

# Triangle of Job-Landing Strategies

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



Worldwide is facing  
Employment problem, so does Indonesia

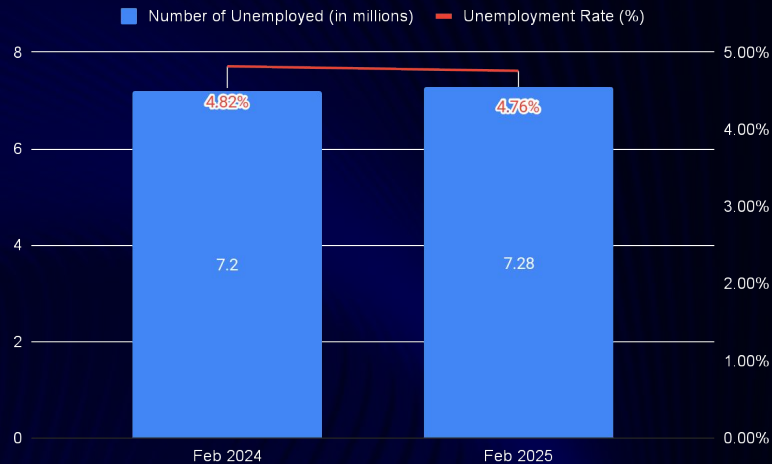




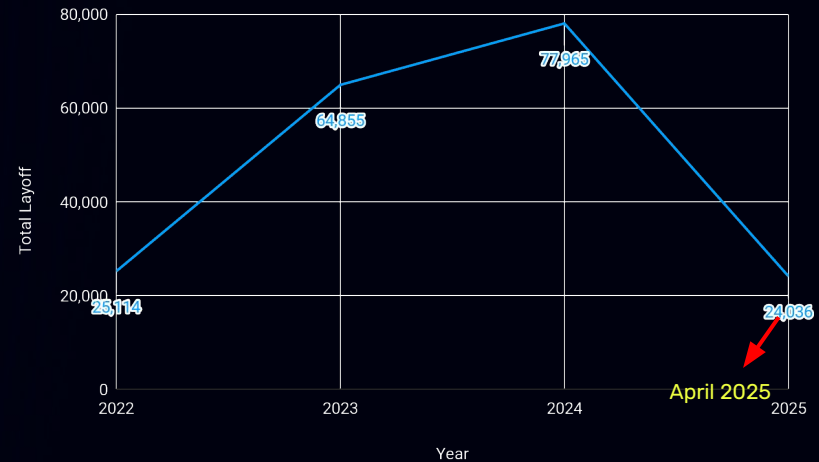
# The number of unemployed keeps increasing

Even though the % decreased, the actual number increased

Number of Layoff Keeps Increasing



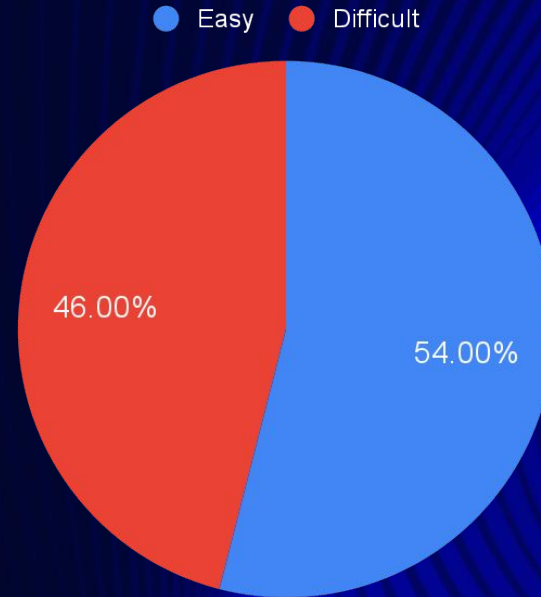
Source: Badan Pusat Statistik (BPS)



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

There is huge  
skill gap between  
company needs  
and available  
talent

Almost half company report difficulty in finding  
suitable candidates



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

Public Policy

Community (cultural values, norms)

Organizational (environment, ethos)

Interpersonal (social network)

