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USAID Mitra Kunci Initiative

Quarterly Report

(October – December 2018) (Q1/FY2019)

Task Order No. AID-497-TO-17-00001, under Youth Power:
Implementation IDIQ Contract AID-OAA-I-15-00014



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Acronyms and Abbreviations

AMEP	Activity Monitoring and Evaluation Plan
AOR	Agreement Officer's Representative
BAA	Broad Agency Agreement
BAPPENAS	Ministry of National Development Planning/National Development Planning Agency
BBPLK	Balai Besar Pengembangan Latihan Kerja/Center for Work Training Development
BIDIKMISI	MORHE tuition assistance program for P&V students with high-potential
BLK	Balai Latihan Kerja/Vocational Training Center
BPS	Badan Pusat Statistik, the Indonesian Bureau of Statistics
BTS	Beneficiary Tracking System
BUMDES	Managers of Village Owned Enterprises
BUMN	Ministry of Industry and the Ministry of State Owned Enterprises
CCFI	Coca-Cola Foundation Indonesia
CDCS	Country Development Cooperation Strategy
CCLA	Communicating, Collaborating, Learning, Adapting
CoAg	Cooperative Agreement; used to refer to Project Implementers directly managed by USAID
COP	Chief of Party
COR	Contracting Officer's Representative
CSO	Civil Society Organization
CV	Commanditaire Vennootschap (small and medium company)
DAI	DAI Global, LLC
DCOP	Deputy Chief of Party
DD	Dompot Dhuafa
DFID	Department for International Development (UK)
DINAS	Local government department
EOE	Equal Opportunity for Empowerment-SAKU
FAM	Finance and Accounting Manager
GDA	Global Development Alliance
GOI	Government of Indonesia
GUC	Grants under Contract
ICA	Institutional Capacity Assessment
ICT	Information Communication Technology
IDIQ	Indefinite Delivery/Indefinite Quantity
IWD	Inclusive Workforce Development
JPIP	The Jawa Pos Institute of Pro-Otonomi
KABUPATEN	District
KOTA	Municipality
KKN	Kuliah Kerja Nyata/Student Study Service
KKW	Kelompok Kerja Wanita/Women's Work Group
LKP	
LMA	Labor Market Assessment/Analysis
LTTA	Long-term Technical Assistance
LPK/LKP	Lembaga Pelatihan Kerja, or vocational training institutes

M&E	Monitoring and Evaluation
MESP	Monitoring and Evaluation Support Project
MORHE	Ministry of Research, Technology, and Higher Education
MOU	Memorandum of Understanding
MSI	Management Systems International
NUPAS	Non-U.S. Organization Pre-Award Survey
OCA	Organizational Capacity Assessment
OPD	Organisasi Penyandang Disabilitas (OPD)/Disabled People's Organization (DPO)
PERPUSDA	Regional Library
PERPUSDES	PERSUSTAKAAN DESA or village library
P&V	Poor and Vulnerable
PI	Project Implementer
PIKA	Pendidikan Industri Kayu (wood industry education center)
PIRS	Performance Indicator Reference Sheets
PLUT	Pursat Layanan Usaha Terpadu (Integrated Business Service Center)
PT	Perseroan Terbatas/big company
PYD	Positive Youth Development
RF	Rajawali Foundation
RWAP	Ready-to-Work Accelerator Program (USAID)
SINERGI	Strengthening Coordination for Inclusive Workforce Development in Indonesia
SIK-NG	Sistem Informasi Kesejahteraan Sosial-Next Generation (Next Generation Social Welfare Information System Application)
SIR	Sub-Intermediate Result
SKPD	Satuan Kerja Perangkat Daerah/local government work unit
SMK	Sekolah Menengah Kejuruan/vocational high schools
STTA	Short-term Technical Assistance
TAMIS	Technical and Administrative Management Information System
TVET	Technical Vocational Education and Training
USAID	United States Agency for International Development
UD	Usaha Dagang (small and medium enterprise)

EXECUTIVE SUMMARY

This Mitra Kunci Quarterly Progress Report covers activities implemented during the first quarter (Q1) of Fiscal Year 2019 (October 1, 2018 to December 31, 2018). In this quarter, Mitra Kunci focused on providing technical assistance and capacity development to the Indonesian-led Project Implementers (PIs) who were in the process of completing the 15-month implementation of pilot projects through grants under the Mitra Kunci contract. These pilot projects will be completed in Quarters 2 and 3 of FY19 after which full results of the pilots will be reported. By the end of first quarter of FY2019, Mitra Kunci reported the following results for the standard F indicators for Workforce Development. Note that the pilot projects were not intended to produce numerical results but provide proof of concept for tools and approaches that could be scaled-up to generate greater results in the future. A full list of indicators and results can be found in Annex 6.

- 452 poor and vulnerable youth completed USG-assisted Workforce Development Programs (EG 6.3)
- 310 poor and vulnerable youth had improved skills following completion of USG-assisted workforce development programs (EG 6.2)
- 80 poor and vulnerable youth had new or better employment following completion of USG-assisted workforce development programs (EG 6.1)

Since the Mitra Kunci contract focuses on providing support to PIs, this was a continued focus of the project this quarter. In total, Mitra Kunci staff traveled to visit PIs a total of 19 times (5 trips to SINERGI, 9 to EOE and 5 to Ayo Inklusif!) to provide training and technical assistance (See Annex 5 for a full list of dates and subjects). Below is a summary of the major events and accomplishments completed by Mitra Kunci:

- On October 23, 2018, Mitra Kunci facilitated a public, talk-show style event at the @America venue titled, “Unlocking the Potential of Youth Entrepreneurship in Generating Employment”. 130 people participated, including members of the Ministry of Research, Technology, and Higher Education (MORHE), the Ministry of Manpower, the Economic Creative Agency (BEKRAF) and successful Indonesian entrepreneurs.
- From November 27-29, Mitra Kunci also hosted a Business Coaching workshop for all PIs to share good practices, lessons learned and identify appropriate and strategic benchmarks that can be used to guide youth who are starting up businesses.
- In December 2018, Mitra Kunci, USAID and MORHE met in Padjadjaran University (UNPAD) to discuss working together on a sub-module on financial management and business financing as part of a Student Service Program known as Kuliah Kerja Nyata (KKN).

Mitra Kunci PIs were also quite active during this quarter. Below are highlights of their work this quarter. Full descriptions of their activities and results can be found in the section on Project Implementers Results and in Annex 6.

- From November 13-14, 2018, SINERGI organized a Youth Career Festival at a vocational training center under MOM (BBPLK Semarang) which was attended by 5,700 P&V Youth and over 70 companies. The Minister of Manpower, Hanif Dhakiri attended a ceremony before the festival and personally handed over certificates of completion to over 1,000 youth, including 445 SINERGI beneficiaries who had completed training.
- Within the quarter, 49 youth with disabilities completed an internship under the Ayo Inklusif! program. Employers involved in this activity consist of Astra and other privately-owned enterprises in Malang and Surabaya. See Annex 2 for a list of all youth with disabilities who have completed their internships, the duration, and the company they interned with.

- EOE delivered soft-skills training for the 247 youth in nine classes from October to November 2018. In addition, 247 youth were also received entrepreneurship training.

Lastly, Mitra Kunci, SINERGI and Ayo Inklusif! worked together with the National Training Centers (BLK) under the Ministry of Manpower to successfully integrate and include youth with disabilities in to the soft and hard skills training provided by the BLK. The participating BLK requested further support and now the Ministry of Manpower has expressed interest and commitment to working with Mitra Kunci to ensure that all of their BLK can be inclusive of people with disabilities. More information on this case can be found in Feature Stories.

RINGKASAN EKSEKUTIF

Laporan kuartal Mitra Kunci ini mencakup kegiatan yang diimplementasikan dalam kuartal pertama (K1) dari tahun fiskal 2019 (1 Oktober 2018 sampai dengan 31 Desember 2018). Dalam kuartal ini Mitra Kunci memfokuskan diri pada pemberian bantuan teknis dan pengembangan kapasitas pada lembaga pelaksana proyek (PI) yang sedang dalam proses penyelesaian implementasi proyek pilot selama 15 bulan melalui kontrak hibah Mitra Kunci. Proyek pilot ini akan selesai pada kuartal 2 dan 3 tahun fiskal 2019, di mana hasilnya akan dilaporkan oleh Mitra Kunci. Di akhir kuartal pertama 2019 ini, Mitra Kunci melaporkan hasil-hasil berikut untuk indikator standar F dari Pengembangan Ketenagakerjaan. Perhatikan bahwa proyek percontohan tidak dimaksudkan untuk menghasilkan hasil numerik tetapi memberikan bukti konsep untuk alat dan pendekatan yang dapat ditingkatkan untuk menghasilkan hasil yang lebih besar di masa depan. Daftar lengkap dari indikator dan hasilnya dapat dilihat di Lampiran 6.

- 452 pemuda miskin dan rentan menyelesaikan Program Pengembangan Ketenagakerjaan yang dibantu USG (EG 6.3)
- 310 pemuda miskin dan rentan telah berhasil meningkatkan kecakapannya sebagai hasil dari Program Pengembangan Ketenagakerjaan yang dibantu USG (EG 6.2)
- 80 pemuda miskin dan rentan telah memiliki pekerjaan baru atau pekerjaan dengan kondisi yang lebih baik sebagai hasil dari Program Pengembangan Ketenagakerjaan yang dibantu USG (EG 6.1)

Karena kontrak Mitra Kunci berfokus pada pemberian dukungan pada PIs, kuartal ini juga menggambarkan kelanjutan dari upaya itu. Secara total, staf Mitra Kunci melakukan 19 perjalanan untuk mengunjungi PI (5 perjalanan untuk SINERGI, 9 untuk EOE dan 5 untuk Ayo Inklusif!) untuk memberikan pelatihan dan bantuan teknis (lihat Lampiran 5 untuk daftar lengkap tanggal dan subyek kegiatannya). Bagian berikut menjelaskan kegiatan-kegiatan utama dan capaian dari Mitra Kunci:

- Pada tanggal 23 Oktober 2018, Mitra Kunci memfasilitasi kegiatan diskusi publik dengan format talk-show di @America dengan judul “Membuka Potensi Kewirausahaan Generasi Muda”. Kegiatan ini dihadiri 130 peserta termasuk peserta dari Kementerian Riset, Teknologi, dan Pendidikan Tinggi, Kementerian Tenaga Kerja, Badan Ekonomi Kreatif (BEKRAF) dan para pengusaha sukses Indonesia.
- Dari tanggal 27 sampai 29 November, Mitra Kunci menyelenggarakan lokakarya Pendampingan Usaha (*Business Coaching*) bagi seluruh PI untuk berbagi praktik baik, pembelajaran dan mengidentifikasi tolok ukur yang tepat dan strategis yang dapat digunakan sebagai arahan bagi pemuda yang tengah memulai usahanya.
- Pada bulan Desember 2018, Mitra Kunci, USAID dan Ministry of Research, Technology, and Higher Education (MORHE) mengadakan pertemuan di Universitas Padjajaran (UNPAD) untuk mendiskusikan sub-modul mengenai manajemen keuangan dan pembiayaan usaha sebagai bagian dari Kuliah Kerja Nyata (KKN).

PI Mitra Kunci juga aktif melaksanakan berbagai kegiatan. Bagian berikut memberikan gambaran kegiatan yang dilakukan dalam kuartal ini. Penjelasan detail dari aktivitas mereka dapat ditemukan dalam bab Hasil Pelaksana Proyek dan Lampiran 6.

- Dari tanggal 13 sampai 14 November 2018, SINERGI melaksanakan Festival Karir Pemuda di BBPLK Semarang yang dihadiri 5.700 pemuda miskin dan rentan serta lebih dari 70 perusahaan. Menteri Tenaga Kerja, Hanif Dhakiri hadir dalam acara tersebut dan bahkan memberikan sendiri sertifikat kesertaan pelatihan kepada lebih dari seribu pemuda, termasuk 445 pemuda yang menjadi penerima manfaat program SINERGI.

- Selama kuartal, 49 pemuda dengan disabilitas telah berhasil menyelesaikan magang di bawah program Ayo Inklusif!. Perusahaan yang terlibat dalam aktivitas ini diantaranya adalah Astra dan perusahaan swasta lain di Malang dan Surabaya. Lampiran 2 menampilkan daftar dari semua pemuda dengan disabilitas yang telah menyelesaikan kegiatan magang mereka, durasinya serta perusahaan tempat mereka magang.
- EOE menyelenggarakan pelatihan kecakapan sosial (*soft-skills*) untuk 247 pemuda dalam sembilan kelas pada bulan Oktober dan November 2018. Selain itu, 247 pemuda juga mengikuti pelatihan kewirausahaan.

Terakhir, Mitra Kunci, SINERGI dan Ayo Inklusif! bekerja bersama dengan Pusat Pelatihan Nasional (BLK) di bawah Kementerian Ketenagakerjaan berhasil mengintegrasikan dan memasukkan pemuda penyandang cacat ke dalam pelatihan soft dan hard skill yang disediakan oleh BLK. BLK yang berpartisipasi meminta dukungan lebih lanjut dan sekarang Kementerian Tenaga Kerja telah menyatakan minat dan komitmen untuk bekerja dengan Mitra Kunci untuk memastikan bahwa semua BLK mereka dapat mencakup orang-orang penyandang cacat. Informasi lebih lanjut tentang kasus ini dapat ditemukan di Feature Stories.

1. PROJECT OVERVIEW

1.1. KUNCI OVERVIEW

The USAID/Indonesia Kunci Initiative was developed based on a USAID Broad Agency Agreement (BAA) co-design, co-creation process. Several U.S. and Indonesian organizations participated in the co-creation process and prepared concept notes which were submitted to USAID/Indonesia and accepted by the end of 2016. Through the co-design process USAID identified and selected six Project Implementers (PIs) whose concepts would be piloted and tested in the priority Indonesian provinces of West Java, Central Java and East Java. Each project implementer is a consortium made up of several organizations working together to implement their pilot concepts. Each PI is required to prove that their concepts can be scaled up and those projects or project activities that are considered scalable will be selected for continuation in a subsequent full implementation phase.

Two overarching principles guided project design:

- *Partnerships and Innovation* – promoting innovative ideas, and continuous dialogue and facilitation throughout the life of the project among the government, private sector, and civil society organizations.
- *Scalable Activities* – supporting ongoing and expanded implementation that will leverage resources, utilize committed champions, and improve access for the low-income and vulnerable communities which will lead towards gaining economic independence for vulnerable young adults.

USAID selected and directly funded three of these Project Implementer (PI) consortium led by U.S. organizations through Cooperative Agreements:

- YOUTH WIN THROUGH ECONOMIC PARTICIPATION (YEP) improves work-readiness and economic decision making by equipping youth with critical thinking skills and the attitudes and behaviors needed to obtain and maintain employment, set goals and manage income wisely.
- JADI PENGUSAHA MANDIRI (JAPRI) addresses youth unemployment by cultivating entrepreneurs and facilitating improved training quality.
- THE READY-TO-WORK ACCELERATOR PROGRAM (RWAP) enhances the capacity and quality of training centers and links them together through the creation of Learning and Innovation Networks.

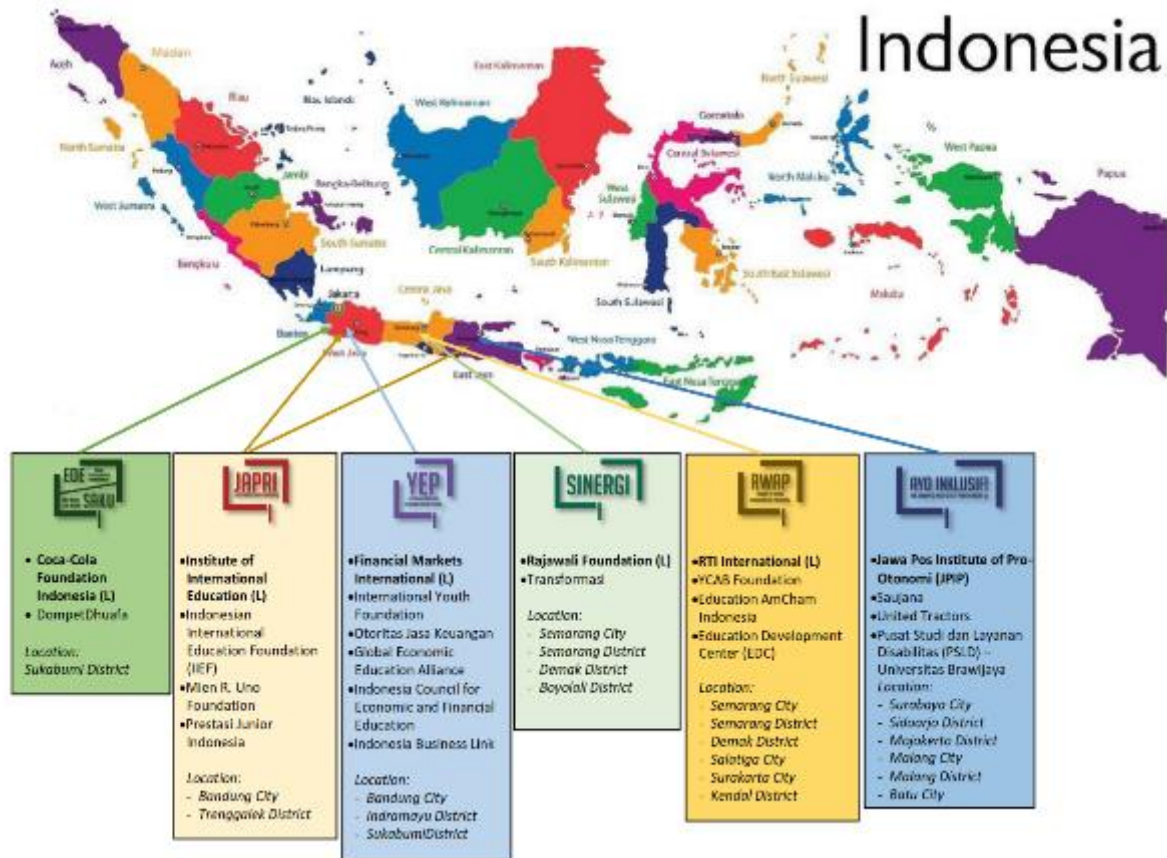
USAID also selected three Project Implementer (PI) consortium led by Indonesian organizations that are funded by grants under contract from the Mitra Kunci Initiative (Mitra Kunci):

- SINERGI establishes a coordination model for stakeholder collaboration on matching poor and vulnerable youth to relevant job skills.
- AYO INKLUSIF! strengthens the capacity of young leaders and journalists to raise public awareness about inclusive workforce development issues and highlight best practices.
- EQUAL OPPORTUNITY FOR EMPLOYMENT-SAKU (EOE) improves youth access to employment information and comprehensive training through a library network. Equips youth with the knowledge, skills and attitudes required to enter and succeed in job-seeking or entrepreneurship.

Mitra Kunci also coordinates and provides technical assistance to all Kunci activities and increases youth leadership and participation, which includes both the US-led and Indonesian-led PIs.

The following map shows the PI consortium and the provinces and districts they are working in. The six PI consortium are comprised of twenty-two organizations working in twenty-two different districts, four of which are supported by more than one PI. Multiple PIs are conducting activities in each Province making coordination and effective collaboration essential. During Year Two the US-led PIs (JAPRI, YEP and

RWAP) completed their pilot implementation phase, and started to scale up to new Provinces and Districts. For example, YEP expanded into Central Java during its full implementation phase and reached out to and utilized SINERGI's contacts and networks to facilitate their entry in that province. Further Mitra Kunci coordination, results and challenges will be discussed later in this document in the section titled, Communicating, Collaborating, Learning and Adaptation.



The initial goal of all Kunci partners was to *improve access* to quality skills development and training for at least 200,000 low-income and vulnerable youth aged 18-34, including women and the disabled. During this quarter, USAID informed DAI that the Mitra Kunci contract would be modified to include an updated scope of work and a new results framework reflecting the newly approved amended USAID Country Development Cooperation Strategy (CDCS) 2014-2020 a focus on USAID's guidance to USAID missions to support the Journey to Self-Reliance (J2SR), linkages to the Indo-Pacific Strategy and increased targets and outcome-based results for standard F indicator EG 6-1: Number of individuals with new or better employment following completion of USG-assisted workforce development programs.

