

TRAINING

Landing Your Dream Job Top

Employability Skills for New Grads

17 April 2025



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Irvandias Sanjaya



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Today's Speaker



**Irvandias Sanjaya,
S.Psi., CCP., CPS., C.CTr.**

Education:

- Bachelor of Psychology - Universitas Gadjah Mada (2019)
- Academic Fellowship Program - Arizona State University (2018)
- Summer Exchange Program - Thammasat University (2016)

Accomplishment :

- LinkedIn Power Profile 2018

Professional Experience:

- Career Coach & Consultant at Rumah Siap Kerja (2021 - Present)
- Educator Expert at Relasi Diri (2024 - Present)
- Career Coach at RevoU (March 2021 - September 2024)
- Co-Founder Yayasan Disabilitas Berkarya Setara (2022 - Present)
- Career Consultant at MyEduSolve (August 2021 - December 2021)



Be Ready For The Session

To obtain an optimum learning result,
let's follow these ground rules!



Raise Hand if there's
concern/questions along
the way



Actively participate
throughout the session
(reciprocal approach)



Turn off devices ensure
the learning journey
landed in safe and sound
experience



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Before we start....
Let's watch a video



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Let's take a look at the following video



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**Can anyone explain...
What is the video about?**



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**Can anyone explain...
What are the challenges of new
grads to find job?**



**Can anyone explain...
How should they prepare to face
those challenges?**



Today's Discussion



The Evolving Landscape
Job Market in 2025



Top Technical Skills
New Graduates in 2025



Top Soft Skills
New Graduates in 2025



Emerging Skills
Future Competencies



Bridging Gap
Skills and Experience



Career Advice
New Graduates 2025

**So I just graduate from college, but...
Will My Degree Even Matter in 2025?**



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First thing first...

**On a scale of 1-5, how ready are you
to face post-graduation life a.k.a
real-world of workplace life?**

There are no right or wrong answers, today we will do a lot of reflection and learn how to prepare for post-graduation life 😊



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Now, let's talk about the Differences between

College Life vs Workplace Life

Differences	College Life 	Workplace Life 
Daily Schedule and Routine	Schedule and daily routine could be <u>flexible</u> (depending on your campus)	<u>Structured</u> schedule with set hours and specific workdays, less flexibility.
Responsibility and Accountability	<u>More freedom</u> in managing time for <u>assignments</u> and <u>exams</u> .	<u>Accountability for tasks</u> with less flexibility, <u>crucial deadlines</u> and <u>quality standards</u> .
Supervision and Autonomy	<u>Autonomy in choosing courses</u> with guidance from professors.	<u>Manager or supervisor sets expectations</u> , provides direction, and evaluates performance.
Evaluation and Feedback:	<u>Grades and feedback from professors</u> on academic performance.	<u>Performance evaluations tied to job performance</u> + work ethic, impacting career progression
Learning vs. Applying Knowledge:	<u>Focus on coursework, theory</u> , and acquiring a broad knowledge base.	Apply knowledge and skills gained in college to <u>solve real-world problems</u> and contribute to the organization or industry.



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Top 3 Reasons Why Fresh Graduates Do Not Get Hired

Fresh graduates often lack relevant skills

Even if you are fresh out of the university, you should have acquired important skills that will help you bring value to the organisation you are applying to.

Fresh graduates face steep competition

As the number of college graduates and degree holders has increased during the past years, so has the number of job applicants vying for the same position.

Fresh graduates often have little or no work experience

It may be disheartening for you to see job ads that highlight junior roles requiring at least a year of work experience. This is also called **experienced paradox.**

Source: <https://www.jobstreet.com.my/career-resources/job-hunting/top-3-reasons-why-fresh-graduates-do-not-get-hired/>



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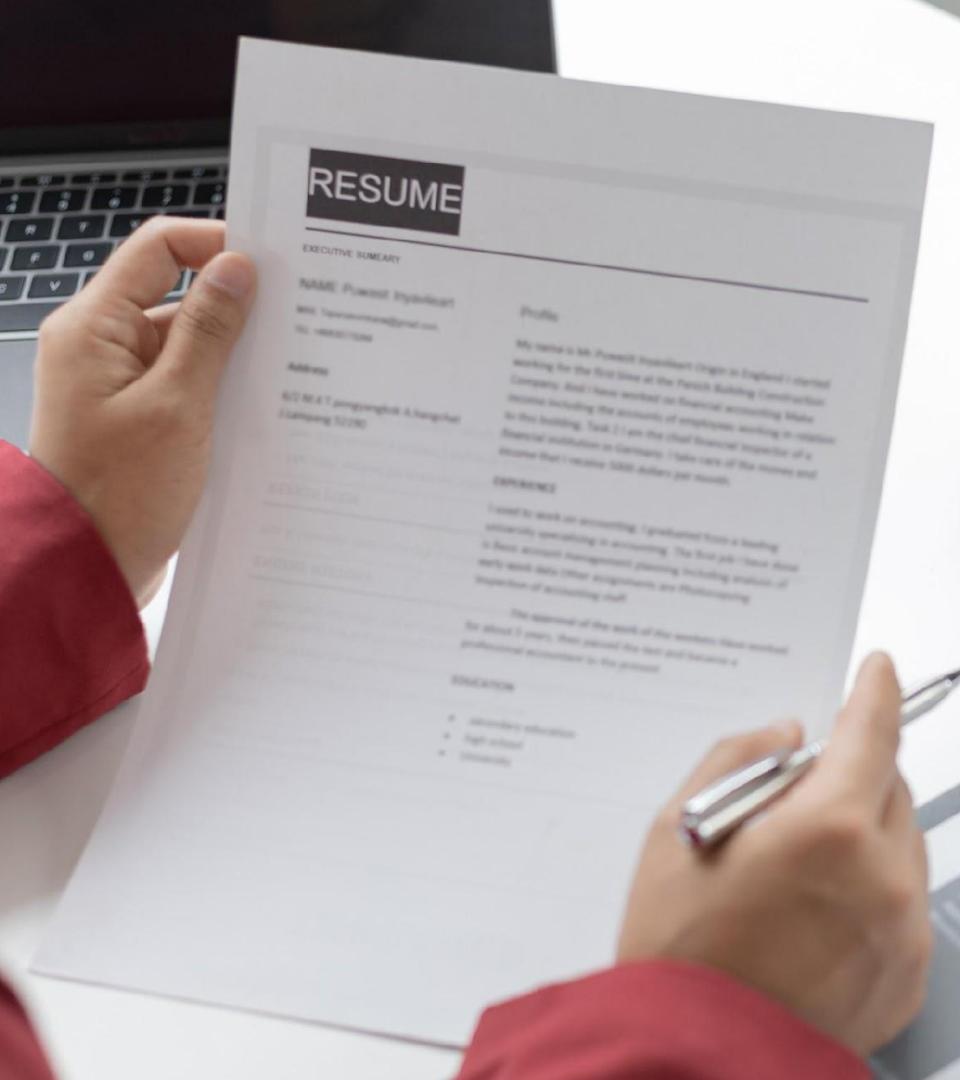
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Career journey is indeed a challenging journey.



3.7 Million unemployed aged 18-24
78% with min high school diploma



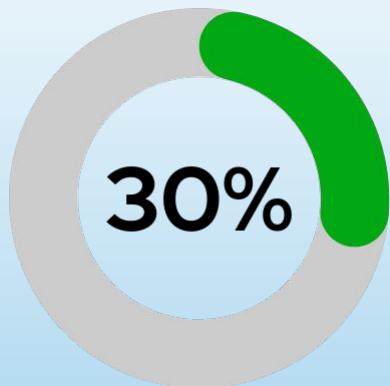
56% of graduates feel poorly prepared
To enter the workforce



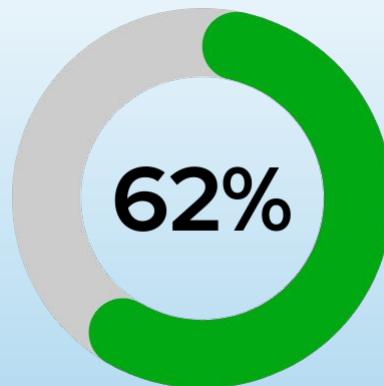
59% of graduates switch jobs within first 3 years
35% SWITCH ≥2 TIMES

One of the reasons why the career journey becomes difficult is: **procrastination**.

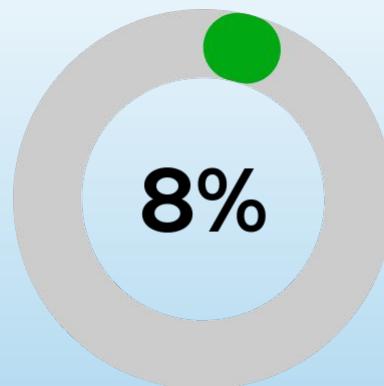
Did you know that **92% of employers believe soft skills matter as much or more than hard skills?**
Employers believe it's more important to hire for:



Soft Skills



Soft Skills + Hard Skills



Hard Skills

Source: LinkedIn's Global Talent Trends
report



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What is Soft Skill?

Soft skills are described as a **person's attributes** and **interpersonal skills**, which influence how **they complete a task, work in a team, deal with customers or clients, and manage conflict resolution.**

The main difference between hard skills and soft skills is that, while technical or hard skills are relevant to the tasks you might do in the role, **soft skills refer to how you perform those tasks in a team context.**



Consider the following situational examples of how soft skills may present in the workplace:

Situation	Soft Skills
Being assigned a deadline and completing the task on time	Time, Energy, Task Management
Adapting the onboarding process for a new employee as you can see they're struggling to understand and keep up with the training	Empathy and Patience
Talking through pain points with a disgruntled client until you find a middle ground	Conflict Resolution

Every role will value and require different soft skills, meaning there's no one size fits all approach 😊

You don't have to wait after graduating to practice these skills

And you will thank yourself if you practice these skills NOW 😊

Communication Skills

Effective written and verbal communication **is crucial in almost every profession.**

College coursework, presentations, group projects, and public speaking opportunities can help you hone these skills.

Collaboration

Group projects and club participation in college provide opportunities to work collaboratively with diverse teams, **which is a skill valued in the workplace.**

Time Management

Balancing coursework, extracurricular activities, and personal life **teaches you time management and organizational skills**, which are essential for success in any profession.



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Critical Thinking

College education **encourages critical thinking** by challenging you to analyze complex issues, evaluate evidence, and propose solutions to problems.

Research + Information Literacy

Research skills involve finding, evaluating, and synthesizing information. College assignments and research projects provide opportunities to develop these skills.

Time Management

In the digital age, **proficiency with various software applications and tools is essential**. College coursework often requires using technology for research, presentations, and data analysis.

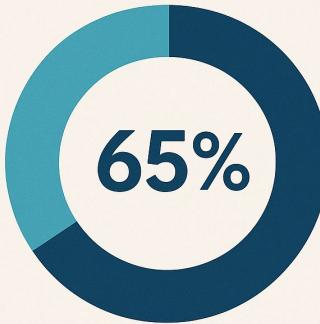


Job Market Landscape 2025 Skills Over Degree

Employers care more about **skills you can show than your GPA** or lots of job experience.

4 in 5 employers prioritize demonstrated abilities over academic credentials.

In Jakarta, **65% companies care more about a candidate's skills** than their field of study.



of employers now prioritize skills over degrees

Source: WEF



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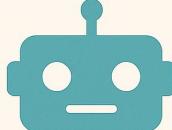
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Job Market Landscape 2025 AI Mastery

AI and Big Data are among the **fastest-growing skills**

Employers want graduates who can **use or even build AI and machine learning tech.**

Even in non-tech jobs, **knowing basic AI ideas and how to use AI tools** will become more important.

AI could replace
 80M jobs
create  97M
-if you're prepared

World Economic Forum's The Future of Jobs Report 2025



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***"AI is not going to take your jobs.
The person who use AI is going to
take your job. "***

~ Jensen Huang (NVIDIA CEO)~



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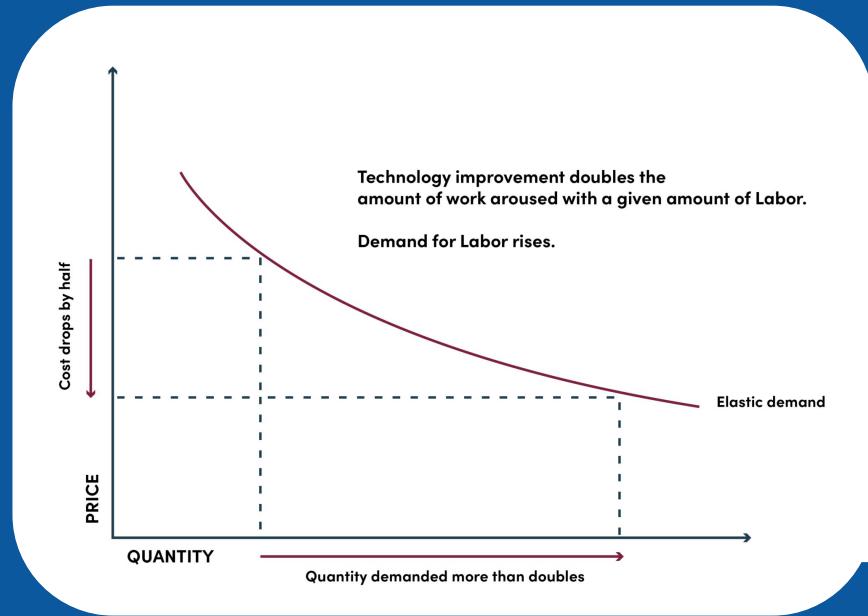
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Jevons Paradox

AI makes tasks cheaper so we use it more, increasing total demand and resource use—efficiency gains backfire.



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Job Market Landscape 2025 Remote Work 2.0

62% employees would accept 10% less pay to keep working from home

Work From Anywhere (WFA) has become the new norm

Glints survey revealing that **73% of companies offer hybrid work options**

62%
of workers
would take
a pay cut
to stay remote



Velocity Global Research



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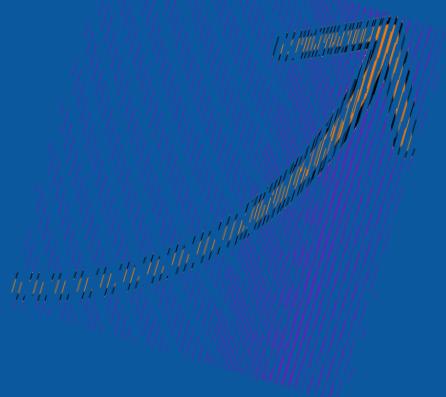
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How do you
stand out?



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Today's Discussion



The Evolving Landscape
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New Graduates in 2025



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Bridging Gap
Skills and Experience



Career Advice
New Graduates 2025

Top Technical Skills For New Graduates in 2025



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Top Technical Skills 2025

Digital Literacy
and Fluency

Data Literacy and
Analytics

AI and Machine
Learning

Software
Development

Cybersecurity
Skills

Cloud Computing

AutoCAD and SAP
ERP (Manufacturer)

Google Analytics 4
and SEMrush
(Digital Marketing)

Python for credit risk
analysis (Fintech)

Blockchain Basics
(Fintech)

Renewable
Energy

Healthcare

Sources:

Future of Jobs Report 2025 + Robert Half Technology's 2024 IT Salary Report + other sources



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Google Analytics 4
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Python for credit risk
analysis (Fintech)

Blockchain Basics
(Fintech)

Renewable
Energy

Healthcare

Today's Focus



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Top Technical Skills 2025

**Digital Literacy
and Fluency**

**Data Literacy and
Analytics**

**AI and Machine
Learning**



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Quick Question

“Which of these three are you
familiar the most?”



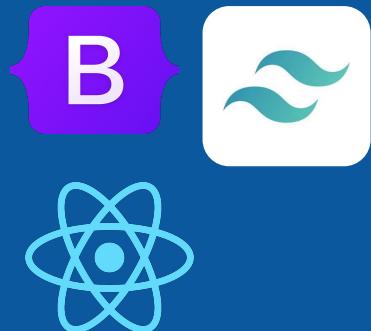
Digital Literacy and Fluency

Digital literacy means really understanding and **being good at using all kinds of digital tools and tech**, not just knowing how to use a computer.