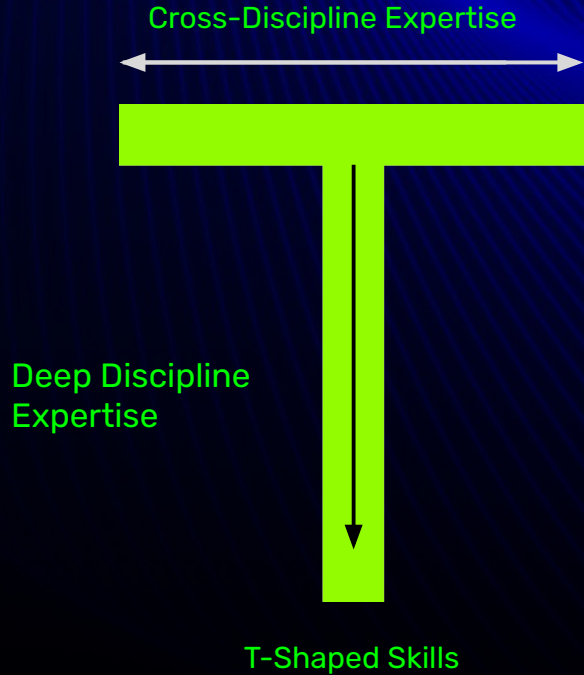
Individual (knowledge, attitude, skills)

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



S, Satu Data, Kementerian Tenaga Kerja, etc.

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



## Cross-Discipline Expertise

Observation

Reading Books  
& News

Watching Educational Content

Peer Teaching

## Cross-Discipline Expertise

Degree Program

Certification

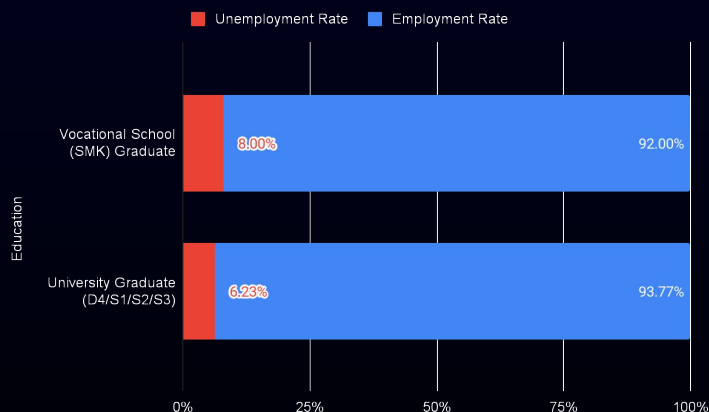
Courses

Training / Workshops /  
Mentoring



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

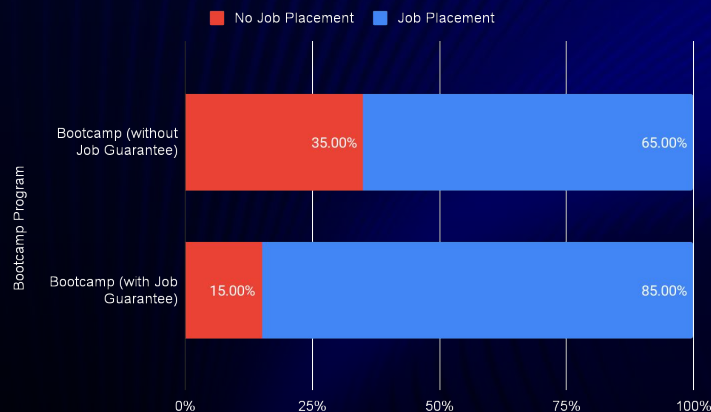
## Formal education helps to find employment