As a result, Mitra Kunci staff and Indonesian-led PIs (hereafter referred to as PIs) spent a significant amount of time during this quarter to research and prepare new targets for years three, four and five as well as to review and prepare recommendations to USAID to revise the contract. In addition, since the Year Three work plan had not been approved in this quarter and would be modified to reflect new changes to the contract, Mitra Kunci only proceeded with a limited number of activities that were considered necessary and approved by USAID in advance. PIs with approved work plans under their grant agreements continued with the implementation of their activities.

1.2. MITRA KUNCI OVERVIEW

USAID Mitra Kunci supports and strengthens ongoing USAID partnerships advancing a more robust and dynamic workforce system in Indonesia. In doing so, Mitra Kunci helps Indonesia uncover holistic and innovative solutions for the complex challenges preventing this system from functioning as effectively as it should. As noted above, Mitra Kunci directly manages, supports, and funds three Indonesian led consortium (PIs) and coordinates and collaborates with the three U.S. led consortium directly funded by USAID. Through this technical assistance, capacity development and coordination, Mitra Kunci seeks to:

- Improve the organizational capacity of Indonesian partner organizations to implement activities appropriately and effectively manage U.S. projects and funds;
- Integrate gender and social inclusion principles into all Kunci programmatic areas;
- Strengthen outreach and engagement of youth through a Positive Youth Development (PYD) approach;
- Facilitate and lead strategic engagement and CCLA within and between the private sector, higher education institutions, the GOI and P&V youth; and,
- Engage Higher Education institutions in activities that support a more inclusive workforce system.

The following sections of this report will describe Mitra Kunci's results in each of these areas.

2. PROGRESS TOWARDS EXPECTED RESULTS

Consistent with the format of Mitra Kunci's approved Year Two Annual Report, Mitra Kunci organized this report by the activities and results that were implemented by Mitra Kunci within key areas required by the contract and/or work plan. A key focus of the Mitra Kunci is not only to manage grants to Indonesian-led Project Implementers (PIs) but to provide technical assistance, capacity building and other support to the PIs so that they can achieve better outcomes and also incorporate key principles and approaches such as Positive Youth Development (PYD), Gender and Social Inclusion (GESI) and Communicating, Collaborating, Learning and Adapting (CCLA) in to their project strategies and implementation. In addition, DAI implements some activities directly like the University Work Experience and Entrepreneurship Programs and the Talk Show on Unlocking the Potential of Youth Entrepreneurship in Generating Employment at @America.

Following the section on Mitra Kunci results, we will report on activities and results achieved by each PI. This format enables Mitra Kunci to more clearly present the achievements and results.

2.1. MITRA KUNCI RESULTS

2.1.1. *Technical Assistance and Capacity Development to Project Implementers*

Since the Mitra Kunci contract focuses on providing technical support and organizational capacity development to PIs, this was a continued focus of the project this quarter. In total, Mitra Kunci staff traveled to visit PIs a total of 19 times (5 trips to SINERGI, 9 to EOE and 5 to Ayo Inklusif!) to provide training and technical assistance. See Annex 5 for a full list of dates and subjects. This assistance included training in business coaching, PYD, GESI and CCLA as described below.

Business Coaching: Entrepreneurship is a key element of the program implemented by Ayo Inklusif, EOE and Sinergi and a pathway to income generation for those Poor and Vulnerable (P&V) youth who cannot or may not be able to achieve formal employment. It is quite difficult for P&V youth who want to be entrepreneurs to have success without additional support which is why they need business coaching. To support the integration of business coaching in to existing entrepreneurship training programs, Mitra Kunci collaborated with JAPRI and EOE to conduct Business Coaching Training from November 27-29, 2018 in

Sukabumi. Mitra Kunci identified 30 participants from the 3 PIs as well as selected Small and Medium Enterprises (SMEs) who were trained to provide business coaching to P&V youth. Certified Master Coaches from Coaching Indonesia delivered the training. Coaches shared good practices, lessons learned and identified appropriate and strategic benchmarks that can be used to guide youth who are starting up businesses.

“There are 400 youth with disabilities in Boyolali. I expect that colleagues who can become business coaches will help youth with disabilities to become economically independent. Youth from my group have established a group business selling tempe crisps and tempe chocolate. The products have been sold in the market, surrounding neighbourhoods as well as private and public institutions. Now they have income from their businesses.”

-Sri Setyaningsih, a beneficiary of SINERGI

After the two-day business coaching training by Coaching Indonesia, EOE partner Dompot Duafa facilitated a one-day business practice training. In one activity, participants were divided into small groups (4-5 people) to identify business ideas, and then immediately implemented their idea in the markets and surrounding areas for 4 hours. Coaches helped each group canvas local businesses in Sukabumi. They learned how the local businesses operated and gathered information to help them develop and expand their own businesses at a later stage. The participants with the highest income received rewards. Below is a summary of the businesses

that were visited and what the participants learned at each:

- *Satai Bunut* - how to use social media such as Instagram and Google to market their products
- *Yoghurt* – how to get approval from BPOM (National Agency of Drug and Food Control)
- *Batik* – the role of local government in promoting local products and providing skills training for the youth
- *Alamanda Art* - capacity building to the local farmers to meet market demand
- *Boutique* - how to build networks of customers and suppliers
- *Obidora cake* - experience in starting the business and marketing products.



Doraobi cake is owned by Dora or Puji, alumni of the EOE training program. She established a business producing cakes made from sweet cassava. During Business Coaching training, she was motivated to apply the skills and information she gained to improve her business and to also coach other P&V youth who were interested in starting their own businesses.

2.1.2. Positive Youth Development

The Positive Youth Development (PYD) concept and approach is at the center of Mitra Kunci's design and implementation and has been realized through the work of the Mitra Kunci PIs. In Year Two, Mitra Kunci provide technical assistance to PIs and their partners to integrate PYD into all aspects of their activities, as required by the Youth Power IDIQ.

Skill building is a key focus of Mitra Kunci, but how that training is structured so that youth are positively engaged and active is a key feature of PYD. In this quarter, Mitra Kunci provided technical assistance (TA) to PIs and partners as they completed their soft skill training, hard skill training, internships and apprenticeships and job placement in the labor market. The skills and experience, particularly the confidence gained by the meaningful participation of youth during project activities, also directly benefits youth when they enter the labor market. Youth with disabilities actively facilitated meetings, participated in trainings and completed internships. They proved to themselves, their families, and to companies that they can be productive employees and generate their own income.

“This soft skill training is important, because it is the basis of everything before jumping into a working environment. The spirit from soft skill training carried on to the hard skill training, which was the training to process corn into corn chips. By the end of the training, participants managed to process around 5 kg of corn chips and packaged them to be sold. The success of this training attracted the village government and they are committed to hold similar trainings using the village fund allocation.” Bagus, Coordinator of Jragung Local Consortia.



Female youth supervisor and male youth trainee work together to build youth's capacity in design and sewing skills (SINERGI).



Youth convinced the village government to support start-up businesses being developed by the youth association through SINERGI project support in Jragung Village, Demak District.

Another area where PYD has proven to be effective is motivating youth to advocate for their needs. In some cases, youth are influencing their village governments to support them in improving their business start-ups. In the case noted in the picture above in Jragung village, a local government officer stated that they had included support

“I sincerely hope that SINERGI can become the catalyst for the economic independence of Jragung's youth”, declared Edy, Jragung Village Head.

for youth to start-up businesses in their budget plan. This will still require approval from Village Development Council/Committee before the support can be provided to youth, but it's an important first step towards realizing this goal. In addition to generating income for themselves, they are also introducing new products and services to their communities as part of their business development. Over the quarter,

through participation in SINERGI youth groups, youth with and without disabilities worked together to address their problems inclusively by participating in training and apprenticeships together.

During the quarter, Mitra Kunci staff provided TA to all three PIs on PYD. A full list of technical assistance and organizational capacity development is provided in Annex 5. Below are a few highlights of feedback or TA provided by Mitra Kunci to PIs and the result:

- Mitra Kunci worked with SINERGI to include youth with disabilities into the training programs of the national vocational training centers (BLK). In the past, the BLKs under the Manpower Office did not recruit or include youth with disabilities as they were considered social welfare office beneficiaries. Mitra Kunci and SINERGI worked with the National Vocational Training Centers in Semarang and Surakarta to include youth with disabilities together with non-disabled youth in their soft skills training. The experience was successful for the BLK and the youth. As a result, the Minister of Manpower asked the national training center of Surakarta to become more accessible to the disabled. The Minister would like BLK Surakarta to become a model that will be replicated to all the other centers.
- Mitra Kunci encouraged PIs and partners to develop the capacity of youth to voice their concerns to stakeholders in fora like the SINERGI POKSI meetings. As demonstrated above, youth have become more confident to voice their opinions and advocate for their needs.
- During Mitra Kunci’s observation of the PIs hard-skills training and apprenticeship programs, Mitra Kunci advised the PIs, and private and public training centers on how to develop the agency and assets of youth and they have included these recommendations in to their curriculum, competency standards and modules. For example, the entrepreneurship module used by EOE was developed through a process of discussion, joint review and field practice based upon the input and experiences of P&V youth who have tried, or succeeded, in becoming entrepreneurs.

2.1.3. Gender Equity and Social Inclusion

Consistent with each program’s Gender Action Plan, Mitra Kunci and PIs put significant effort into ensuring gender balance for each activity that they plan and implement. The focus is not just the number of male and female participants, but also the quality of their participation. Although there has been a lot of progress in improving both the quantity and quality of how both genders participate, there is also room for improvement in engaging female beneficiaries. As demonstrated in the table below, the average rate of participation in PIs soft skill and hard skill activities was 64 percent male and 36 percent females. 13 percent were youth with disabilities.

TABLE 1 – DISAGGREGATION OF BENEFICIARIES BY SEX, AGE AND DISABILITY

Direct beneficiaries	Total	Sex		Age				Disability	
		Male	Female	15-19	20-24	25-29	30-34	Male	Female
Ayo inklusif	50	30	20	1	23	16	10	30	20
SINERGI	445	287	158	119	170	106	51	30	17
EOE	240	155	85	85	94	47	14	0	0
Total	735	472	263	205	287	169	75	60	37

New Gender and Social Inclusion Specialist. During the quarter, Mitra Kunci onboarded a Gender and Social Inclusion Specialist. Through this position, Mitra Kunci will continue to work with PIs to make sure they properly assess and address GESI in their strategies and plans for the next phase of implementation. Mitra Kunci will:

- Ensure there are female trainers as well as male trainers;
- Review training curriculum and modules to include GESI awareness components (usually included in soft skills modules);
- Review training materials to ensure they are not biased, sexist and inclusive, specifically in the examples or illustrations that are used;
- Ensure existing training programs are available to men and women;
- Advocate for sexual harassment policies in the training centers; and,
- Conduct quarterly GESI reviews of PI implementation.

GESI Workshop. Mitra Kunci and SINERGI conducted a 2-day workshop for National Training Centers (BLK) and SINERGI youth groups on gender and social inclusion from October 30-31, 2018. Participants discussed methods and approaches to help youth with disabilities enter the workforce. Youth with disabilities shared the benefits and challenges they experienced in completing soft-skills and hard-skills training. They also participated in an income generating activity that produced handicrafts and other products

Below are the issues that were discussed in the workshop and some ideas that could be implemented by SINERGI and/or the BLKs.

TABLE 2 – GESI ISSUES AND SOLUTIONS

No.	Issue	Solution identified
1	Lower participation of women in the labor market	Improve recruitment and reduce barriers to female participation in training and/or access to employment opportunities
2	Inadequate and lack of transparency of funding for youth with disabilities	Support fair and accountable financial system by exposing Annual District Budget Plan (APBD) budget through media
3	Limited information about vacant positions available for youth with disabilities	Improve communication and coordination between Labor Office and companies
4	Lack of socialization on gender mainstreaming and social inclusion in the workplaces, community and public institutions	Raise awareness on gender equality and social inclusion to the communities, workplace and government. Government should establish a socialisation/promotion team
5	Lack of awareness of parents on gender and disabilities	Raise GESI awareness of parents and support positive environment in families
6	Public institutions and private sector companies are not achieving quotas for hiring people with disabilities	Encourage public and private companies to accept youth with disabilities through close coordination between youth, government and private companies
7	High numbers of disabled youth quit their jobs	Disable friendly culture is promoted in industries, including facilities and infrastructure (reasonable accomodation)
8	Organizations for people with disabilities focus only on the disabled, excluding others	Mentor youth with disability to be open minded and collaborate with other youth and organizations
9	Inaccessible public and private training centers for people with disabilities	Train instructors on social inclusion and make training facilities and equipment accessible for the disabled

10	GOI database of P&V youth is not updated and accurate	Work with the GOI to update and improve their database, which leads to better recruitment and inclusion of P&V youth.
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In relation to issue #10 above and as an example of barrier to inclusion, when SINERGI youth groups recruited P&V youth to participate in the Opportunity Fund, SINERGI asked the provincial office of the Department of Social Affairs (Dinas Social) to verify that SINERGI’s proposed list of P&V youth matched with the official database. Dinas Social found out that there was only a 30 percent match between their database and list that SINERGI had provided. Many youth with disabilities were not registered on their family’s cards or did not have their own identity cards. Dinas Social agreed to update their data with information from SINERGI. SINERGI will continue to explore working with Dinas Social so that it can more effectively deliver government services to P&V youth.

2.1.4. *Communicating, Collaborating, Learning and Adapting (CCLA)*

Communicating, Collaborating, Learning and Adaption (CCLA) is a key aspect of Mitra Kunci’s technical approach. USAID’s vision for Kunci was that Mitra Kunci and the six PIs would collaborate, share resources, learn from each other and ultimately strengthen and enhance each other’s results and taken as a whole, Kunci would strengthen the entire workforce system resulting in increased access to higher quality training and employment opportunities for P&V beneficiaries. Below are a few examples of how Mitra Kunci puts CCLA in to practice.

Kunci Coordination Meetings. During this quarter, Kunci partners participated in three Kunci Coordination Meetings (October 29, November 27 and December 13). One of the topics discussed at the October 29 meeting was the use of social media by Kunci partners. At USAID’s request, Kunci partners filled out a matrix showing which social media platforms they used and what their strategy was. This will help USAID follow up and ensure that all partners are using social media properly. The November 27 meeting followed a USAID meeting on November 26 in which USAID informed Kunci partners of new directions related to outcome-based results, the Journey to Self-Reliance and other related matters. This meeting was an important opportunity for all Kunci partners to discuss how they could best respond to USAID’s new direction and to clarify remaining questions. The December 13 meeting was a special Kunci meeting at the U.S. Embassy to allow Kunci partners to explain, discuss and clarify the targets they were required to submit to USAID in mid-December.

Development of a Disability-friendly BLK Model. Details are provided in the section on Feature Stories. This is an example of a result that was achieved through the collaboration of Mitra Kunci, SINERGI and Ayo Inklusif! and offers the opportunity to be replicated in training centers across Indonesia.

Development of Entrepreneurship Training. During the development phase of entrepreneurship training curricula, MK and EOE engaged ILO and JAPRI to study whether their method can be applied to P&V youth business start-up training. EOE also invited the coaches from Dompot Duafa to present good practices in facilitating business start-up during entrepreneurship training of trainers. Based on the result of these engagements, EOE developed the training module that was then reviewed by MK. The final module was used in several three days trainings with 247 total participants.

Talk Show: Unlocking the Potential of Youth Entrepreneurship in Generating Employment. Mitra Kunci facilitates public discourse on inclusive workforce development covering youth engagement, youth entrepreneurship, youth economic empowerment and skills development, and gender and social inclusion. On October 23, 2018, Mitra Kunci facilitated a public, talk-show style event moderated by media personality Timothy Marbun. The talk show’s theme was “Unlocking the Potential of Youth

Entrepreneurship in Generating Employment”. Five speakers represented the Indonesian Government, entrepreneurs and Mitra Kunci beneficiaries:

- Ibu Roostiwati, the Director of Workforce Market Development, Ministry of Manpower.
- Fadjar Hutomo, Deputy of Capital Access, Economic Creative Agency (BEKRAF)
- Khusnul Khuluq, USAID Mitra Kunci Initiative Ayo Inklusif! Beneficiary, intern at the Dharma Bakti ASTRA Foundation.
- Anantya Van Bronckhorst, Co-Founder and Co-CEO of Think.Web, Managing Director Girls in Tech.
- Rex Marindo, Founder and Marketing Director Cita Rasa Prima Group.

130 people participated in the event representing government officers, the disabled, the private sector, media, youth representatives and the general public.

Through this public discussion, Mitra Kunci Initiative disseminated good practices and lesson learned as well as demonstrated USAID Mitra Kunci commitment to the Government of Indonesia and private sector support for poor and vulnerable youth, women, people with disabilities and higher education students in improving their entrepreneurship skills.



Thomas Crehan, Human Capital and Partnership Office Director, USAID Indonesia gave remarks.

Two online media sources published stories about the event, namely:

- Katadata.co.id – *Demographic Dividend, Indonesia Needs More Creative Entrepreneurs*¹
- Independen.Id - *Job Opportunities for Disabled People in the Digital Era*²

On the event day, there were 8,669 impressions (number of times users saw the tweet on twitter) and in total, there were 13,300 impressions.

Below are some highlights of the discussion:

- Ibu Roostiwati from the Ministry of Manpower stated that although not all Indonesia companies are not engaged in Industry 4.0, there is a need to encourage youth to unlock their creativity and innovative ideas in order to respond the challenges of Industry 4.0.
- Pak Fadjar Hutomo from BEKRAF highlighted the role that technology can play in making information and resources available for everyone. He highlighted the work of Mitra Kunci partner the Coca-Cola Foundation Indonesia in providing computers in village libraries so that anyone can access the internet and information.
- Khusnul Khuluq stated that he gained confidence and soft skills through the Ayo Inklusif! Program which helped him in his internship, where he learned designing and video editing. Now he wants to start his own business. Currently, he is a motivator for other disabled people and also brings awareness about disabled people to high school students in East Java.
- Anantya Van Bronckhorst noted that Think.Web has established a work culture that promotes creativity and empowers women and disabled people. Currently, two blind people work at

¹ <https://katadata.co.id/berita/2018/10/23/bonus-demografi-indonesia-butuh-lebih-banyakpebisnis-kreatif>

² <https://independen.id/read/ekonomi/715/membuka-peluang-kerja-difabel-di-era-digital/>

Think.Web as social media content creators. They also partner with the Mitra Netra Foundation which prepares disabled people to go to work.

- Rex Marindo noted that when he started he could only cook instant food, but now he has 208 outlets selling food products with at least 30 people working in each outlet. He attributed his success to his ability to be creative, network and seek out new opportunities. For example, he created a platform called Foodist which allows people to produce and sell food from their homes. One housewife who uses the platform has a turnover of IDR 5 billion per year.
- Ismet Yus Putra, Head of Sub-Directorate of Welfare and Entrepreneurship, MORHE noted that they support a creativity development program that helps students to write business plans and compete with other students. He noted that the challenge for unlocking youth entrepreneurship is to grow willingness in campuses to build an ecosystem that supports entrepreneurship.

2.1.5. Strengthening University Work Experience and Entrepreneurship Programs

On January 9, 2018 USAID Indonesia signed an Exchange Letter with the Ministry of Research, Technology, and Higher Education (MORHE). In that letter, USAID and Mitra Kunci agreed to implement a set of activities involving participants from higher education institutions in the three pilot provinces of West Java, Central Java and East Java. MORHE assisted in identifying 60 higher education institutions as potential Mitra Kunci partners for the four key focus/thematic areas under this component:

- Community service (KKN) for students,
- Assistance to Career Development Centers (CDCs),
- Entrepreneur curricula development, and
- Entrepreneurship programs for BIDIKMISI scholarship student recipients.

In December 2018, Mitra Kunci, USAID and MORHE met in Padjadjaran University (UNPAD) to discuss working together on a sub-module on financial management and business financing as part of a Student Service Program known as *Kuliah Kerja Nyata (KKN)*. The goal of this program is to give students real world experience, as well as contribute to national development. The KKN program takes place during the school year and the students in these programs work with villages on a range of projects that are driven by the needs of the local community, but typically are not coordinated for larger goals or impact. The KKN program is a long running program but now has been reformed; while previously it operated through requests from local citizens, it is now linked to research to provide context and justification for workforce issues and solutions. The KNN Entrepreneurship module has several stages including formulate a business concept and vision; design a business model; and, monitoring and evaluation.

