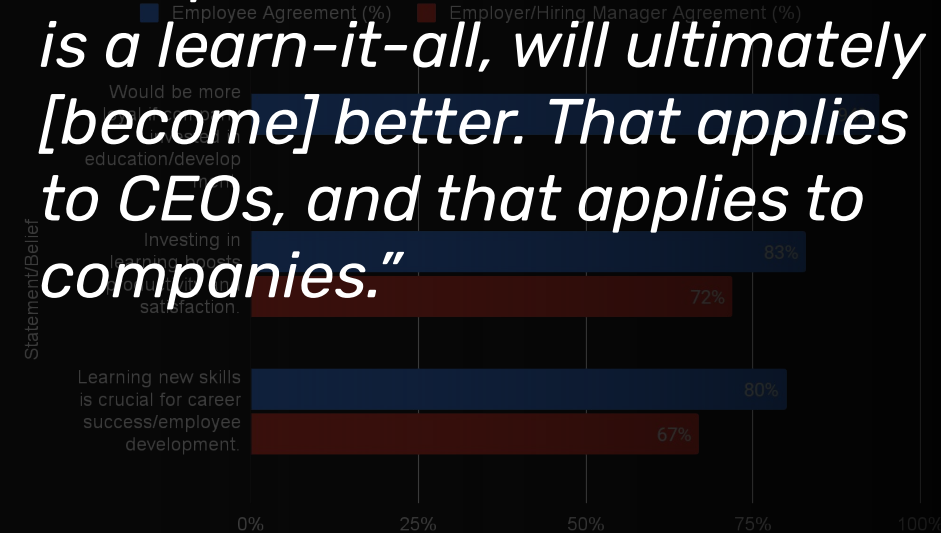
Source: LinkedIn Learning. (2024). *LinkedIn 2024 Most In-Demand Skills: Learn the Skills Companies Need Most*.  
<https://www.linkedin.com/business/learning/blog/top-skills-and-courses/most-in-demand-skills>



Satya Nadella  
(CEO of Microsoft)

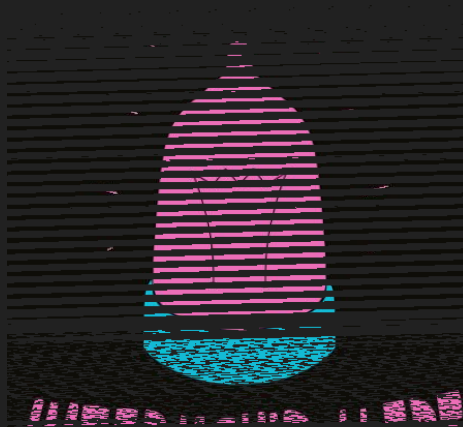
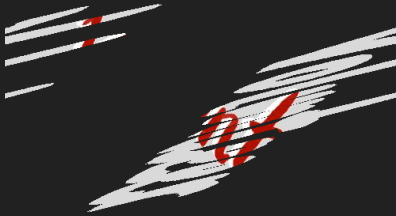
Learning new skills are important for career and productivity

*"The person who has less, but is a learn-it-all, will ultimately [become] better. That applies to CEOs, and that applies to companies."*