### Source:

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

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



### Source:

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



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

## Most In-Demand Skills by Employers

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

Communication

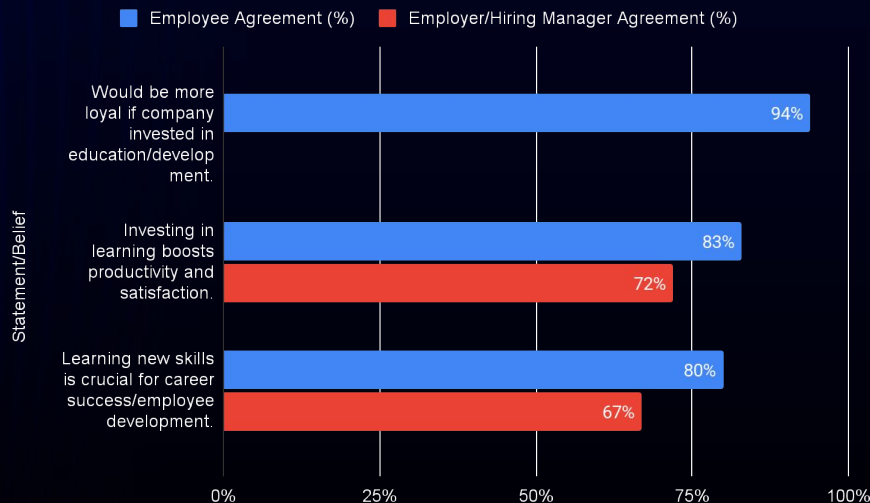
Customer Service

Leadership

Project Management

Adaptability

## Learning new skills is important for career and productivity

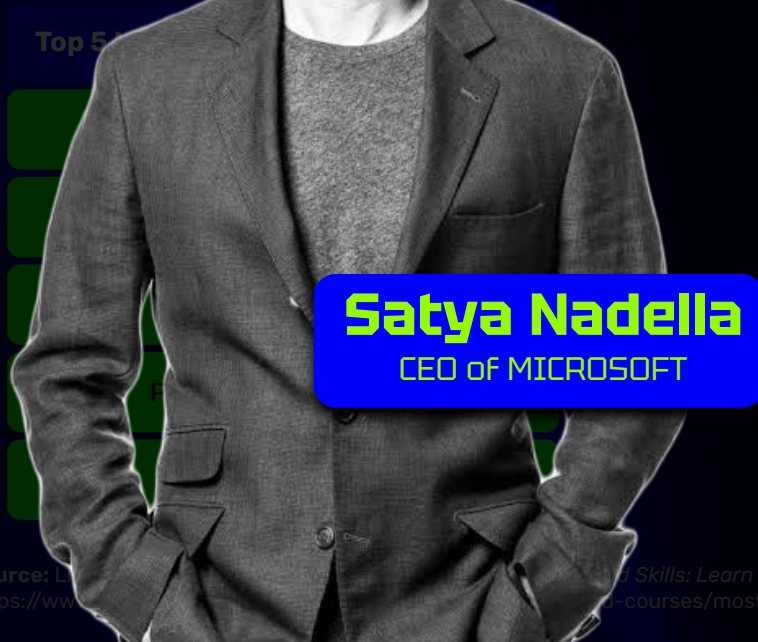


**Source:** LinkedIn Learning. (2024). *LinkedIn 2024 Most In-Demand Skills: Learn the Skills Companies Need Most.*  
<https://www.linkedin.com/business/learning/blog/top-skills-and-courses/most-in-demand-skills>

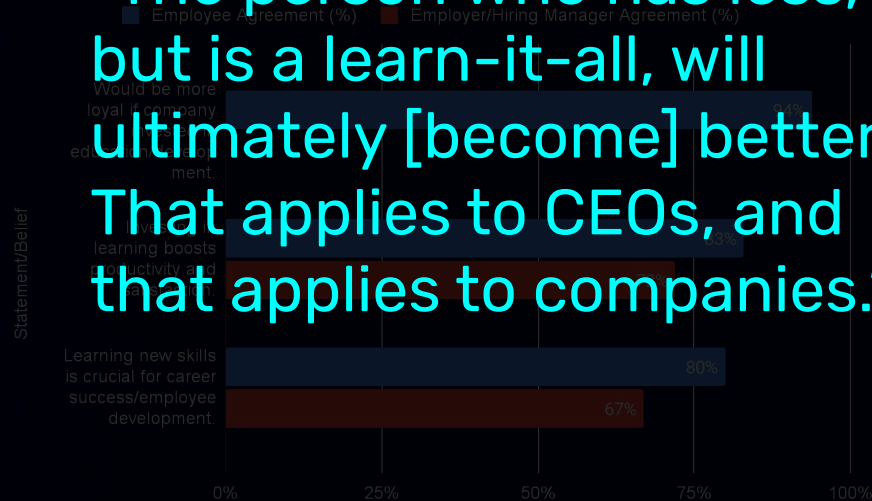
Continuous self-study signals the passion and adaptability that innovative companies seek

