

Triangle of Job-Landing Strategies

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Worldwide is facing
Employment problem, so does Indonesia



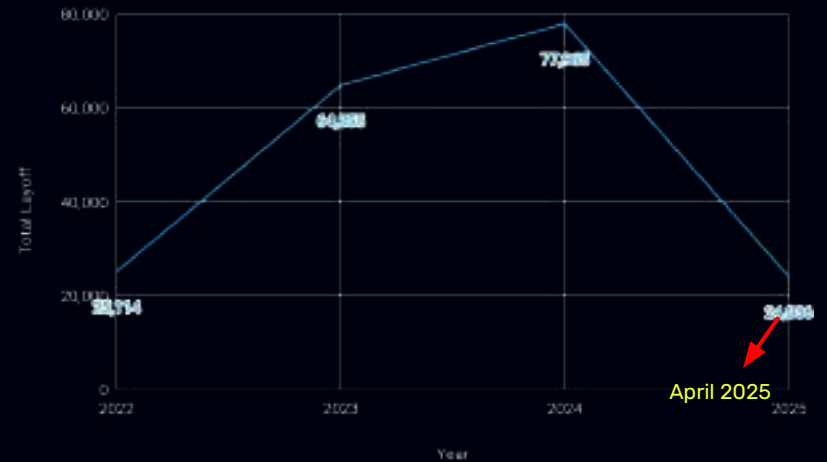
The number of unemployed keeps increasing

Even though the % decreased, the actual number increased

Number of Layoff Keeps Increasing



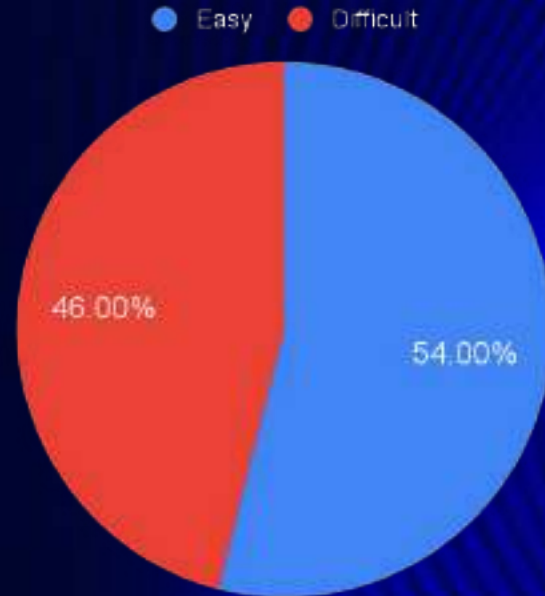
Source: Badan Pusat Statistik (BPS)



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

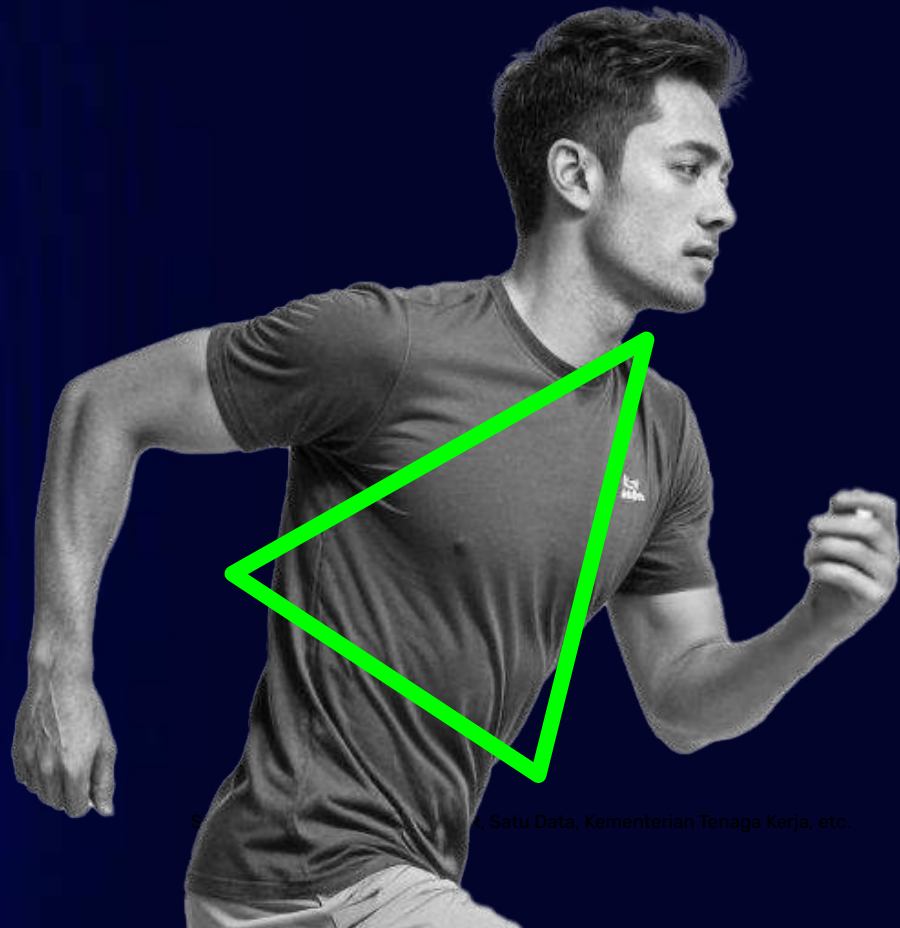
Community (cultural values, norms)