During the meeting, the Vice Rector on Academic and Student Affairs of UNPAD noted that KKN is a transformative learning opportunity. The Director of Learning of MORHE explained that there is a Presidential Regulation (PERPRES) on Thematic KKN focus on clearing up the Citarum Harum river led by University of Education of Indonesia (UPI). For 2019 the theme is “Social Engineering” and will be led by UNPAD with a focus on soft skill competencies needed in the 21st century. UNPAD is ready to test the module on thematic KKN on Entrepreneurship as UNPAD has established an ecosystem of entrepreneurship. The UNPAD Business Incubator and Career Development Center (CDC) will support the whole module testing process as was discussed in the follow up meeting on December 26-27, 2018 held in Bandung.

As a follow up, in the next quarter, Mitra Kunci organize a Training of Trainers (TOT) for Master Trainers for the Student Service Entrepreneurship Programs.



Dr Ir Paristiyanti Nurwardani MP (Director of Learning, MORHE) delivers a presentation on MORHE policies and strategies on improving delivery method in Higher Education Institutions to achieve learning outcome through focusing on skills needed in the 21st century.

2.2. PROJECT IMPLEMENTERS RESULTS

Mitra Kunci works with three Indonesian-led Project Implementers (PIs) who are implementing grants under the Mitra Kunci Project. These grants were allotted 15 months for a pilot implementation phase wherein the PIs were supposed to provide a proof of concept and scale up plan that would, if successful, result in a second, full-implementation phase in year three.

Below is a description of each PI consortium, their activities and results.

2.2.1. SINERGI

SINERGI (Strengthening Coordination for Inclusive Workforce Development in Indonesia) is a Consortium consisting of the Rajawali Foundation (RF) and Center for Public Policy Transformation (Transformasi). SINERGI aims to strengthen the coordination for inclusive workforce development through the engagement of youth, private sector, and local government (they call this the 3Ps, referring to Government (Pemerintah), Private Companies (Perusahaan), Youth (Pemuda)) to improve access to information for poor and vulnerable youth on work training, jobs, and work opportunities. In the pilot phase, SINERGI focused on four districts/cities in Central Java Province, namely Semarang City, Semarang District, Demak District, and Boyolali District. The pilot phase is for 15 months (October 2017 to January 2019).

To address coordination issues, SINERGI created a new mechanism which would constitute an innovative way to address coordination issues among the key components of an inclusive workforce system – they called this mechanism Kelompok Aksi (Action Group) or POKSI, for short, to build on a familiar model, the working group, but with a new, action-oriented approach. To activate the action component of POKSI, SINERGI developed a youth opportunity fund (Dana Sinergi) that provide opportunities for community youth groups (Karang Taruna), religious based youth organizations, disabled people’s organizations (Organisasi Penyandang Disabilitas) and youth NGOs to form consortia with government and private sector companies that would then develop proposals for funding consideration by the POKSI group in Central Java.

Soft-skills Training for the P&V Youth

From October 1 to 11, SINERGI collaborated with the training centers, BLK Surakarta and BBPLK Semarang to deliver soft-skills training for 400 P&V youth. Both centers have 12 certified trainers who led soft-skills training that was combined with hard skill training courses. Two of the trainers also led training-of-trainers (TOT) sessions on soft-skills for instructors from these BLKs and also the instructors from other institutions. SINERGI worked with these BLKs to ensure that all soft skills training had been examined

according to its unit of competency. Within the BLK, students do not receive only hard skills training anymore; soft-skills training has become part of the mandatory training as well.

Hard-skills Trainings and Apprenticeships

In addition to the direct support provided by SINERGI and its main consortium members, 15 of the 16 local consortia supported by the SINERGI Opportunity Fund have launched their hard-skill training and apprenticeship programs in partnership with their local employer partners. The remaining local consortia, Bustanuth (Islamic youth group), will start their apprenticeships in January 2019. As most of them completed their hard skills training and apprenticeships at the end of this quarter, data and results on employment and income-generation are not available in this report. This information will be reported in the next quarter report.

Sewing Courses and apprenticeships – In Sayung village and Banyumanik village, SINERGI, with local consortia members, Sayung and Banyumanik village groups, worked with Apparel One Indonesia and the local training center (Balai Pengembangan Produk Tekstil dan Alas Kaki or BBPTAK) to deliver sewing training for P&V youth. BPPTAK has certified trainers, adequate training facilities and can accommodate people with disabilities as well as having strong linkages with the garment industry. In order to enable youth to build skills and job readiness to find employment in the garment sector, BPPTAK conducted soft skill training goal-setting and breaking mental blocks to ensure that youth will be ready to enter a garment company. With Apparel One, SINERGI conducted a five-day long apprenticeship program as part of the process of improving job readiness. In a second example, 50 youth from two consortia members participated in sewing training with LPK Alwin and the private company DNA Collection, which manages boutiques and produces dresses and shirts. 13 youth with disabilities attended this course. Company officials reported that they were surprised that three of trainees were very talented at sewing despite having cerebral palsy or physical disabilities.



Silvy has cerebral palsy. Throughout her life she was protected and hidden by her mother, never becoming independent. After participating in the SINERGI-supported soft-skills training (which had disabled and non-disabled participants), she built her self-confidence. “I want to expand my skills in this business,” said Silvy. Her trainer Yekti stated that Silvy is one of smartest and most talented participants in the sewing course. “Her work is very accurate,” Yekti said. She suggested that Silvy should join the apprenticeship and coaching process to improve her sewing and business skills, and become economically empowered.

Not all youth with disabilities were as talented as Silvy at sewing but were good at other parts of the production process. Through customization of training offerings, the consortia members were able to ensure that all youth, including youth with disabilities had equal opportunities to explore their talents.

Community-Based Tourism Training – Two local consortia partners, Hysteria in Semarang City and Gogik in Semarang District developed and led community-based tourism trainings to prepare youth to manage community-level events designed to attract domestic and international tourist. The Hysteria team conducted an urban tourism program in collaboration with Sekolah Tinggi Pariwisata (Stipari), a tourism college, to design a training module on local tourism. Hysteria also collaborated with the Kandri tourism village to enable youth to manage and promote community-based tourism. Recently, trained youth from Hysteria managed a tourism festival and acted as tour guides for youth from Germany visiting the Bustaman village

in Hysteria working area. In total, 22 males and 2 females completed this training. The City Manpower Office of Semarang has committed to link Hysteria with government support and access to local banks.

Gogik village contains two tourism destinations: a waterfall and Semirang coffee that are not well-developed to provide employment opportunities for youth. To empower youth from Gogik village, the consortia partner collaborated with Ledok Sambu, a tourism company to deliver training and apprenticeships in managing community-based tourism. The training took place in Ledok Sambu Jogja over two days during which the youth learned how to manage and prepare community tourism events managed by Ledok Sambu.

Creative Training on Recycle Products – The local consortia partners Ansor Islamic Youth Organization at Straten village (Ansor Desa Straten) and the UpCycle company conducted hard-skills training, business management training and apprenticeships for youth on producing recycled furniture and other marketable products. 20 males and 5 female youth completed the 10 days training and apprenticeship at this company. They used broken computers and recycled products to make furniture. The business management training provided participants with skills to maximize social media marketing. Through this linkage with UpCycle, Ansor Straten expects to establish a business unit under the Ansor Youth Organization. The business unit will share costs and benefits between Ansor Straten and UpCycle.

Meanwhile, the Tawangan village consortia collaborated with the wood industry education center (Pendidikan Industri Kayu PIKA) to train youth on making *meubulair* furniture. PIKA is a vocational school that prepares youth to entering the woodcraft industries. This school provides training on entrepreneurship and workplace safety for youth. After the training, these youth participated in apprenticeships at the company Ilham Jatim where they were able to produce *meubelair* furniture from recycled wood. Their products are popular in the market because of the cheaper price and unique features.

The consortia from the Krasak Village collaborated with the State University of Yogyakarta to train youth to produce charcoal from rice husks. Participants learned how to properly dry charcoal, store it and develop good packaging. By the end of the quarter, these youths were in the process of establishing a village company (Badan Usaha Milik Desa) to start a new business making charcoal this way. 3 males and 1 female youth completed this training and apprenticeship program.

Handicraft Training in Metal, Ceramic and Paper - SINERGI collaborated with private companies, SMEs and local consortia in different villages to train youth to produce handicrafts from different materials. The intent is that these partners can produce marketable products for local and potentially, overseas markets. This included:

- The Ngadirojo village Consortia collaborated with Nuansa Ceramic to train youth to produce ceramic handicrafts. 21 youth attended the training on ceramic production for 20 days at Nuansa Ceramic. Three of these youth were recruited to work in Nuansa Ceramic, while four youth are in the hiring process at Pearl Land Ceramic.
- The Mijen Consortia collaborated with Zen Silver to train youth to produce metal jewelry and other metal handicraft products. 25 male and 6 female youth attended skills training on metal handicraft for 20 days at Zen Silver.
- The Tawangan Consortia (paper flower) collaborated with Beauty Florist to train youth to produce paper flower bouquets. 20 female and 5 male youth attended skills training for seven days at Beauty Florist. Two youth were recruited by Beauty Florist for employment.

Food Preparation Training – SINERGI supported three local consortia members: Klewor Village, Jragung Village and Demak Islamic Youth Organization (Ansor Demak) to collaborate with SMEs UD Belida (producing crispy fish), UD. Mandiri Jaya (producing corn products) and UD. Nasya Coklat (producing crispy tempe) to offer skills training and apprenticeships programs. The participants of the training and apprenticeships included:

- 30 youth (19 male and 11 female) attended skills training and apprenticeship on producing crispy corn for 20 days.
- 25 youth (13 female and 12 male) from Klewor attended skills training on producing chocolate tempe and crispy tempe at the national training center in Boyalali (BLK Boyolali).
- 25 youth (13 female and 12 male) from Klewor village participated in an apprenticeship program at Nasya Chocolate for five days.
- 48 youth (39 male and 9 female) attended skills training on making fish food at a Fish Education and Training Center (Balai Pendidikan dan Pelatihan Perikanan Tegal) for three days.
- 43 youth (7 female and 36 male) participated in skills training and apprenticeship at SME UD. Mandiri Jaya for 5 days.

As a result of the training and internships, The Klewor village consortia formed a business group focused on tempe crispy and chocolate tempe production. They receive orders for about six kilograms of crispy tempe and three kilograms of chocolate tempe per day. Ansor Demak has also established a business group that produces crispy fish. Recently, they have conducted product testing and currently are in the process of designing packaging for their product.

“I am responsible for marketing. Everyday, I have to go to government institutions and other institutions to sell our products. I no longer feel ashamed because I am doing the right thing rather than begging,” Eko (youth with physical disability).

Advocacy and Stakeholder Engagement Activities

During this quarter, SINERGI conducted several advocacy activities to improve awareness, engagement and catalyze ownership by the GOI and relevant stakeholders. Below are a few highlights.

Preparation of the Master Plan for the “Development of Disability Inclusiveness” Program (RIPID - Rencana Induk Pembangunan Inklusivitas Disabilitas) – The National Planning Agency (BAPPENAS) and the Ministry of Manpower are the two anchor Ministries for SINERGI activities. In 2019 BAPPENAS wants to develop a national plan on disability inclusion; the RIPID. Their goal is to develop a policy for businesses to become more inclusive and involve people with disabilities. The POKSI represented by SINERGI was invited to a one-day initial workshop on RIPID development which was funded by BAPPENAS and held at the Double Tree Hilton Hotel on November 22, 2018. At the workshop SINERGI shared their knowledge, experience and lessons learned from their concept implementation as an input into the development of RIPID. After the RIPID workshop, SINERGI and Mitra Kunci were invited by Mr. Pungky Sumadi, Deputy Minister for Population and Employment, BAPPENAS to meet and open a conversation on how SINERGI can contribute and provide further input on disability inclusion for the National Medium-Term Development Plan (RPJMN). SINERGI will continue to follow-up with BAPPENAS to monitor whether the feedback was incorporated in to these plans and report it in future quarterly reports.

POKSI Meeting #7 on Hard Skills Training Evaluation – The seventh POKSI meeting took place on December 20th at the Rooms Hotel. The goal of the meeting was to collect lessons learned so far from the hard skills training activities. Each of the local consortia members presented their progress and what they learned from the training to the POKSI, SINERGI, GOI and other audience participants. This included sharing the challenges with providing ample support for youth with disabilities, especially for trainers to adapt their trainings to ensure that youth with disabilities can complete the programs on time.

Participation at Annual SDG Conference – SINERGI presented at BAPPENAS’ Annual United Nations Sustainable Development Goal (SDG) Conference for the Youth employment discussion group on December 17 at the Fairmont Hotel Jakarta. Mimy Santika from the USAID Human Capital and Partnerships Office also attended the session. Expert staff of the Minister of Social Affairs and Poverty Reduction, Dra. Rahma Iryanti led the 1.5-hour discussion. Panelists from the Rajawali Foundation,

Citibank, the International Labor Organization (ILO) and Plan International shared various experiences working with key stakeholders to provide decent work / job opportunities for youth.

SINERGI Youth Career Festival

The SINERGI Youth Career Festival was held at the trainind center in Semarang (BBPLK Semarang), from 13-14 November 2018 and was attended by 5,700 Poor and Vulnerable (P&V) Youth (6,000+ youth total) and over 70 companies. The Minister of Manpower, Hanif Dhakiri, Director General Binalattas, Bambang Satrio Lelono, Provincial Secretary of Jateng, Ir Sri Puryono, and Head of the Provincial Government Manpower Office in Jateng, Ibu Wika Bintang attended the opening ceremony together with 1,000 youth. After giving the keynote speech, The Minister himself handed over certificates of completion to representatives of the 445 P&V Youth (SINERGI Beneficiaries) and certificates of competence to representatives of 1,000 MOM training center (BBPLK and BLK) graduates in Central Java. The job fair provided a venue for P&V youth to connect directly with employers and identify job opportunities for youth, including for those with disabilities. The festival also included a series of coaching clinics during the two-day event.



Various Activities at The SINERGI Youth Career Festival. The Festival was held at BBPLK Semarang, 13-14 November 2018 and attended by 5,700 P&V Youth (6,000+ youth).

Media Visit

SINERGI conducted a media visit on December 11, 2018 where they built awareness on the “Inclusive Employment” (Ketenagakerjaan Inklusif) through effective communications with major media partners such as the Jakarta Post, KOMPAS, Media Indonesia and a few others.

2.2.2. Ayo Inklusif!

Ayo Inklusif! works to increase awareness and adoption of inclusive workforce approaches that enhance employability of, and benefit from the unique skills of persons with disabilities. Ayo Inklusif! uses three main approaches in achieving their objectives: a) raising public and employer awareness through a media campaign, events, and media training; b) building the employability skills and knowledge of persons with

disabilities; and c) working with employers and other stakeholders to connect disabled youth with gainful employment.

The following is an overview of the activities conducted by Ayo Inklusif! during the reporting period.

Bi-weekly Column in Jawa Post

The Jawa Post is Indonesia's second largest newspaper, and part of the larger Jawa Post Group which includes dozens of media outlets in different mediums, including newspapers, radio and television. To increase awareness among the public and employers around the positive contributions people with disabilities make to the workplace, Ayo Inklusif! bi-weekly columns are published in the Jawa Post national edition. These articles are dedicated to these issues and highlight Kunci activities. Receiving national exposure, these columns are reproduced and cited in local newspapers throughout Indonesia under the Jawa Post Group, including the Jawa Post online version. The Jawa Post Group is in 10 provinces ensuring Mitra Kunci activities and inclusive workforce issues will garner a wide readership.

During this reporting period, 15 articles were published by Ayo Inklusif! in the Jawa Post. (Annex 1 contains summaries of the articles in English).

TV Talkshow

Through JTV, the largest local television station in East Java, Ayo Inklusif! broadcasted their fourth TV Talkshow program on Sunday, October 14th, 2018 at 7.30 P.M. The "Sorot" talk show (1) provided orientation to the public – especially employers – that people with disabilities have the ability to work and have the same rights to gain access to employment opportunities, and (2) highlighted experiences, good practices, and success stories from employers who have hired people with disabilities. The program broadcasts documentary footage taken from the Ayo Inklusif! internship preparation and orientation events, including from a high school for disabled (SMP-LB A YPAB), from the Mercure Grand Mirama Hotel, and from United Tractors. The talk show included stakeholders representing the private sector, education institutions, development projects, and youth with disabilities.

Radio Talk show

In collaboration with Radio Suara Surabaya, Ayo Inklusif! organized two radio talk shows: "*People with Disabilities in the Work Place*" on October 1 and "*Experiences and Achievement*" on December 17.

The first focused on internships in the private sector in Surabaya and Malang. Three female speakers were featured, representing youth with disabilities, a private company that was hosting an internship program, and Ayo Inklusif! Topics discussed were (1) improving implementation of the requirement for companies that at least 1% of their employees be people with disabilities; (2) accessing existing support services for people with disabilities, such as services for blind people which are not well-known; and (3) how to access Ayo Inklusif! training and internship programs for people with disabilities. During the broadcast, the audience joined the show through phone calls or text messages. Five listeners called in on-air to ask questions to the speakers. Calls following the show were followed up by Ayo Inklusif!.

The second talk show included four female participants representing two private companies and two youth with disabilities. The dialogue focused on the experience of youth with disabilities during the training and internship program organized by Ayo Inklusif! These two youth with disabilities successfully completed their internship and are now working. Ms. Nolina Utuh Panguji is working for CV Harapan Abadi and Ms. Mira Aulia is working for Helen Keller International. In addition to the four speakers, one caller, Mr. Dodo shared the story of his friend who has poor vision but didn't let his condition stop him from having a career. Now he has become a General Manager in a multinational company in Indonesia.

Before the talk show Ayo Inklusif! advertised the event through Facebook and Instagram for 4 days (December 14-18). On Facebook 20,003 people accessed the advertisement while 81,869 people accessed the advertisement on Instagram.

Youth-Led Activities

Ayo Inklusif! facilitated the final youth-led activity which was conducted by a group of youth with disabilities, the “Sempurna Team,” who organized a talk show in collaboration with the Jeje FM radio station in Surabaya. The talk show, “Surabaya Afternoon Show” was held on October 11 and they discussed the Sempurna team’s success in conducting youth-led awareness campaigns in two high schools involving 450 students in Malang. During the talk show, four Sempurna members shared their experience conducting these activities. They underlined the importance of raising disability awareness as most people don’t know much about living with disabilities; not because they do not care but because information is scarce.

Summit and Good Practices Awards

The Good Practices Awards were held on October 22, 2018 in Hotel Shangri-La Surabaya, and consisted of two simultaneous events – a summit in the morning and award ceremony in the evening. Both events were combined with the Kovablik Awards. The Good Practices events started with the “Innovation Summit” which disseminated good practices – from both nominees and winners – to facilitate the replication process by new actors in other areas. The summit was also a way to get feedback to improve the highlighted innovations and was supported by USAID/Ayo Inklusif!, GIZ TRANSFORMASI, KOMPAK (DFAT project) and Kinerja OGP. The summit was attended by 320 participants representing local governments in East Java, provincial government staff, the private sector in Surabaya, Disabled People Organizations (DPO), universities, Ayo Inklusif! consortium members, and project beneficiaries.

The summit started with opening remarks from Hanif Nurcholis from the East Java Provincial Government. Following the opening remarks, the summit had two sessions. The first session covered the following topics:

- The JALIN MATRA program focusing on “poverty feminization”.
- Improving public services in Lumajang.
- MLM Genre (Government program through multi level marketing) – an innovation to prevent teen marriage, a common phenomenon in Pasuruan, a city in East Java.
- Ayo Inklusif! project activities.

The Second Session was moderated by Jaka Ahmad the Ayo Inklusif! Disabilities Specialist. In this session, four organizations presented their innovations or programs:

- KOMPAK findings on the innovation ecosystem in East Java.
- Bojonegoro District citizen feedback system.
- Banyuwangi District Smart Kampung project and Agage Pinter project.
- *Gerakan Tengok Bawah Masalah Kemiskinan*, (GERTAK) poverty eradication program.