Most In-Demand Skills Employers

Learning new skills is important for career and productivity



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



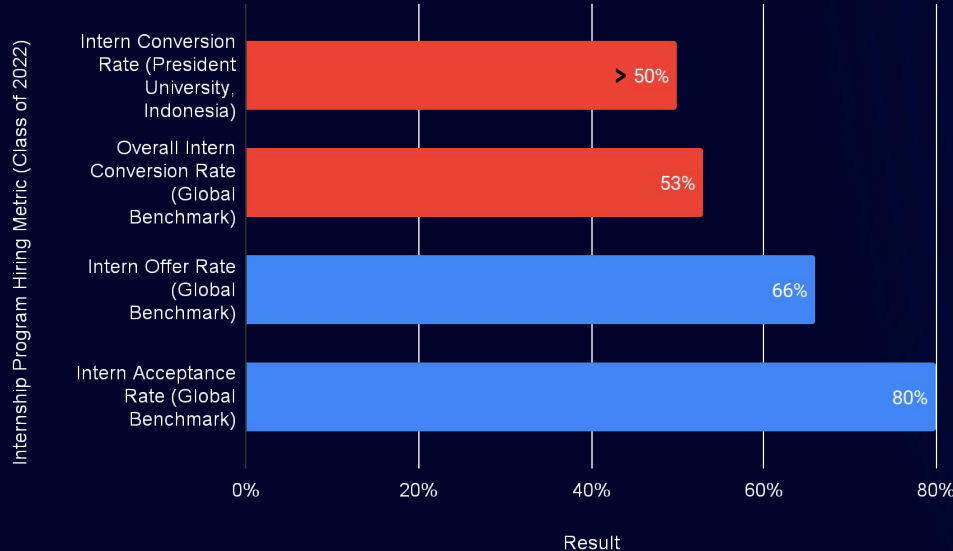
Source: LinkedIn Learning Skills: Learn the Skills Companies Need Most.  
<https://www.linkedin.com/learning/skills/most-in-demand-skills>



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

# Gain credibility through internships that mirror real workplace demands

More than half internship results in hiring



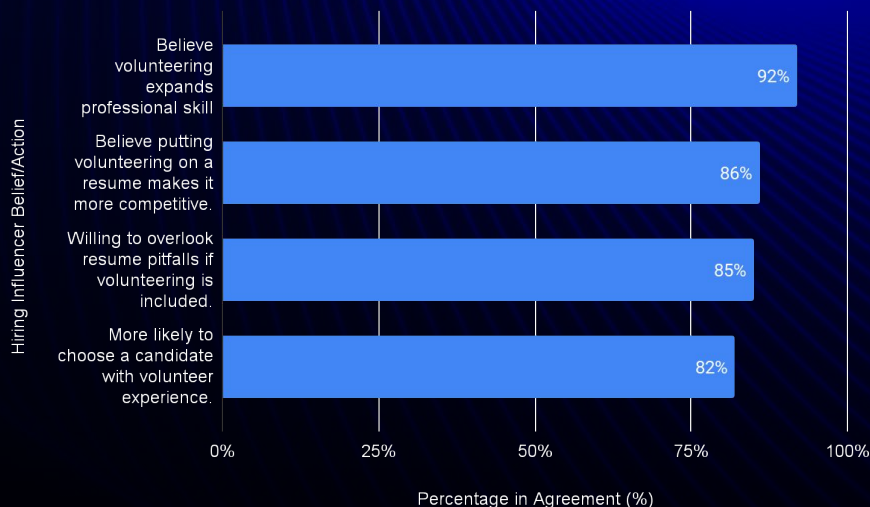
**Source:**

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



# Demonstrate initiative by volunteering for projects that build transferable skills

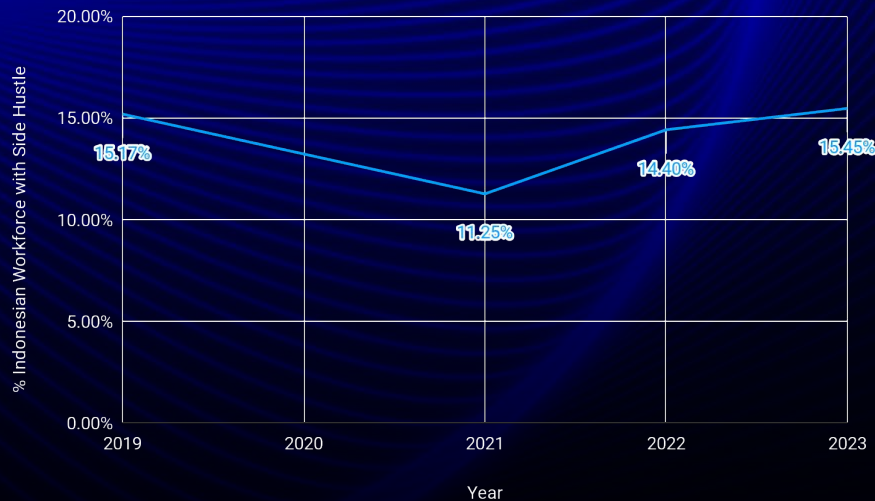
Volunteer and side projects built trust from employer