Organizational (environment, ethos)

Interpersonal (social network)

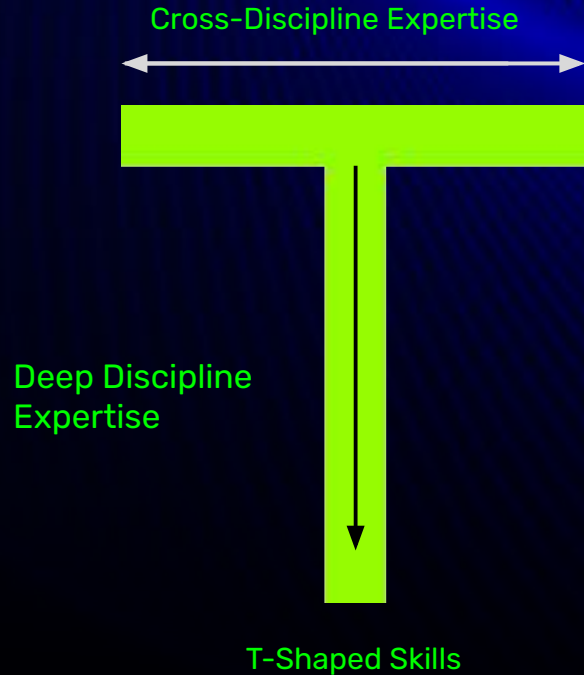
Individual (knowledge, attitude, skills)

**“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

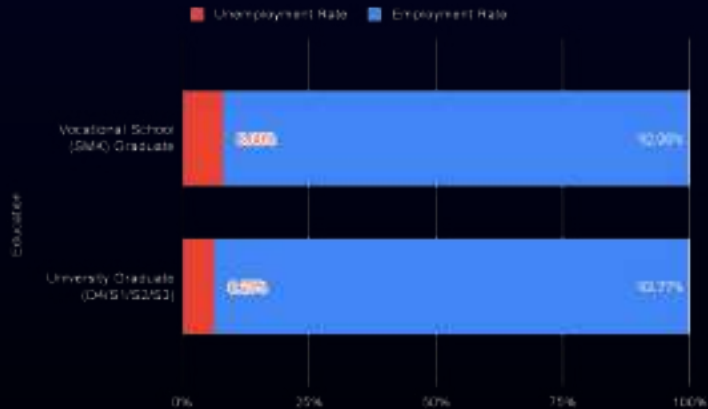
Certification

Courses

Training / Workshops /
Mentoring

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

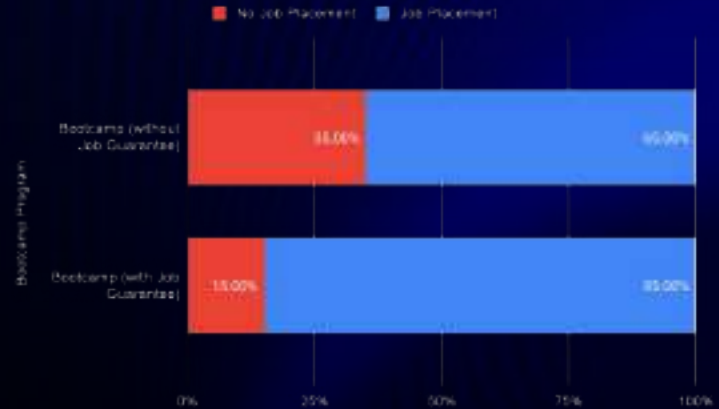
Formal education helps to find employment