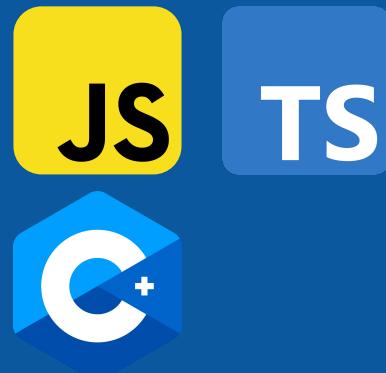


For example for developers...

Front-end Tools



Programming Language



Web Language



For example for educators...

Graphic Designer Tools

Canva
Picsart

Video Editor Tools



Learning Tools

Kahoot!
Quizizz



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Benefits of Digital Literacy

Drives Innovation and Adapts to Change:

It means knowing how tech affects business and using that to help come up with new ideas.

Foundational for Utilizing Digital Tools:

It's about using lots of digital tools well to work better and help the company run smoother.

Crucial for Remote Work Environments:

Ability to use new tech and improve work online as remote work grows.

WORKING



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How to Grow Digital Literacy

1) Engage with a Wide Range of Digital Tools & Platforms

Learn to **use the software and digital tools common in the industry** you want to work in.

For example, **learn AutoCAD and SAP ERP for manufacturing jobs or Google Analytics 4 and SEMrush for digital marketing.**



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How to Grow Digital Literacy

2) Stay Informed About the Latest Technological Trends

Keep up with **industry news and new tech** to make sure your skills stay useful.

The World Economic Forum says **many skills will soon be outdated**, so you need to keep learning new ones.



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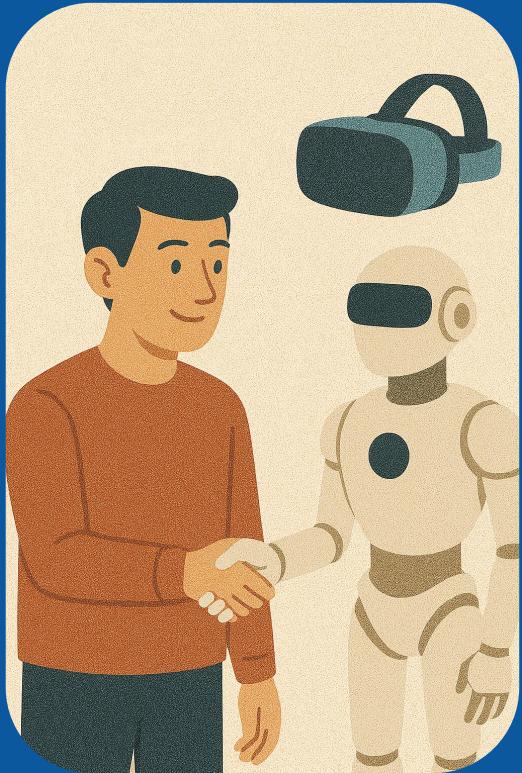
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How to Grow Digital Literacy

3) Practice Adapting to New and Emerging Technologies

Use online learning platforms to easily pick up specific tech skills.

Getting recognized certifications can boost your skills and make recruiters notice you

Do internships or personal projects in your field to show off your digital skills and get real experience



For example, did you know you can built website **THIS GOOD without any coding knowledge?**

Transform Your Potential with Expert Training Solutions

Specialized programs designed by Daffa Ghiffary Kusuma to elevate individuals and organizations through experiential learning.

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Top Technical Skills 2025

Digital Literacy
and Fluency



Data Literacy and
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AI and Machine
Learning



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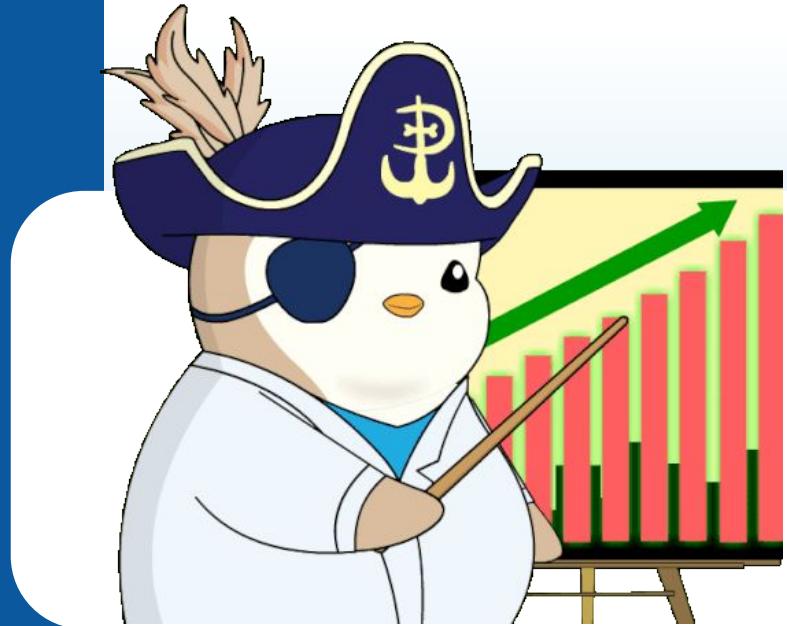
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Data Literacy and Analytics

The ability to **interpret and analyze complex datasets** to identify **hidden patterns** and trends.

Enable individuals to **transform raw data into actionable insights**

Effectively communicate these insights to stakeholders to facilitate informed decision-making



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Urgency of Data Analytics

Central to decision-making across all sector:

In 2025, businesses will use data for every choice, talk, and task they handle.

Massive big data (182 zettabytes in 2025):

As tons more data piles up in all industries, we really need people who are good with data and analytics.

Fundamental requirement for various positions:

Knowing how to use data and analytics is now important for many jobs, not just data science ones.



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Business Problem

How Data Analytics Help

Low Sales

Data analytics can find out why sales are dropping by looking at **customer buying patterns**.

High Costs

It can spot where a company is spending too much by **analyzing expense data**.

Customer Loss

Analytics can figure out why customers are leaving by **studying their feedback and behavior**.

Slow Delivery

It can **track shipping data** to find and fix delays in getting products to customers.



Business Problem

How Data Analytics Help

Poor Marketing

Data can **show which ads work best** by comparing how people respond to them.

Stock Issues

Analytics can **predict what products to keep in stock** by looking at past sales trends.

Employee Turnover

It can uncover why workers quit by **analyzing job satisfaction and workload data**.

Fraud Risk

Data analytics can **detect weird patterns in transactions** to catch fraud early.





#1 Case Study

Tesco's Data-Powered Turnaround

Problem:

Trailing behind Sainsbury's in market share, Tesco needed deeper customer insights to compete.

How Data Helps:

1. Launched Clubcard loyalty program to track purchases/habits
2. Used machine learning to predict behavior + personalize offers
3. Segmented customers for targeted promotions (e.g., discounts for budget shoppers)
4. Optimized inventory with predictive demand forecasting

Result:

- Overtook Sainsbury's within 6 months (market share: 19% → 21.2%)
- 159% pre-tax profit boost from loyal Clubcard shoppers



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#2 Case Study

Microsoft's Workspace Efficiency Boost

Problem:

Relocating 1,200 engineers risked disrupting collaboration—would consolidating offices actually improve teamwork?

How Data Helps:

1. Used Workplace Analytics (Office 365 metadata) to track meeting habits
2. Measured travel time + frequency before/after the move
3. Focused on hard metrics (not surveys)

Result:

- 46% less time wasted walking to meetings
- 100+ hours/week saved (\$520K/year in productivity)
- More (but shorter) meetings → faster decisions



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Most Needed Software/Skills

Description



Microsoft Excel

Proficiency in Excel is considered a crucial component of data literacy and analytics skills



SQL (Structured Query Language)

This is essential for database management and working with data



Python and R

These are important programming languages for statistical analysis and programming in the context of data analytics



Tableau and Power BI

These are highlighted as significant data visualization platforms that employers seek proficiency in

Most Needed Software/Skills

Description



Google Analytics

Familiarity with Google Analytics is also beneficial for data analysis



Google Data Studio

The ability to create simple dashboards using Google Data Studio is seen as a valuable skill for recruiters



Low-code tools for data analysis and visualization

These are important programming languages for statistical analysis and programming in the context of data analytics



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**Unfortunately, we can't go on the details
of the software here...**

**This is something you have to explore
by yourself**



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Analysis Type to Learn

Type of Analysis

Fundamental Statistical Principles

Descriptive statistics (mean, median, mode, standard deviation), understanding different types of data, and basic inferential statistics

Turn Data into Actionable Insights

The ability to transform raw data into actionable insights that can inform decision-making is highly valued

Data Visualization

Creating dashboards and using data visualization platforms

Data Communication

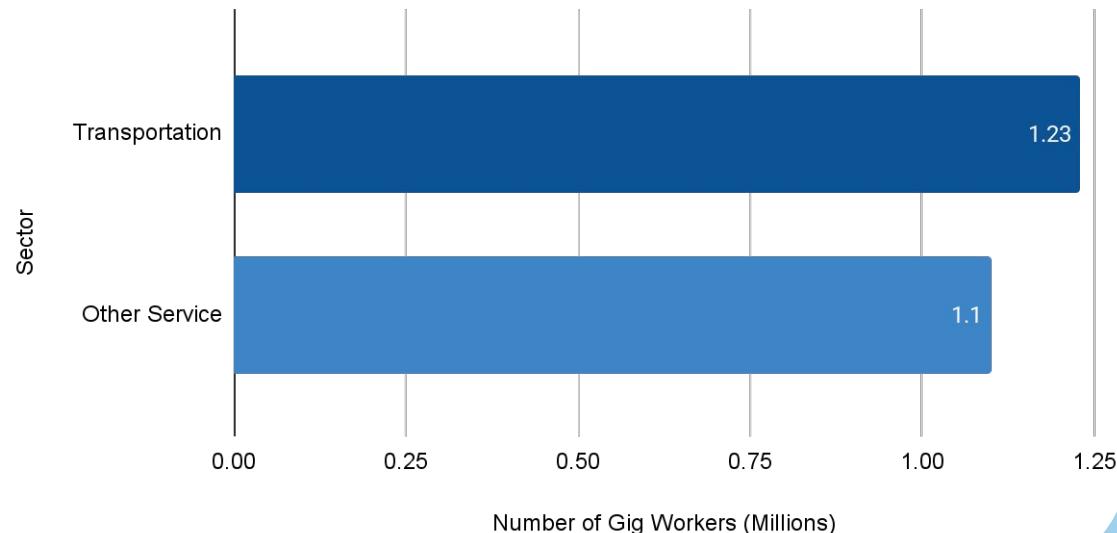
Being able to effectively communicate insights derived from data to stakeholders is also essential



Example of Good Data Visualization

Gig Economy

Most Gig Workers (Millions) in Indonesia are in Transportation Sector



Number of Worker

2.3M

1.7% of 140 Million workforce

Contribution to GDP

**\$7 Billion
Rp99 Trillion**

yearly

Permana and Izzati using Sakernas (National Labor Force Survey) data in 2019



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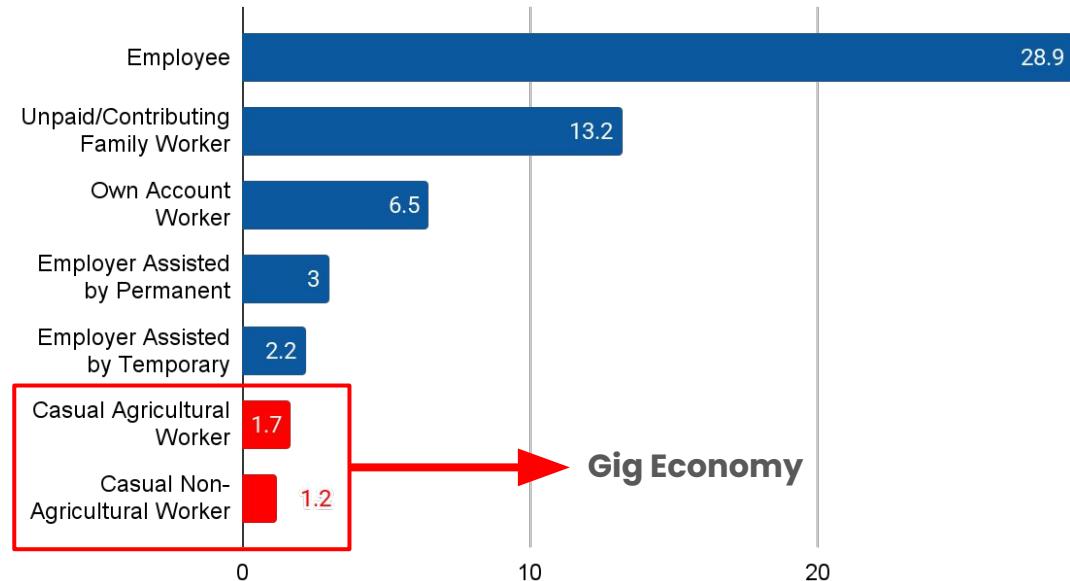


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Example of Good Data Visualization

Gig Economy

Number of Woman Workers per Job Status (Millions)



Key Factors Contributing to Disparity

Employee:

Women prefer formal employment due to its stability, benefits, and alignment with societal norms around "acceptable" work for women.

Contributing Family Worker:

Aligns with traditional gender roles, offers flexibility, and requires no formal skills, making it more accessible for women in rural areas.



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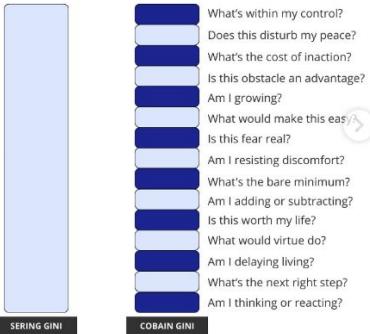
Example of Good Data Visualization

Life....



Apa Aja Pertanyaan Hidup Berfaedah?

Hidup Kok Gini Amat?



Source: Kata-kata dari para Stoic Thinkers



Rekomendasi Topik Obrolan Lebaran



Source: Kata-kata hari Lebaran dari tim @datavizual



Hidup Tuh Harus Naik Terus Kan Ya?



