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USAID MITRA KUNCI INITIATIVE QUARTERLY REPORT JANUARY – MARCH 2021

Task Order No. AID-497-TO-17-00001



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Assisted by sign language interpreter, Indonesia's Minister of Manpower, Ida Fauziyah (top right), Ditjen Binapenta & PKK of MOM, Suhartono (middle left), Director of the Office of Human Capacity and Partnerships of USAID Indonesia, Thomas Crehan (middle right) and members of APINDO National Board, Myra Hartani and Danang Girindrawardana (bottom row), shared their concepts during the Interactive Dialogue on Inclusive Workforce with the Ministry of Manpower (MOM) on Wednesday, February 24.

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ACRONYMS AND ABBREVIATIONS

APINDO	Asosiasi Pengusaha Indonesia, the Indonesian Employers Association
BAPPENAS	Ministry of National Development Planning/National Development Planning Agency
BBPLK	Center for Work Training Development (Balai Besar Pengembangan Latihan Kerja)
BIDIKMISI	MORHE Tuition assistance program for P&V students with high potential
BLK	Vocational Training Center (Balai Latihan Kerja)
BPS	Indonesian Bureau of Statistics (Badan Pusat Statistik)
BUMDES	Village-Owned Enterprises
BUMN	State-Owned Enterprise
BNSP	National Professional Certification Board (Badan Nasional Sertifikasi Profesi)
CCFI	Coca-Cola Foundation Indonesia
CDCS	Country Development Cooperation Strategy
CCLA	Communicating, Collaborating, Learning, Adapting
Co-Ag	Cooperative Agreement, refers to Project Implementers directly managed by USAID
DAI	DAI Global, LLC
DINAS	Local government department
DPL	Field Supervisors for Student Community Service (KKN)
DPRD	Regional People's Representative Assembly (Dewan Perwakilan Rakyat Daerah)
EEE	Employment and Economic Empowerment
FAA	Fixed Award Agreement
GESI	Gender Equality and Social Inclusion
Gerkatin	Movement for Indonesia Blind Person's Welfare (Gerakan untuk Kesejahteraan Tunarungu Indonesia)
GOI	Government of Indonesia
GUC	Grants Under Contract
IDIQ	Indefinite Delivery/Indefinite Quantity Contract
IWD	Inclusive Workforce Development
J2SR	Journey to Self-Reliance
JPIP	The Jawa Pos Institute of Pro-Otonomi
KABUPATEN	District
KOTA	Municipality
KKN	Student Community Service Program (Kuliah Kerja Nyata)
KKN-TKWU	Student Community Service Program on Entrepreneurship (Kuliah Kerja Nyata Tematik Kewirausahaan/KKN-TKWU)
LKP	Private courses and training institutions (Lembaga Kursus dan Pelatihan)
LMA	Labor Market Assessment/Analysis
LPK/LKP	Vocational training institutes (Lembaga Pelatihan Kerja)
LP2M	University Community Service and Research Agency (Lembaga Penelitian Pengabdian Masyarakat)
MOEC	Ministry of Education and Culture (Kemendikbud)
MOM	Ministry of Manpower
MORHE	Ministry of Research, Technology, and Higher Education (Kemenristekdikti)
MOU	Memorandum of Understanding
MOVD	Ministry of Village Development (Kemendesa)
DPO	Disabled People's Organization (DPO)/Organisasi Penyandang Disabilitas (OPD)
P&V	Poor and Vulnerable
PHRD	Perhimpunan HRD (Association of Human Resource Development)
PI	Project Implementer (grant recipient)
PIRS	Performance Indicator Reference Sheets

PKL-TWKU	On-the-job training/vocational student service on entrepreneurship (PKL/Praktik Kerja Lapangan)
PPDI	Indonesia Association of PWD (Persatuan Penyandang Disabilitas Indonesia)
PPDiS	Pioneers Concern for People with Disabilities (Pelopor Peduli Disabilitas) Situbondo
PERTUNI	Indonesia Association of Blind Person (Persatuan Tunanetra Indonesia)
PWD	Persons with Disabilities
PYD	Positive Youth Development
RF	Rajawali Foundation
RWAP	Ready-to-Work Accelerator Program (USAID/RTI)
SINERGI	Strengthening Coordination for Inclusive Workforce Development in Indonesia
SKPD	Local government work unit (Satuan Kerja Perangkat Daerah)
SMK	Vocational high schools (Sekolah Menengah Kejuruan)
STTA	Short-Term Technical Assistance
TAMIS	Technical and Administrative Management Information System (DAI)
TVET	Technical and Vocational Education and Training
UMKM	Micro, Small and Medium Enterprises (Usaha Micro, Kecil dan Menengah)
UMM	Muhammadiyah University, Malang (Universitas Muhammadiyah Malang)
UNEJ	State University of Jember (Universitas Negeri Jember)
UNESA	State University of Surabaya (Universitas Negeri Surabaya)
UNIKU	Kuningan University (Universitas Kuningan)
UNPAD	Padjajaran University (Universitas Padjajaran)
UNSIL	Siliwangi University (Universitas Siliwangi)
UNSUR	Suryakencana University (Universitas Suryakencana)