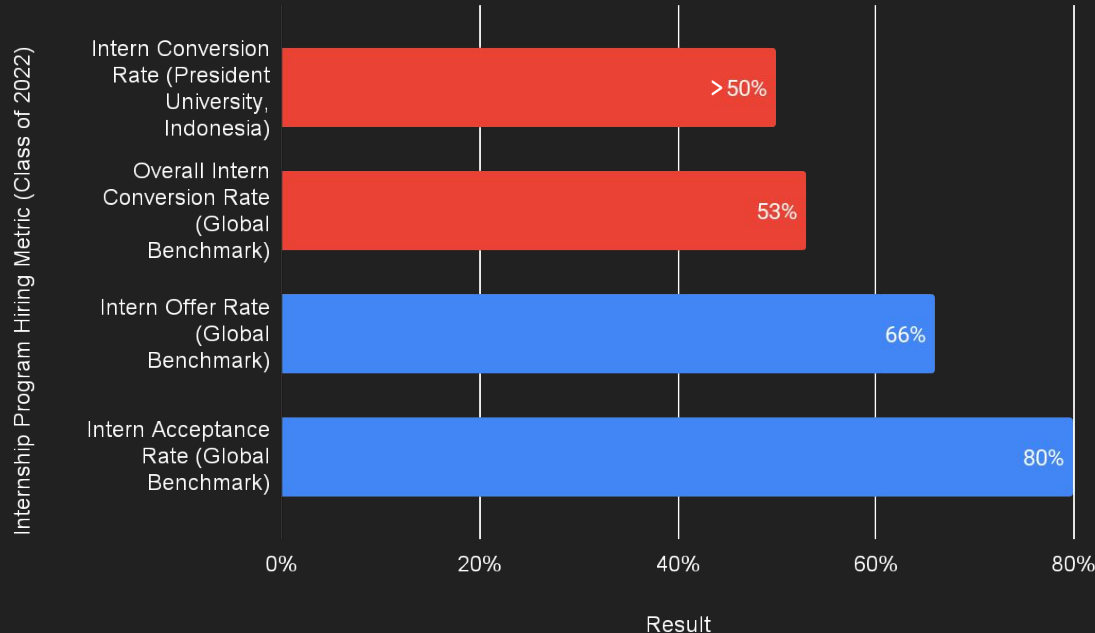
Source: Next Big Idea Club. (2022, January 18). Microsoft's CEO on the power of being a learn-it-all [Interview by A. Grant]. Retrieved July 13, 2025, from <https://nextbigideaclub.com/magazine/conversation-microsofts-ceo-on-the-power-of-being-a-learn-it-all/13054/>

**The Hand** – Individuals who accumulate hands-on experience improve their odds of landing a job.



# Gain credibility through internships that mirror real workplace demands

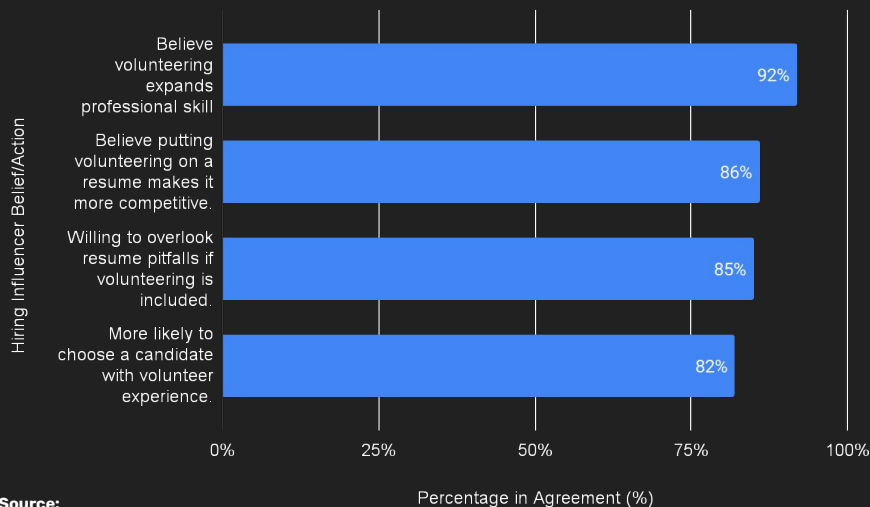
More than half internship results in hiring



**Source:**  
**National Association of Colleges and Employers.** (2024, February). *Intern conversion rate fell, fueled by lower offer rate.* Retrieved July 13, 2025, from <https://naceweb.org/talent-acquisition/trends-and-predictions/intern-conversion-rate-fell-fueled-by-lower-offer-rate>  
**President University.** (2024). *Internship & Career Center – President University.* Retrieved July 13, 2025, from <https://president.ac.id/internship/>