Source: Kata-kata Hari ini Pak Franklin D. Roosevelt



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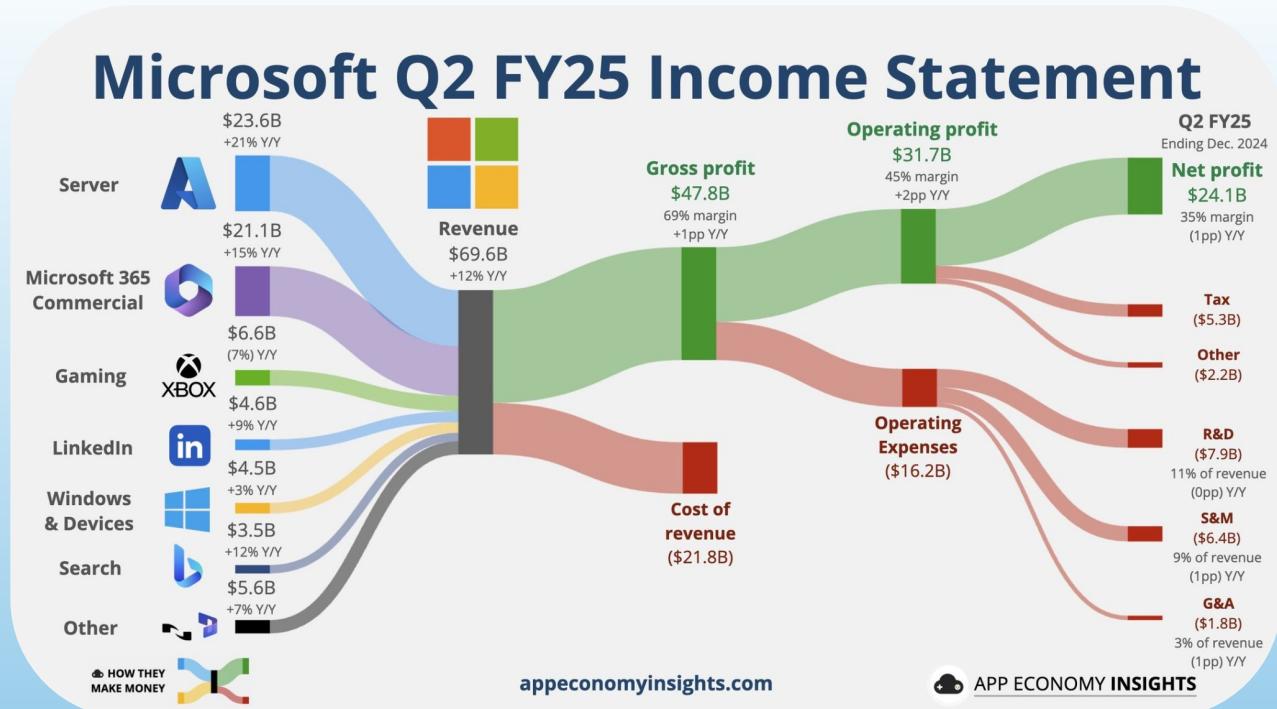
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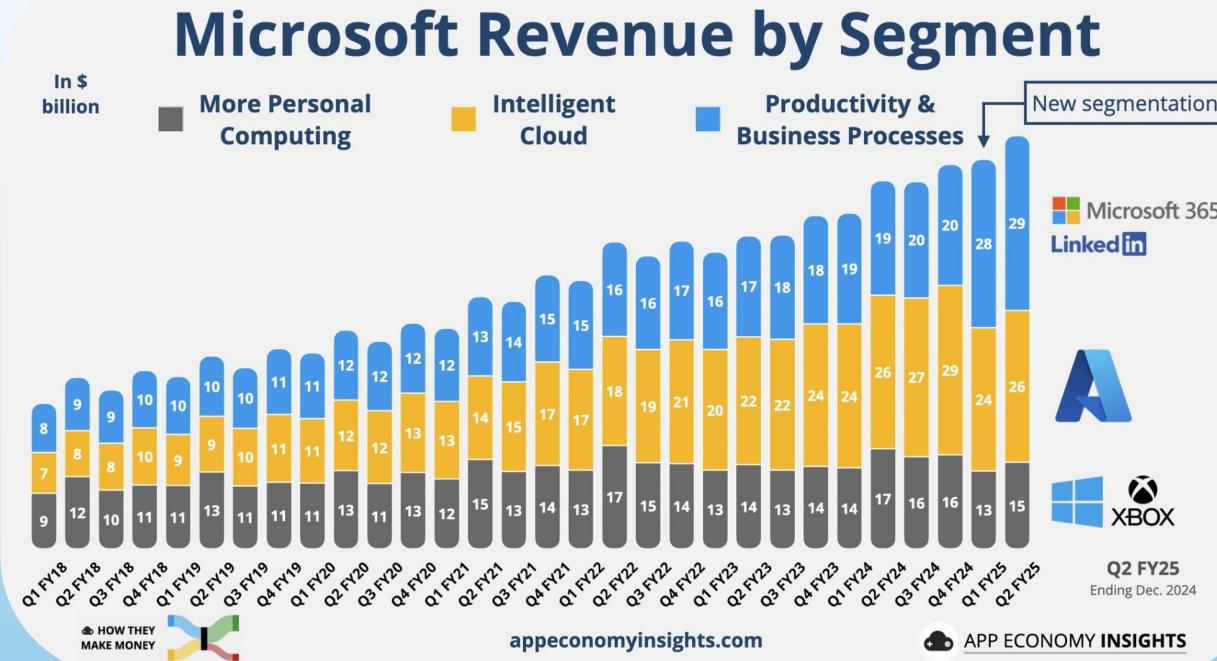
Example of Good Data Visualization

Microsoft Income Statement



Example of Good Data Visualization

Microsoft Revenue by Segment



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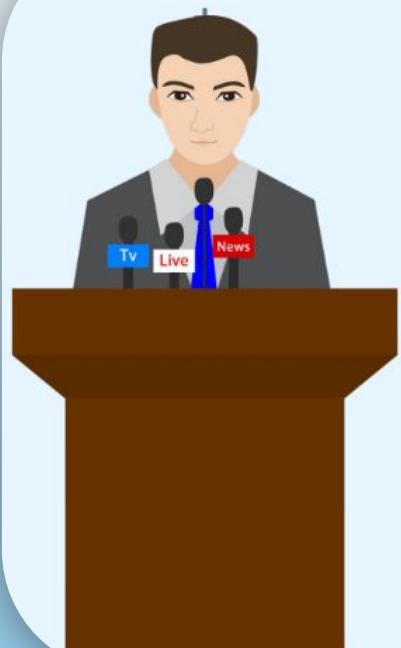


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Example of Good Actionable Insight

Education

The Influencers



The influencers adalah tipe peserta yang **sangat aktif selama pelatihan**, baik dalam sesi diskusi kelompok maupun sesi *lecture* bersama pemateri.

Walaupun sangat aktif, mereka cenderung memiliki **performa individu maupun kelompok yang rendah**.

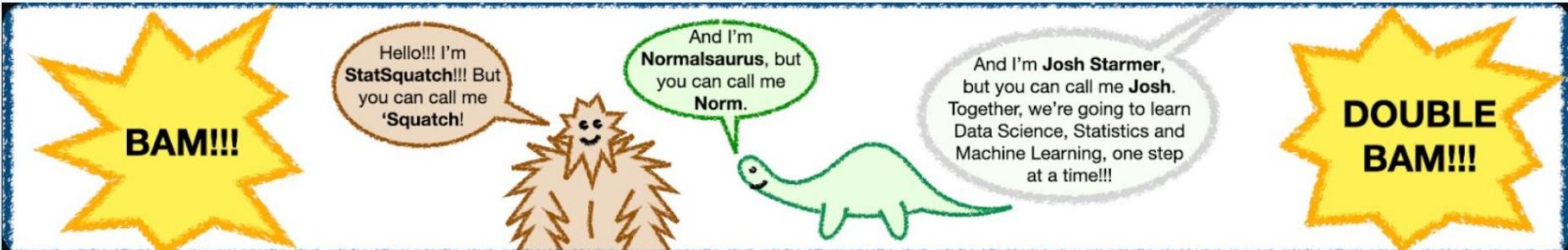
Sebagian besar tipe peserta ini **sudah memiliki bisnis** dan merupakan **kelompok ungu dan abu-abu**

REKOMENDASI PENGEMBANGAN DIRI:

- Berikan feedback yang konstruktif dan spesifik tentang performa mereka dalam menjalankan bisnis.
- Berikan tantangan yang sesuai dengan tingkat kemampuan dan bidang bisnis mereka.
- Libatkan mereka dalam kegiatan yang membutuhkan kolaborasi dan komunikasi dengan orang lain. Misalnya, minta mereka untuk berbagi pengalaman atau tips bisnis, atau mengadakan diskusi lintas kelompok.

YouTube Channel Recommendations

Learning Data Analytics



StatQuest with Josh Starmer

@statquest · 1.38M subscribers · 288 videos

Statistics, Machine Learning and Data Science can sometimes seem like very scary topics...[more](#)

patreon.com/statquest and 4 more links



Subscribed

Join

YouTube Channel Recommendations

Learning Data Analytics

A screenshot of a YouTube channel page for "Alex The Analyst". The channel banner features a photo of a smiling man with a beard and glasses, wearing a green t-shirt. The banner text includes "ALEX THE" in large letters, "NEW VIDEOS" and "EVERY WEEK" below it, and "BECOME A DATA ANALYST FASTER" to the right. Below the banner, the channel name "Alex The Analyst" is displayed in a large white font, followed by a small circular profile picture of the same man. Below the name, the channel stats "@AlexTheAnalyst · 1.02M subscribers · 355 videos" are shown. A bio message reads: "My name is Alex Freberg and on this channel I will be going over everything you need to know to become a data analyst faster." A link "analystbuilder.com" is provided. At the bottom, there are two buttons: "Subscribed" with a bell icon and "Join".

ALEX THE ANALYST

NEW VIDEOS EVERY WEEK

BECOME A DATA ANALYST FASTER

Alex The Analyst

@AlexTheAnalyst · 1.02M subscribers · 355 videos

My name is Alex Freberg and on this channel I will be going over everything you need to know to ...more

analystbuilder.com

Subscribed

Join

YouTube Channel Recommendations

Learning Data Analytics

jMetrik Psikometri Winstep Mplus JASP IRT
Jamovi Metode Penelitian Kuantitatif AMOS
SEMESTA PSIKOMETRIKA SEM
Konstruksi Skala Psikologi Statistika SPSS Rasch model
Skripsi Tesis

Semesta Psikometrika

@SemestaPsikometrika · 18.6K subscribers · 140 videos

Channel ini dibuat untuk mendukung proses kuliah dan belajar tentang Psikometrika, Stat ...[more](#)

semestapsikometrika.com and 2 more links



YouTube Channel Recommendations

Learning Reporting Data



Analyst Academy

@AnalystAcademy · 192K subscribers · 99 videos

Welcome to the Analyst Academy YouTube channel! Our videos combine years of knowle ...[more](#)

theanalystacademy.com and 2 more links

Subscribe



Top Technical Skills 2025

Digital Literacy
and Fluency



Data Literacy and
Analytics



AI and Machine
Learning



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AI and Machine Learning

Skills in understanding, using, and creating AI and machine learning tech.



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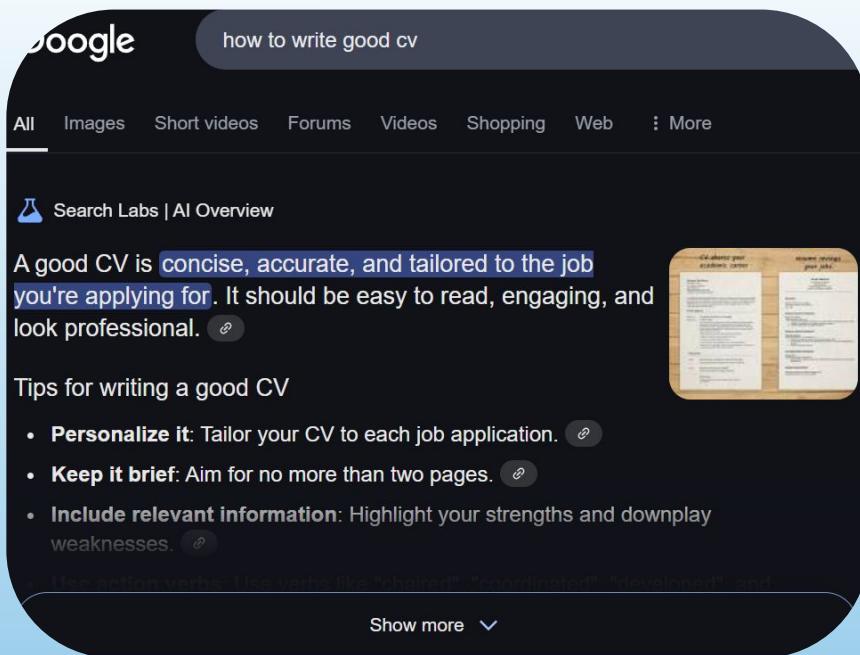


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AI is Everywhere Searching



Google search results for "how to write good cv". The top result is from Search Labs | AI Overview, which states: "A good CV is concise, accurate, and tailored to the job you're applying for. It should be easy to read, engaging, and look professional." Below this, there's a section titled "Tips for writing a good CV" with three bullet points: "Personalize it", "Keep it brief", and "Include relevant information". A small image of a resume is shown next to the tips.

how to write good cv

All Images Short videos Forums Videos Shopping Web More

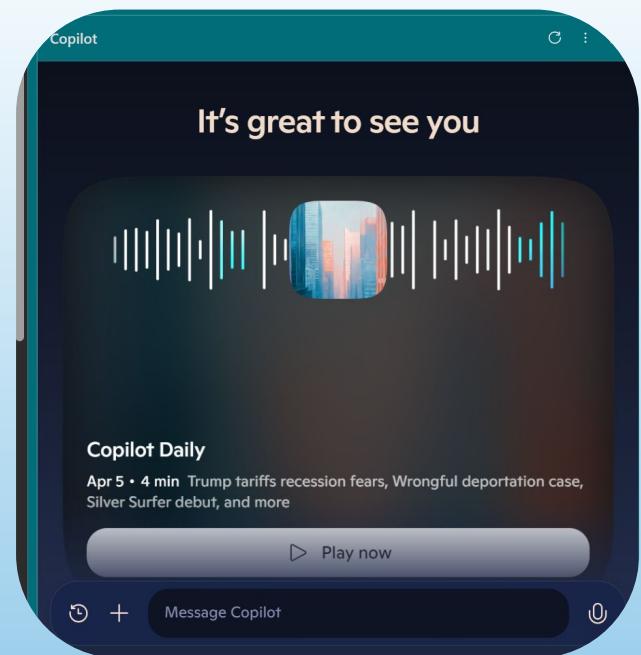
Search Labs | AI Overview

A good CV is concise, accurate, and tailored to the job you're applying for. It should be easy to read, engaging, and look professional.

Tips for writing a good CV

- Personalize it: Tailor your CV to each job application.
- Keep it brief: Aim for no more than two pages.
- Include relevant information: Highlight your strengths and downplay weaknesses.

Show more ▾



Copilot AI interface showing a greeting message: "It's great to see you". Below the message is a visual representation of audio waves and a small thumbnail image. A news summary for "Copilot Daily" is displayed, mentioning "Trump tariffs recession fears, Wrongful deportation case, Silver Surfer debut, and more". At the bottom, there are buttons for "Play now" and "Message Copilot".

Copilot

It's great to see you

Copilot Daily

Apr 5 • 4 min Trump tariffs recession fears, Wrongful deportation case, Silver Surfer debut, and more

Play now

Message Copilot

AI is Everywhere

Social Media

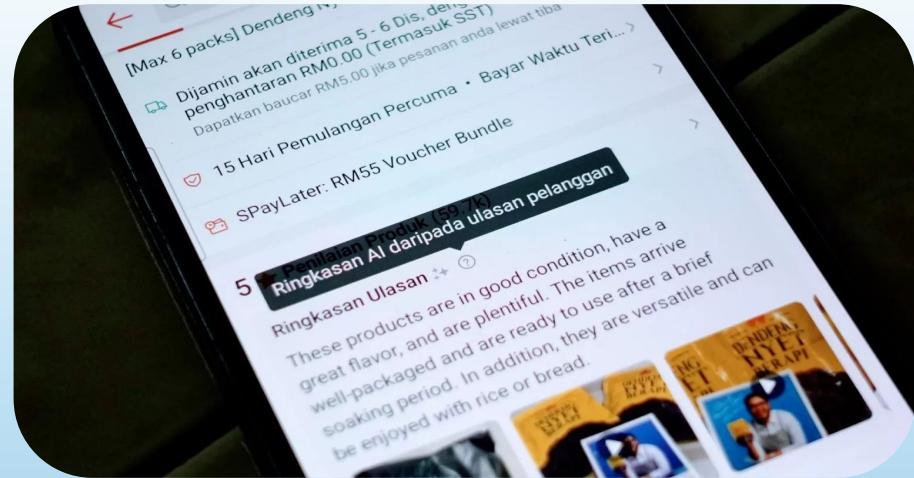
The image illustrates how AI is integrated into social media platforms. On the left, the Grok AI interface is shown, featuring a sidebar with navigation options like Home, Explore, Notifications, Messages, Grok (which is checked), Lists, Bookmarks, Communities, Verified Orgs, Profile, and More. The main screen displays various AI-generated suggestions and trending topics. In the center, a screenshot of the 'What's happening' feed shows posts from Lee Pace, Mistral, and Greeny, along with a 'Show more' button. Below this is a 'Who to follow' section with profiles for Kaleigh Moore, Brooklin Nash, and Shawn Fink. At the bottom, there are links for Terms of S, Accessibility, and a 'Messages' button. On the right, two screenshots of Meta AI messages are shown. Both messages are from 'Meta AI with Llama 3.2' at 9:41 AM. The first message provides a recipe for an Egg Omelette and asks if the user has dietary restrictions. The user replies 'I am vegan though'. The second message provides a list of vegetarian recipe ideas (Avocado Toast, Whole Grain Waffles with Fresh Fruit and Yogurt) and asks if the user has specific preferences. The user replies 'I am vegan'. A 'Memory updated' notification is visible in both message threads.