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

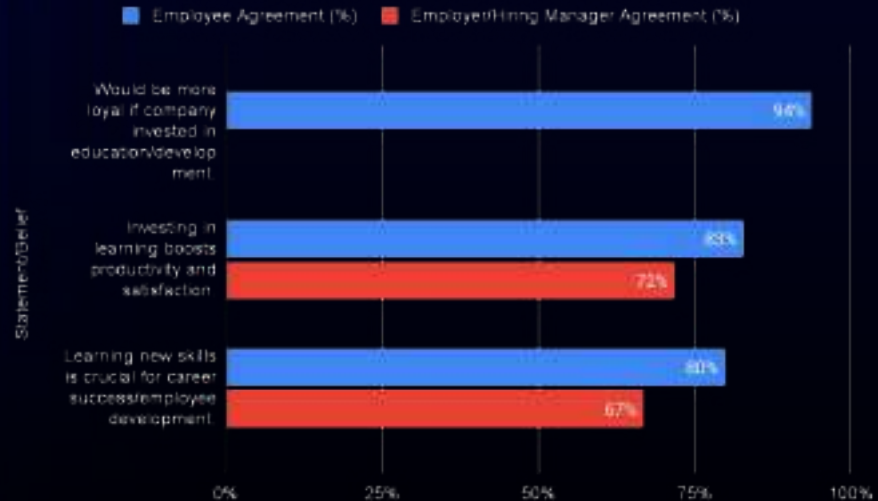
Customer Service

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

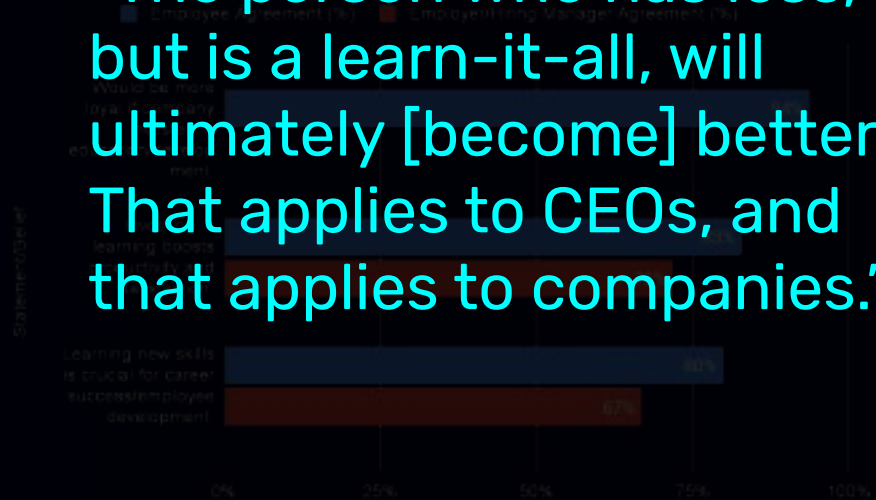
Most In-Demand Skills for Employers

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.”