**Source:**

**Deloitte.** (2016, June 10). *Deloitte survey finds that a mere 30 percent of resumes include volunteering, despite the known benefits to career advancement* [Press release]. CSRwire. Retrieved July 13, 2025

Side projects trend is growing in Indonesia



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

# Demonstrate initiative by volunteering for projects that build transferable skills

Volunteer and build trust from employer

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

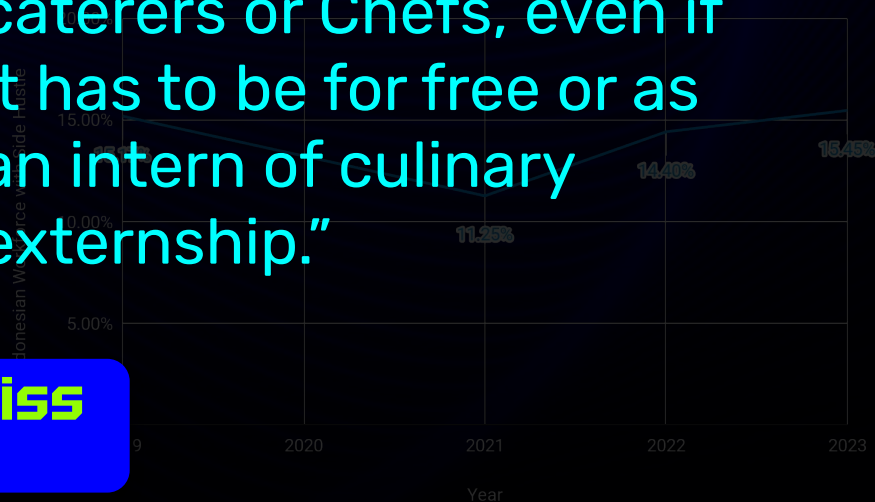
Hiring Influencer Belief/Action



**Giada De Laurentiis**

CELEBRITY CHEF

Side projects trend is growing in Indonesia



Source: Deloitte. (2016, July 13). *Deloitte survey finds that a mere 30 percent of resumes include volunteering, despite the known benefits*. (Press release). CSRwire. Retrieved July 13, 2025, from <https://www.csrwire.com/2016/07/13/deloitte-survey-finds-that-a-mere-30-percent-of-resumes-include-volunteering/>

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

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

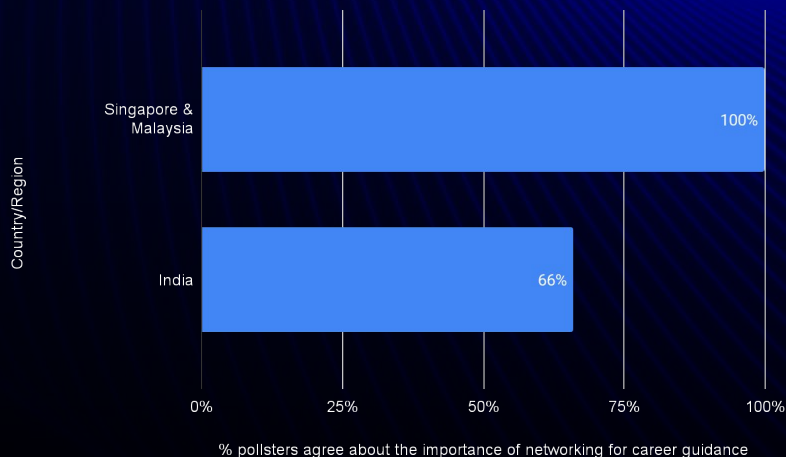
# The Leg – Individuals who nurture a vibrant network improve their odds of landing a job