AI is Everywhere

Job Seeking



Shopping



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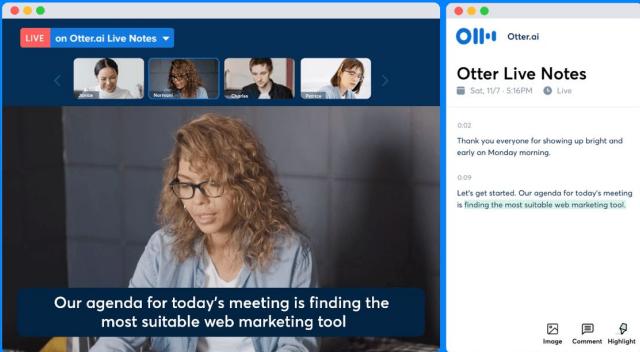


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AI is Everywhere

Zoom Meeting

Otter Live Captions + Live Notes for Zoom



AI Interview

Question 1 / 2



DEEPBRAIN AI INTERVIEW



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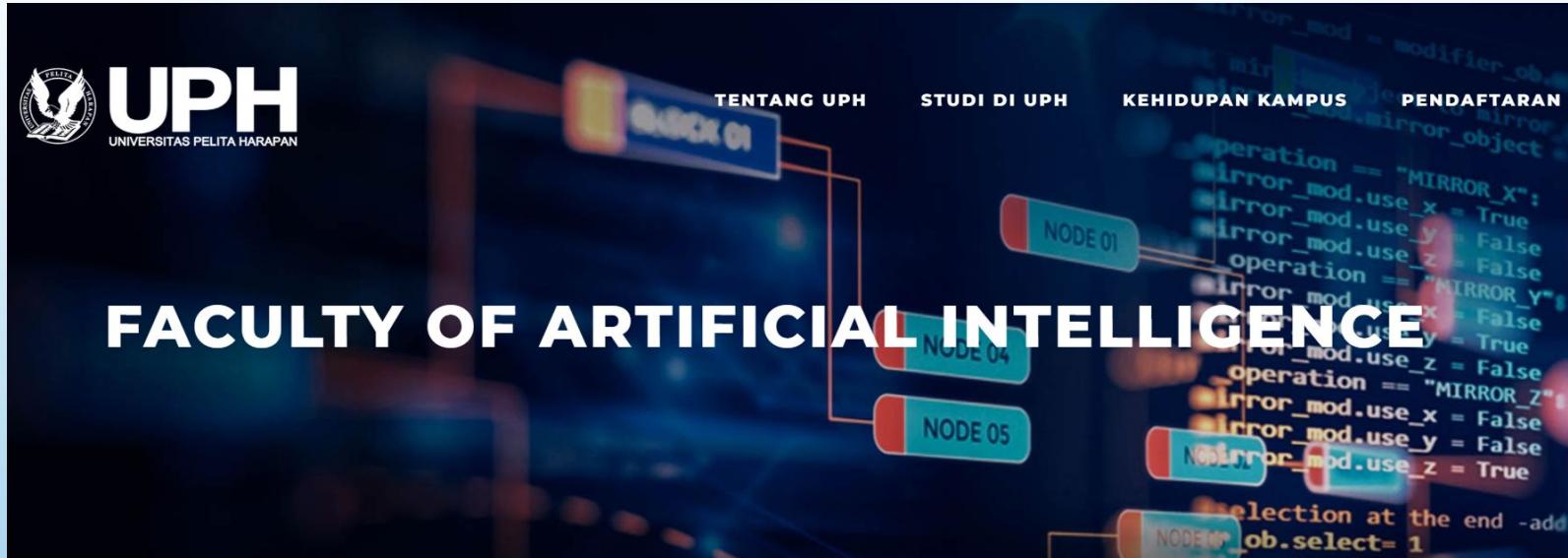
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AI is Everywhere

Education



The image shows a screenshot of a website for the Faculty of Artificial Intelligence at UPH. In the top left corner is the UPH logo with the text "UPH UNIVERSITAS PELITA HARAPAN". To the right are four navigation links: "TENTANG UPH", "STUDI DI UPH", "KEHIDUPAN KAMPUS", and "PENDAFTARAN". Below these links is a large, bold title "FACULTY OF ARTIFICIAL INTELLIGENCE". On the right side of the header, there is a vertical column of code snippets related to 3D rendering or game development, mentioning "NODE 01", "NODE 04", "NODE 05", and "NODE 06". The background of the header features abstract blue and red geometric shapes.

TENTANG UPH STUDI DI UPH KEHIDUPAN KAMPUS PENDAFTARAN

FACULTY OF ARTIFICIAL INTELLIGENCE

```
operation == "MIRROR_X":  
mirror_mod.use_x = True  
mirror_mod.use_y = False  
mirror_mod.use_z = False  
operation == "MIRROR_Y":  
mirror_mod.use_x = False  
mirror_mod.use_y = True  
mirror_mod.use_z = False  
operation == "MIRROR_Z":  
mirror_mod.use_x = False  
mirror_mod.use_y = False  
mirror_mod.use_z = True  
selection at the end -add  
job.select= 1
```



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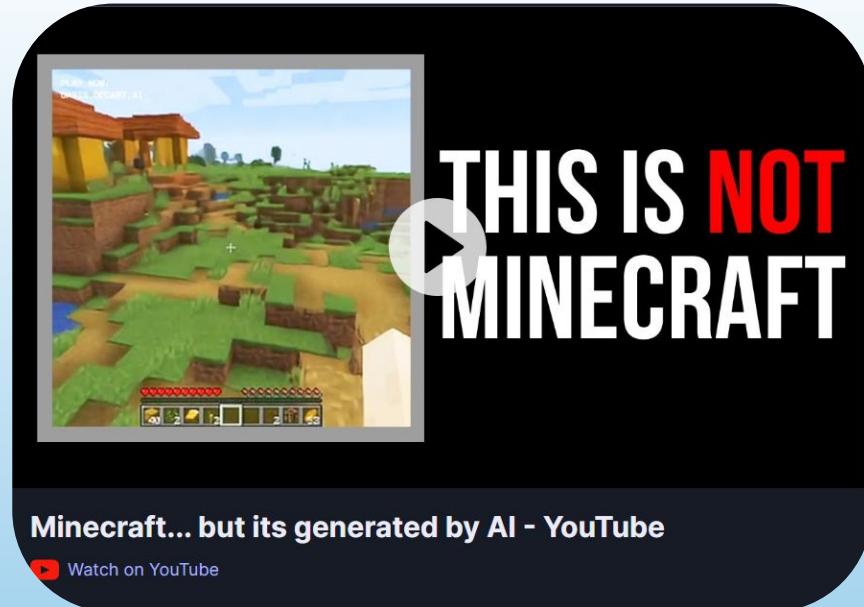


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AI is Everywhere Entertainment?



AI is Everywhere Entertainment (2)?



AI is Everywhere Advertisement

Forbes

Coca Cola's AI-Generated Ad Controversy, Explained

This year, Coca-Cola's Christmas ads are AI-generated and deeply uncanny, sparking online backlash from those who claimed the magic had been lost.

LIFESTYLE > ARTS

Toys 'R' Us AI-Generated Ad Controversy, Explained

By [Dani Di Placido](#), Senior Contributor. Dani Di Placido covers film, television... Jun 26, 2024, 01:52pm EDT Follow Author



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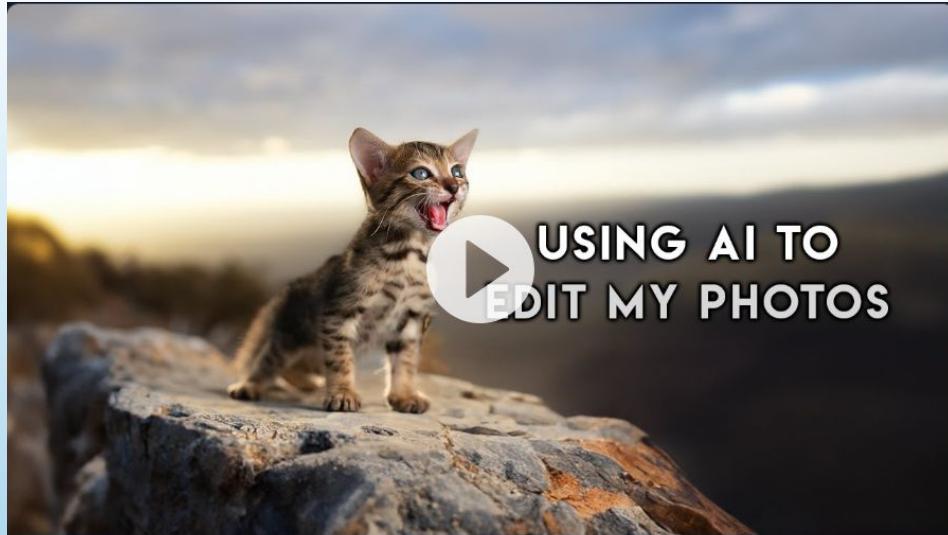
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AI is Everywhere Advertisement



AI is Everywhere

Design & Video Editing



Using AI in Photoshop to Edit my Photos - YouTube

Watch on YouTube

A screenshot of the Adobe Premiere Pro interface. On the left, there's a panel titled "Model" set to "OpenAI". Below it, a preview window shows a city skyline at night. A "Prompt" field contains the text "View of city skyline in the rain at night". A "Generate" button is visible. On the right, a video frame shows a person walking in a hallway. A pink "Remove Object" tool is highlighted with a callout, and a cursor is pointing at it.

Generative AI in Premiere Pro powered by Adobe Firefly |
Adobe Video - YouTube

Watch on YouTube

Urgency of Artificial Intelligence

High employer preference:

71% of leaders prefer to hire a less experienced candidate who possesses AI skills

Reshaping the job market:

In 2025, AI and automation are changing jobs worldwide, and in Indonesia

Impact on various sectors:

AI and machine learning can be used in many ways in industries like manufacturing, healthcare, and finance.



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How to master Artificial Intelligence

Proficiency in Utilizing AI-Powered Tools:

Able to use AI tools well to work better and make things run smoother.

Prompt Engineering:

Smartly giving AI the right inputs to get accurate results and boost productivity with generative AI.



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How to master Artificial Intelligence

Proficiency in Utilizing AI-Powered Tools:

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Prompt Engineering:

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Let's focus on this one



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**Are you still using ChatGPT?
Then you're still a beginner**



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You can't built website THIS GOOD just with ChatGPT

DaffaTraining

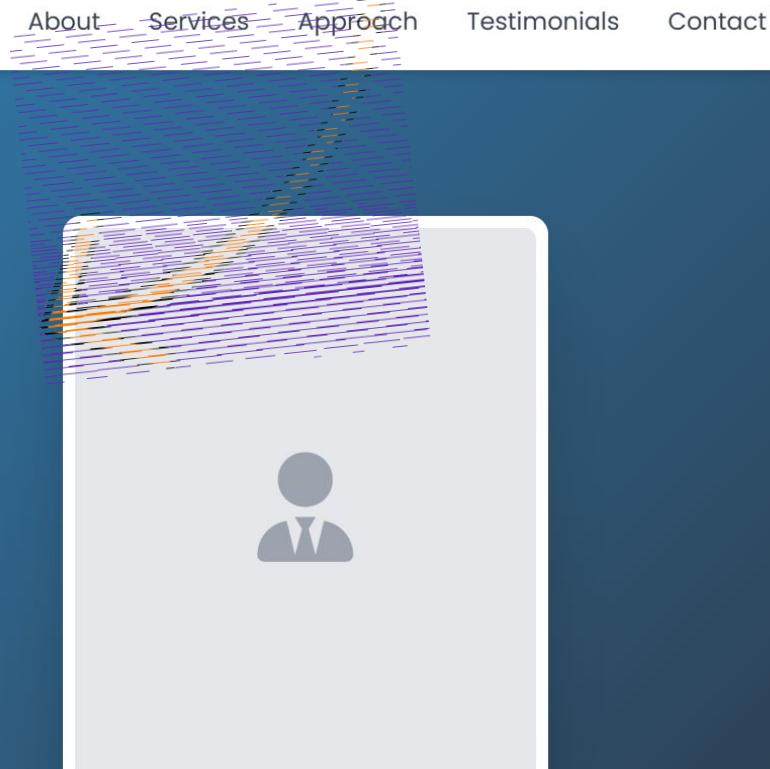
Transform Your Potential with Expert Training Solutions

Specialized programs designed by Daffa Ghiffary Kusuma to elevate individuals and organizations through experiential learning.

[Our Services](#)

[Get in Touch](#)

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You can't write research paper THIS GOOD just with ChatGPT

The Emerging Gig Economy in Indonesia: Statistics, Impact, and Future Outlook

Indonesia's gig economy has experienced substantial growth in recent years, reshaping the traditional employment landscape and contributing significantly to the nation's digital economic transformation. This research report examines the statistical landscape of Indonesia's gig economy, analyzing its size, demographic composition, economic impact, and the challenges faced by gig workers. As Indonesia continues its digital evolution, understanding these patterns becomes crucial for policymakers, businesses, and workers alike.

Size and Scope of Indonesia's Gig Economy

The gig economy in Indonesia has grown significantly in recent years, although precise measurements vary across different studies. According to research by Permana and Izzati using Sakernas (National Labor Force Survey) data, Indonesia had approximately 2.33 million gig workers in 2019, representing about 1.7 percent of the country's total workforce^{[1][2]}. This figure encompasses workers primarily in the transportation sector and other service industries. More specifically, their analysis identified around 1.23 million workers (0.9% of the total workforce) in the transportation sector, which includes online motorcycle taxi drivers, couriers, and food delivery personnel working for platforms like Gojek and Grab^[2]. Additionally, approximately 1.1 million workers (0.8% of the total workforce) were engaged in other service sectors, including online tutors, software developers, translators, copywriters, and other remotely delivered services^[2].

However, it's important to note that these figures likely represent conservative estimates. A survey conducted by the Center for Employment and Labor Studies at the University of Indonesia in 2020 estimated a much larger figure of around 10 million gig workers in Indonesia^[1]. This substantial discrepancy highlights the challenges in accurately measuring this sector, particularly due to its informal nature and the limitations of traditional labor surveys. The Sakernas data, which is released twice yearly, has recognized limitations in precisely estimating the number of gig workers in Indonesia^[2].

The distribution of gig workers across Indonesia is notably uneven, with a significant urban concentration. Research indicates that approximately 76.57% of gig workers are located in urban areas, compared to just 23.43% in rural regions^[1]. This urban-rural disparity can be attributed to several factors, including better digital infrastructure in cities, higher population density leading to greater service demand, and the gap in access to digitization between urban and rural areas^[1].

Top Employability Skills for New Graduates in 2025

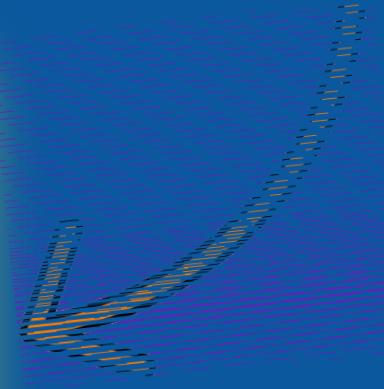
I. Executive Summary

This report examines the critical employability skills required for new graduates entering the job market in 2025. The analysis reveals that the professional landscape is being significantly reshaped by rapid technological advancements, shifting economic conditions, and evolving expectations from employers. To succeed in this dynamic environment, new graduates must cultivate a blend of technical and soft skills. Key technical skills identified as crucial include data literacy and analytics, proficiency in artificial intelligence and machine learning, strong digital fluency, software development capabilities, and cybersecurity awareness. Equally important are core soft skills such as effective communication, teamwork and collaboration, problem-solving and critical thinking, emotional intelligence, adaptability, and leadership. Furthermore, emerging competencies like continuous learning, creativity and innovation, ethical judgment, and an understanding of environmental stewardship are gaining prominence. The report also addresses the existing skills and experience gap faced by many new graduates and suggests proactive strategies for development. Ultimately, aligning skill development with strategic job search methods will be paramount for new graduates to achieve successful career transitions in 2025 and beyond.

II. The Evolving Landscape of the Job Market in 2025

The job market in 2025 is characterized by significant transformations driven by a confluence of factors, most notably technological advancements, economic shifts, and changing employer expectations. Understanding these dynamics is crucial for new graduates to strategically position themselves for success.