Satya Nadella

CEO of MICROSOFT



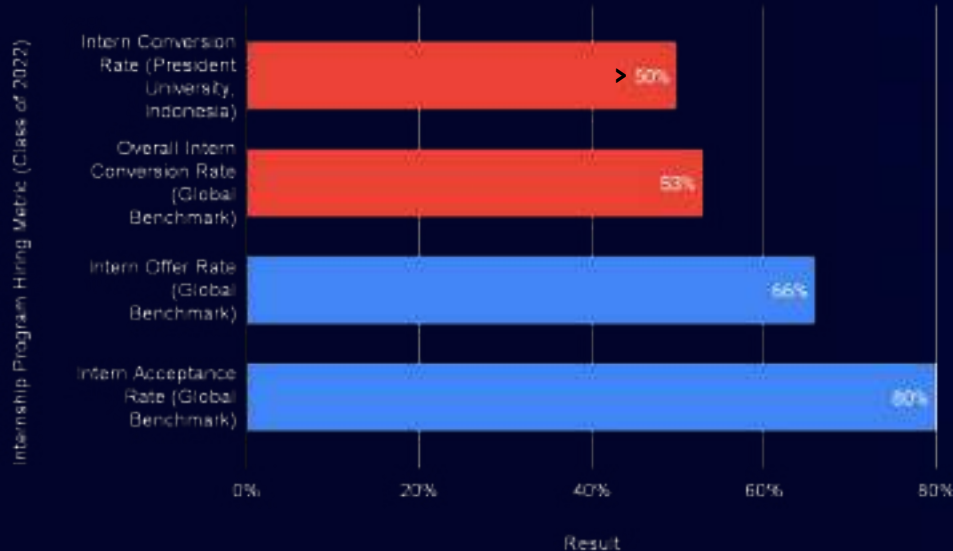
Source: LinkedIn Learning Skills: Learn the Skills Companies Need Most.
<https://www.linkedin.com/learning/courses/most-in-demand-skills>



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

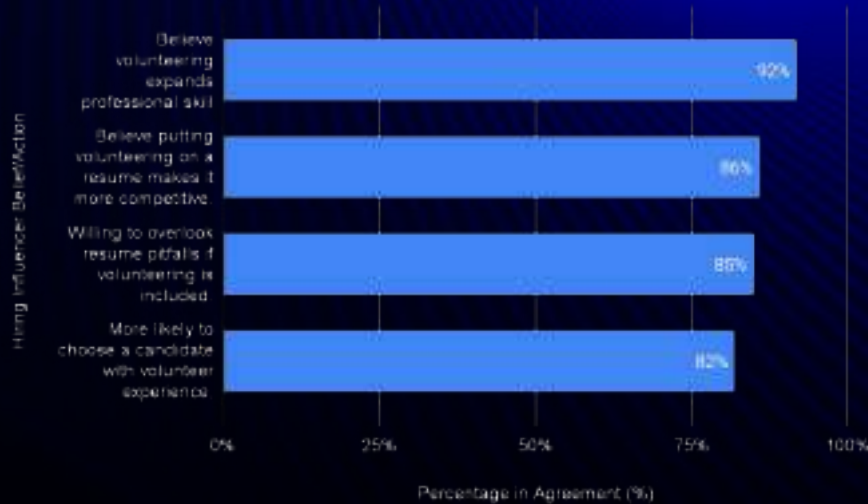


Source:

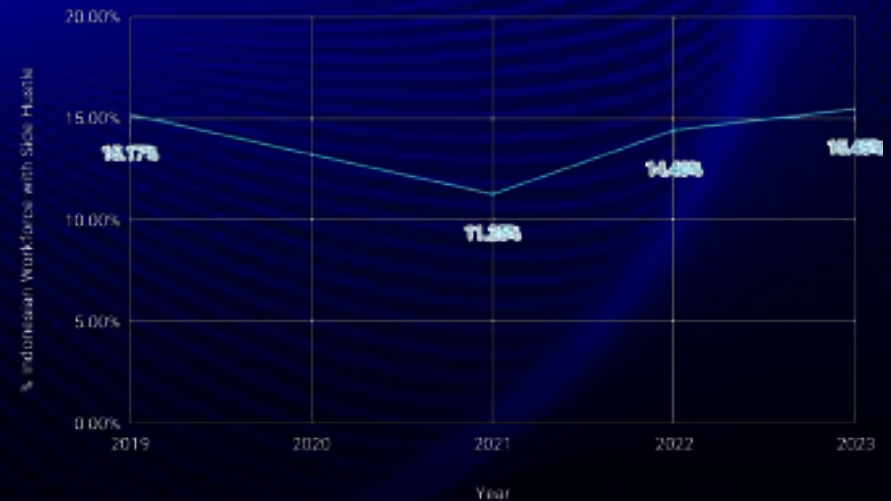
National Association of Colleges and Employers. (2024, February). *Intern conversion rate fell, fueled by lower offer rate.* Retrieved July 13, 2025, <https://naceweb.org/talent-acquisition/trends-and-predictions/intern-conversion-rate-fell-fueled-by-lower-offer-rate>
President University. (2024). *Internship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



Side projects trend is growing in Indonesia



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

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.”