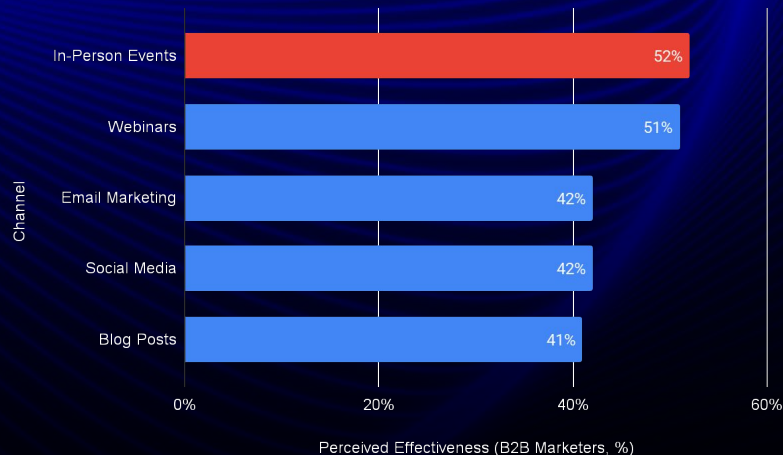
# Widen their circles by attending industry events and meetups

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



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

In-Person Events is perceived as effective for marketing



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

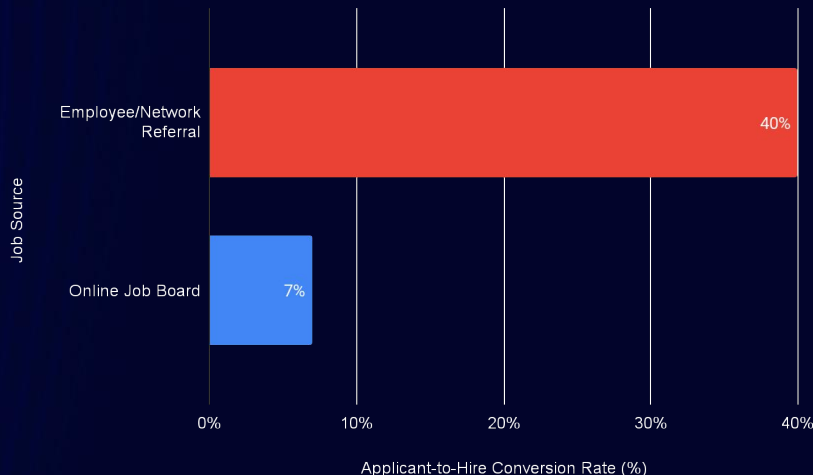


# Genuine professional relationships are the single most powerful source of high-quality referrals

85%

All jobs are filled through some form of networking

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



**Source:** KADO Networks. (2023). *Why is networking one of the best ways to get a job?* Retrieved July 13, 2025, from <https://www.kadonetworks.com/blog/why-is-networking-one-of-the-best-ways-to-get-a-job>

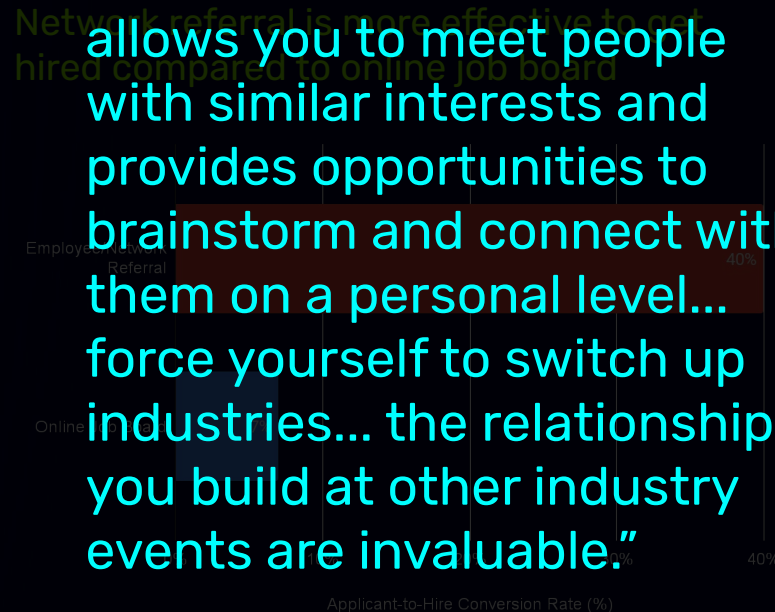
**Source:** Emeritus. (2023). *Global Survey*.

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



**Satya Nadella**  
[Founder & CEO of Digital and Savvy]

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



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

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

# Thank You