EXECUTIVE SUMMARY

This Mitra Kunci Quarterly Progress Report covers activities implemented during the second quarter of year five of the project (January 1 to March 31, 2021).

Consolidating and scaling program initiatives

Mitra Kunci is now in the scale up stage of project implementation, or phase three, which runs from September 30, 2020 to January 8, 2022. During this phase, innovative models that have demonstrated progress toward scale-up or have already been scaled-up will be streamlined and handed over to project partners who will continue to implement and/or expand the activities, tools, or approaches. This will guarantee that work, tools, and approaches developed through Mitra Kunci are being adopted and adapted nationally and locally. In the final year of its work, Mitra Kunci is collaborating closely to bring initiatives to scale, including the approach to Community Vocational Training Centers (BLKs) and entrepreneurship training (KKN TKWU) for students, as well as the scaling of the Guideline for Inclusivity in the Workplace via the Indonesia Employer's Association, APINDO. The project team has also adjusted to living and working under COVID-19 restrictions and has been able to attain expected results with some creative work-arounds and maximal use of online engagement.

Mitra Kunci's support to higher education entrepreneurship programs and to APINDO has greatly increased program reach and impact.

There has been significant progress on results this quarter, including an additional 2,616 individuals accessing program activities (indicator 2.1), largely through KKN/PKL TKWU activities in higher education, and an additional 4,253 completed USG assisted workforce development programs (Indicator 2.2) this quarter, for a total of 35,082 individuals completing the program (13,882 male and 21,200 female) to-date. This quarter, an additional 209 students have improved skills after completing the KKN/PKL-TKWU program and 55 youth with disabilities have improved skills after completing the training through vocational training centers or BLKs as part of the Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) activities in East Java (Indicator 2.3). An additional 33 individuals have gained new employment (Indicator 2.4) attributed to EEE PWD project, and the total number of individuals who gained new employment is 577 or 34% (14% above the target of 20% for the quarter) (Indicator 2.5), through work with APINDO. 1,257 youth were trained in social or leadership skills through the KKN/PKL-TKWU program and 55 youth with disabilities have completed training facilitated by EEE PWD through BLKs, increasing the total number to 35,082 (Indicator 5.2). This quarter, an additional 340 companies participated in workforce development programs, increasing the total to 1,144. Mitra Kunci is now 34% over the overall target for this indicator (Indicator 6.1).

Partnerships with national ministries have gained traction

Following the months of work with Higher Education Institutions (HEIs) on the KKN/PKL-TKWU programs, Mitra Kunci made significant progress this quarter with MoEC, setting up the format and hosting of the KKN-TKWU modules on entrepreneurship on the Ministry's online learning platform, SPADA, which will allow students throughout Indonesia to learn about entrepreneurship for their community service programs. This quarter also saw advances in the dialogue with MOM on Community BLKs and agreements on training for the BLKs using the Roadmap for Community BLKs, and later publishing and hosting the materials online. More avenues were explored for providing information on job opportunities for graduates of Community BLKs.

Work with the national APINDO board and regional branches with their networks of private sector companies is being scaled...

The Interactive Dialogue activity with APINDO and the Ministry of Manpower (MOM) was a success, opened by the Minister and attracting more than 200 participants including 30 company CEOs to focus

on inclusive workforce development. Mitra Kunci is now preparing to support private sector partners and government with a Roadmap for Inclusive Workforce Development (IWD) as recommended by the dialogue. Mitra Kunci partners are taking practical steps to implement the Guideline on Equality and Inclusivity in the Workplace and referring to the project for further advice and support, and in some cases providing training for workers on inclusivity in the workplace as part of their regular training activities.

... and in the three provinces, scale up and handover is underway for inclusive workforce development.