Giada De Laurentiis

CELEBRITY CHEF

Source: Deloitte. (2016, 2020). 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/2020/07/deloitte-survey-finds-that-a-mere-30-percent-of-resumes-in>

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

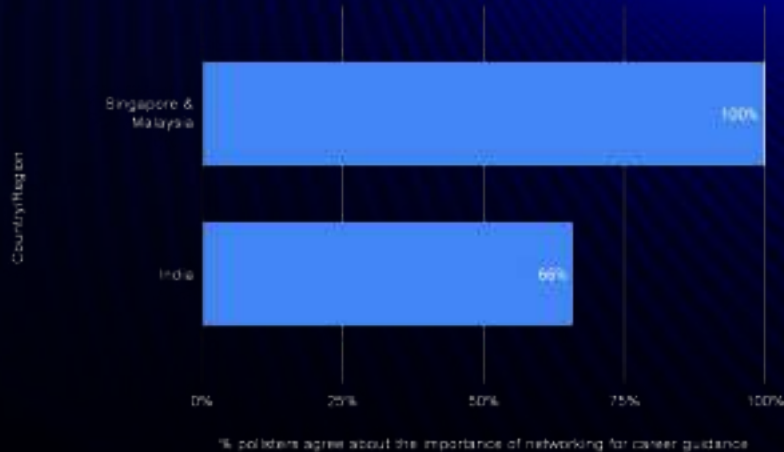
Source: Badan Pusat Statistik (BPS) (2019–2023)

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

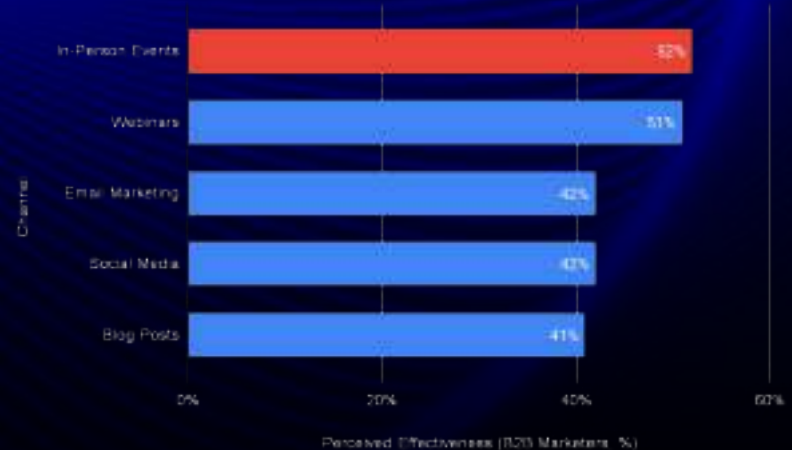


Widen their circles by attending industry events and meetups

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



In-Person Events is perceived as effective for marketing



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/>

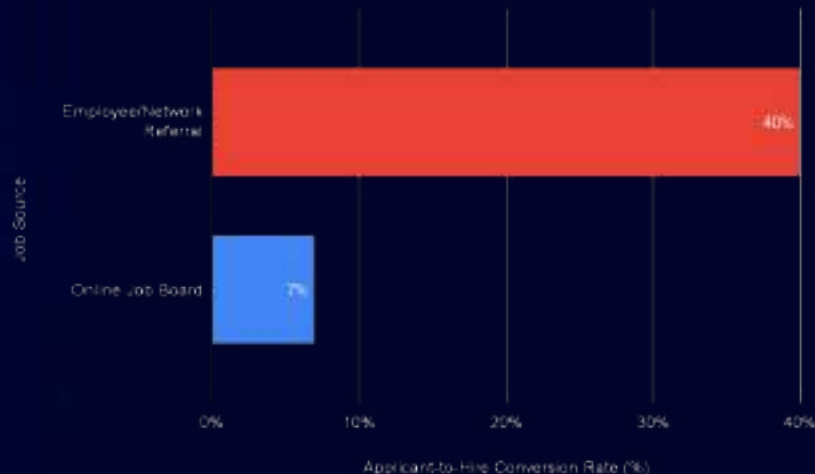
Source: Cvent. (2025, January 15). *116 event statistics shaping the industry in 2025*. Cvent Blog. Retrieved July 13, 2025, from <https://www.cvent.com/en/blog/events/event-statistics>

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."

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

Employer Referrals

Online Job Board

Applicant to Hire Conversion Rate (%)

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