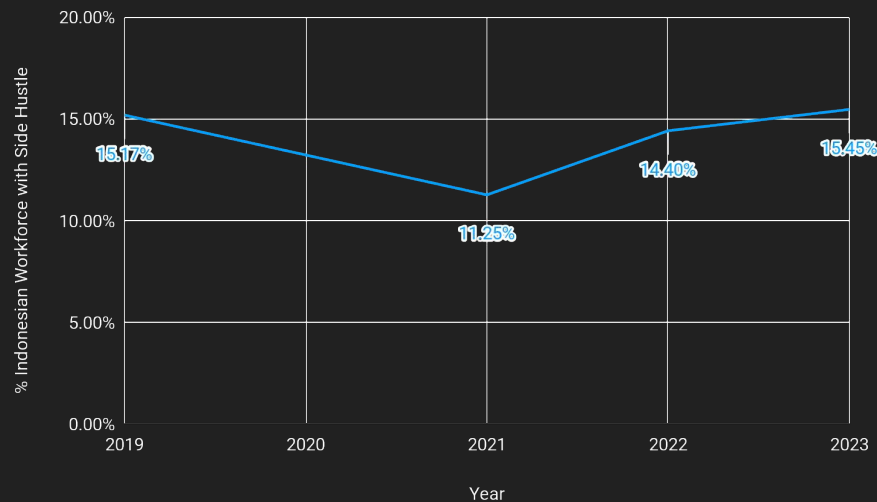
# Demonstrate initiative by volunteering for projects that build transferable skills

Volunteer and side projects built trust from employer



**Source:**  
Deloitte. (2016, June 10). *Deloitte survey finds that a mere 30 percent of resumes include volunteering, despite the known benefits to career advancement* [Press release]. CSWire. Retrieved July 13, 2025, from [https://www.csrwire.com/press\\_releases/39036-deloitte-survey-finds-that-a-mere-30-percent-of-resumes-in-clude-volunteering-despite-the-known-benefits-to-career-advancement](https://www.csrwire.com/press_releases/39036-deloitte-survey-finds-that-a-mere-30-percent-of-resumes-in-clude-volunteering-despite-the-known-benefits-to-career-advancement)

Side projects trend is growing in Indonesia



**Source:** Badan Pusat Statistik (BPS) (2019-2023)



**Giada De Laurentiis**  
(Celebrity Chef)

*"My biggest bit of advice would be to spend some time actually helping caterers or Chefs, even if it has to be for free or as an intern of culinary externship."*

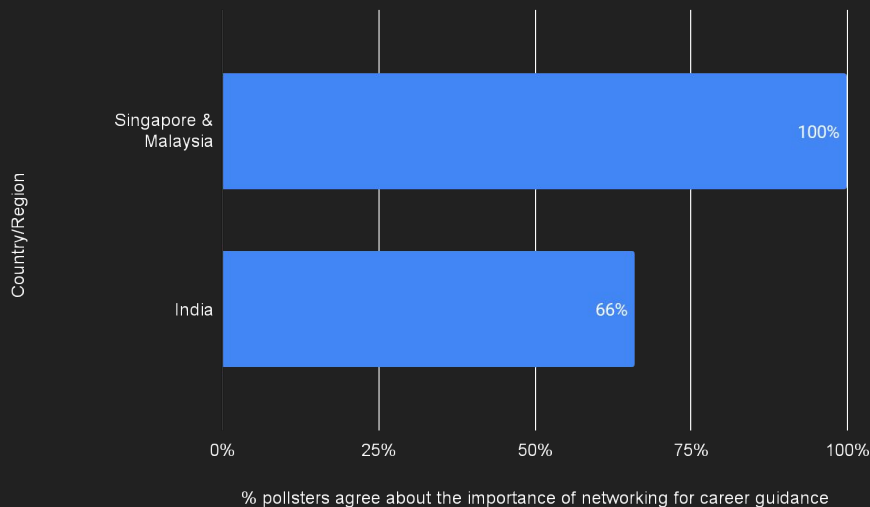
**Source:** IMDb. (n.d.). *Giada De Laurentiis: Quotes*. Retrieved July 13, 2025, from <https://www.imdb.com/de/name/nm1373094/quotes/>

