

A 3D perspective view of a grid of white, glossy cubes. One cube in the upper right quadrant is a vibrant red color, standing out from the rest of the white grid. The lighting creates soft shadows and highlights on the surfaces of the cubes.

Digital Talent Assessment

Indonesia

Numbers In Indonesian realities

OBSOLETE SKILLS

Employment losses due
no longer relevant skills

LOST EMPLOYMENT

McKinsey & Co. projects
employment losses in
Indonesia

23M

27-46
M

10M

NEW EMPLOYMENTS

Emerging fields that
requires new skills

LOTS OF GRADUATES

New graduates from ICT
and related disciplines

431K

324K

18M

DIGITAL DEFICIT

Up to 18 Millions
shortage of ICT human
resources

MARKET DEMAND

Current demand for ICT

Current Contexts

Main Challenges



Low digital literacy



Disparity in access to telecommunication
impacting on digital gaps



High cost of internet services,
inaccessible to low income society
segments

Opportunity Drivers



Adequate and quality digital talents - and better link
& match to industrial demands



Sufficient infrastructure to facilitate the
connectivity for all



Leveraging of exponential technology including AI,
robotics, etc. as catalysts and accelerators to
support solutions, flexibility and utilisation of
industrial costs and processes

Challenges Forward



The COVID-19 pandemic led to an unavoidable technological leap that accelerated digital transformation across the globe.



Information and Communication Technology (ICT) has become the foundation and enabler to survive and adapt to the new normal situation.



The innovation capability of domestic human resources needs to be improved, so that Indonesian human resources are able to compete and develop consumer, professional/industrial and even military ICT products.



There is a need for collaboration between industry and universities through the "Center of Excellence" in order to strengthen capabilities and accelerate the growth of digital talent

Vision Digital Transformation



ACCESS

Accelerate the broadening of access and infrastructure improvement and internet services

HUMAN RESOURCES

Prepare digital talents human resources



ROADMAP

Prepare a digital transformation roadmap in strategic sectors

DATA INTEGRATION

Accelerate the national data centre integration

ENABLING ENVIRONMENT

Establish regulatory, funding, and financing schemes

Policy Directions

Indonesia Broadband Plan

1) encourage economic growth and increase national competitiveness; (2) supports the improvement of the quality of Indonesian human resources; and (3) Enforce national sovereignty.

Indonesia One-Data Policy

Production and dissemination of quality data with high integrity. Agencies to comply with data governance, ensuring data adhere to standards, standardized metadata and interoperability format

Covid and Economic Recovery

An integrated strategic policy to manage Covid-19 pandemic and to recovery national economic

01

02

03

04

03

E-Governance System

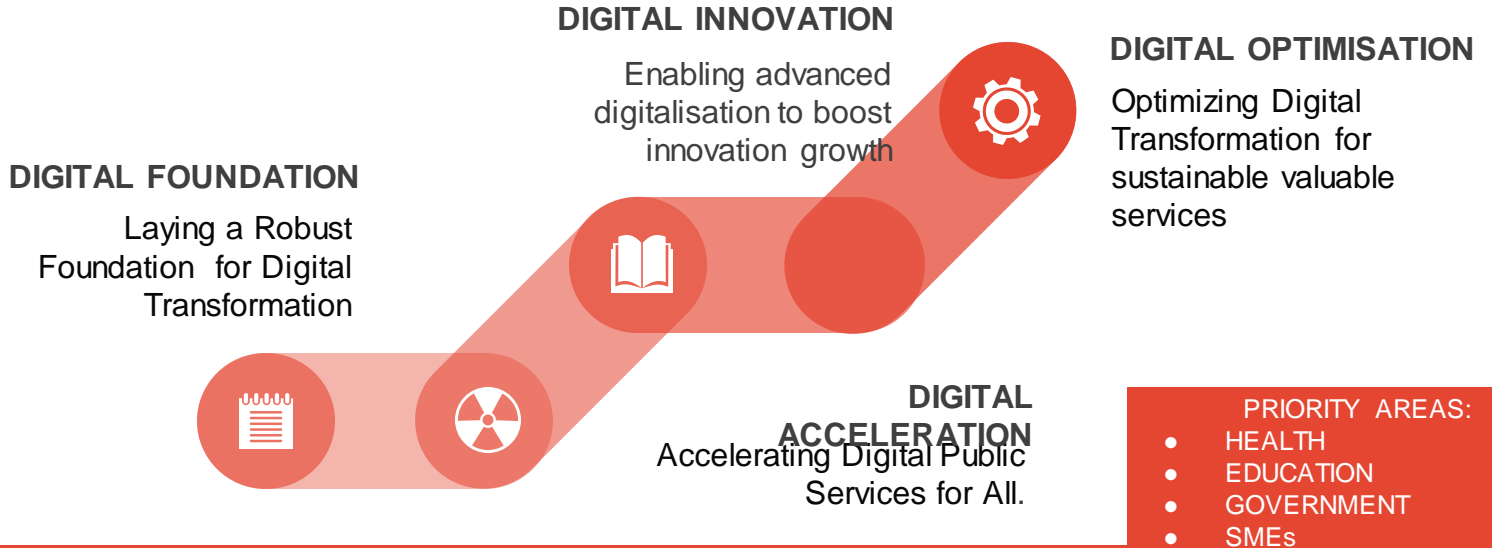
All government agencies to develop enterprise architecture that intertwines from one to another; establish a national coordination team; co-use IT systems