After the summit was the Good Practices Awards Ceremony, which lasted from 6 PM to 10 PM. The awards were given to outstanding service-providers within District Governments in East Java (see the table below) and to four companies in Surabaya. The Good Practices Awards were presented at the same time as the Kovablik Awards. The awards were presented by The Governor of East Java, Soekarwo and the Minister of Home Affairs, Cahyo Kumolo. 512 participants attended the ceremony, mostly from local governments, private sector and provincial government personnel. USAID and U.S. Embassy Consular General Mark McGovern also attended the event. Below are the award winners.

TABLE 3 – GOOD PRACTICES AWARD WINNERS

Innovative Breakthrough for People with Disabilities (Public Sector)			
District	Innovation	Score	Award

Kab. Banyuwangi	Agage Pinter	69,46	Gold
Kab. Blitar	Dalam Ketidaktelesmpurnaan Ku Berkarya	69,14	Silver
Kota Malang	Brexit	69,012	Silver
Kota Probolinggo	Pembudayaan Pendidikan Inklusif	63,392	Silver
Kab. Situbondo	Sinergi	62,86	Silver
Inclusive Development (Public Sector)			
Kab. Trenggalek	Gertak	70,942	Gold
Kab. Lamongan	Lesung Si Panji	70,16	Silver
Kab. Madiun	Jari Si Monic	69,382	Silver
Kab. Malang	Si Cantik Hamil	66,322	Silver
Kab. Gresik	Sekolah Perempuan	65,78	Silver
Kab. Ngawi	Selintas Sapulipat	65,516	Silver
Kab. Sidoarjo	Kopisemel	64,982	Silver
Private Sector Awards			
Awards Category		Company	
Private Sector as a Leading Pioneer in Inclusive Workforce (Gold Award)		PT Wangta Agung	
Private Sector as Best Implementor on Inclusive Workforce (Silver Award)		PT Young Tree Industries	
Private Sector as Best Mover on Inclusive Workforce (Silver Award)		Auto 2000 Pecindilan	
Private Sector as Most Active Engaging other Companies in Becoming Inclusive		Mercure Grand Mirama Hotel	

The event was featured on pages 1 and 4 of the *Jawa Post* (printed edition): page 1 had “Banyuwangi-Trenggalek Raih Piala Emas” and “Mengapresiasi Inovator”. Page 4 had “Ayo Realisasikan Insentif Inklusivitas.” In addition to the *Jawa Post*, reporting appeared in other *Jawa Post* Group media outlets on October 23rd including in *Radar Probolinggo*, “Kota Probolinggo Raih Piala Perak Otonomi Awards”, which discussed the innovation from Probolinggo city on inclusive education well as in *Radar Malang*, covering the innovation from Malang “Brexit & Si Cantik Hamil Raih Penghargaan JPIP”. In addition to reporting in the Jawa Post network, below are links to other media related to the event:

1. [“Serahkan Penghargaan Kovablik di Jatim, Mendagri Beri Warning Keras Kepala Daerah Terkait Perizinan”](http://jatim.tribunnews.com/amp/2018/10/23/serahkan-penghargaan-kovablik-di-jatim-mendagri-beri-warning-keras-kepala-daerah-terkait-perizinan?page=2) TribunJatim.com³
2. [“Soekarwo : Layanan Publik yang Baik Tingkatkan Kesejahteraan Masyarakat”](https://www.google.com/amp/s/jatim.sindonews.com/newsread/2607/1/soekarwo--layanan-publik-yang-baik-tingkatkan-kesejahteraan-masyarakat-1540264250)⁴. Sindonews.com.
3. [“Banyuwangi Diganjar Dua Penghargaan dalam Kovablik Otonomi Awards”](https://m.detik.com/news/berita-jawa-timur/d-4268893/banyuwangi-diganjar-dua-penghargaan-dalam-kovablik-otonomi-awards)⁵. Detik News.

Internships

In September 2018, Ayo Inklusif! initiated an internship program with the private sector to provide youth with disabilities job experience and ultimately, improved opportunities to secure employment in the future. The program includes both placement services for youth and technical assistance to support employers in developing inclusive workplaces. The goal is to equip beneficiaries with work experience as well as increase the awareness of employers on the benefits of hiring youth with disabilities. In this quarter, 49 youth with disabilities completed the internship program. The time they spend as an intern varied depending on the companies’ programs, with a maximum of 40 days on the job. Employers involved in this activity consist of Astra and other privately-owned enterprises in Malang and Surabaya. See Annex 2 for a list of all youth with disabilities who have completed their internships, the duration, and the company they interned with.

³ <http://jatim.tribunnews.com/amp/2018/10/23/serahkan-penghargaan-kovablik-di-jatim-mendagri-beri-warning-keras-kepala-daerah-terkait-perizinan?page=2>

⁴ <https://www.google.com/amp/s/jatim.sindonews.com/newsread/2607/1/soekarwo--layanan-publik-yang-baik-tingkatkan-kesejahteraan-masyarakat-1540264250>

⁵ <https://m.detik.com/news/berita-jawa-timur/d-4268893/banyuwangi-diganjar-dua-penghargaan-dalam-kovablik-otonomi-awards>

Initial feedback on the internship program showed the program is valued by both participants and their employers. These findings will be shared in the next quarter workshop on Apprenticeship Mentoring at Industries in Building Skills and Job Readiness for Youth that will be held in Malang in February 2019. The findings will also help inform Ayo Inklusif! scope of work and activity design in the next phase of implementation. The following box contains key findings in implementing internships.

Involving the private sector from the beginning is critical. The private sector plays an important role in creating an inclusive workforce environment. During the internship process, Ayo Inklusif! witnessed increased willingness by employers to have people with disabilities in their workplaces. Many companies showed their support and committed to host more interns during the implementation phase. One example is PT Mitra Serasi Motor, the umbrella company of Mobil 88 and Orenz Taxi, who suggested to Ayo Inklusif! to include interns in all Mobil 88 auto workshops in Surabaya.

Each company has unique procedures and requirements for interns that must be understood. For example, the Ibis Styles Hotel requires an interview and a medical check-up for internship applicants and this cost needs to be prepared for. Scheduling differences also mattered: some companies operate Monday to Friday, while others operate from Monday to Saturday.

Duration matters. Ayo Inklusif! received feedback from the employers and mentors who suggested that the internship period should be at least three months based on the observation that some youth need time to adjust to the work environment. As the internship is limited to 40 days, there is not always enough time to have a significant impact in terms of “learning to work” for the participants.

Additional soft skill training supports internship success. Ayo Inklusif! needs to equip youth with strengthened soft-skills prior to the internship because they had little experience with workplace norms and expectations, especially related to employee discipline and responsibilities. This helps reduce the “culture shock” of first-time workers in the formal sector, and reducing the number of youth who resign from the internship. A simple orientation is not enough.

Foundational skills are necessary prior to placement. Companies suggested that beneficiaries need to meet a minimum set of requirements, such as education level and skills, to meet the needs of the job they will be placed in. For example, interns should be familiar with basic office equipment or tools. Underqualified candidates will be difficult to place as interns and may damage the confidence level of the youth.

Incorporate employer feedback. Toyota Astra Finance (TAF) under Astra Group told us that the internship program is beneficial to both interns and the company, but the company suggested Ayo Inklusif! improve the effectiveness, coordination, and intensive monitoring of the interns. Feedback from Tabloid Nyata, an Indonesian magazine, suggested that in order to sustain the project, Ayo Inklusif! has to engage more stakeholders. Tabloid Nyata also wanted the program to give employment assurance to beneficiaries according to their ability and job position. Jawa Post expected the same thing - that more job opportunities for people with disabilities will be created. University of Airlangga said that the internship program is valuable to the university since they are currently promoting disability activities and will create a center for disability services (Pusat Studi dan Layanan Disabilitas). From LPB YDBA (a part of Astra which facilitates training and assistance to small and medium enterprises) recommended the program add additional training in the middle of the internship to further support workplace adaptation, as well as provide intensive monitoring.

Intern Experiences

Former intern Nolina Utuh currently works in Harapan Abadi company (CV Harapan Abadi) where she interned. Her supervisor was impressed with her motivation and skills and she was recruited into the

company in the same position she held as an intern (Drafter). In addition to Nolina, several other youth started employment in November including: Devi Indiana, Agus Setiawan, and Mira Aulia Muniroh who were employed in telemarketing.

In addition to youth employed directly by the company they interned for, other youth used their new experience and confidence to apply for jobs or learn a new skill. Pauwan applied to Telemarketing where Devi works, but the company could not accommodate her disability (Pauwan has a vision impairment). Four other youth – Rahmatulloh, Fani Akbar, Agus Budi, and M. Aldianza –came to the Job Fair in Kabupaten Malang and asked Saujana to review their CVs. Meanwhile, Agus Setiawan saved the money he earned from working in a textile company in Sidoarjo to invest in learning new skills.

In general, Ayo Inklusif! saw that several youth were not ready to work in the formal sector due to mental or physical reasons. For example, it is difficult for them to follow the companies' regulations and discipline. Additionally, there were also cases when they missed work and lacked commitment. This happened to one beneficiary who resigned from the internship after one month as the internship didn't fit with his potential and desire. There were also several cases where youth were not ready to work in the formal sector due to their lack of skill. For example, Khoirun Nisa who is now interning in the University of Brawijaya Center for Disability Studies and Services (PSLD) took Basic Administration during hard-skill training in BLKI Singosari. In PSLD, Nisa, however despite being equipped with an accessible laptop (using JAWS), it turned out she couldn't operate the computer so PSLD team is working with her to build those skills. In some cases, beneficiaries need to be placed more than once. There is always a possibility that the skill doesn't match with the available position. This happened to several beneficiaries, such as Tantri Dwi Wulandari who was rejected in three places. All of these examples show how challenging it is to find appropriate internship and/or job placement for youth with disabilities.

Employer Outreach in East Java

To identify and reach out to potential employers, Saujana analyzed the East Java employer information in the job matching platform Kerjabilitas.com. After identification, Saujana approached them personally and succeeded in convincing 29 new employers to register on the Kerjabilitas.com platform. Annex 3 has the list of the companies newly joining Kerjabilitas.com. As part of this Saujana published 35 inclusive job vacancies for job seekers with disabilities including: watch technician, funding officer, admin, web and app developer, finance staff, graphic designer, editor and proofreader, software engineer, accountant, database administrator, and Android-IOS Programmer.

2.2.3. Equal Opportunity for Empowerment (EOE)

Equal Opportunity for Empowerment (EOE) works to improve opportunities for Poor and Vulnerable (P&V) youth to access quality, relevant workforce training and information through an enhanced, multi-purpose Sukabumi district library, with support from a small village library network, where youth will be exposed to and acquire new skills better equipping them to seek employment or start their own businesses.

EOE seeks to increase the capacity, skills and confidence of P&V youth, while actively engaging the private sector and local governments in supporting job-ready workforce initiatives, and enhancing the role of the Sukabumi district library, with support from a network of village libraries which consist of 7 village libraries (Perpus Sukamantri, Batununggal, Warnajati, Sundawenang, Cicantayan, Cikembar and Ciwaru), empower youth and help facilitate their access to employment and/or entrepreneurial opportunities.

EOE is implemented by a consortium consisting of CCFI and the Dompot Dhuafa Republika Foundation (Dompot Dhuafa). CCFI leads the consortium with their network of libraries providing physical locations

necessary to recruit participants and provide a portfolio of training modules designed and tested over the years by Dompot Dhuafa.

Below is a summary of the activities conducted by EOE for this quarter.

Hard-skills Training

EOE started hard-skills training on December 3, which included programs on graphic design, automotive repairs, welding, computer network operation, basic office skills and garment making. Other skill development programs were added in mid-December. EOE also met with Telkom Company (PT Telkom), one of the largest telecommunication company in Indonesia. PT Telkom requested EOE to provide fiber optic training, as they plan to install fiber optics in several districts in West Java and need employees with the necessary skills to do this. To respond to this request, EOE added fiber optic contents into the computer network training module. 204 youth completed hard-skills training. 3 hard-skills trainings will be completed in January 2019.

TABLE 4 - EOE HARD-SKILLS TRAINING

No	Type of Training	Location	Date
1	Graphic design	Private training center (LKP Nesscera) Jl. Koramil Cicurug, Sukabumi	3 - 27 December 2018
2	Basic office training	Private training center (LKP Nesscera) Jl. Koramil Cicurug, Sukabumi	3 - 27 December 2018
3	Computer network training	Muhamaddiyah University (Universitas Muhammdiyah) Sukabumi City	3 - 27 December 2018
4	Sewing course	Private training center (Depary Express) in Cisaat	5 December 2018 – 5 Marh 2019
5	Welding course	Teacher vocational training center (UPT- PTTG) in Sukabumi city	10 December 2018 – 5 Macht 2018
6	Motorbike service course	Teacher vocational training center (UPT- PTTG) in Sukabumi city	12 December 2018 – 6 March 2019
7	Driving course	Private training center (LKP Nezt)	10 December 2018 – 5 Jan 2019
8	Beautician course	Private training center (LKP Tatiek) Jl. Pasirhalang, Sukaraja	January 2019
9	Food service training	Public vocational training center (SMKN 1 Cibadak)	January 2019
10	Mobile phone service training	Vocational school (SMK YASTI)	17 December 2018



Dora started a food business by making cakes from sweet potatoes. She can produce various cakes from this product. Recently, she was able to market her products through social media, as she has engaged the network of start-up businesses in Sukabumi.

The fact that the cake products expire after one day is always a challenge for her business. Through the network that she gained from the training, she is able to contact the Industry and Trade Office to get specific recipes to prolong expiration dates.

Now she is planning to attend entrepreneurship training as she has an ambition to expand her business.

Geopark Tour Guide Training Module Development

The Geopark Ciletuh is the new and priority tourism destination in Sukabumi District. The local authority expects that tourism in Ciletuh can stimulate local economic development and employment opportunities. They proposed EOE to focus on tourism and agriculture as it is matched with local government's priority. EOE then started to identify key competencies needed for Geopark Tour Guide by conducting a two-day workshop from November 14-15. The workshop included tour-guides, tour operators as well as experts on Geopark tourism from the Institute of Technology Bandung (ITB). Previously, experts from ITB developed a draft of Standard of Competence (SKKNI) for Geopark Tour Guides.

This SKKNI is in the process of finalization. The process was led by Ministry of Tourism and Ministry of Manpower who participated in the forum. The process involved consultation with tourism actors, experts and representatives from the private sector. The regulation states that the approval of this SKKNI comes from Ministry of Manpower. This draft is now being reviewed by the Ministry of Manpower. EOE used this draft as the base for the training module development.

During the development session, MK provided the following suggestion to be included in the module:

- Brief information about GeoPark. Currently, there is no systematic information for tourists about the place.
- Information about safety and health for tourists.
- How to manage the day to day operation and services. Participants can then understand how to operate tourism businesses such as marketing, customer relations, etc.
- Providing mentorship to trainees. One mentor will work with five youth participants. EOE assisted in developing the coaching/mentor guideline and checklist to ensure the expected competencies are achieved.

Soft-skills Training

The Government of Sukabumi recommended EOE to prioritize soft-skills training to the local government staff and public training center's instructors before providing soft-skills training to the youth. Those trainers are expected to promote soft-skills training as apart of building good attitude among youth to be ready to enter the job market. To build the capacity of trainers, EOE piloted a class with selected trainers on October 13-15, 2018. The pilot training aimed to provide opportunities for trainers to directly practice the training modules they would provide to the youth. During the field practice, trainer candidates also tried to facilitate the sessions without using a LCD projector. In previous Training of Trainers (TOT), participants tended to use LCD projector which was not effective to invite participation during the training.

There were 16 trainees selected from the government training centers (BLK, LPK) the association of tour guides, vocational schools and universities. During the training, these trainees realized that they had to prepare the material and the sessions to ensure that training is attractive and effective for the youth, instead of applying a lecturing approach. They learned how to utilize games and interactive methods such as role play, group work, individual tasks and other fun activities to ensure that youth enjoy and actively participate in all sessions.

Trainees used eight modules during field practice:

- Self-identity
- Self-management
- Communication
- Personal appearance (grooming, gesture, etc)
- 5S (standard for cleanliness and maintenance in workplace)
- Equality rights of workers (men and women)
- How to prepare for interviews

- Financial literacy

The soft-skills module acts as a foundation for the job readiness training. These eight modules complement the hard-skills to serve as a platform for further skills development. An example of this is the 5S (standard for cleanliness and maintenance in workplace) which all industries especially manufacturing companies implement in the workplace.

The Head of Sukabumi District Mr. Marwan was impressed with the result and expected that the leaders of District Offices (SKPD) should attend this soft-skills training to build good attitude towards youth.

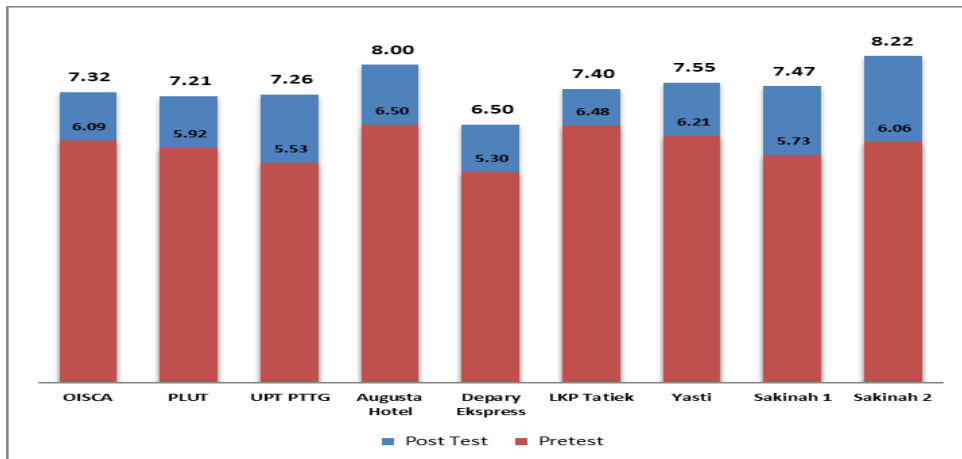
Soft-skills Training for Youth

EOE delivered soft-skills training for the 240 youth in nine classes from October to November 2018. 85 female and 155 male youth completed 4 days training. Selected trainers, who had completed the training noted above, delivered training with supervision from EOE and MK. Daily review was held to ensure that the trainers were capable to achieve standard competencies required for each of the training modules.

Ministry of Manpower allocated 40 hours for soft-skills training before beginning hard-skills training. EOE had not finished reviewing the hard-skills training curriculum, therefore implemented soft-skills training first. At this time, the soft and hard skills training has been consolidated into one packet for combined training.

To measure the improvement of capacity in soft-skills, EOE conducted pre and post tests. Below are the results of training in 9 groups of trainees.

FIGURE 1 – IMPROVEMENT OF CAPACITY IN EOE SOFT SKILLS TRAINING



Entrepreneurship Training

To develop appropriate entrepreneurship training, EOE and MK explored various resources from Japri and ILO. MK and EOE also visited JAPRI in Bandung to explore whether their approaches and methods could be applied to the P&V youth. Based on this visit and discussion, EOE developed the module based on good practices from Dompot Duafa. Dompot Duafa has developed business challenge events for P&V youth designed to build their motivation and character for business start-up.

After the development of the module, EOE conducted Training of Trainers (TOT) for entrepreneurship. EOE recruited trainers from Dompot Duafa to deliver a four-day TOT on business challenge and motivation. The trainers were placed in the market to find new business ideas and generate income.

During the training, the participants also had opportunities to exercise training facilitation for P&V youth. EOE then recruited a consultant to translate this experience into training modules. It is expected that the trainers from universities, public and private training centers and vocational schools are able to use the module to equip themselves with basic skills in facilitating entrepreneurship training for the youth. MK participated in reviewing the modules and the effectiveness of TOT. The final module of entrepreneurship training for P&V youth was then used in a 3-day training that involved 247 youth.

Trainer Forum

EOE organized two trainers' forums during this reporting period. The purpose of the forums were for the GOI to lead a review of the implementation of soft and hard skills training. The trainers come from various training centers and schools (BLK, LPK, universities) and will be able to use the training and curricula to continue the training within their institutions.