- Technological Advancements as a Primary Driver of Change:** The integration of advanced technologies, particularly artificial intelligence (AI), machine learning (ML), and automation, is fundamentally altering industries and the nature of work.¹ This rapid adoption is not only generating demand for specialized technical roles but also impacting existing positions across various sectors. Consequently, even graduates in non-technical fields will increasingly need a foundational understanding of AI and ML concepts and the ability to effectively utilize AI-powered tools to enhance their productivity. For instance, the ability to leverage AI and ML can streamline operations and boost individual productivity, allowing professionals to focus on business growth rather than routine tasks. The World Economic Forum's Future of Jobs Report 2025 highlights the increasing demand for AI and ML specialists, alongside big data specialists and fintech



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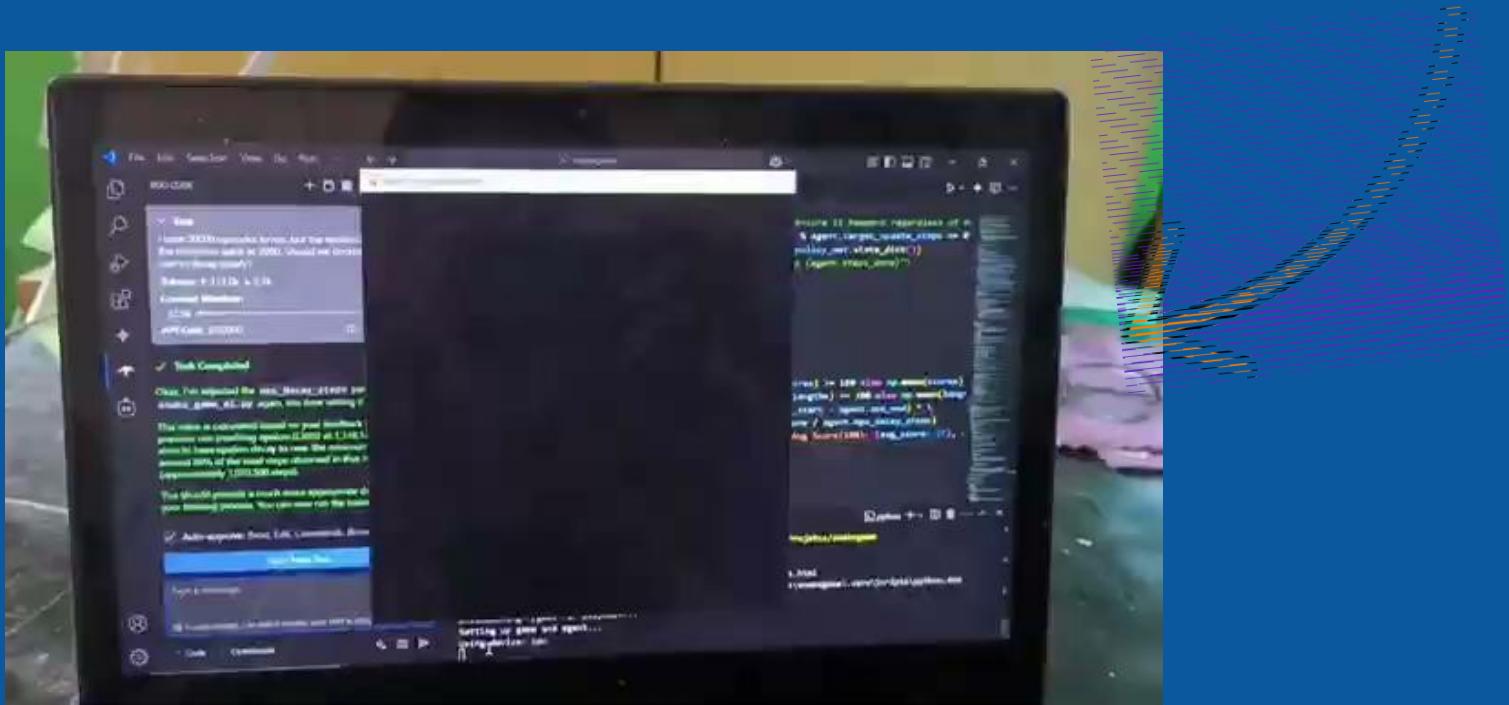


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You can't make a self-playing snake game THIS GOOD just with ChatGPT



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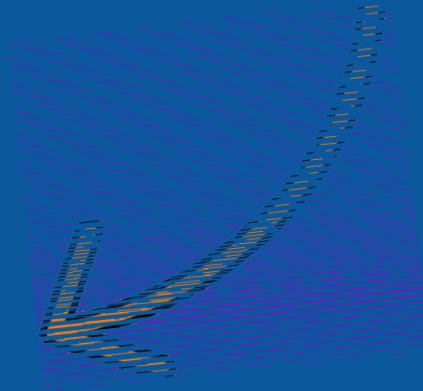


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You can't make AI podcast THIS GOOD just with ChatGPT



Cognitive Psychology: How to Memorize Better? (Both are AI voice, no human)



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There are two types of AI Model

CLOSED MODEL

Paid, limited API access

Not downloadable to PC

>100 Billion parameter

OPEN SOURCE

Free, unlimited use

Downloadable to our PC

<100 Billion parameter



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AI Model	Currently Best Model Variations	Organization	Type	Best Use Case
ChatGPT	GPT 4.5 (base) GPT 4o-o3-mini (thinking)	OpenAI	Closed model	4.5: Content o3-mini: Coding
Gemini	Gemini-2.5-Pro	Google	Closed model	Coding
Gemma	Gemma 3	Google	Open source	Embed to your own apps
Claude	Claude 3.7 Sonnet	Anthropic	Closed model	Coding

AI Model	Currently Best Model Variations	Organization	Type	Best Use Case
Grok	Grok 3	X (twitter)	Closed model	Logical task (compare, classify, math etc.)
Llama	Llama 3.3	Meta	Open source	Embed to your own apps
DeepSeek	DeepSeek v3.1 (base) DeepSeek R1 (thinking)	DeepSeek	Open source	3.1: Content+coding R1: Coding
Qwen	Qwen2.5-Max	Alibaba	Open source	Coding

Best Model Ranking per Function

CREATIVE WRITING

- 1) Claude 3.7 Sonnet
- 2) DeepSeek v3.1
- 3) GPT 4.5

CODING

- 1) Gemini-2.5-Pro
- 2) Claude 3.7 Sonnet
- 3) DeepSeek v3.1



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Best Model Ranking per Function

LOGIC + MATH

- 1) Grok 3**
- 2) Gemini-2.5-Pro**
- 3) Claude 3.7 Sonnet**

IMAGE GENERATION

- 1) GPT 4o**
- 2) Reve Image**
- 3) Gemini 2.0 Flash (Image Generation) Experimental**



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Best Model Ranking per Function

RESEARCH

- 1) Gemini 2.0 Flash
- 2) GPT 4o-o3-mini
- 3) Grok 3

VIDEO GENERATION

- 1) Veo 2 (Google)
- 2) Sora (OpenAI)
- 3) Kling AI



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AI Advanced Features

Deep Research

Deep Data Analysis

Gathers and studies info from many sources for detailed answers.

Smart Understanding

Uses AI to break down complex topics into clear summaries.

Quality Focus

Picks the most reliable, up-to-date sources for accurate results.

Good morning, Daffa Ghiffary.
How can I help you today?

What do you want to know?



DeeperSearch

Think

Extended search, more reasoning

Research

Create images

How to

Analyze

Code



Grok 3



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Top Providers for Deep Research Features

1) Gemini Deep Research

The screenshot displays the Gemini Deep Research interface. At the top left, there's a dropdown menu labeled "Gemini" with a "Deep Research" option. On the right side, there are buttons for "Try Gemini Advanced", a trash bin, a grid icon, and a user profile picture. Below the header, a message says "I've completed your research. Feel free to ask me follow-up questions or request changes." A summary card for "Keterampilan Lulusan Baru Indonesia 2025" is shown, dated Mar 31, 8:00 PM. The card includes icons for like, share, and more. A large central panel shows a report titled "Top Employability Skills for New Graduates in Indonesia: Navigating the 2025 Job Market". The report discusses the dynamic job market in Indonesia, mentioning movements like #KaburAjaDulu. It highlights the need for new graduates to cultivate employability skills to succeed in the job market. An "Export to Docs" button is visible at the top of the report panel.

<https://gemini.google.com/app>



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Top Providers for Deep Research Features

2) Perplexity Deep Research

The screenshot shows the Perplexity AI interface. On the left, there's a sidebar with navigation links: New Thread, Home, Discover, Spaces, Library, and a user profile section for 'ghifarykusuma3941'. The main search bar at the top contains the query: 'Mana merek kopi yang memiliki kafein lebih banyak...'. Below the search bar, there are tabs for Deep Research (which is selected), Images, and Sources (with 81 results). A red box highlights the 'Sources' tab. To the right of the tabs, it says '22 tasks'. Below the tabs, three cards are displayed: one from 'fatsecret' about 'Kalori dalam Pikopi 3in1 Kopi Mix dan Fakta Gizi', one from 'Wingscorp' about 'Neo Coffee - Wingscorp', and one from 'Hello Sehat' about 'Apa Itu White Coffee dan Benarkah Lebih Sehat?'. There are also buttons for 'Download' and a question mark icon.

<https://www.perplexity.ai/>

Top Providers for Deep Research Features

3) Liner

The screenshot shows the Liner platform interface. At the top, it displays "Questions 1 of 3" and a search bar with the query: "Research PT Pagaden Global Teknologi's business model, recent news, and any other info on this company". Below the search bar, there are buttons for "Share", "Add to folder", "Upgrade", and settings.

The main area is titled "Deep Research" and contains two tasks:

- Identify and document the business model of PT Pagaden Global Teknologi, including its industry, services, and target market.** This task has been analyzed from 6 sources.
- Search for recent news articles or press releases about PT Pagaden Global Teknologi to gather updates on its activities.** This task has also been analyzed from 6 sources.

At the bottom of the research section, there is a button to "Ask a follow-up question".

To the right, the results are displayed under the heading "15 Sources". There are two main results listed:

- 1 pagadenglobalteknologi.web.indotrading.com**
PT Pagaden Global Teknologi: Supplier Jasa produksi garmen ...
PT Pagaden Global Teknologi merupakan perusahaan yang bergerak dibidang jasa percetakan. Kami bera...
Cite | Summary
- 2 pagadenglobalteknologi.web.indotrading.com**
Tentang Kami - PT Pagaden Global Teknologi - Indotrading.com
PT Pagaden Global Teknologi merupakan perusahaan yang bergerak dibidang jasa percetakan. Kami bera...
Cite | Summary

<https://getliner.com/>

AI Advanced Features Knowledge Management

Source Summarization

Quickly condenses uploaded documents, notes, or articles into key points.

Smart Q&A

Answers questions based on your provided sources for deeper understanding.

Idea Organization

Helps connect and refine your thoughts by analyzing your notes.

The screenshot displays a mobile application interface for managing knowledge. At the top, the title "How to overcome Workplace Stress" is shown. On the left, a "Sources" section lists several documents with checkboxes next to them, indicating they have been selected. The right side features a "Chat" section with a summary of the research findings. The summary discusses the significant impact of workplace factors on employee health and well-being, mentioning various studies like Scoping Reviews, Systematic Reviews, and meta-analyses. It highlights the effectiveness of mindfulness training, the mental health of young workers, job demands, and support as key factors. An intervention study in textile factories is mentioned, along with a study on healthcare providers investigating an internet-based intervention for stress reduction. The summary also notes potential benefits for stress reduction and specific facets of mindfulness, gaps in research, and the impact on mortality and healthcare costs in the U.S. associated with workplace stressors. A final note mentions reviews focusing on work-related stress in the banking sector and organizational interventions in healthcare settings, examining incidence, correlated factors, consequences, and complexities of intervention implementation.



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Top Providers for Knowledge Management Features

NotebookLM

Generate AI podcast

The screenshot displays the NotebookLM platform interface. On the left, the 'Sources' section lists various academic articles and PDFs related to 'How to Overcome Procrastination'. In the center, the 'Chat' section provides a summary of the topic, mentioning stress, lower performance, and various interventions. On the right, the 'Studio' section features an 'Audio Overview' player for the selected article, showing a play button, a progress bar at 00:00 / 10:27, and other controls. A red arrow points from the 'Generate AI podcast' text above to the play button in the Studio section.

<https://notebooklm.google.com/>

AI Advanced Features

Workflow Automation

Task Automation

Streamlines repetitive tasks by connecting apps and services without manual work.

Data Integration

Syncs and processes data across multiple platforms in real-time.

Customizable Logic

Lets users design flexible workflows with conditional triggers and actions.



VectorShift

Hi, how can I assist you today?

input_1 *

BNET Academy

input_0 *

Learning Designer

input_2 *

About the Role As a Learning Designer at BNET Academy, you will play a key role in shaping the learning experience for v

Submit

output_0

Transforming Learning Journeys: From Bite-Sized Modules to Comprehensive Programs

Having orchestrated end-to-end learning experiences for over 5,000 vocational students and professionals, I've mastered the delicate balance between educational theory and practical application. At Rumah Siap Kerja, I developed comprehensive monitoring frameworks that increased program effectiveness by 37% through data-driven improvements. My experience creating bite-sized learning modules and video scripts that transformed complex concepts into engaging content directly addresses BNET Academy's need for innovative instructional design that resonates with diverse learners.

I'm particularly drawn to your mission of empowering Indonesia's next generation of skilled professionals. Your focus

Example: Cover letter automation



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Top Providers for Workflow Automation Features

1) Vector Shift



<https://app.vectorshift.ai/>



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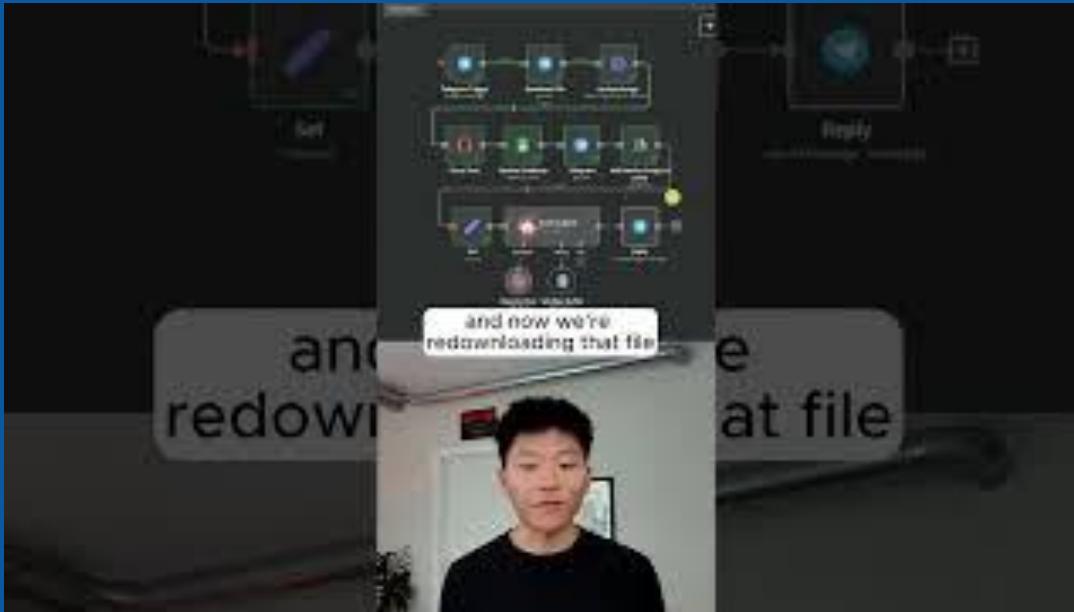
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Top Providers for Workflow Automation Features

2) n8n



<https://n8n.io/>



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AI Advanced Features

Easy Website Development

Code Generation

Automatically writes clean, functional code snippets based on your prompts.

Bug Fixing

Identifies and suggests fixes for errors in your existing code.

UI/UX Suggestions

Recommends design improvements and responsive layouts for better user experience.

What do you want to build?

Prompt, run, edit, and deploy full-stack **web** and **mobile** apps.

How can Bolt help you today?



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Top Providers for Website Development Features

1) Bolt.NEW

The screenshot shows the Bolt.NEW platform's user interface. At the top, there's a navigation bar with the Bolt logo, a dropdown menu for 'Professional Portfolio Website', and buttons for 'Connect to Supabase', 'Export', and 'Deploy'. The main workspace is divided into two sections: a dark sidebar on the left and a light preview area on the right.