# **The Leg** – Individuals who nurture a vibrant network improve their odds of landing a job



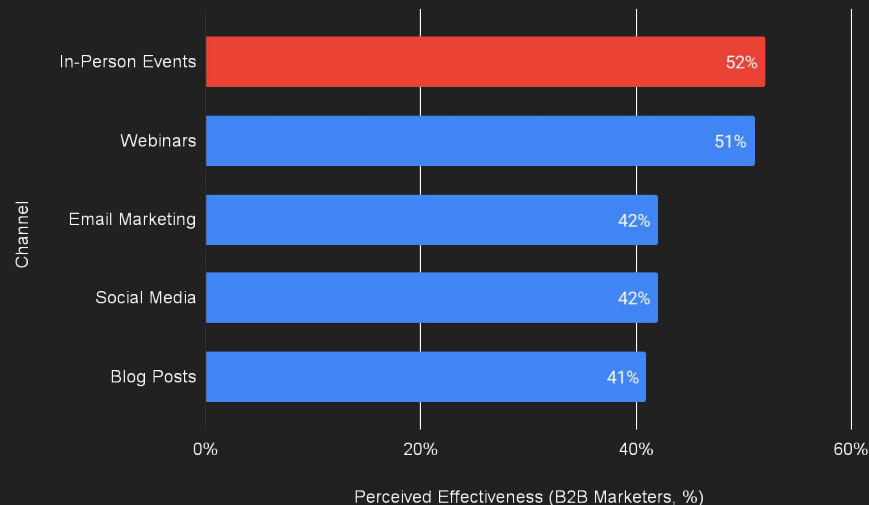
# Widen their circles by attending industry events and meetups

Networking is the most important asset for finding jobs for Asian Countries



**Source:** Foundit. (2022, June 15). *Professional networking is the key to better jobs*. Retrieved July 13, 2025, from <https://www.foundit.id/career-advice/the-verdict-is-in-professional-networking-is-the-key-to-better-jobs/>

In-Person Events is perceived as effective for marketing



**Source:** Cvent. (2025, January 15). *116 event statistics shaping the industry in 2025*. Cvent Blog. Retrieved July 13, 2025, from <https://www.cvent.com/en/blog/events/event-statistics>