The first forum was conducted on October 29, 2018 and the second one was on December 20, 2018. 36 entrepreneurship trainers attended the first trainer forum as well as representatives of the Manpower Office, village representatives, master trainers and EOE teams. The trainers came from various backgrounds, namely: National Training Centers (BLK), NGOs, Vocational Training Centers (LPK/LKP) Lecturers, Vocational School Teachers, Entrepreneurs, Integrated Business Service Centers (Pusat Layanan Usaha Terpadu/PLUT), Managers of Village Owned Enterprises (BUMDES), village libraries (Perpusdes or Perpustakaan Desa), regional libraries (Perpusda) and volunteers. The goal of the forum was to discuss the preparation of soft skills training that was started on October 29, 2018 and covered topics such as training schedule, tasks and letter of agreement between trainers and the project.

The second forum focused on training evaluation and was attended by 35 participants, including eight facilitators mostly from Vocational Training Centers (LPK/LKP) and the rest were representatives from District Offices (SKPDs), namely: Manpower Office, Tourism and Industry Office, Trade Office Business and SMEs Office, Village Community Empowerment Office and representatives of the Regional Secretariat. During the meeting, the participants shared updates and the commitments obtained from the entrepreneurs and private sector as follows:

- 72 youth who completed training in welding, beauty salon, computers and automotive repair and driving have been placed in an internship in a private company.
- 50 Tour Guide participants will be placed directly in internships by the Tour Guide Association (HPI)
- EOE followed up the private sector company commitment with an immediate discussion on the creation of letter commitment with each business actor.
- EOE also considered involving the government to establish a regular private sector meeting led by the Manpower Office in the future.

Private sector Engagement

EOE also reached out to potential companies that may provide opportunity to host the apprenticeship and job placement, including:

1. The Karunia Sehati-Cileungsi company which will facilitate opportunities for interns and job opportunities with Trans Studio who need 390 technicians, admissions staff, administration and complaint handlers.
2. The Amin company (Akasha Mahakarya Innovation) is a Telkom Work vendor, ready to accommodate internships and job opportunities at Telkom. This year, Telkom needs 400 workers in Jakarta.
3. The Muara Tunggal company will send 2 people from the mechanical and production department to train youth in the speed and accuracy of production at the vocational training center (LKP Depari Express).
4. The Indonesai Employer Association (APPINDO), Sukabumi Regency is willing to be the mediator of the EOE program to meet with several garment industry companies and facilitate the MOU with

EOE. Apindo also advises EOE to conduct training on financial literacy for job seekers. Apindo also provides practitioners from the world of industry to participate in EOE training.

EOE will follow up on the meeting by compiling proposals for cooperation with industry for training, apprenticeship and work placement programs. This is an opportunity for EOE strategy development both in terms of types of training and forms of collaboration with industry.

3. FEATURE STORIES

The following are stories that Mitra Kunci would like to feature as examples of lessons learned or results that were achieved.

Development of a Disability-Friendly BLK Model

When Mitra Kunci visited SINERGI to review the preparation of softskill training for 16 local consortia, MK found that there would be various modules needed for each local consortium and there was a possible challenge to measure since there is no competency unit and standard of soft skill measurement. Since MK recognized that all National Vocational Centers (BLK) used standardized modules for soft skill training, MK suggested SINERGI staff to visit National Vocational Training Center of Semarang (BBPLK Semarang) along with MK to collect information to assess the capacity of BBPLK as partner for SINERGI to conduct soft skill training for all consortia. This activity led to the agreement between the lead of SINERGI Consortium (represented by Rajawali Foundation) and Ministry of Manpower (represented by the Director General) as a legal basis for this partnership. Training was started following this agreement in September and there were participants with several types of disabilities including physical and learning disabilities (such as down syndrome, cerebral palsy). It was then found that most of instructors have no experiences working with mixed participants (disabled and non-disabled).

Responding to this situation, MK asked the lead of Ayo Inklusif! consortium to deploy their member (Saujana) who has expertise working with people with disabilities to assist the instructors in these training centers. The instructors then shared this experience and asked the Head of the Training Center and colleagues in the Ministry of Manpower to provide further capacity building and facilities improvement to be disability friendly in the future. The Ministry of Manpower through the instruction of Director General for Vocational Training and Productivity Affairs then appointed BLK Surakarta to develop a Disability Friendly BLK model that could be replicated to all BBPLKs/BLKs throughout Indonesia. MK and Saujana will meet with BBLK Surakarta in the next quarter to discuss how this process and goal can be achieved through partnership with Mitra Kunci.

Different Types of Disability Require Different Approaches

SINERGI was quite successful in integrating youth with disabilities into government training programs. In the beginning, however, BLK trainers were challenged by the large class sizes (50-70 participants) that also included youth with disabilities. Trainers had difficulty encouraging youth participation as some had complex disabilities such as hearing impairments and cerebral palsy, including four youth who were unable to read or write. This presented challenges because traditional training methods (including slide presentations) weren't working, so trainers adjusted their methodology using games and other practical learning methods to help these youth understand the objectives and contents of each session.



In addition, since parents in Indonesia tend to hide disabled children from social exposure, worrying about abuse in schools or the neighborhood, disabled youth in Indonesia tend to lack social exposure and training, with some not even attending school. Consequently, training youth with disabilities is not a simple task; further support such as counseling and mentoring are needed to ensure they are ready to enter the job market or become self-employed.

Confident to Start Businesses



Nia (light green veil) learned how to make cookies at BLK Surakarta.

The chance to take a picture with a Minister never crossed Eko's mind. She was a member of Consortia Klewor and completed soft and hard skills training at the BLK as part of the SINERGI program. "It was the Minister himself who handed me the certificate of competence at the Youth Festival after I finished the training at BLK Surakarta," Eko recalled.

It was his first time to attend this kind of training which was unique because it involved both disabled and non-disabled classmates.

"I am now confident to start my business because the training provided me with both hard and soft skills."

Nia, a classmate of Eko's, also shared that the training provided the required skills to work at a cookie factory or even start her own business. "When I started, I was shy and questioned my capacity to become involved in the cookies industry. Now I want to have my own successful cookie store."

Cerebral Palsy Does Not Stop Our Dreams

Vita and Sita are twins with cerebral palsy. They are from Consortia Komunitas Sahabat Difabel (KSD) who attended sewing course at the vocational training center (LPK Alwine) in the City of Semarang, Central Java as part of the SINERGI program.

"When we started the first day, we were hesitant. We felt that our self-esteem was low and we were anxious that people would look down on us. ", Vita said.

However, this nervous feeling did not last long. Once they received course materials on soft skills, their self-esteem was better and they started to communicate with their classmates. "We started to talk to our non-disabled friends and express our opinions. Now they understand how to connect with us, as well as how we connect with them."

LPK Alwine provided them with wooden footholds under the sewing machine so both of them can follow along with the course without any problems.

Other than soft skills, the twins also learned hard skills, completed apprenticeships/internships and learned about Gender Equality and Social Inclusion (GESI).

"We are happy that we are now empowered. What we need is opportunity and trust. Give us a chance and we can be productive." they said.

4. CHALLENGES AND SOLUTIONS

Below is a few of the key challenges faced by Mitra Kunci and PIs during the quarter and the solutions that were developed to address these challenges.

Challenge #1 – Youth find it difficult to successfully complete internships and apprenticeships

One of the key components of the serial training module, in addition to soft and hard skills training, is placing youth in internships and apprenticeships. This third and last step is important because it provides youth with opportunities to apply the skills they've gained and to experience employment and what it means to be an employee in a company. However, the transition from skills training to working in a company has been difficult for some youth.

Solution:

Both the President of Indonesia and the Ministry of Manpower have recognized the need to grow and improve internship and apprenticeship programs in Indonesia, with the Ministry recently publishing new guidance for these programs (Permenaker 36/2016) to ensure a standard approach and quality. Most companies have their own policies and practices regarding internships, therefore quality and oversight varies. To ensure internships are as effective as possible, Mitra Kunci and PIs shared, encouraged and trained their private sector partners taking interns to follow these guidelines. An important component of the guidelines is identifying and providing a qualified mentor to support the youth in their internships/apprenticeships. 18 companies that participated in the program provided a mentor to support their interns. This helped improve the experience for interns and provided a lot of lessons learned. Mitra Kunci will hold a workshop in the second quarter of Year 3 to gather the lessons learned, develop our own standards and a draft curriculum for mentorship.

Challenge #2 – Government training centers lack the facilities and resources to be inclusive of youth with disabilities

To date, most government training centers have not been inclusive of youth with disabilities. This is partly because people with disabilities have always been considered to be the domain and responsibility of the Ministry of Social Affairs. This Ministry, while it does provide some vocational training and support for people with disabilities, is mainly focused on reintegrating people with disabilities into society. As a result, few youth with disabilities participate in job trainings or have access to them. Initially, PIs faced some

challenges when they tried to engage these training centers to include youth with disabilities. For example, the facilities were not disability-friendly, or trainers were not prepared to work with people with disabilities.

Solution:

SINERGI approached the government training center (BLK) about including youth with disabilities into their training programs. At first, the BLK leadership was hesitant because they hadn't included youth with disabilities in their training program previously and expected it to be too difficult, but SINERGI brought experts from Ayo Inklusif partner Saujana to provide advice to the BLK on how to provide reasonable accommodations for youth with disabilities. The inclusion of youth with disabilities was challenging for both the BLK and the youth, but both described the experience as positive. For example, even though some youth had to leave their wheelchairs at the bottom of the stairs of the BLK and climb up with their hands, they reported that they were excited to be included in the trainings for the first time. The experience was also inspiring for the BLK which then invited Mitra Kunci to meet and discuss how the project could support the BLK to be the model of an inclusive training center. The Ministry of Manpower has also expressed interest in providing training and support for all of their training centers to become more inclusive.

Challenge #3 – There is a big gap between training and job placement

One of the main challenges for government training centers has been to ensure that training programs are demand-driven and relevant. It is difficult, however, to keep up with the constantly changing and evolving marketplace. As a result, training centers have not consistently produced graduates that have the right soft and hard skills that are needed by the private sector. In addition, while the Ministry of Manpower does maintain a database of available jobs that youth can access as well as job placement services, the number of youth who use those services is far less than the number of unemployed youth. While BLKs have conducted socialization to a number of vocational schools, not all youth are aware of the BLK programs. In addition, after youth graduate from school, they tend to move directly to work with companies, bypassing additional skills training at BLKs. In addition, BLKs can only provide training to about 150,000 participants per year compared to the approximately 7 million unemployed youth. The Ministry of Finance cut the budget to BLKs, but if they had sufficient budget they could increase skills training programs to P&V youth.

Solution:

Mitra Kunci PIs have focused on engaging the private sector in the design and implementation of training curricula and ensuring that training is demand-driven as well as matching private companies with interested and available youth for internships and apprenticeships. This has been effective, but more work needs to be done to reduce the gap between training and employment opportunities. To address this issue, the Ministry of Manpower has invited Mitra Kunci and PIs to visit and engage with Kiosk3in1, which combines vocational training and skill certification with employment placement services. Kiosk3in1 is a system of recruitment, certification, and job placement through a digital platform that can be accessed nationwide. Through the site, youth are able to register online, and employers register and post their vacant positions. Youth are contacted by the BLK if there is a potential match. For the certification process, MOM allocated funds to provide competency-based certification (free) for graduates of vocational training from BLKs. In the next quarter, Mitra Kunci will assess if and how PIs can support and enhance the function of Kiosk3in1. In addition, as Mitra Kunci works with PIs to develop their scopes of work for the next phase, we will emphasize the importance of facilitating the engagement of private sector companies with the public training centers in order to ensure training is relevant and linked to the specific job requirements and needs of private companies.

5. PERSONNEL AND OPERATIONS

Recruitment and staffing

During the quarter, Mitra Kunci prioritized recruitment and hiring and made significant progress. Three staff resigned, but two staff were hired and three candidates accepted offers with start dates in January 2019. See table 5 below. Mitra Kunci also made progress in recruiting and hiring for other key positions.

TABLE 5 – MITRA KUNCI STAFF TRANSITIONS

No.	Name	Position	Status
1.	Catherine Oenawihardja	Finance & Admin Manager	Resigned Oct 26, 2018
2.	Citra Tongli	Deputy Finance Manager	Resigned Oct 15, 2018
3.	Annetly Ngabito	Communications Specialist	Resigned Oct 5, 2018
4.	Virlian Nukristi	Gender and Social Inclusion Specialist (PLAN)	Hired. Started Dec 3, 2018
5.	Jenie Tanuwidjaja	Deputy Finance Manager	Hired. Started Dec 3, 2018
6.	Heri Haerudin	Knowledge Management Specialist	Offer accepted. Will start Jan 2019
7.	Khairunnisa Zainuddin	Project Administration Assistant	Offer accepted. Will start Jan 2019
8.	Melly Hasrida	Grants Officer	Offer accepted. Will start Jan 2019

Mitra Kunci focused on filling open positions, prioritizing the critical positions of Finance and Administration Manager (FAM) and Monitoring and Evaluation (M&E) Expert. Mitra Kunci completed recruitment and made offers to the top candidates for both positions, but both candidates rejected the offers as the salaries did not meet their expectations. For both positions, Mitra Kunci offered the maximum that could be justified based on DAI’s Local Employee Compensation Plan and taking existing staff salaries and equity into consideration. Second and third choice candidates were either not available, did not meet qualifications or were not evaluated highly enough to proceed further. Mitra Kunci therefore decided to re-open both positions and recruit new candidates. To improve the candidate pool for the next round, Mitra Kunci conducted extensive networking and outreach and utilized the time (paid by DAI) of a corporate recruiter from the home office to source candidates based on DAI’s networks. At the end of the quarter, Mitra Kunci had identified a finalist for the FAM position and three finalists for M&E Expert. In addition, Mitra Kunci verified that these candidate’s salary expectations were within range and justifiable. Mitra Kunci is confident that it can come to terms with qualified candidates for the FAM and M&E Expert in January 2019.

To support the finance team during the staffing transition, Mitra Kunci also brought on a consultant, Jenni Esther, who was familiar with DAI systems and processes for 40 days. Ms. Esther also helped the finance team prepare for a DAI internal audit planned for January 2019. Mitra Kunci was also able to quickly recruit and hire a well-qualified Deputy Finance Manager, Jenie Tanuwidjaja, who started working on December 3.

In addition to the completed recruitments mentioned above, Mitra Kunci also continued recruitment for some outstanding positions: the Advocacy and Partnership Manager, Knowledge Management Specialist, Grants Officer, and Project Administration Assistant. By the end of the quarter, Mitra Kunci was able to successfully recruit and make offers to the following positions which will start in January: Knowledge Management Specialist, Grants Officer and Project Administration Assistant. Mitra Kunci also recruited and identified a finalist for the Advocacy and Partnership Manager position. Remaining positions to be recruited at the end of the quarter includes the Communication Officer position. Subcontractor Plan International was able to hire a Gender and Social Inclusion Specialist, who started in December 2018.

During this quarter, DAI Home Office Project Manager Jessica Friedman came to Indonesia from October 26-November 11 to support the project. Her Scope of Work was to provide administrative,

financial, and technical support including recruitment, finalization of annual report, work plan, and activity designs, helping to finalize project Standard Operating Procedures, and provide technical oversight and recommendations for improving MK and PI activity implementation. See Annex 4 for an organization chart showing the staffing pattern and open positions by the end of the quarter.

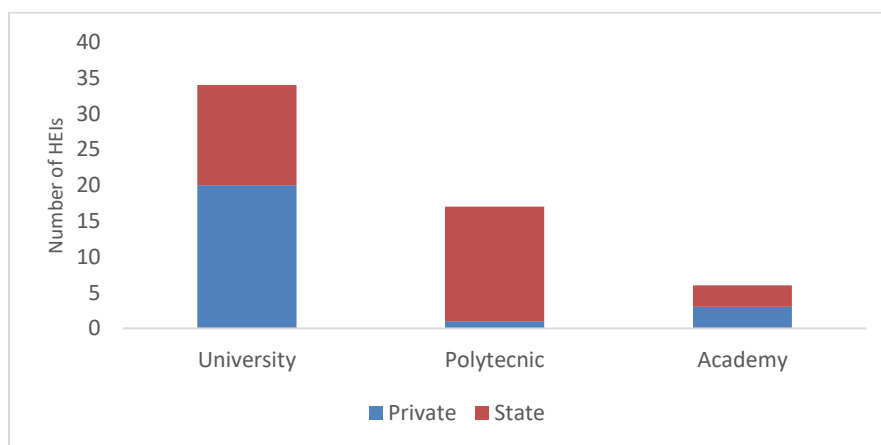
6. MONITORING AND EVALUATION RESULTS

A full set of Mitra Kunci indicators and results can be found in Annex 6. Below is an analysis and presentation of results for the eight standard (F) indicators required by USAID.

Indicator 2.2.1 (ES 2-1): Number of Host country tertiary education institutions receiving capacity development support with USG Assistance

During this quarter Mitra Kunci partnered with the Ministry of Research, Technology, and Higher Education (MORHE) to develop and finalize research books. Four reference books were developed and are now in the process of finalization with MOHRE. Higher education institutions participated in developing, reviewing, testing, and integrating the curriculum, which includes some best practices from Mitra Kunci. The targets was 50 and in total, 57 higher education institutions received capacity development assistance from Mitra Kunci. Mitra Kunci is 14% above its target due to increased demand from universities to receive training and technical assistance to implement the reference books.

FIGURE 2 - TERTIARY EDUCATIONS INSTITUTIONS RECEIVING CAPACITY DEVELOPMENT SUPPORT WITH USG ASSISTANCE



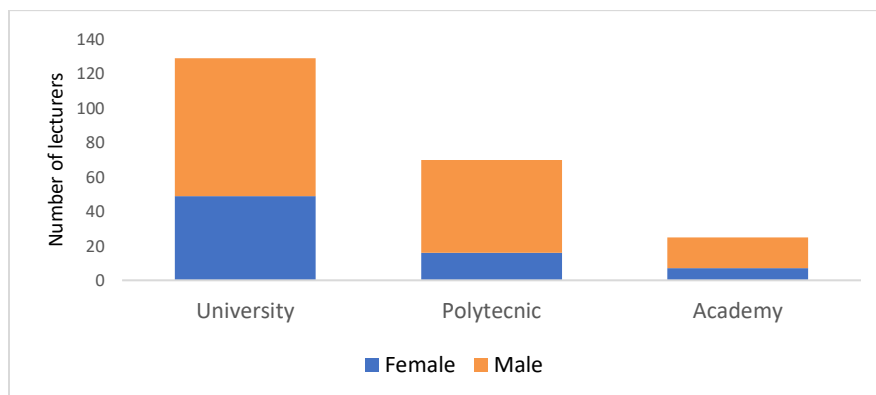
Status/Type of HEIs	University	Politecnic	Academy
Public	14	16	3
Private	20	1	3
Total	34	17	6

Indicator 2.2.2 (ES. 2-2): Number of Service providers trained who serve vulnerable persons

Mitra Kunci conducted socialization and review Workshop to produce the reference books (Community Service (KKN) for Students, Career Development Centers, Entrepreneur Courses, and Entrepreneurship

Programs for Bidikmisi Students which aim to improve services to vulnerable people in local communities. The target is 200 and the result this quarter was 224 in total (152 male and 72 female). Mitra Kunci is 12% above the target due to increased demand from universities to receive training and technical assistance to implement the reference books.

FIGURE 3 - SERVICE PROVIDERS TRAINED WHO SERVE VULNERABLE PERSONS



Sex	University	Polytecnic	Academy
Male	80	54	18
Female	49	16	7
Total	129	70	25

Indicator 2.2.3 (EG 6.3): Number of Individual who complete USG Assisted Workforce Development Program

The target for this indicator is 516 and the total number of individuals who completed USG assistance workforce development programs was 435 (272 male and 163 female), 15% below the target. This is because the beneficiaries from EOE and SINERGI were still completing hard skills and internship programs at the end of this quarter. Mitra Kunci expects to meet or exceed this target next quarter.