Mitra Kunci pushed forward conversations with Bappeda in East Java and with the provincial Manpower office in Central Java, to ensure traction towards sustaining the EEE PWD program and the online job matching platform, E-Makaryo, respectively. At the same time, partnership with two youth-led groups, KONEKIN and Emancipate Indonesia, began discussions on inclusion and rights in all three provinces as a starting point for setting up a Youth Network for positive youth development and IWD.

The Progresif and SINERGI programs have been completed and their results are being applied and embedded in local institutions. In East Java the EEE PWD project continues to build on the work of Progresif and expands it, drawing upon the work of the entire project to connect youth with disabilities to work, business, and training opportunities in seven districts/cities.

The EEE PWD project in East Java Province project is busy opening up space for PWDs.

As many as 86 persons with disabilities (PWDs) received training in BLKs this quarter, and 72 Disabled Persons' Organizations (DPOs) were reached. Mitra Kunci linked 57 companies of which four have already moved forward with recruitment of PWDs and consulted with 25 banks and cooperatives to raise the issue of credit and loans for PWDs. The assessment to identify DPOs and PWDs revealed that only a small proportion of PWDs are members of DPOs, and those who are members of organizations are not all active. EEE has developed a shortlist of 60 people and organizations across East Java who are in a position to facilitate training, employment, and entrepreneurship opportunities for PWD. This quarter Mitra Kunci hosted seven focus group discussions (FGDs) in Surabaya, Jember, Malang, Pasuruan, Banyuwangi, Situbondo and Sidoarjo in coordination with DPOs, inviting contributions from the Social Welfare departments, BLK representatives, private sector company representatives, and DPOs themselves to discuss how the project can support PWDs and DPOs.

RINGKASAN EKSEKUTIF

Laporan Kemajuan Kuartal Mitra Kunci ini mencakup kegiatan-kegiatan yang diimplementasikan dalam kuartal pertama di Tahun Kelima proyek (1 Januari - 31 Maret 2021).

Konsolidasi dan perluasan inisiatif

Saat ini Mitra Kunci telah mencapai tahap perluasan, yang berjalan dalam kurun 30 September 2020 sampai dengan 8 Januari 2022, di mana model yang inovatif ini telah memperlihatkan kemajuan menuju perluasan atau pada kasus tertentu telah diperluas atau diserahkan-terimakan kepada mitra. Mitra ini melakukan adopsi dan adaptasi dalam implementasi atau pengembangan kegiatan, perangkat dan pendekatan program, baik secara lokal maupun nasional. Pada tahun terakhir pekerjaannya, Mitra Kunci telah menyesuaikan diri untuk bekerja di bawah keterbatasan akibat Covid-19 dan mampu mencapai hasil yang diharapkan melalui upaya kreatif dan penggunaan media daring secara maksimal.

Dukungan Mitra Kunci untuk program kewirausahaan pendidikan tinggi dan kepada asosiasi pengusaha nasional, APINDO, telah sangat meningkatkan jangkauan dan dampak program.

Ada kemajuan yang signifikan pada hasil kuartal ini, dan hasil yang lebih juga diantisipasi pada kuartal berikutnya dari kegiatan kewirausahaan mahasiswa (KKN-TKWU). Semua hasil diperkirakan akan dicapai pada akhir program, mengingat terdapat potensi peningkatan jangkauan dan dampak melalui kegiatan yang sedang berlangsung dan kegiatan dalam konteks adopsi oleh mitra. Pada kuartal ini, terdapat 2.616 individu tambahan yang mengakses kegiatan program (indikator 2.1), sebagian besar melalui kegiatan KKN/PKL TKWU di perguruan tinggi, sementara terdapat total 35.082 individu (13.882 laki-laki dan 21.200 perempuan) yang telah menyelesaikan program pengembangan tenaga kerja yang dibantu pemerintah AS, dengan tambahan 4,253 (2.2). Selain itu terdapat 209 siswa telah memiliki peningkatan keterampilan setelah menyelesaikan program KKN/PKL-TKWU serta 55 pemuda dengan disabilitas telah meningkatkan keterampilan setelah menyelesaikan pelatihan yang difasilitasi oleh program Employment and Economic Empowerment of Persons with Disabilities project in East Java (EEE PWD) melalui BLKS (2.3), dan 33 individu tambahan dengan pekerjaan baru melalui EEE PWD. Angka ini meningkatkan jumlah total individu dengan pekerjaan baru atau pekerjaan yang lebih baik (2.4). Sementara itu jumlah individu dengan pekerjaan baru itu sendiri adalah 577 atau 34%, di atas target 20% (2.5). Sampai kuartal ini, 1.257 pemuda tambahan dilatih keterampilan sosial atau kepemimpinan melalui program KKN/PKL-TKWU dan 55 pemuda dengan disabilitas telah menyelesaikan pelatihan yang difasilitasi oleh EEE PWD melalui BLK, sehingga totalnya menjadi 30.774 (5.2). Kuartal ini, 340 perusahaan tambahan juga telah berpartisipasi dalam program pengembangan tenaga kerja, sehingga terdapat total 1.144 perusahaan dari 804 pada kuartal sebelumnya. Mitra Kunci mencapai 34% di atas target (6.1).