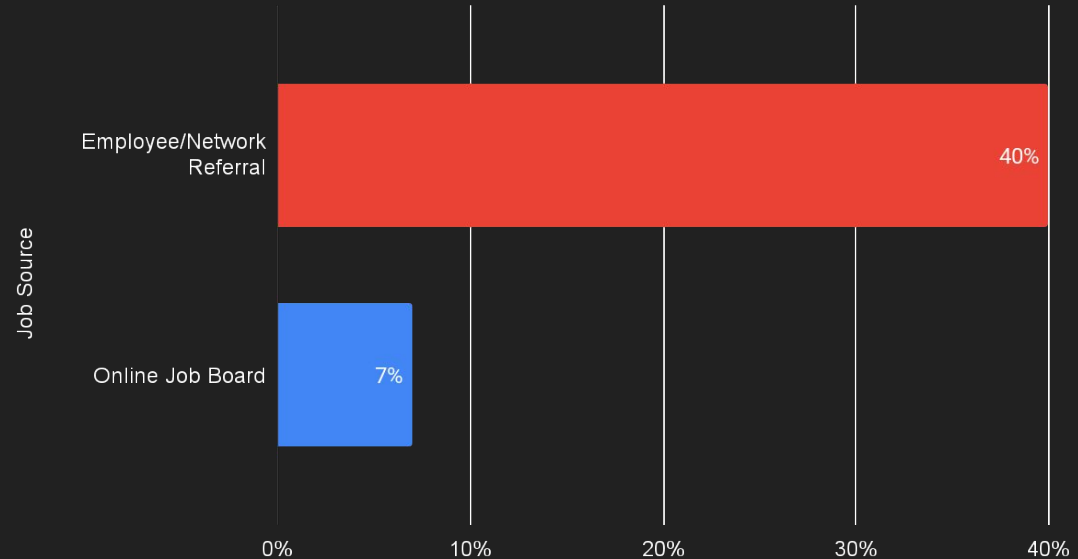


# Genuine professional relationships are the single most powerful source of high-quality referrals

**85%**

**All jobs are filled  
through some  
form of  
networking**

Network referral is more effective to get hired compared to online job board



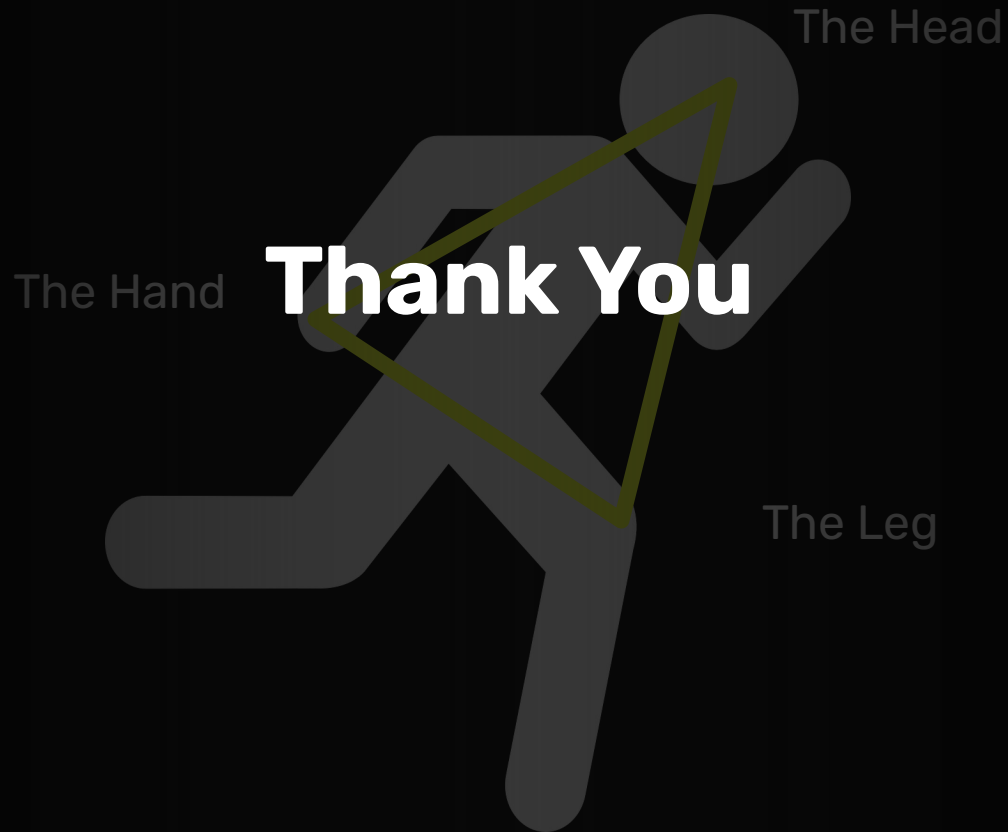
Applicant-to-Hire Conversion Rate (%)



**Maha Abouelenein**  
(Founder & CEO of Digital and Savvy)

*"Attending industry-relevant conferences or summits allows you to meet people with similar interests and provides opportunities to brainstorm and connect with them on a personal level... force yourself to switch up industries... the relationships you build at other industry events are invaluable."*

**Source:** Abouelenein, M. (2024, September 27). *Networking like a pro: 8 tips for networking at events*. Forbes. Retrieved July 13, 2025, from <https://www.forbes.com/sites/mahaabouelenein/2024/09/27/networking-like-a-pro-8-tips-for-networking-at-events/>



**Thank You**