Dark Sidebar (Left):

- A circular icon with a 'D' and a 'PDF' button labeled 'CV_Daffa...'.
- A text box containing instructions: "Create a professional portfolio website for Daffa Ghiffary Kusuma based on this CV (attached). Make sure the design is sleek, beautiful, and modern."
- A text box with a downward arrow containing: "I'll help you create a professional portfolio website for Daffa Ghiffary Kusuma based on the CV. I'll design a modern, sleek website that effectively showcases his experience and skills."
- A message input field: "How can Bolt help you today?" with a blue 'Send' button.
- Small icons for sharing or interacting with the workspace.

Light Preview Area (Right):

- A toolbar with 'Code' and 'Preview' tabs, a file icon, a search bar with '5173 /', and various document-related icons.
- A header section for 'Daffa Ghiffary Kusuma' with contact information: email (daffaghiffarykusuma@gmail.com), WhatsApp, and a profile picture.
- A 'About Me' section: "I am a passionate software developer with experience in full-stack web development. I specialize in React, TypeScript, and Node.js, and I'm always eager to learn new technologies." It includes links to LinkedIn and a Portfolio.
- A 'Experience' section which is currently empty.

<https://bolt.new/>



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Top Providers for Website Development Features

2) v0

The screenshot shows the v0 web application interface. On the left, there's a sidebar with a dark theme containing:

- A user profile icon.
- A note: "Create a professional portfolio website for Daffa Ghiffary Kusuma based on this CV (attached). Make sure the design is sleek, beautiful, and modern." with a file preview for "CV_Daff_learning.pdf" (103.06kB).
- A message: "Thought for 6 seconds" with a dropdown menu showing "Version 1" and "Latest" (both "Viewing").
- A note: "I've created a professional portfolio website for Daffa Ghiffary Kusuma based on the CV you provided. The design is modern, sleek, and showcases his experience as a Learning Specialist effectively."
- A section titled "Key Features:" with a dropdown menu showing "Professional Layout: Clean, modern".
- A text input field "Ask a follow up..." with icons for a person, a link, and a file.
- A note at the bottom: "v0 may make mistakes. Please use with discretion."

The main workspace on the right displays a preview of the portfolio website for "Daffa Ghiffary Kusuma". The website has a clean, modern design with a white background. The header includes the name "Daffa Ghiffary Kusuma" and a "Get in Touch" button. Below the header is a navigation bar with links to "About", "Experience", "Education", "Activities", "Skills", and "Contact". The main content area features a large title: "Learning Specialist & Program Manager". Below the title is a descriptive paragraph: "Creating and implementing effective learning solutions that meet organizational goals through creative, data-driven methods." To the right of the text is a large, light-gray circular placeholder image.

<https://v0.dev/>

Top Providers for Website Development Features

3) Loveable

The screenshot shows the Lovable platform interface. On the left, there's a sidebar with a message: "Create a professional portfolio website for Elon Musk. Make sure the design is sleek, beautiful, and modern." Below this, there's a "Lovable" section with a heart icon and a text area where the user describes the project: "I'm excited to create a sleek, beautiful, and modern portfolio website for Elon Musk! This project evokes high-tech minimalism with a futuristic edge – perfect for showcasing the visionary entrepreneur behind Tesla, SpaceX, and other groundbreaking ventures. For inspiration, I'll draw from Space X's clean, modern aesthetics combined with Tesla's premium feel and the minimalist design language of companies like Apple and Stripe. For this first version, I'll implement:

- A striking hero section with a space-themed parallax effect
- A clean, minimalist navigation

At the bottom of the sidebar, there's an "Ask Lovable..." input field with a "G" icon and "Attach" and "Edit" buttons.

The main content area shows a dark-themed website template for "Elon Musk". The header includes a "Index" button, a "Publish" button, and navigation links for "About", "Companies", "Vision", and "Contact". The main content features a large blue "Elon Musk" title, the subtitle "Engineer. Entrepreneur. Visionary.", and a blue "Discover My Journey" button.

<https://lovable.dev/>



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AI Advanced Features

AI General Agent

Autonomous Task Execution

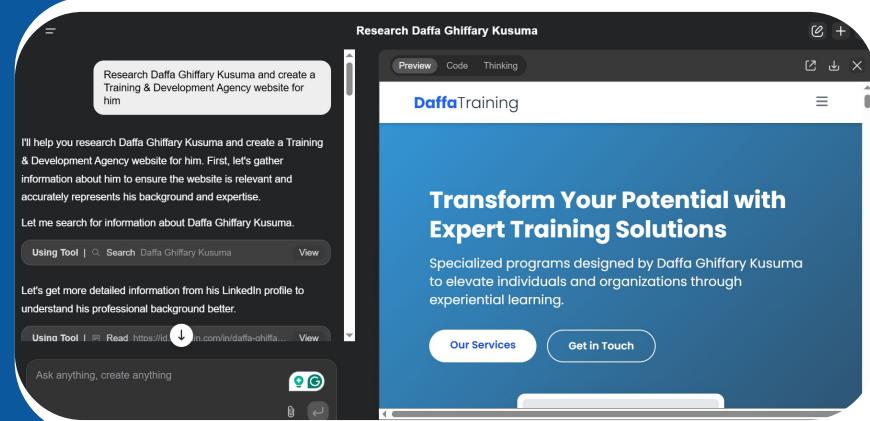
Handles complex workflows end-to-end without human intervention.

Multi-Tool Integration

Seamlessly connects and operates across various apps and platforms.

Adaptive Learning

Improves performance over time by learning from user interactions and feedback.



Example: Research + web development



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Top Providers for AI General Agent Features

1) Manus



<https://manus.im/>



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Top Providers for AI General Agent Features

2) Genspark



<https://www.genspark.ai/>



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How to master Artificial Intelligence

Proficiency in Utilizing AI-Powered Tools:

Able to use AI tools well to work better and make things run smoother.

Prompt Engineering:

Smartly giving AI the right inputs to get accurate results and boost productivity with generative AI.



Now, let's focus on this one



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Prompt Engineering

The ability to **strategically craft inputs** for AI models **to achieve desired and accurate outputs**



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Good Prompt Aspect

Definition

Example

1) Instructions

Give the model distinct guidelines regarding the task.

"Write an essay in 600 words, analyzing the effects of global warming on marine life"

2) Context

Provides framework for generating relevant content

"In recent decades, global warming has undergone significant shifts, leading to rising sea levels, increased storm intensity, and changing weather patterns. These changes have had a severe impact on marine life. Write an essay in 600 words analyzing the effects of global warming on marine life."



Good Prompt Aspect

Definition

Example

3) Input Data

Any piece of information provided as part of prompt

"You have been provided with a data set containing temperature records and measurements of sea levels in the Pacific Ocean. Write an essay in 600 words, analyzing the effects of global warming on marine life in the Pacific Ocean."

4) Output Indicator

Offers benchmarks for assessing attributes of the output (e.g the tone, style, length, and other qualities you desire from the output)

"The output generated should be an essay of 600 words. It will be evaluated based on the clarity of the analysis and incorporation of relevant data or case studies"



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Full Prompt Example

Blog Article

Create an SEO optimized article for this:

Keyword = []

Content Outline = Insert headings + article outline here

For creating content, do this:

- SOURCE CONTEXT: Source Context = Write as Julian Goldie, who is an SEO Entrepreneur, author, and online educator. He is the founder of successful 7-figure link building agency with a team of 50 people, which he build from the ground up. Julian is also a thought leader in the field of AI and SEO. He has released two best-selling books on Amazon, "SEO Link Building Mastery" and "Agency Marketing Mastery". His Udemy courses have attracted over 50,000 students and has over 70,000 subscribers on YouTube.

Julian Goldie's world class SEO Training in the SEO Elite Circle here:

<https://go.juliangoldie.com/buy-mastermind>

This is by Julian Goldie. If you want a FREE SEO Strategy session with Julian, book a call here:

<https://go.juliangoldie.com/strategy-session>

- Easy to read + feels conversational
- UK grammar
- Add FAQs
- Add headers/subheaders
- Keyword in the first line/last line
- Keep it real, keep it fresh, and keep it engaging.
- 1st person
- Chop up complex tips into bullet points, lists, and bold highlights. This makes it a breeze for both people and search engines to skim through.
- Sprinkle in stories and examples like you're sharing insights over coffee with a pal.
- In the tonality of Alex Homrmozi, write this article no fluff, nothing cringe, every sentence on a new line, no formal language, keep it neutral.
- Kick off with a real question and worries your audience faces. Use plain talk to hit the mark, skipping the tech talk unless it's what everyone's chatting about.
- Include keyword in headings + insert relevant semantically relevant keywords + LSIs throughout the content
- Simplify the language a bit more too

Instructions

Context +
Input Data

Output Indicator



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Top Technical Skills 2025

Digital Literacy
and Fluency



Data Literacy and
Analytics



AI and Machine
Learning



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QnA

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Today's Discussion



The Evolving Landscape
Job Market in 2025



Top Technical Skills
New Graduates in 2025



Top Soft Skills
New Graduates in 2025



Emerging Skills
Future Competencies



Bridging Gap
Skills and Experience



Career Advice
New Graduates 2025

Top Soft Skills For New Graduates in 2025



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Top Soft Skills 2025

**Communication
Skills**

**Adaptability and
Resilience**

**Problem-Solving and
Critical Thinking**

**Emotional Intelligence
and Empathy**

**Teamwork and
Collaboration**

Leadership Skills

**Creativity and
Innovation**

**Continuous Learning
and Growth Mindset**

**Interpersonal
Skills**

**Ethical Judgment
and Integrity**

Sources:

Future of Jobs Report 2025 + Robert Half Technology's 2024 IT Salary Report + other sources



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Communication
Skills

Adaptability and
Resilience

Problem-Solving and
Critical Thinking

Emotional Intelligence
and Empathy

Teamwork and
Collaboration

Leadership Skills

Creativity and
Innovation

Continuous Learning
and Growth Mindset

Interpersonal
Skills

Ethical Judgment
and Integrity

Today's Focus



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Top Soft Skills 2025

**Communication
Skills**

**Adaptability and
Resilience**

**Problem-Solving
and Critical
Thinking**



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Communication Skills

The ability to **clearly and effectively exchange information, ideas, facts, and perspectives**, both verbally and in writing



Urgency of Communication Skills

Bedrock of Professional Interaction:

Good communication is key to success in work interactions.

Top Employer Requirement:

Employers consistently rank communication skills among the top attributes they seek in new graduates

Essential for Remote Work:

As remote and hybrid work grow, you need strong online communication skills.



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Expected Behavior

Communication

Skills

- 1) Articulating ideas concisely
- 2) Persuasion and influencing skills to articulate viewpoints convincingly and contribute to productive discussions
- 3) Listening actively to others
- 4) Respectful communication across different hierarchical levels
- 5) Conveying information accurately
- 6) The ability to adapt communication styles to different generations and audiences is also important
- 7) In the era of remote work, strong virtual communication skills are increasingly necessary



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How to Grow Communication Skill

Practice Actively in Various Contexts

Engage in verbal communication as much as possible (discussions, asking questions, and presenting ideas)

Enhance Written Communication

Practice writing clearly and effectively in various formats, such as emails, reports, and presentations

Develop Active Listening Skills

Make a conscious effort to listen attentively to others' perspectives. Try maintaining eye contact, nodding, and asking clarifying questions to ensure understanding.

Seek and Utilize Feedback

Actively solicit feedback on your communication skills from peers, mentors, professors, or supervisors.



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Top Soft Skills 2025

**Communication
Skills**



**Adaptability and
Resilience**

**Problem-Solving
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Thinking**



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Quick Question

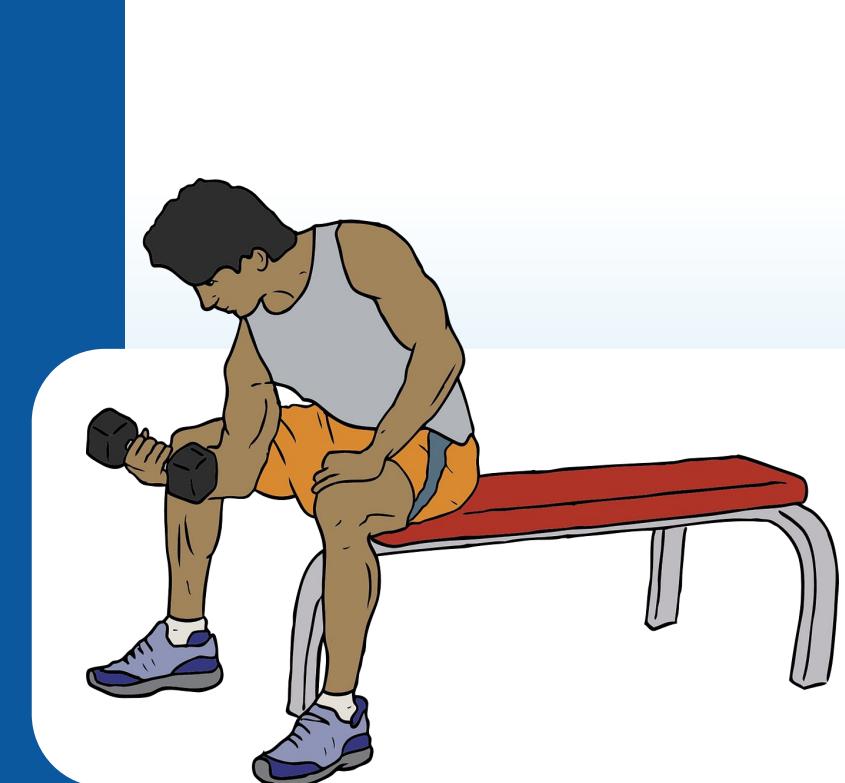
“Have you ever heard of the term
‘Resilience’?”



Resilience

The ability to **adapt well in the face of adversity**, trauma, tragedy, threat, or significant sources of stress, and **to bounce back stronger** from difficult experiences.

- American Psychological Association (APA)





Building Your Resilience

Finding Meaning in Adversity

Course Guidebook

Molly Birkholm
Trauma Specialist



*Resilience is something that everyone already has. **You have already made it through 100 percent of your hardest days**, and that in itself shows resilience.*

Molly Birkholm

On his book “Building Your Resilience: Finding Meaning in Adversity Course Book”



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Benefits Resilience

Economic Shifts and Uncertainty:

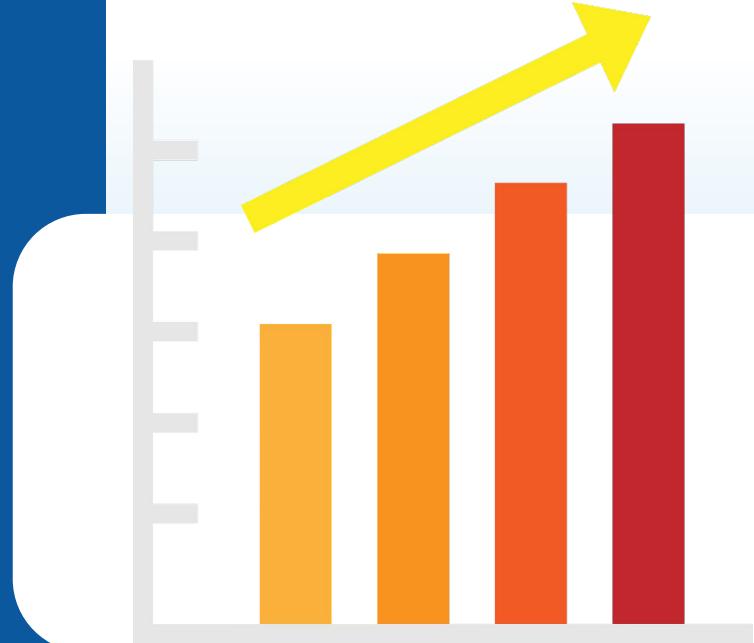
2025's job market may be tough, so stay resilient, keep learning, and stand out in the competition.

Rapid Pace of Change:

Jobs are changing fast—graduates must adapt quickly to new tools and skills to stay relevant.

Lifelong Learning Imperative:

Keep learning and stay resilient—your career depends on adapting, not just avoiding failures.



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Source

Resilience (From Relations)

Empathy

Connections that provide empathic support so that we can release negative emotions

Work Surge

Connections that help us shift work or manage surges

Politics

Connections that help us make sense of people or politics in a situation

Pushback

Connections that help us find the confidence to push back and self-advocate

Vision

Connections that help us see a path forward

Perspective

Connections that help us maintain perspective when setbacks happen

Purpose

Connections that remind us of the purpose or meaning in our work

Humor

Connections that help us to laugh at ourselves and the situation



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How to Cultivate Resilience

Adopt a Growth Mindset

See failures as lessons, stay curious, and grow through challenges to succeed long-term.