Medium Term Dev. Plan 2020 - 2024

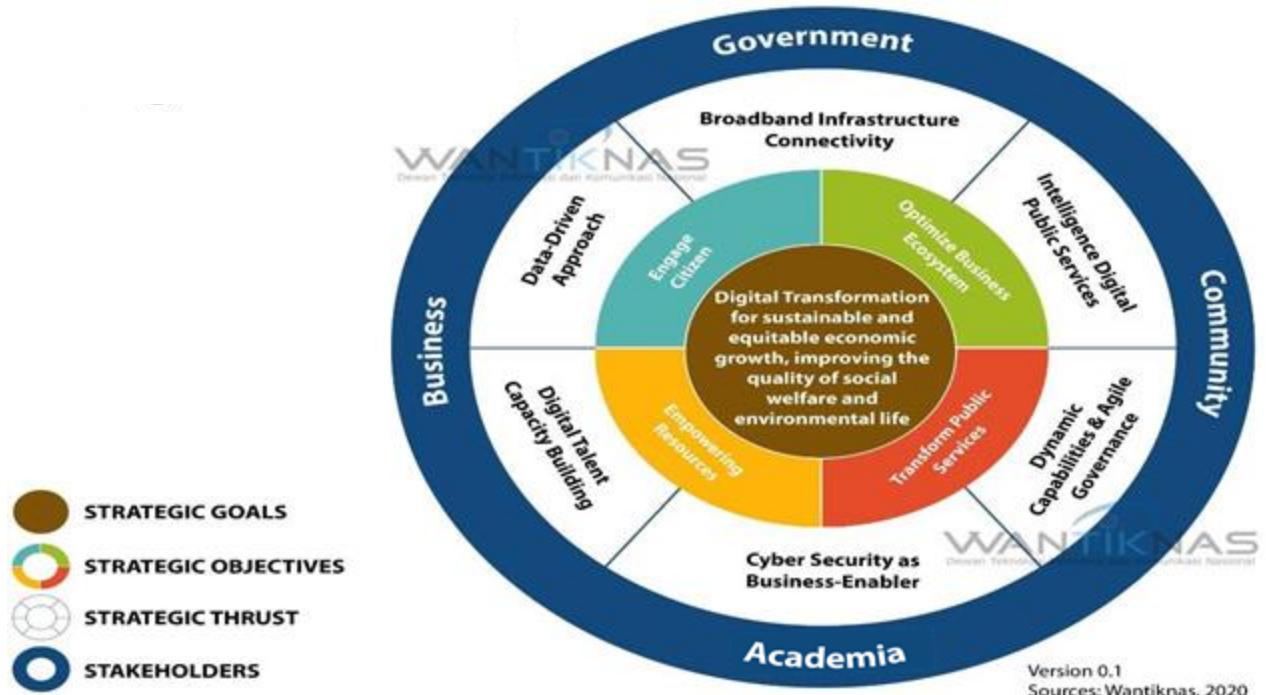
Sustainability and equitable economic growth, and improving the quality of social and environmental life

Transformation Roadmap

Digital transformation for economic restoration, public services and bureaucracy reformation



Strategic Framework



Digital talents for public services

TALENTS TO MAKE SERVICES AFFORDABLE

How to convert digital transformation into money matters?
How to optimise the public-private-community tri- partnership?

TALENTS TO DELIVER SERVICES

How to determine which beneficiaries for which services?
How to determine public from market -oriented services?
How to distribute the services?
How to determine which delivery channels are most effective and appropriate?
How to hold the system accountable?

TELENTS TO PRODUCE HIGH QUALITY SERVICES

How to master and apply technical standards?
How to supervise and oversee public services delivery?

TELANTS TO IDENTIFY AND RESPOND TO NEEDS

How to assess people's needs and demands?
How to technically determine priorities?

TALENTS TO MOBILISE THE PEOPLE

How to ensure that people have sufficient opportunities and space to participate in decision making, planning, and designing of the services?



Talents Mapping

LEADERS

Visionary, inspiring, motivating others to embark on digital transformation

MENTORSHIP & Coaching

LAWYERS/OVERSEERS

Establishing or operationalising the legislations, policies and standards into practical considerations

TECHNICAL MANAGERS

Developing, acquiring and applying appropriate digital technologies

STATISTICS & Psychology

ENGLISH Proficiency

STRATEGIST

Translating the visions into most optimal and logical steps

MANAGEMENT

Implementing the business and change processes of digital services

PROGRAMMING & Coding

RESOURCE MANAGERS

Developing schemes to develop human, technological, and programmatic resource

Conclusion & Way forward

1. Indonesia is poised to accelerate the digital transformation
2. Digital talents development and management is key to digital transformation
3. Digital talents mapping could benefit from the assessment of the overall public digital services

1. Continue Indonesia- ITU dialogue on digital transformation
2. Further elaboration on the methodology of ITU's assessment methodology
3. Adaptation of ITU's assessment methodology into Indonesia's digital talent assessment

Terimakasih

A scope for complementary convergence