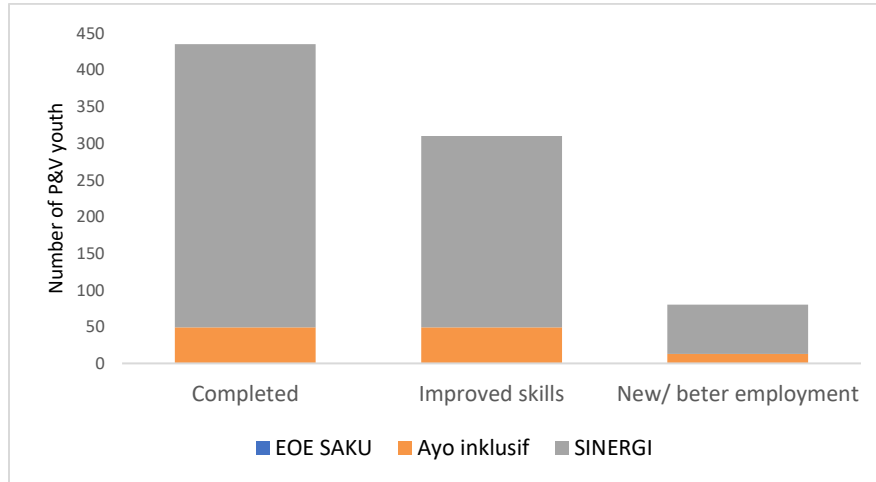
Indicator 2.2.4 (EG 6.2): Number of Individuals with improved skills following the completion of USG-assisted workforce development programs

The target for this indicator is 300 and the total number of individuals with improved skills following the completion of USG-assisted workforce development programs is 310 (194 male and 116 female). The actual value is within 10% of the target.

Indicator 2.2.5 (EG 6.1): Number of Individuals with new or better employment following completion of USG-assisted workforce development programs

The target for this indicator is 60 and the total for this quarter was 80 (44 male and 36 female), 33% above the target. Since this indicator was added after the grant agreements had been signed and implementation started and the PIs had not been directed to include this indicator in their Monitoring and Evaluation Plans, Mitra Kunci set the target low. In addition, by the end of the quarter, among the implementers, only Ayo Inklusif! has completed the training series, while SINERGI and EOE were still completing their training programs. Mitra Kunci expects more results for these indicators in the next quarterly report. The following is a graph that shows the progress of each PIs:

FIGURE 4 – NUMBER OF INDIVIDUALS WHO HAVE COMPLETED THE TRAINING SERIES, IMPROVED SKILLS, AND GOT NEW OR BETTER EMPLOYMENT

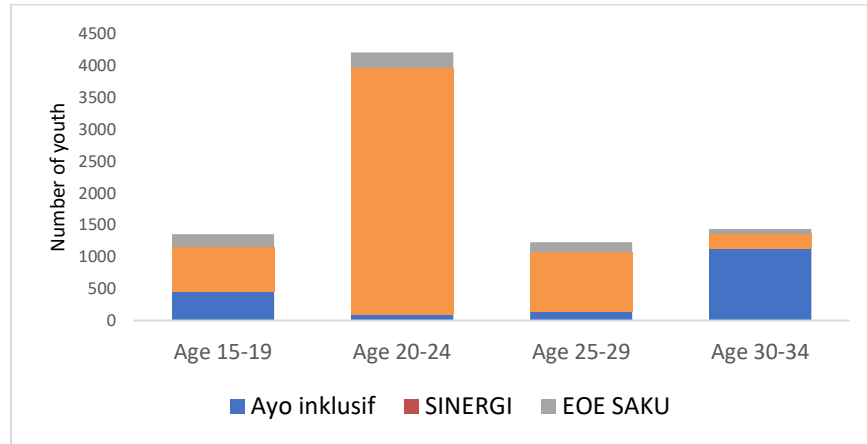


Project Implementer	EG 6-3 Completed	EG 6-2 Improved skills	EG 6-1: New/ better employment
SINERGI	386	261	67
Ayo inklusif	49	49	13
EOE	-	-	-
Total	435	310	80

Indicator 2.2.6 Number of Individual Accessing Mitra Kunci Program Activities

The target for this indicator was 2,000. The total number of individuals who accessed Mitra Kunci’s programs was 8,219 (3,396 males, 4,223 females), 411% above target. The significant increase in the number of people who are accessing the Mitra Kunci Activities was largely due to youth festival event conducted by SINERGI. Over 5,700 P&V youth attended the event, much higher than was expected. In addition, there were activities which were not yet counted as our beneficiary before submitting the report that make a significant number for this quarterly report. 51% of the number were female. The disaggregated data by age and by PIs is shown in figure 7.5 below.

FIGURE 5 – NUMBER OF INDIVIDUALS ACCESSING MITRA KUNCI PROGRAM ACTIVITIES

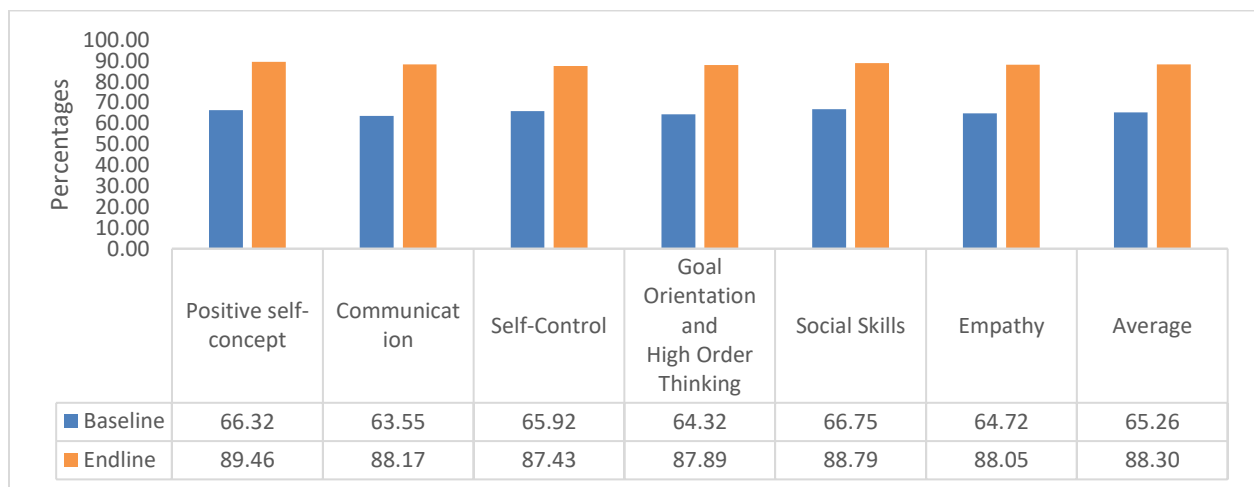


Project Implementer	Age 15-19	Age 20-24	Age 25-29	Age 30-34
Ayo inklusif	452	98	134	1121
SINERGI	699	3863	934	239
EOE	201	247	159	72
Total	1352	4208	1227	1432

Indicator 2.2.7 (Youth Power): Number of youth reporting increased Self-efficacy at the conclusion of USG assisted training/ programming

SINERGI conducted a Self-Efficacy baseline survey, which consisted of positive self-concept, communication, self-control, goal orientation and high order thinking, social skills and empathy components in second weeks of September 2018 with 445 participants—287 male and 158 female. The result showed that 65.26% believe in their capacity to produce actions that are necessary for achieving their desired outcomes/attainments. When this was compared to the endline survey, results of the endline show that 88.30% believe in their capacity to produce actions that are necessary for achieving their desired outcomes/attainments, which represents an increase of 23% since before the activities took place. The graph below compares the results of the endline and baseline surveys by component.

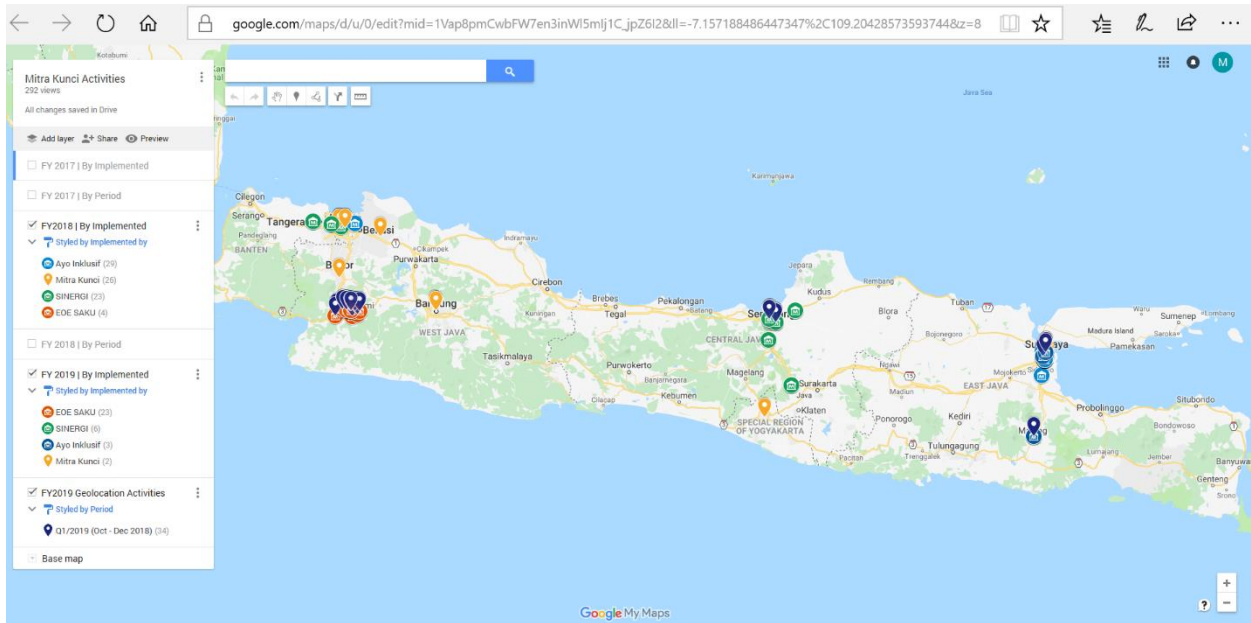
FIGURE 5 – PERCENTAGE OF YOUTH REPORTING INCREASED SELF-EFFICACY AT THE CONCLUSION OF USG ASSISTED TRAINING/PROGRAMMING



6. Activity location data

Mitra Kunci has developed Activity Location data that can be accessed using Google Map. This activity location data consists of Mitra Kunci and Indonesia-led PI activities and locations where these activities take place. The activity location data can be found in the links below:

Google map link: <http://bit.ly/MitraKunciGmap>



CSV link: <http://bit.ly/MitraKunciCsv>

	A	B	C	D	E	F	G	H	I
1	Implementer	Activity	Period	Date	Venue	Longitude	Latitude	Ma	Femal
2	SINERGI	Soft Skill Training	Q1/2019 (Oct - Dec 2018)	1 Oct - 22 Dec 2018	BBPLK Semarang & Suraka	-7.0090844	110.4652164	271	148
3	Mitra Kunci	Consultation Meeting for Join Monitoring	Q1/2019 (Oct - Dec 2018)	10 Oct 2018	Kantor Gubernur Jatim	-7.2458517	112.7369302	10	13
4	EOE SAKU	Microteaching Soft Skill	Q1/2019 (Oct - Dec 2018)	12-14 Oct 2018	MaxOne Hotel Sukabumi	-6.916714	106.936707	26	20
5	EOE SAKU	Training of Trainer for Entrepreneurship	Q1/2019 (Oct - Dec 2018)	17-18 Oct 2018	MaxOne Hotel Sukabumi	-6.916714	106.936707	31	13
6	EOE SAKU	Entrepreneurship Microteaching	Q1/2019 (Oct - Dec 2018)	19-20 Oct 2018	MaxOne Hotel Sukabumi	-6.916714	106.936707	25	13
7	Ayo Inklusif	Good Practises Award	Q1/2019 (Oct - Dec 2018)	22 Oct 2018	Hotel Shangri-la Surabaya	-7.29091	112.7132953	533	246
8	EOE SAKU	Soft skill Trainer Meeting	Q1/2019 (Oct - Dec 2018)	25 Oct 2018	MaxOne Hotel Sukabumi	-6.916714	106.936707	12	17
9	SINERGI	GESI Workshop	Q1/2019 (Oct - Dec 2018)	30 Oct 2018	Hotel Grandika Semarang	-6.975581	110.418518	46	39
10	EOE SAKU	Soft Skill Training batch 1	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	Hotel Augusta Sukabumi	-6.968446	106.5172956	34	24
11	EOE SAKU	Soft Skill Training batch 2	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	Oisca Training Center Suka	-6.9285679	106.7717929	23	10
12	EOE SAKU	Soft Skill Training batch 3	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	PLUT KUMKM Kab Sukabu	-6.9510862	106.7607107	26	1
13	EOE SAKU	Soft Skill Training batch 4	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	LKP Depary Express Sukab	-6.925021	106.8777003	14	6
14	EOE SAKU	Soft Skill Training batch 5	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	LPK Tatiek Sukabumi	-6.9185918	106.9559285	3	21
15	EOE SAKU	Soft Skill Training batch 6	Q1/2019 (Oct - Dec 2018)	29 Oct-1 Nov 2018	UPT PTTG Sukabumi	-6.9610002	106.904853	3	22
16	SINERGI	Hard Skill Training	Q1/2019 (Oct - Dec 2018)	1 Nov-22 Dec 2018	BBPLK Semarang & Suraka	-7.5736021	110.8074735	296	147
17	Ayo Inklusif	Coordination Hub for Editors and Other Stakeholders	Q1/2019 (Oct - Dec 2018)	07 Nov 2018	Hotel Santika Premiere Ma	-7.9582989	112.6347686	33	12
18	SINERGI	Youth Festival	Q1/2019 (Oct - Dec 2018)	13 Nov 2018	BBPLK Semarang	-7.0090844	110.4652164	2533	3202
19	EOE SAKU	Soft Skill Training batch 7	Q1/2019 (Oct - Dec 2018)	12-15 Nov 2018	Hotel Sakinah Sukabumi	-6.956164	106.7692113	16	1
20	EOE SAKU	Soft Skill Training batch 8	Q1/2019 (Oct - Dec 2018)	12-15 Nov 2018	SMK YASTI Cisaat	-6.9110349	106.8846117	40	8
21	EOE SAKU	Soft Skill Training batch 9	Q1/2019 (Oct - Dec 2018)	12-15 Nov 2018	Hotel Sakinah Sukabumi	-6.956164	106.7692113	18	1
22	EOE SAKU	Customize Tour Guide Module	Q1/2019 (Oct - Dec 2018)	12-15 Nov 2018	Hotel Augusta Sukabumi	-6.968446	106.5172956	13	1
23	SINERGI	Opportunity fund report training	Q1/2019 (Oct - Dec 2018)	15 Nov 2018	Hotel Grandika Semarang	-6.975581	110.418518	27	19
24	EOE SAKU	Pertemuan Trainer Lokal Kewirausahaan	Q1/2019 (Oct - Dec 2018)	19 Nov 2018	EOE-SAKU Office	-6.968446	106.5172956	10	8
25	EOE SAKU	Entrepreneurship training batch 1	Q1/2019 (Oct - Dec 2018)	21-23 Nov 2018	Hotel Augusta Sukabumi	-6.968446	106.5172956	26	20

7. Major Activities Planned for Next Quarter

Note that in the absence of an approved year three work plan and in anticipation of a contract modification and new work plan, USAID approved a limited set of activities through April 2019. Below is a summary of the major activities planned for next quarter based on the limited work plan:

- As pilot programs are ending in the next quarter, Mitra Kunci expects to spend a significant amount of time assessing the performance of each PI and if warranted and agreed with USAID, working with them to revise their grant scopes of works and budgets and modify and extend their agreements to support the full implementation phase for the next 18 months.
- Mitra Kunci will also expend significant time and resources to prepare a technical approach, management and staffing plan to respond to the modified contract by the end of March 2019.
- Under the activity titled, “Strengthening University Work Experience and Entrepreneurship Programs”, Mitra Kunci will organize one Training of Trainers (TOT) to be hosted by the University of Padjajaran (UNPAD). With Padjajaran University Mitra Kunci will identify and train Master Trainers from within the University for each of the four key modules of the pilot Student Service Entrepreneurship Program. These Master trainers will support the faculty advisors/supervisors within Padjajaran University to implement the pilot program with their students. 48 participants from 12 HEIs will be trained as master trainers on the Module on Thematic KKN KWU, CDC Reference Book, MKWU Resource Book, and BIDIKMISI Resource Book in February 2019.
- Under the Activity titled, “Implementing Apprenticeships and Internships”, Mitra Kunci will host one national-level workshop in collaboration with Ministry of Manpower and the International Labor Organization (ILO) to discuss experience and lessons learned from the implementation of internships and apprenticeships. 50 private companies from East Java, West Java and Central Java will be invited to share current approaches and lessons learned in providing effective apprenticeships and internships, including mentorship for P&V youth. The workshop will be held in mid-February 2019.

Annex 1– Summary of Articles Published by Jawa Pos this Quarter

No	Date and Title of Articles	Summary of Articles
1	September 25 th <i>“Story about Three Diffable Sharpening Their Skill at Inclusive Company: Feel the Real Workplace”</i> <i>“Kisah Tiga Difabel Mengasah Kemampuan di Perusahaan Inklusif: Rasakan Dunia Kerja Sesungguhnya”</i>	Stories of Ayo Inklusif! project beneficiaries: “Zubairy: Mampu Cepat Kuasai Mesin”, “Siti Muniroh: Ingat Santri Tuna Netranya”, and “Mochamad Arief Kurniawan: Semangat Demi si Kecil”. For Ayo Inklusif! Beneficiaries, internships have shown that as youth with disabilities they are able to work effectively. This included skills they gained from the project - soft skills and hard skills.
2	Oktober 2 nd , 2018 <i>“Spirit of Diffable to Show Their Capabilities in Inclusive Workforce: Skillfully Following the Beat of Work”</i> <i>“Semangat Difabel Tunjukkan Kemampuan di Dunia Kerja Inklusif: Makin Cekatan Ikuti Irama Pekerjaan”</i>	The stories of “Mochamad Aldianza: Cekatan Unggah Penjualan”, “Khusnul Khuluq: Tergugah Mengadvokasi Difabel”, and Insaniah Halimah: Cepat Kuasai Teknik Baru”. By participating in internships, youth with disabilities learned real-world skills in the workplaces. Supporting their journey to get "out of the house" and be productive.
3	Oktober 9 th , 2018 <i>“Spirit of Diffable’s Self Development at Inclusive Internship: Opening Hopes, Accerelating the Siprit of Change”</i> <i>“Semangat Membangun Diri Difabel dalam Magang Kerja Inklusif: Buka Harapan, Pacu Spirit Berubah”</i>	The stories from “Daffa Kelana Prakhas Melayu: Makin Paham Makna Disiplin”, “Mohamad Reza Pahlevi: Semangat Dari Keluarga”, and “Ika Aprilia Dewi: Selaraskan Hobi dan Cita-Cita”. By joining the project and interning in private companies, these three youth found new hope in pursuing their dreams
4	Oktober 17 th <i>“Kovablik-Otonomi Collaboration Award 2018, East Java: Also Appreciate Inclusive Companies”</i> <i>“Menjelang Anugerah Kolaborasi Kovablik-Otonomi Awards 2018 Jatim: Juga Apresiasi Perusahaan Inklusif”</i> ,	Covered Ayo Inklusif! (JPIP) in collaboration with East Java Province Government to prepare for the Good Practice Awards which focus on local government innovations in both public services and disability issues. In addition to local government units, the awards this year will be given to specific employers who are building an inclusive workforce, for example by employing people with disabilities.
5	October 22 nd , <i>“Good Practices Awards Tonight: Outstanding, Multi-solutions Inclusive Innovation”</i> <i>“Menjelang Penganugerahan Good Practices Awards Malam Ini: Menonjol, Inovasi Inklusif Multisolusi”</i>	This article shared the stories of the local governments who have implemented innovative program on public services, including inclusive programs targeted for senior citizens abandoned by their families.
6	Oktober 23 rd <i>“Dissecting East Java the Source of Innovation in Good Practices Awards: Time to Collaborate in One Command”</i>	Summarized the Good Practices Awards (Innovation Summit), local governments share their success stories. For example, Kabupaten Trenggalek with their inclusive program ‘Gertak’ and Kabupaten Banyuwangi with an innovation supporting children with special needs (including disabilities), ‘Agage Pintar’. Through Agage Pinter, all public school in Banyuwangi have to accept