Develop Stress Management Techniques

Master stress with tricks like 4–7–8 breathing and EQ—it's key to handling pressure.

Build Self-Awareness

Know your strengths and weaknesses to tackle challenges and succeed long-term.

Seek Support

Join peer groups or find mentors to boost confidence and beat self-doubt.



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Top Soft Skills 2025

**Communication
Skills**



**Adaptability and
Resilience**



**Problem-Solving
and Critical
Thinking**



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Problem-Solving & Critical Thinking

The capacity to analyze situations objectively, identify key issues and challenges, evaluate various options, and develop effective solutions



Urgency of **Problem-solving & Critical Thinking**

Complex Challenges:

Graduates need positivity, creativity, and adaptability to solve tough workplace problems.

Automation and AI:

These are unique human skills that AI can't copy, so they're becoming more valuable for workers.

Innovation and Growth:

Creative thinking helps graduates solve problems in new ways



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Tools for **Problem-solving & Critical Thinking**

Problem Identification

Idea Generation

Green Light & Red Light Thinking

The Affinity Diagram

Logic Tree

**The Interrelationship
Diagram**

**Decision-making
Matrix**



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Critical Thinking Tools

Green Light & Red Light Thinking

(Step 1) Green Light Thinking: Freely brainstorm ideas (no judgment) as many as possible.

(Step 2) Red Light Thinking:
Critically evaluate & refine the best ones.

The Thinking Mechanism

Green-Light Thinking

- Deferred judgement
- Brainstorming
- Focus on quantity
- Idea fluency



Red-Light Thinking

- Judicial
- Decision making
- Follows green-light
- Focus on quality

The Key: *Always Separate Them!*



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Critical Thinking Tools

Green Light & Red Light Thinking

Example

Green:

- Let's sell pizza on the moon!
- Midnight delivery
- Drone based pizza delivery

Red: Offer midnight delivery.

The Thinking Mechanism

Green-Light Thinking

- Deferred judgement
- Brainstorming
- Focus on quantity
- Idea fluency



Red-Light Thinking

- Judicial
- Decision making
- Follows green-light
- Focus on quality

The Key: *Always Separate Them!*



Critical Thinking Tools

The Affinity Diagram

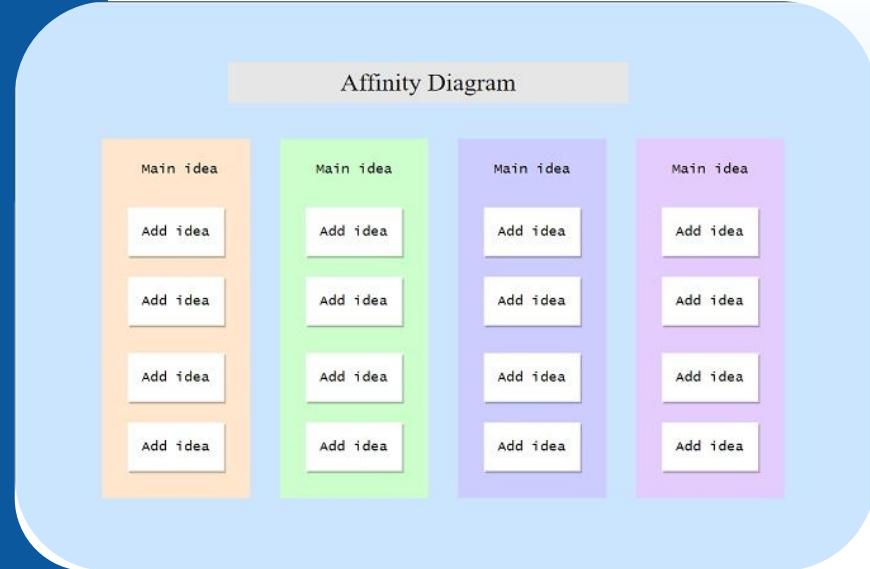
Affinity Diagram = Idea Organizer

Step 1: Dump thoughts.

Step 2: Group similar ones.

Step 3: Name themes.

This spots hidden patterns fast.



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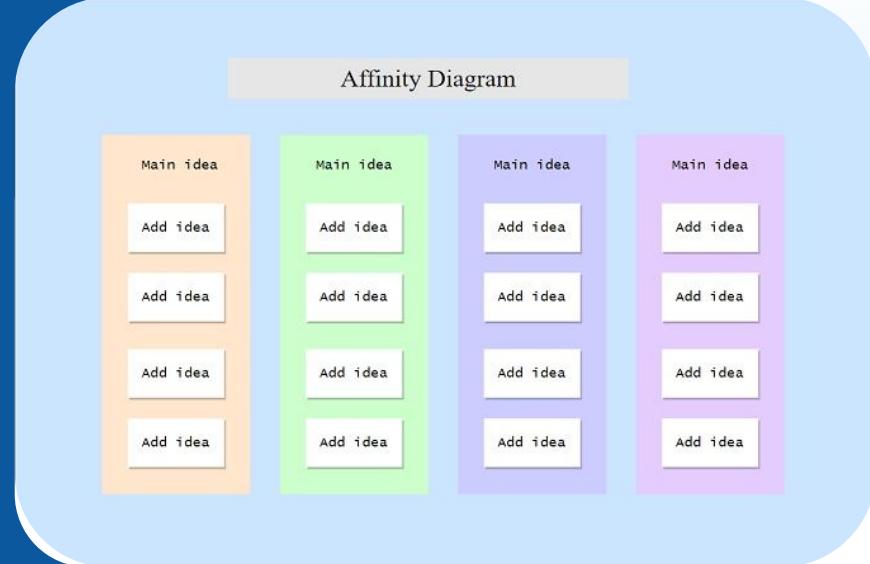
Critical Thinking Tools

The Affinity Diagram

Example:

50 marketing ideas → "Free tools" cluster

Best for messy brainstorming or fixing broken systems.



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Critical Thinking Tools

The Interrelationship Diagram

This tool **maps how issues connect.**

How it works:

1. List all problems
2. Draw arrows showing what causes what

Spot the root cause (most arrows pointing to it)



Critical Thinking Tools

The Interrelationship Diagram

Example:

- "Late deliveries" → Angry customers → Bad reviews
- Root cause? Probably "understaffed warehouse"

Why it rocks:

- Visualizes problem chains
- Finds the real fix



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Critical Thinking Tools

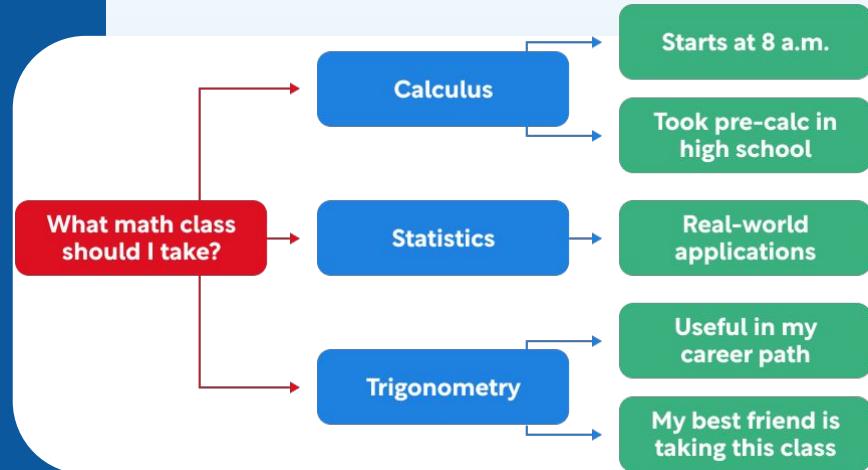
Logic Tree

Logic Tree = Idea Generator

Need fresh solutions? Grow them like branches.

How:

1. Start with core goal (trunk)
2. Branch possible strategies
3. Split into actionable tactics



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Critical Thinking Tools

Logic Tree

Example:

Boost sales?

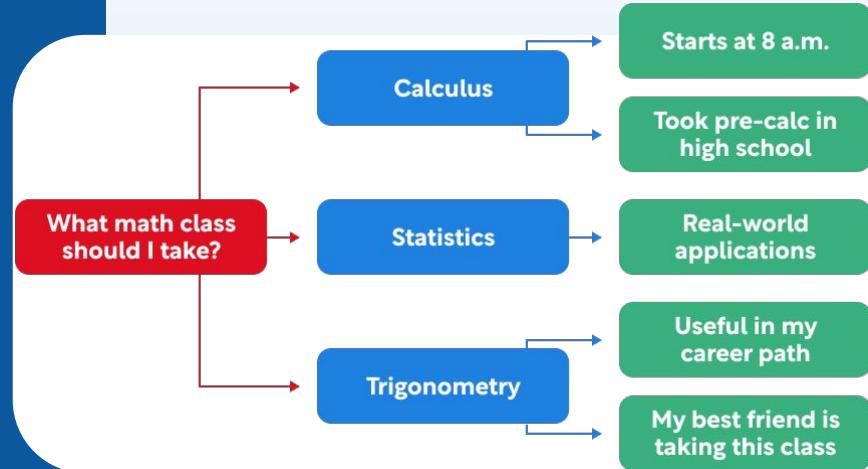
→ Improve ads

→ Try TikTok

→ Partner with influencers

Why it rocks:

- Visualizes all options
- Sparks creative combos



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Critical Thinking Tools

Decision-making Matrix

Decision Matrix = Your Pros/Cons Killer

Torn between options? Score them objectively.

How:

1. List choices (rows)
2. Add criteria that matter (columns)
3. Rate each 1-10

Decision Matrix

	Criterion A	Criterion B	Criterion C	Criterion D	Total Benefit
Solution 1					
Solution 2					
Solution 3					
Criteria Weights					



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Critical Thinking Tools

Decision-making

Matrix

Example:

Picking an AI Model for everyday use?

→ DeepSeek R1   

→ Perplexity  

→ Grok 3    

Why it wins:

- Kills emotional bias
- Reveals the smartest pick

AI Mana yang Paling Cocok Sebagai Default			Absolute Criteria		
No	Solusi	Score	Free	No/High Rate Limit	Has Web Search & Cite Resource
1	DeepSeek V3	32	1	1	1
2	DeepSeek R1	36	1	1	1
3	Perplexity	35	1	1	1
4	Gemini 2.0 Flash Thinking Experir	20	1	1	0
5	Gemini 2.0 Pro Experimental	20	1	1	0
6	Gemini 2.0 Flash Light	20	1	1	0
7	GPT-40	20	1	0	1
8	GPT-40 mini	31	1	1	1
9	Grok 3	39	1	1	1
10	Claude Sonnet 3.7	10	1	0	0
11	Qwen2.5-Max	36	1	1	1



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Top Soft Skills 2025

**Communication
Skills**



**Adaptability and
Resilience**



**Problem-Solving
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Thinking**



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QnA

Is there any questions?



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Today's Discussion



The Evolving Landscape
Job Market in 2025



Top Technical Skills
New Graduates in 2025



Emerging Skills
Future Competencies



Bridging Gap
Skills and Experience



Top Soft Skills
New Graduates in 2025



Career Advice
New Graduates 2025

Emerging Skills Future Competencies



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Emerging Skills Future Competencies

Continuous Learning and Growth Mindset

Critical skill for thriving in fast-changing careers and tech-driven workplaces.

Creativity and Innovation

Employers everywhere want creative thinkers who bring fresh ideas.

Ethical Judgment and Integrity

AI in workplaces makes ethics and integrity more crucial than ever.

Environmental Stewardship

Green skills matter as sustainability creates new jobs and eco-friendly workplaces grow.



Today's Discussion



The Evolving Landscape
Job Market in 2025



Top Technical Skills
New Graduates in 2025



Top Soft Skills
New Graduates in 2025



Emerging Skills
Future Competencies



Bridging Gap
Skills and Experience



Career Advice
New Graduates 2025

Bridging Gap Skills and Experience



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How to Bridge Skills & Experience Gap

Internships and Co-op Programs

Give real-world experience and skills that employers want, making students stand out after graduation.

Volunteering and Personal Projects

Volunteering and personal projects prove your skills and passion to employers.

Online Courses and Certifications

Online courses let grads learn job-ready skills fast—making recruiters notice them.

Networking and Building Connections

Networking helps grads find jobs, mentors, and insider opportunities.





**Open Recruitment
Volunteer**
EcoHeroes: Dari Kita Untuk Bumi!

Register Timeline: 11 - 16 April 2025
On Boarding!
19 April 2025
SD Raden Fatah

Registration <https://bit.ly/PendaftaranEcoheroes>

pemudainspirator.sby • 0812-3303-4059 (Fida)

Volunteer



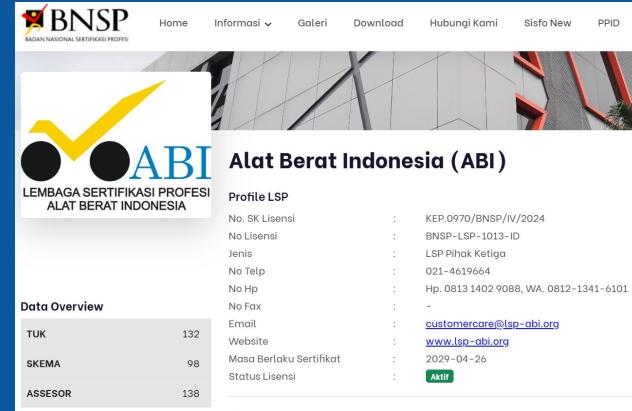
**WE ARE
HIRING**
JOIN OUR PROFESSIONAL INTERNSHIP TEAM

REQUIREMENT

- Mahasiswa minimal semester 4-8, Fresh Graduate are Welcome
- Bertanggung jawab dan Komunikatif
- Bisa bekerjasama tim dengan baik
- Memiliki ide-ide kreatif yang dapat diwujudkan menjadi konten menarik dan bermanfaat.
- Ada keinginan untuk belajar, meskipun belum memiliki pengalaman.

For More Information scaleupukm.com

Internship



BNSP BADAN NASIONAL SERTIFIKASI PROFESI

Alat Berat Indonesia (ABI)

Profile LSP

No. SK Licensi	:	KEP.0970/BNSP/IV/2024
No Licensi	:	BNSP-LSP-1013-ID
Jenis	:	LSP Pihak Ketiga
No Telp	:	021-4619664
No Hp	:	Hp. 0813 1402 9088, WA. 0812-1341-6101
No Fax	:	-
Email	:	customercare@lsp-abi.org
Website	:	www.lsp-abi.org
Masa Berlaku Sertifikat	:	2029-04-26
Status Licensi	:	Aktif

Data Overview

TUK	132
SKEMA	98
ASSESSOR	138

Certification

What do you think of this fenomena?



Zakka Fauzan

@zakkafm



Luar biasa, ada orang yang lulus kuliahnya belum setahun, udah pernah internship (@ 3-8 bulan) di Doku, OVO, Grab, dan Tiket. Gila emang persaingan sampe harus segininya.

[Translate post](#)

9:21 AM · Apr 6, 2025 · 1.6M Views



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Irvandias Sanjaya



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Today's Discussion



The Evolving Landscape

Job Market in 2025



Top Technical Skills

New Graduates in 2025



Top Soft Skills

New Graduates in 2025



Emerging Skills

Future Competencies



Bridging Gap

Skills and Experience



Career Advice

New Graduates 2025



Career Advice New Graduates 2025



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Curriculum Vitae



A Curriculum Vitae (CV) is a **written overview** of a person's experiences and other qualifications for some certain opportunities (e.g. job applying, scholarship offer, etc)

<https://www.resume-now.com/job-resources/jobs/resume-statistics>

**"Curriculum Vitae is part of
an Investment, too"**



The amount applicants is undoubtedly exponential

person in charge (HR) has to showcase short notice to each applicants' CVs wisely.



The Facts

- On average, recruiters only **spend 7.4 seconds** on a single CV
- Big companies recruiters received **1000 CVs** monthly to their inboxes

<https://www.resume-now.com/job-resources/jobs/resume-statistics>



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In a scale of 1-10,
How do you rate your CV quality?