No	Date and Title of Articles	Summary of Articles
	<p><i>“Membedah Jatim Lumbung Inovasi dalam Seminar Good Practices Awards: Saatnya Kolaborasi dalam Satu Komando”.</i></p>	<p>students with disabilities and provide them with special teachers (GPK).</p>
7	<p>Oktober 24th, 2018</p> <p><i>“Innovation of District of Trenggalek that Wins Autonomy Awards: Invite Critical Group to Raise The Unfortunate”</i></p> <p>“Inovasi Kabupaten Trenggalek yang Meraih Emas Otonomi Awards: Ajak Kelompok Kritis Meng-“Gertak” Kaum Dhuafa”.</p>	<p>The story of Kabupaten Trenggalek in implementing – Gerakan Tengok Bawah Masalah Kemiskinan – an innovative program in eradicating poverty by building citizen awareness to join the program and self-critique their own poverty based on data and economic assistance for the poor and vulnerable.</p>
8	<p>October 26th, 2018</p> <p><i>“Innovation of Banyuwangi that Wins Autonomy Awards: Diffable Are Invited to Attend School”</i></p> <p>“Inovasi Banyuwangi Peraih Emas Good Practices Awards 2018: Anak Difabel Dijemput agar Semangat Bersekolah”</p>	<p>The article discussed inclusive innovations from Kabupaten Banyuwangi in supporting inclusive education by providing teachers (GPK/Guru Pendamping Khusus) specifically for students with special needs and disabilities; as well as providing people with disabilities, ‘Kartu Gandrung’ – an ID card that make it possible to access medical services.</p>
9	<p>October 31st, 2018</p> <p><i>“PT Wangta Agung Receives Golden Trophy of Autonomy Awards as Pioneer of Inclusive Workforce : When Company Gets Large Orders”</i></p> <p>“PT Wangta Agung, Penerima Piala Emas Otonomi Award Sebagai Pionir Ketenagakerjaan Inklusif: Saat Perusahaan Dapat Order Besar...”.</p>	<p>The story of PT Wangta Agung, the Pioneer of Inclusive Workforce award winner. PT Wangta Agung implements inclusive employment in the footwear sector. This article told the story of how this company started to employ people with disabilities when the company needed more employees. The company employs people with disabilities, and also provides training for their employees with disabilities, on sewing or shoe production.</p>
10	<p>November 6, 2018</p> <p><i>“New Spirit of Three Diffables in Ayo Inklusif! Program: Confident for Self-Development and Caring for Others”</i></p> <p>“Semangat Baru Tiga Difabel yang Ikut Ayo Inklusif!: Yakin Bangun Diri Sekaligus Peduli Sesama”.</p>	<p>The stories of Pauwan, Danis Ade, and Ryan Nur Faisa, three Ayo Inklusif! beneficiaries. Broken into three stories: “Pauwan: Kembalinya Senandung Hidup”, “Danis Ade Dwiresnanda: Berusaha Dirikan Sekolah Daksa”, and “Ryan Nur Faisal: Merintis Studio Rekaman”.</p>
11	<p>November 13, 2018</p> <p><i>“Discussion Notes on Ayo Inklusif! Multi-stakeholders Coordination Hub in Malang: Key to Accelerate Diffable Friendly Workforce”</i></p> <p>“Catatan Coordination Hub Diskusi Multi-Stakeholders Ayo Inklusif! di Malang: Kunci Akselerasi Ketenagakerjaan Ramah Difabel.”</p>	<p>The article reports on the result of coordination hub meeting in Malang November 7, 2018 that underlined the issue that mainstreaming disability is getting stronger, but to ensure inclusive employment requires a more conducive environment, mainly influenced by the government policies.</p>
12	<p>November 21th 2018</p> <p><i>“Spirit of Three Diffables in Opening The Opportunity in Inclusive World: Conquer the Pressure, Optimize the Self Efficacy”</i></p>	<p>The stories of Arida Ayu, Agus Setiawan, and Agus Rahmatulloh, three youth with disabilities - Ayo Inklusif! beneficiaries. The article was broken down into three sections, as follows: “Arida Ayu Puspaningwati: Buka Jalan ke Sekolah Tinggi”, “Mohammad Agus</p>

No	Date and Title of Articles	Summary of Articles
	<p>“Semangat Tiga Difabel Buka Kesempatan di Dunia Inklusif: Lampau Tekanan, Optimalkan Kemampuan Diri”</p>	<p>Setiawan: Buktikan Bisa Bekerja”, and “Mohammad Agus Rohmatulloh: Serious Buat Detektor Epilepsi”.</p>
13	<p>December 5, 2018</p> <p><i>“Pushing Forward Inclusive Disaster Risk Management: Anticipation for Diffables”</i></p> <p><i>“Diffables are Better in Data Handling”</i></p> <p><i>“Mendorong Pengurangan Resiko Bencana (PRB) Inklusif: Antisipasi Khusus Bagi Difabel” and</i></p> <p><i>“Difabel Lebih Cermat Mendata.”</i></p>	<p>The first article raised the issue of disabilities in disaster management, including the government’s plan to make guidelines for regional governments to undertake local budgeting for inclusive disaster risk reduction. The second article was an interview with Luluk Ariyantiny, head of PPDI/Union of People with Disabilities Situbondo Brach regarding the involvement of people with disabilities in disaster management. Luluk said: <i>“Difabel Lebih Cermat Mendata.”</i> This means that disaster management is more effective in involving them as subject rather than object. For example, during post-disaster data collection, people with disabilities will use more innovative approaches: they’re not going to just collect the data of the number of people with disabilities, but also their challenges.</p>
14	<p>December 12, 2018</p> <p><i>“A Year of Diffable’s Experience to Find Themselves in Workforce: Dare to Make Decision, Access is opening Up”</i></p> <p>“Pengalaman Setahun Para Difable Menemukan Diri di Dunia Kerja: Berani Ambil Keputusan, Akses pun Terbuka</p>	<p>The story was written by Jaka Ahmad, the article shared the experiences of a Disabilities Specialist in giving support and assistance to 50 youth with disabilities who are Ayo Inklusif! beneficiaries.</p>
15	<p>December 21, 2018</p> <p><i>“Spirit of Inclusive Situbondo in Embracing the Diffables: Friendly in Inspiring Indipendancy”</i></p> <p><i>“Inclusivity for Improving Civilization”</i></p> <p>“Semangat Sinergi Situbondo Inklusi dalam Merengkuh Difabel: Setelah Ramah Gugah Kemandirian”</p> <p>“Inklusivitas untuk Tingkatkan Peradaban”</p>	<p>Two stories highlighted the launch of Kabupaten Situbondo as an inclusive region. The first story titled “Semangat Sinergi Situbondo Inklusi dalam Merengkuh Difabel: Setelah Ramah Gugah Kemandirian”, shared the resolution from Situbondo to become an inclusive region. The idea of creating a more inclusive city and people with disabilities is manifested through an innovation called “Sinergi”, where the local government gives comprehensive assistances and support so that people with disabilities are more confident facing the employment market. The second story highlighted the interview with Dadang Wigiarto, the regent of Situbondo, where he stated “Inklusivitas untuk Tingkatkan Peradaban” or inclusiveness will improve civilization.</p>

Annex 2– Disabled Youth Internship Participation

No	Name	Type of Disabilities	Employer	Position	Internship Start	Internship Finish
1		Deaf	Hotel Ibis Style Malang	House Keeping	1-Oct-18	15-Nov-18
2		Deaf	Ramallah Kaos (Sablon)	Production	1-Oct-18	15-Nov-18
3		Blind	Sekolah Menulis Inspirasi Gresik	Creative Writer	6-Sep-18	31-Oct-18
4		Physical - lower limb	Dinar Wardobe	Designer	1-Oct-18	15-Nov-18
5		Dwarf	Astra Daihatsu Malang	Administrator	12-Oct-18	30-Nov-18
6		Deaf	PT Albea Rigid Packaging	Data Entry	1-Nov-18	30-Nov-18
7		Physical & intellectual	Fast Bengkel	Helper	4-Sep-18	19-Oct-18
8		Deaf	UB Café	Kitchen	24-Oct-18	30-Nov-18
9		Physical - lower limb	MKP Jurnal Fisip Universitas Airlangga	Administrator	12-Sep-18	6-Nov-18
10		Blind	PT Andalan Multi Kencana	Telemarketer	3-Sep-18	26-Oct-18
11		Physical - lower limb	Bengkel Mobil BOP	Internet Marketer	7-Sep-18	23-Oct-18
12		Physical	PT Daya Dimensi Indonesia	Media Social Administrator	10-Oct-18	20-Nov-18
13		Blind	JTV Surabaya	Music Arranger	19-Sep-18	13-Nov-18
14		Physical - lower limb	Jawa Pos	Infographics & Lay-outer	10-Sep-18	25-Oct-18
15		Physical - lower limb	Tabloid Nyata Surabaya	Lay-outer	3-Sep-18	18-Oct-18
16		Cerebral Palsy	Sekolah Menulis Inspirasi Gresik	Creative Writer	1-Oct-18	15-Nov-18
17		Blind	Astra Daihatsu Malang	Administrator (Customer Confirmation)	12-Oct-18	30-Nov-18
18		Physical - lower limb	PT. Radio Wahana Informasi Gemilang (Jeje Radio)	Administrator	4-Sep-18	29-Oct-18
19		Physical - upper limb	Restaurant "Tanak Melayu"	Kitchen Helper	8-Oct-18	23-Nov-18
20		Physical - lower limb	Dinar Wardobe	Designer (Finishing Kebaya)	1-Oct-18	15-Nov-18
21		Deaf	Galeri Orasis	Picture Protector	12-Sep-18	6-Nov-18
22		Blind	PSLD Universitas Brawijaya	Administration	22-Oct-18	30-Nov-18
23		Physical - lower limb	LPB YDBA Waru	Multimedia Administrator	4-Sep-18	29-Oct-18
24		Speech Impairment	Auto 2000 Cabang Pecindilan	Warehouse Administrator	4-Sep-18	19-Oct-18
25		Deaf	Devita Jaya Meubel	Asembling/Finishing Meubel	29-Oct-18	30-Nov-18
26		Blind	PT Bina Pratiwi	Telemarketer	3-Sep-18	26-Oct-18

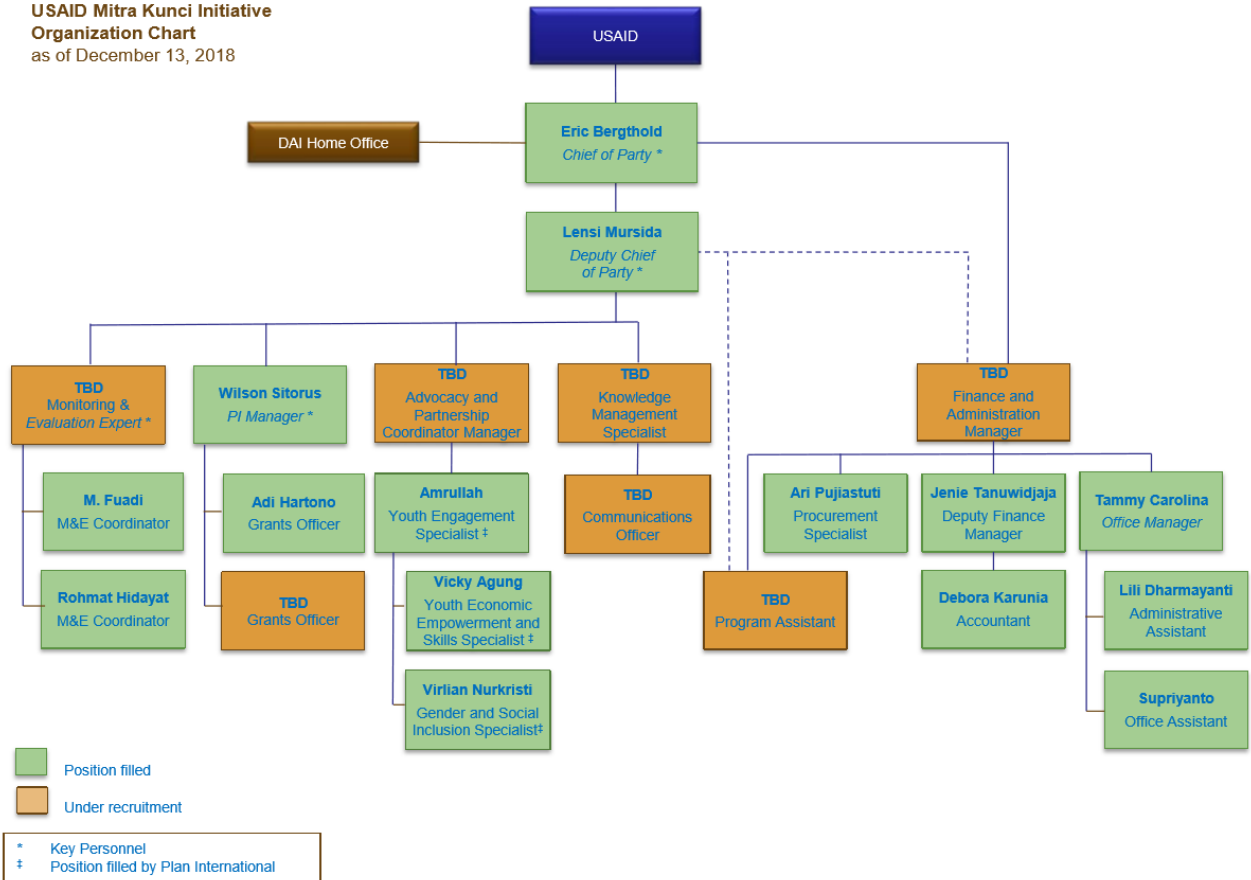
No	Name	Type of Disabilities	Employer	Position	Internship Start	Internship Finish
27		Blind-Low vision	Griya Akupuntur dan Herbal Jember	Therapist	22-Oct-18	30-Nov-18
28		Tuna netra	PT United Tractors Tbk - Cabang Surabaya	Receptionist	3-Sep-18	26-Oct-18
29		Physical - Polio	PT. Serasi Mitra Mobil	Administrator / Website Uploader	4-Sep-18	19-Oct-18
30		Deaf	PT United Tractors Tbk - Surabaya	Hydroponic Specialist	3-Sep-18	26-Oct-18
31		Physical	Aneka Motor Services	Helper	3-Sep-18	18-Oct-18
32		Physical - lower limp	MKP Jurnal Fisip Universitas Airlangga	Administrator	12-Sep-18	6-Nov-18
33		Physical with Speech Impairment	PT United Tractors Semen Gresik	Website Administrator	12-Sep-18	12-Nov-18
34		Physical	Sumber Cahaya	Administrator	4-Sep-18	29-Oct-18
35		Physical	UD Karya Jaya	Operator	4-Sep-18	19-Oct-18
36		Physical	CV. Harapan Abadi	Drafter	4-Sep-18	19-Oct-18
37		Blind	Toyota Astra Finance Cabang Merr	Telemarketer	4-Sep-18	19-Oct-18
38		Physical - upper limb	Tabloid Nyata Surabaya	Design	3-Sep-18	18-Oct-18
39		Physical - lower limb	Toyota Astra Finance	Document Administrator	6-Sep-18	22-Oct-18
40		Physical - Polio	Auto 2000 Cabang Kertajaya	Service Administrator	3-Sep-18	18-Oct-18
41		Deaf	PT. Toyota Astra Finance Malang	Sales Administrator	1-Oct-18	15-Nov-18
42		Physical	Sekolah Menulis Inspirasi Gresik	Creative Writer	10-Sep-18	25-Oct-18
43		Physical - Polio	Ibis Style Hotel	House Keeping (Laundry)	1-Oct-18	25-Nov-18
44		Physical - lower limb	Ibis Style Hotel	Administration	1-Nov-18	30-Nov-18
45		Physical	Pelangi Sastra	Writer	3-Oct-18	17-Nov-18
46		Physical	PSLD Universitas Brawijaya	Administration	1-Nov-18	30-Nov-18
47		Deaf	PT Astra Isuzu Malang	Administrator	1-Oct-18	15-Nov-18
48		Blind	CBM/JPIP	Facilitator Assistant	1-Oct-18	23-Nov-18
49		Blind	UD KS PRO	Production	4-Sep-18	19-Oct-18

Annex 3 – Employers Registering with Kerjabilitas.com

1. PT. Nuroho Software Consulting, Surabaya
2. CV. Barberindo, Surabaya
3. PT. Atmaja Makmur Gemilang Group, Surabaya
4. PT. Wirusaha Muda Sukses Sejahtera (Penulis.ID), Surabaya
5. Yayasan Peduli Kasih Anak Berkebutuhan Khusus, Surabaya
6. Time, Malang
7. Koperasi SS Niaga, Surabaya
8. PT. Ahsana Properti Syariah, Surabaya
9. Kasir Pintar, Surabaya
10. PT. Sumber Alfaria Trijaya, Tbk, Surabaya
11. Ayo Cerdas Indonesia, Sidoarjo
12. MyPoly Indonesia, Surabaya
13. Pine Studio, Surabaya
14. Hailadies
15. Mypoly
16. Ayo Cerdas Indonesia
17. Kasir Pintar
18. PT. Bisi International, Tbk
19. BRI Life Kediri
20. PT Inti Sistem Sarana Sejahtera (IS3)
21. Tinara Bridal Boutique & Saloon
22. Habbit Eatery Coffee and Beer
23. PT Dapur Rumah Sejahtera (Twiscode)
24. [PT. Loka Abadi Sentausa](#)
25. [Yayasan Daarul Quran Wisatahati](#)
26. [Molly Molen](#)
27. [PT Mahakarya Evelyn Mughnii Development](#)
28. [PT. Surya Bangun Gemilang](#)
29. [PT. Langgeng Jaya Plastindo](#)

Annex 4 – Mitra Kunci Org Chart (13 December 2018)

**USAID Mitra Kunci Initiative
Organization Chart**
as of December 13, 2018



Annex 5 - List of Technical Assistance provided by Mitra Kunci

	Dates	Traveler(s)	Destination	Internal Trip ID	Trip Purpose
	11/30/2018 - 11/30/2018	██████	Bandung	Travel-Jakarta-0242	To consult on the development of a sub-module on financial management and business financing as part of a Module on Thematic KKN on Entrepreneurship in UNPAD Business Incubator Center.
	12/09/2018 - 12/10/2018	██████	Bandung	Travel-Jakarta-0249	
	11/27/2018 - 11/28/2018	██████	Salatiga District, Central Java Province.	Travel-Jakarta-0237	
5x	To SINERGI				
1	10/08/2018 - 10/10/2018	██████	semarang	Travel-Jakarta-0219	Observe TOT Soft-skills training and discuss the preparation of hard-skills training and apprenticeship
		██████	semarang	Travel-Jakarta-0219	
2	10/14/2018 - 10/15/2018	██████	Semarang	Travel-Jakarta-0225	SINERGI Opportunity Fund reporting workshop
	10/14/2018 - 10/17/2018	██████	Semarang - Surabaya	Travel-Jakarta-0226	
		██████	Semarang and Surabaya	Travel-Jakarta-0225	
3	10/29/2018 - 10/31/2018	██████	Semarang	Travel-Jakarta-0232	Observing GESI Workshop by SINERGI and meeting stakeholders in Central Java
		██████	Semarang	Travel-Jakarta-0229	
		██████	semarang	Travel-Jakarta-0229	
4	11/12/2018 - 11/13/2018	██████	Semarang	Travel-Jakarta-0235	Attend the SINERGI event "Youth Career Fest 2018"
		██████	semarang	Travel-Jakarta-0234	
5	12/18/2018 - 12/20/2018	██████	Semarang	Travel-Jakarta-0255	Monitoring Visit
		██████	Semarang	Travel-Jakarta-0256	
9x	To EOE				
1	10/12/2018 - 10/14/2018	██████	Sukabumi	Travel-Jakarta-0227	To observe and evaluate the performance of local trainers who will train P&V Youth in Sukabumi held by EOE.
		██████	sukabumi	Travel-Jakarta-0224	
2	10/17/2018 - 10/20/2018	██████	sukabumi	Travel-Jakarta-0228	Provide technical assistance on TOT entrepreneurship of EOE
3	10/28/2018 - 11/02/2018	██████	Sukabumi, West Java	Travel-Jakarta-0230	Monitoring visit; Soft skills training observation and data verification
4		██████	Sukabumi, West Java	Travel-Jakarta-0231	Observe and provide technical assistance on implementation of soft-skills to P&V
	11/11/2018 - 11/16/2018	██████	sukabumi	Travel-Jakarta-0231	
		██████	Sukabumi	Travel-Jakarta-0236	

5	11/21/2018 - 11/24/2018	██████████	sukabumi	Travel-Jakarta-0243	Observe and provide technical assistance of entrepreneurship training for P&V
6	11/26/2018 - 11/28/2018	██████████	Sukabumi	Travel-Jakarta-0247	Participate in EOE Business Coaching Training
		██████████	Sukabumi	Travel-Jakarta-0246	
		██████████	sukabumi	Travel-Jakarta-0237	
		██████████	Sukabumi	Travel-Jakarta-0244	
		██████████	Sukabumi	Travel-Jakarta-0245	
		██████████	Sukabumi	Travel-Jakarta-0246	
		██████████	Sukabumi	Travel-Jakarta-0248	
7	12/10/2018 - 12/15/2018	██████████	sukabumi	Travel-Jakarta-0252	Observe hard-skills training
8	12/20/2018 - 12/22/2018	██████████	sukabumi	Travel-Jakarta-0257	Evaluate soft-skills training and meetings with private sector
		██████████	sukabumi	Travel-Jakarta-0258	
9	12/11/2018 - 12/14/2018	██████████	Sukabumi district (Cicurug, Cisaat, Kota Sukabumi)	Travel-Jakarta-0253	Observe Hard Skill Training to prepare Market Driven Full Implementation Design for EOE.
5x	To Ayo Inklusif	██████████			
1	10/08/2018 - 10/09/2018	██████████	To Surabaya from Solo return	Travel-Jakarta-0220	Attend meeting on joint monitoring with the provincial government of East Java and Ayo Inklusif.
2	10/09/2018 - 10/10/2018	██████████	Surabaya	Travel-Jakarta-0221	Attend the Consultation Meeting with East Java Government
		██████████	Surabaya	Travel-Jakarta-0223	
3	10/14/2018 - 10/17/2018	██████████	Surabaya	Travel-Jakarta-0226	Ayo Inklusif! Grant Monitoring
		██████████	Surabaya	Travel-Jakarta-0225	
4	10/22/2018 - 10/23/2018	██████████	surabaya	Travel-Jakarta-0233	Attend JPIP Otonomi Awards
5	11/20/2018 - 11/23/2018	██████████	Surabaya	Travel-Jakarta-0238	Ayo Inklusif! Close Out & Full Implementation Workshop preparation
		██████████	Surabaya	Travel-Jakarta-0239	
		██████████	Surabaya	Travel-Jakarta-0240	
		██████████	surabaya	Travel-Jakarta-0241	
		██████████	Surabaya, East Java	Travel-Jakarta-0239	

Annex 6 – Mitra Kunci and PI Performance Indicator Performance Tracking Tables

Mitra Kunci - Performance Indicator Tracking Table

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any			
			Year	Value		Q 1	Q 2	Q 3	Q 4				
2.2-1 Number of host country tertiary education institutions receiving capacity development support with USG assistance	Standard Indicator ES.2-1	Total	2018	0	50	57				Mitra Kunci is 14% above its target due to increased demand from universities to receive training and technical assistance to implement the reference books.			
		<i>By Status</i>											
		Public							33				
		Private							24				
		<i>By Type</i>											
		University							34				
		Polytechnic							17				
		Academy							6				
		<i>By geography</i>											
		Central Java							19				
East Java				17									
West Java				20									
DKI Jakarta				1									
2.2-2 Number of service providers trained who serve vulnerable persons.	Standard Indicator ES.2-2	Total	2018	0	200	224				Mitra Kunci is 12% above the target due to increased demand from universities to receive training and technical assistance to implement the reference books.			
		<i>By sex</i>											
		Male							152				
		Female							72				
		<i>By type</i>											
		University							70				
		Polytechnic							21				
		Academy							4				
		<i>By geography</i>											
		Central Java							72				
East Java				68									
West Java				83									
DKI Jakarta				1									

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
2.2-3 Number of individuals with new or better employment following completion of USG-assisted workforce development programs	Standard Indicator EG.6-1	Total	2018	0	60	80				The target set was too low since the priority was to open the access, not for job placement. Targets will be re-set in Years 3, 4 and 5.
		<i>By sex</i>								
		Male				44				
		Female				36				
		<i>By Age</i>								
		15-19				19				
		20-24				36				
		25-29				22				
		30-34				3				
		<i>By disabilities</i>								
		Disability				23				
		Non disability				57				
		<i>By PIs</i>								
Ayo Inklusif!	13									
EOE	0									
Sinergi	67									
2.2-4 Number of individuals with improved skills following completion of USG-assisted workforce development programs	Standard Indicator F.EG.6-2	Total	2018	0	300	310				Within 10% of the target.
		<i>By Sex</i>								
		Male				194				
		Female				116				
		<i>By Age</i>								
		15-19				74				
		20-24				128				
		25-29				72				
		30-34				37				
		<i>By disabilities</i>								
		Disability				79				
		Non disability				231				
		<i>By PIs</i>								
Ayo Inklusif!	49									
EOE	0									
Sinergi	261									

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any	
			Year	Value		Q 1	Q 2	Q 3	Q 4		
2.2-5 Number of individuals who complete USG-assisted workforce development programs	Standard Indicator F.EG.6.3	Total <i>By Sex</i> Male Female <i>By Age</i> 15-19 20-24 25-29 30-34 <i>By disabilities</i> Disability Non disability <i>By PIs</i> Ayo Inklusif! EOE Sinergi	2018	0	516	435 272 163 109 178 98 49 93 342 49 0 386					Some trainings are still running, especially with EOE and SINERGI. Mitra Kunci expects to meet or exceed this target in the next quarter.
2.2-6 Percentage of female participants with increased access to Kunci workforce development programs	Custom Indicator	Total <i>By PIs</i> Ayo Inklusif! EOE Sinergi <i>By geography</i> East Java West Java Central Java	2018	0	40%	51.4% 10.5% 1.90% 39% 10.5% 1.90% 39%					This indicator was revised to measure the total number of females (4,223 of 8,229 or 51.4%) accessing the Mitra Kunci program in indicator 2.2.8
2.2-7 Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/programming	Youth Power Indicator	Total <i>By Sex</i> Male Female <i>By Age</i> 15-19	2018	0	300	296 111 185 79					This only includes SINERGI since Ayo Inklusif! and EOE were still completing their activities at the end of the quarter.

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
		20-24 25-29 30-34 <i>By Disability</i> Disability Non disability <i>By PIs</i> Ayo Inklusif! EOE Sinergi				117 66 34 30 266 0 0 296				
2.2-8 Number of individuals accessing the Kunci Program Activities increase	Goal Indicator	Total <i>By Sex</i> Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34 <i>By PIs</i> Ayo Inklusif! EOE Sinergi	2018	0	2000	8219 3996 4223 1352 4208 1227 1432 1805 679 5735				411% above target. The significant increase in the number of people who are accessing the Mitra Kunci Activities was largely due to youth festival event conducted by SINERGI. Over 5,700 P&V youth attended the event, much higher than was expected.
<i>Sub IR 2.2.1. Quality of Workforce Development Programs Improved</i>										
2.2.1-1 Percentage of participants reporting satisfaction with the quality of training events	Custom Indicator	Total <i>By Sex</i> Male Female <i>By Age</i> 15-19 20-24	2018	60%	0	92.6% 58.2% 34.5% 20.5% 38.4%				This is from SINERGI beneficiaries who completed training. EOE and Ayo have not completed the training.

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any	
			Year	Value		Q 1	Q 2	Q 3	Q 4		
		25-29 30-34 <i>By Disabilities</i> Disability Non Disability By PIs Ayo Inklusif! EOE Sinergi				23.2% 10.6% 10.8% 89.2% 0% 0% 92.6%					
2.2.1-2 Number of quality soft and hard skills training events conducted to improve employability skills	Custom Indicator	Total <i>By Type of Training</i> Soft skills Hard skills By PIs Ayo Inklusif! EOE Sinergi	2018	0	14	28 7 21 10 2 16					Exceed the target by 100%. Target was set too low.
2.2.1-3 Number Indonesia-led PI reaching level of adequate NUPAS criteria as a result of Mitra Kunci capacity building events	Custom Indicator	Total	2018	0	8	7					Within 10% of the target.
2.2.1-4 Number of successful Indonesia-led PI pilot activities	Custom Indicator	Total By PIs Ayo Inklusif! EOE Sinergi	2018		3	-					This will be measured when the pilot phase is completed next quarter.

Sub IR 2.2.2. Innovative Workforce Development Models Implemented

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any	
			Year	Value		Q 1	Q 2	Q 3	Q 4		
2.2.2-1 Number of workforce system stakeholders introduced to innovative models	Custom Indicator	Total <i>By PIs</i> Ayo Inklusif! EOE Sinergi <i>By Institution</i> Private GOI	2018	0	1	1 0 0 1 0 1					KelompokAksi (POKSI) model from SINERGI
2.2.2-2 Percentage of youth placed in job internships as a result of Kunci interventions	Custom Indicator	Total Male Female <i>By Age</i> 15-19 20-24 25-29 30-34 <i>By Disabilities</i> Disability Non Disability <i>By PIs</i> Ayo Inklusif! EOE Sinergi	2018	0	70%	61.50 % 38.37 % 23.13 % 12.24 % 25.85 % 15.65 % 7.62% 12.93 % 87.07 % 6.67% 0 54.83 %					Some trainings are still running, especially EOE, which has not yet entered the apprenticeship phase

Indicator	Indicator type	Disagg.	Baseline		Target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
2.2.2-3 Number of Positive Youth Development events implemented by PIs	Custom Indicator	Total <i>By type</i> Meeting Training Workshop By PIs Ayo Inklusif! EOE Sinergi	2018	0	28	33 4 28 1 12 2 19				18% above target. Target was set too low.
<i>Sub IR 2.2.3 Ownership and Synergies Between Key Workforce Development Stakeholders Increased</i>										
2.2.3-1 Number of collaborative events jointly organized by PIs, GoI, private sector and youth	Custom Indicator	Total <i>By Type</i> Meeting Workshop Seminar Other By PIs Ayo Inklusif! EOE Sinergi	2018	0	28	28 17 5 2 4 10 7 11				Within 10% of target
2.2.3-2 Number of private companies engaging with GoI or workforce system stakeholders to increase synergy among workforce development stakeholders	Custom Indicator	Total By PIs Ayo Iklusif EOE SINERGI	2018	0	2	153 122 0 31				Target was set too low. Private sector participation exceeded initial estimates.
2.2.3-3 Amount of resources leveraged from public or private sector (in millions of Rupiah)	Custom Indicator	Total By Sector GoI Priv.sector Other	2018	0	0	102 44.3 36.8 20.9				

SINERGI - Performance Indicator Tracking Table

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
<i>Sub I.R 1: Improved/Strengthened Government Coordination Across Hierarchy Level in Inclusive Workforce System</i>										
1.1 Number of institutions participate in POKSI Meeting	Custom Indicator	Total Government TVET/HEI Private sector Media Ind. Led PI US Led PI Tr. Serv. Provider Youth Group Other	2018	0	90	106 36 9 21 7 12 3 2 10 2				Exceeding the target. Currently there are 106 total institutions involved in Poksi Meeting 1-7; the figure will continue rising since there are several Poksi Meetings remaining.
1.2 Number of representatives from government and non-government institutions participate in POKSI activities	Custom Indicator	Total <i>By Sex:</i> Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34 Above 34	2018	0	250	255 101 154 2 34 14 13 192				
1.3 Number of Joint action plan among 3P related inclusive workforce system	Custom Indicator	Total <i>By Level:</i> National District	2018	0	21	19 1 18				1 MoU with Kemenaker 18 MoU with BBLK & Consortia (BBLK Semarang, BLK Surakarta & 16 MoU Soft Skill Training with Consortia)

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
1.4 Poksi coordination model integrated into the midterm local government technocratic draft of development plan	Custom Indicator	Total	2018	0	1	1				Achieved, one technocratic draft consisting analysis on POKSI integration model that is in line with RPJMD
<i>Sub Result 2: Increased private sector partnership /involvement in inclusive workforce system</i>										
2.1 Number of companies that provide apprenticeship /internship opportunities for P&V youth	Custom Indicator	Total	2018	0	16	18				Exceeded the target. There are 18 Companies that provided apprenticeship opportunities for 409 P&V youth as Opportunity Fund beneficiaries
2.2 Number of companies involved in inclusive workforce system	Custom Indicator	Total	2018	0	20	31				Exceeded the target. There are 31 Companies/Industry Associations involved in inclusive workforce system
<i>Sub I.R 3: Capacity local trainers through ToT activities managed by Library increased</i>										
3.1 Number of collaborative events promoting inclusive workforce system involving youth	Custom Indicator	Total <i>By type of event:</i> Training Workshop Meeting	2018	0	7	8 1 4 2				Poksi meeting, 3P Initial meeting, HR Workshop, <i>Penyusunan</i> proposal workshop, Proposal finalization workshop proposal, Workforce dialogue, Soft skill training
3.2 Number of P&V youth involved in inclusive workforce system activities	Custom Indicator	Total <i>By sex:</i> Male Female	2018	0	775	697 437 260				The target is for pilot phase and it can be reached when pilot workforce development

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any	
			Year	Value		Q 1	Q 2	Q 3	Q 4		
		Disabilities <i>By Age:</i> 15-19 20-24 25-29 30-34				47 58 136 119 352					activities are completed next quarter.

AYO INKLUSIF! - Performance Indicator Tracking Table

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any	
			Year	Value		Q 1	Q 2	Q 3	Q 4		
<i>Sub PO 1 Persons with disabilities access to workforce system increase</i>											
1.1 Number of persons with disabilities with improved access to inclusive workforce system	Custom Indicator	Total <i>By sex:</i> Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34 <i>By cluster:</i> Surabaya Malang	2018	0	50	50					Target was achieved.

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
1.1.1 Number of stakeholders engaged in designing and implementing serial training model (component for persons with disabilities)	Custom Indicator	Total GoI Priv. sector HEI	2018	0	48	126 1 122 3				The private sector participation was higher than expected.
1.1.2 Number of persons with disabilities who complete the serial training	Custom Indicator	Total <i>By sex:</i> Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34	2018	0	40	49 30 19 1 23 15 10				Exceeded the target by 23%. Youth were motivated to complete the training.
1.1.3 Number of participants with improved skills following completion of the serial training	Custom Indicator	Total <i>By sex:</i> Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34	2018	0	40	49 30 19 1 23 15 10				Exceeded the target by 23%. Target was set too low and will be adjusted in the next phase.
1.1.4 Number of participants reporting satisfaction with the quality of the training	Custom Indicator	Total <i>By sex:</i> Male Female <i>By Age:</i> 15-19 20-24	2018	0	40	49 30 19 1 23				Exceeded the target by 23%. Target was set too low and will be adjusted in the next phase.

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
		25-29 30-34				15 10				
<i>Sub PO 2: Employers which provide access to job opportunities for persons with disabilities increased</i>										
2.1 Number of employers recruiting employees with disabilities	Custom Indicator	Total GoI Priv. sector	2018	0	36	99 1 98				Exceeded the target by 175%. Target was set too low and will be adjusted in the next phase.
2.2 Number of employers providing access to job opportunities for persons with disabilities	Custom Indicator	Total GoI Priv. sector HEI	2018	0	90	126 1 122 3				Exceeded the target by 40%. Target was set too low and will be adjusted in the next phase.
2.2.1 Number of companies showing improved accessibility level	Custom Indicator	Total Surabaya Jakarta Malang	2018	0	36	122 71 10 41				Exceeded the target by 239%. Target was set too low and will be adjusted in the next phase.
2.2.2 Number of employers partnering with Ayo Inklusif increase as a result of Ayo Inklusif intervention	Custom Indicator	Total GoI Priv. sector HEI	2018	0	180	266 24 240 2				Exceeded the target by 48%. Target was set too low and will be adjusted in the next phase.
<i>Sub PO 3: Improved Public Practice on Inclusive Disability Workforce</i>										
3.1 Number of good practices on inclusive disability workforce by local GoI and private sector	Custom Indicator	Total Local GoI Priv. sector	2018	0	19	47 40 7				Exceeded the target by 147%. Target was set too low and will be adjusted in the next phase.
3.1.1 Number of news reports related to inclusive workforce	Custom Indicator	Total National media Local media <i>By type of media:</i>	2018	0	83	1654 1639 14 5 39				Exceeded the target by 1893%. Target was set too low and will be adjusted in the next phase.

Indicator	Indicator type	Disagg.	Baseline		Pilot phase target	Quarterly status FY3				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
		Electronic Printed Online				1610				
3.1.2 Number of journalists with improved knowledge of inclusive workforce matters	Custom Indicator	Total By sex: Male Female By Age: 15-19 20-24 25-29 30-34 Above 34	2018	0	41	93 77 16 - 7 2 27 57				Exceeded the target by 126%. Target was set too low and will be adjusted in the next phase.
3.1.3 Number of stakeholders who apply inclusive disabilities workforce increased	Custom Indicator	Total GoI Priv. sector HEI	2018	0	42	126 1 122 3				Exceeded the target by 200%. Target was set too low and will be adjusted in the next phase.

EOE - Performance Indicator Tracking Table

Indicator	Indicator type	Dissag	Baseline		Pilot phase target	Quarterly status				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
<i>Sub I.R 1: P&V Youth skills after participating in training series facilitated by Library increased</i>										
1.1 Number of workforce training program conducting in library increased	Custom Indicator	Total	2018	0	4	-				The indicator can be calculated when pilot workforce development activities are completed

Indicator	Indicator type	Dissag	Baseline		Pilot phase target	Quarterly status				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
1.2 Number of youth participating in workforce training increased	Custom Indicator	Total Male Female	2018	0	200	240 155 85				Exceeded the target by 20%. There was more interest by youth than anticipated.
1.3 Number of youth completing training, internship and certified	Custom Indicator	Total Male Female	2018	0	200	-				The indicator can be calculated when pilot workforce development activities are completed
1.4 Percentage of participants reporting satisfaction with the quality of training	Custom Indicator	Total	2018	0	80%	-				The training series have not been completed yet
<i>Sub I.R 2: Capacity of library in building and managing 3P partnership increase</i>										
2.1 Number of library staff and volunteer trained increased	Custom Indicator	Total Male Female	2018	0	20	-				The indicator can be calculated when pilot workforce development activities are completed
2.2 Number of agreement/MOU between 3P increased	Custom Indicator	Total Government Training Center HEIs	2018	0	5	6 1 4 1				MoU between EOE and: District Government, DeparyEkspress, OISCA, UPTTG, NEZT and UMMI
2.3 Number of collaborative activities (3P) increased	Custom Indicator	Total Meeting Workshop	2018	0	10	7 5 2				The indicator can be calculated when pilot workforce development activities are completed
2.4 Number of youth accessing workforce information and training in libraries increased	Custom Indicator	Total By sex: Male Female Disabilities	2018	0	200	679 514 165 0				Exceeded the target by 240%. There was more interest by youth than anticipated.

Indicator	Indicator type	Dissag	Baseline		Pilot phase target	Quarterly status				Comments/reasons for deviation, if any
			Year	Value		Q 1	Q 2	Q 3	Q 4	
		<i>By Age:</i> 15-19 20-24 25-29 30-34				201				
						247				
						159				
						72				
<i>Sub I.R 3: Capacity local trainers through ToT activities managed by Library increased</i>										
3.1 Number of people trained as local trainers	Custom Indicator	Total <i>By sex:</i> Male Female Disabilities <i>By Age:</i> 15-19 20-24 25-29 30-34 Above 34	2018	0	40	44				Within 10% of target
						24				
						20				
						0				
						1				
						4				
						2				
						10				
						27				
3.2 Number of local trainers implemented the customize training module	Custom Indicator	Total Male Female <i>By Age:</i> 15-19 20-24 25-29 30-34 Above 34	2018	0	40	18				The indicator can be calculated in year 3 when pilot workforce development activities are completed
						12				
						6				
						-				
						2				
						1				
						6				
						9				