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What Contents to Have in CV

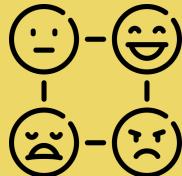
Photo
(only for creative)



Profile
Summary



Education &
Certification



Skills (Soft & Hard)
and Tools



Professional
Experience



Contact
Information



Headline
Title



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New Way Personal Branding

- As trends shifting into more and more digital savvy, the approach to get high-exposed spotlight requires **diverse, platform-based** entrance.



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- As trends shifting into more and more digital savvy, the approach to get high-exposed spotlight **requires diverse, platform-based entrance.**





LinkedIn powerprofiles 2018

Irvandias Sanjaya, CCP (He/Him) [Verify now](#)

Career Consultant & Certified Coach Practitioner | Public Speaker | Trainer | Mentor | LinkedIn Power Profile 2018 | YSEALI Fellow | Personal Branding Geek | Sportcaster

Jakarta, Indonesia · [Contact info](#)

Kerja Cerdas [View profile](#)

16,577 followers · 500+ connections

[Open to](#) [Add profile section](#) [Enhance profile](#) [More](#)

Rumah Siap Kerja
Arizona State University

About

Irvandias Sanjaya (Dias) is an impact & human-development enthusiast. He's currently part of Revolu, a digital marketing ed-tech-based startup as a career coach and PT Siaga Air Bersih (SIAB) Indonesia, an IoT water management system company as a board advisory member. Prior to, he worked in an impact consulting company named PT Gotong Royong Berdampak as a partnership manager and co-established as CEO for DesignforDream.id.

Aside from the professional working field, since 2016, Dias is an active national public speaker who reached >6500 audiences, >100 hours speaking, and 50 Organizations related to the topics of (Social Entrepreneurship, Public Speaking, Personal Branding, Scholarship, Leadership, Life Motivation, Inclusivity). In addition, Dias published four books (Gen Resilience, Abroad Youth Vol.1, Aku Juga Anak Indonesia, and Dari Senggigi Untuk Indonesia), both individual & co-writing.

Dias won stellar international competitions, including the 1st Winner of Busan Global Smart Cities Challenge by Busan Metropolitan City in 2017, Best Project Presentation Winner by Youth Time Organization, Czech Republic, 2016, and Winner of House Young Advocacy Grants Competition by Habitat for Humanity, Philippines, 2016. In addition to that, he received acknowledgment as LinkedIn Power Profile in Social Impact 2018.

Dias graduated in Psychology from Universitas Gadjah Mada. He granted awards as the 1st Most Outstanding student of UGM Faculty of Psychology 2017, Best Social Persona Student in Dies Natalis UGM 2017, and 2nd Most Outstanding Student of Liga Mahasiswa Berprestasi UGM in 2017. In addition, he was named Young Leader for Indonesia, a leadership program by McKinsey & Company, in 2017.

Contact inquiries
irvandiassanjaya@gmail.com

Me,

LinkedIn
and I



Artemis Impact

1 yr 3 mos

Partnership Manager

Full-time
Nov 2019 – Present · 8 mos
Indonesia

Currently playing a role as Partnership Manager with job descriptions:

- Liaise closely with Artemis Impact' potential & current partners (NGO, Social Entrepreneur)
- Develop ecosystems with partners which focused on high social impact, that fulfills Artemis Impact' goals
- Build & maintain relations in between good deeds volunteering ecosystem in Indonesia



Business Development

Full-time
Apr 2019 – Nov 2019 · 8 mos
Greater Jakarta Area, Indonesia

Make volunteering more appreciated!

Artemis Impact is an online impact tracker platform & impact-based funding that helps social & business sectors to measure and track the collected data of impact creation. I'm ...[see more](#)



Social Impact



Alfatih Timur

Co-Founder & CEO
kitabisa

[View Profile](#)



Azalea Ayuningtyas

Founder & CEO
Du'Anyam

[View Profile](#)



Herman Darman

Director
Indoge Social Enterprise

[View Profile](#)



Irvandias Sanjaya

CEO
Design for Dream

[View Profile](#)

LinkedIn powerprofiles²⁰¹⁸

Indonesia

Irvandias Sanjaya is one of the **most viewed** Social Impact on LinkedIn in Indonesia for 2018.

LinkedIn Power Profile is a showcase of the most viewed professionalism on LinkedIn. They also applied filters to capture engagement levels and other actions on the platform.



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New Way Personal

- As trends shifting into more and more digital savvy, the approach to get high-exposed spotlight requires diverse, platform-based entrance.



“LINKEDIN IS NO LONGER AN ONLINE RESUME. IT’S YOUR DIGITAL REPUTATION.”

Jill Rowley
Social Selling Evangelist



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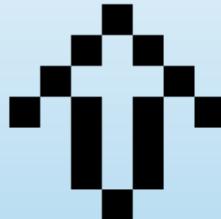
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**Branding means
Adding value**

From just usual into spectacular



**X Brand
“1\$”**

“10 \$”



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If you are recruiter, which one you'll choose?

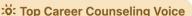
LinkedIn powerprofiles 2018



Irvandias Sanjaya, CCP  (He/Him) 

Career Consultant and Certified Coach Practitioner | Public Speaker and Trainer | LinkedIn Power Profile 2018 | YSEALI Academic Fellow | Personal Branding Geek | Sportcaster

 Rumah Siap Kerja
 Arizona State University

 Top Career Counseling Voice

A



Irvandias Sanjaya

Kuliah di Universitas Gadjah Mada (UGM)
Indonesia · 138 connections · [Contact info](#)

 University Gadjah Mada

B



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LinkedIn in Numbers to Consider



9 out of 10

Employers are using LinkedIn during the hiring process
To examine the candidate's backgrounds thoroughly

(**JOBVITE** survey on **Forbes**)



25 Million Job Seekers

Visit LinkedIn every week to seek the possibilities of hiring process
Held by companies for positions ranging from full-time to freelance

(**LinkedIn** Research on **VICE**)



87% Recruiter

find LinkedIn to be the most effective when vetting candidates during the hiring process - especially those under 45 (90%).

(**JOBVITE**)



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LYNK irvandiassanjaya

But the problem is spotted on...

93% of recruiters use LinkedIn to find candidates, but only 50% of LinkedIn users have a 100% complete profile

<https://www.linkedin.com/pulse/93-recruiters-use-linkedin-find-candidates-only-50-users-steve-bruce/>



Steve Bruce

Marketing Consultant for LinkedIn™ | Training | Workshops | Webinars |

Thought Leadership | Personal Branding | Social Selling | Marketing...

16 articles

+ Follow

LinkedIn Features

- LinkedIn is such complex, yet, fun to explore social media with lot of features for your professional matters.



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LinkedIn Checklist

Check if your LinkedIn current condition is aligned with example best practices

No	Component	Example Best Practices	Checklist
1.	Personalized LinkedIn profile link	<ul style="list-style-type: none">Not followed by numbers/strips/symbols behind the names.	V/X
2.	Header	<ul style="list-style-type: none">The image that represents your professional/personal value/passion/jobAdds informative data (e.g., e-mail).Image can be sourced from open design platforms (e.g., Canva) or a design application (e.g., Adobe/Core).	V/X
3.	Profile Photo	<ul style="list-style-type: none">Semi-formal (<i>it's not the same as the KTP type of photo</i>).Professional-looking headshot (<i>it covers ⅓ a total of the whole photo</i>).Professional attire and a clean background (<i>don't let people be distracted by the background compared to your photo itself</i>).Cheers with a smile.	V/X
4.	Headline	<ul style="list-style-type: none">A bunch of words that represent your<ul style="list-style-type: none">Active professional status (e.g., <i>Business Management Student</i>).Career aspiration jargon (e.g., <i>Aspiring Digital Marketer</i>).Achievement (e.g., <i>XFL awardee/BEM KM Universitas Trisakti President</i>).Skillset/specific type of work (e.g., <i>Full-Stack Developer, Oracle Expert, Experienced in Human-Trafficking issues</i>).	V/X



How to get it?

If you don't have the format, worry not, I'll share :)



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Irvandias Sanjaya



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In a scale of 1-10,
How do you rate your LinkedIn quality?



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Impact of Networking to Consider



Seventy Eight (78) Percent

Employers mentioned they **hired** candidate through a social network—notably someone they discovered on LinkedIn.

(**JOBVITE** survey on **Forbes**)



Seventy (70) Percent

Professionals perceive hired at a company where they have professional connections.

(**LinkedIn** Research on **VICE**)



Sixty Three (63) Percent

of all career opportunities are found through contacts, which networking can be the most effective way you'll land the best job.

(**Forbes**)



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The Right Ones You Have to Network With

Amongst millions of categories, always look for the right ones



Recruiters

An HR-type of group who sees candidate based on these categories:

- "Human side"
- Passion/Excitement
- Attitude/Behavior
- Communication



Talitha Marsha Hutagalung · 1st
Career Management Officer at BINUS Group | Career Coach
West Jakarta

2K followers

222 mutual connections

[Message](#)

[View full profile](#)

User

A hiring manager who sees candidate from technical perspectives based on these categories:

- Technicalities (e.g., tools)
- Interest with the role
- Knowledge about the role & company



Dandy Pradana · 1st
SEO Specialist at ToffeeDev - Digital Marketer | Help Your Busi...
Jakarta, Indonesia

Experience: ToffeeDev, Yang Penting Niat, and 6 more

120 mutual connections

[Message](#)

[View full profile](#)

CEO

A company owner/highest stakeholders (BOD) who sees candidate from strategic POV based on these categories

- Interest with the vision-mission
- Knowledge about the industry
- Contribution towards the company



Raisa Nabila Junaidi · 1st
Associate at IDInsight | Co-founder of Cerdas Kolektif | Cornell...

Jakarta Metropolitan Area

3K followers

312 mutual connections

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QnA

Is there any questions?



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Today's Discussion



The Evolving Landscape
Job Market in 2025



Top Technical Skills
New Graduates in 2025



Top Soft Skills
New Graduates in 2025



Emerging Skills
Future Competencies



Bridging Gap
Skills and Experience



Career Advice
New Graduates 2025



“Do not wait until the conditions are perfect to begin. Beginning makes the conditions perfect.”

~ Alan Cohen ~



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Closing



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\[@kerjacerdias\]\(https://www.instagram.com/@kerjacerdias\)](https://www.instagram.com/@irvandiassanjaya)



[Irvandias Sanjaya](https://www.linkedin.com/in/Irvandias-Sanjaya)



[Irvandias Sanjaya](#)



Landing Your Dream Job: Top Employability Skills for New Grads

Welcome to this presentation on the essential employability skills that will help you land your dream job. In today's competitive job market, it's not just about what you know, but how you apply that knowledge. In fact, 65% of employers believe soft skills are more important than technical skills. This presentation will cover critical skills like communication, problem-solving, teamwork, adaptability, tech proficiency, and leadership, and provide actionable steps to develop these skills.



Communication Skills: The Foundation of Success

Effective communication is the cornerstone of any successful career. It encompasses verbal clarity, confident articulation, active listening, and professional writing. It also involves non-verbal cues like body language, eye contact, and presentation. Imagine a graduate who clearly and confidently communicates project updates, leading to increased efficiency versus one who causes confusion due to poor communication. Mastering these skills is key to thriving in the workplace.



Verbal Communication

Speak clearly and listen actively.



Written

Communicate effectively and professionally.



Non-Verbal Communication

Pay attention to body language and personal presentation.





Problem-Solving and Critical Thinking: Navigating Challenges

Problem-solving and critical thinking are vital for navigating workplace challenges. These skills involve analyzing issues, identifying solutions, and making informed decisions. Techniques such as SWOT analysis, root cause analysis, and design thinking can be invaluable in this process. For example, a fresh graduate who identifies a bottleneck in a process and proposes a solution can save the company time and money. Developing these abilities is essential for making impactful contributions.



Analyze

Identify the issue at hand.

Solve

Develop informed solutions.

Decide

Make thoughtful decisions.

Teamwork and Collaboration: Achieving More Together

Teamwork and collaboration are essential for achieving common goals in a diverse work environment. Teams that collaborate effectively are five times more likely to be high-performing. Active participation, conflict resolution, and shared responsibility are crucial strategies. Consider a graduate who integrates into a new team and contributes to a project that surpasses expectations. These skills drive success and innovation.

Active Participation

Engage in team discussions and activities.

Conflict Resolution

Address disagreements constructively.

Shared Responsibility

Take ownership of team tasks and outcomes.



Adaptability and Flexibility: Thriving in a Dynamic Environment

Adaptability and flexibility are crucial for thriving in today's dynamic work environment. These skills involve embracing change, learning new skills, and adjusting to evolving priorities. Notably, 74% of employees are ready to learn new skills or completely retrain to remain employable. A graduate who quickly learns new software or adapts to a change in project scope without complaint demonstrates these qualities. This ability to adjust to change and learn new skills ensures long-term career success.

Embrace Change

Welcome new challenges and transitions.

Learn New Skills

Be open to acquiring new knowledge and abilities.

Adjust Priorities

Adapt to changing project requirements.

Technology Proficiency: Mastering Digital Tools

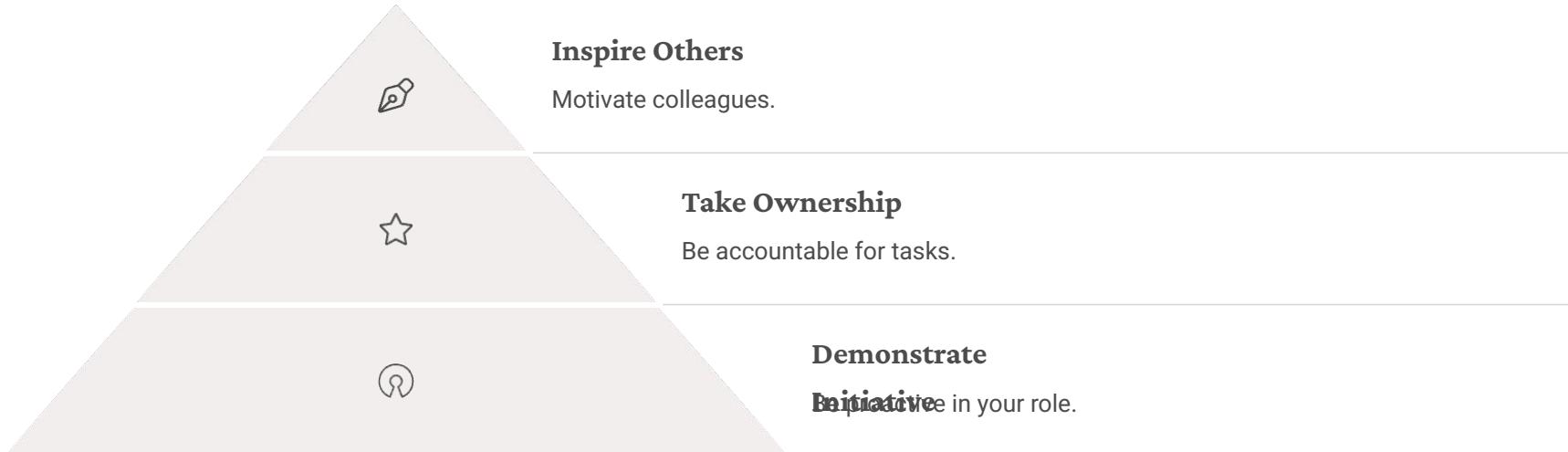
Technology proficiency is a must-have in today's job market. Essential skills include data analytics, cloud computing, and cybersecurity awareness. With the demand for tech skills growing twice as fast as non-tech skills, leveraging technology improves efficiency, productivity, and innovation. For instance, a graduate who uses Excel to analyze sales data and create insightful marketing reports showcases this proficiency. Mastery of these skills will drive career growth and success.



Leadership and Initiative:

Taking Ownership and Driving Results

Leadership and initiative are crucial for driving results and career advancement. These qualities involve demonstrating initiative, taking ownership of tasks, and inspiring others. A proactive attitude, responsibility, and the ability to motivate and influence are vital. For example, a fresh graduate who volunteers to lead a project or takes on additional responsibilities demonstrates leadership. Cultivating these traits will set you apart as a valuable asset.





Conclusion:

Invest in Your Future

In conclusion, mastering key employability skills such as communication, problem-solving, teamwork, adaptability, technology proficiency, and leadership is essential for landing your dream job and building a successful career. Actionable steps include taking online courses, attending workshops, and volunteering. As Robert Greene said, "The future belongs to those who learn more skills and combine them in creative ways." Invest in your future today.



Online Courses



Workshops



Volunteering