Kemitraan dengan kementerian nasional makin menguat

Setelah bekerja dengan perguruan tinggi pada program KKN/PKL-TKWU, Mitra Kunci mengalami kemajuan signifikan kuartal ini dengan Kementerian Pendidikan dan Kebudayaan dalam menyiapkan format pembelajaran daring untuk modul KKN-TKWU melalui platform SPADA. Melaluinya, mahasiswa di seluruh Indonesia dapat mempelajari kewirausahaan untuk kegiatan KKN mereka. Kuartal ini juga menunjukkan adanya kemajuan dalam dialog dengan Kementerian Ketenagakerjaan dalam hal BLK komunitas serta training untuk BLK berdasarkan Peta Jalan BLK Komunitas, yang materinya nanti akan dicetak dan tersedia secara daring. Pembahasan juga dilakukan untuk memetakan berbagai cara agar informasi kesempatan kerja tersedia bagi alumni BLK komunitas.

Kerjasama dengan DPN APINDO dan perwakilan daerah serta perusahaan anggotanya makin meluas...

Kegiatan dialog interaktif dengan APINDO dan Kementerian Ketenagakerjaan berjalan sukses. Dibuka oleh Ibu menteri dan dihadiri oleh lebih dari 200 peserta termasuk 30 CEO perusahaan, diskusi terfokus pada pengembangan ketenagakerjaan inklusif. Mitra Kunci saat ini sedang menyiapkan Peta Jalan untuk Pengembangan Ketenagakerjaan Inklusif yang merupakan rekomendasi dari pertemuan tersebut. Para mitra kerja Mitra Kunci juga terus mengimplementasikan kesetaraan dan inklusivitas di tempat kerja dan berkonsultasi dengan Mitra Kunci. Mereka juga telah menjadikan pelatihan pada pekerja mengenai inklusivitas di tempat kerja sebagai bagian dari pelatihan regular mereka.

... dan di tiga provinsi, perluasan dan serah terima tengah berjalan dalam pengembangan ketenagakerjaan inklusif.

Mitra Kunci melanjutkan pembicaraan dengan Bappeda di Jawa Timur dan dengan Dinas Ketenagakerjaan di Jawa Barat, untuk memastikan upaya untuk keberlanjutan program EEE PWD dan platform informasi kerja E-Makaryo. Di saat yang sama, dalam kerjasama dengan dua lembaga pemuda, KONEKIN dan Emancipate Indonesia telah dimulai diskusi mengenai inklusi dan hak di tiga provinsi. Ini merupakan awalan bagi pengembangan jejaring Pemuda untuk pengembangan pemuda positif dan ketenagakerjaan inklusif. Program Progresif dan SINERGI telah selesai dan hasilnya diaplikasikan dan diadaptasi oleh lembaga lokal. Di Jawa Timur, EEE PWD melanjutkan kegiatan yang dibangun Progresif dan memperluasnya untuk menghubungkan pemuda dengan disabilitas dengan peluang pekerjaan, usaha dan pelatihan di tujuh kabupaten.

Proyek EEE PWD di Jawa Timur tengah sibuk membuka peluang bagi pemuda dengan disabilitas.

Sebanyak 86 pemuda dengan disabilitas mengikuti pelatihan di BLK pada kuartal ini dan sebanyak 72 lembaga pendamping disabilitas (DPO) telah berhasil dijangkau. Mitra Kunci menghubungkan 57 perusahaan, empat diantaranya telah langsung melakukan rekrutmen pemuda dengan disabilitas, berkonsultasi dengan 25 bank dan koperasi untuk membahas isu mengenai kredit dan pinjaman untuk pemuda dengan disabilitas. Asesmen untuk mengidentifikasi DPO dan pemuda dengan disabilitas menunjukkan bahwa hanya sedikit orang dengan disabilitas yang menjadi anggota DPO dan mereka yang menjadi anggota, tidak semuanya aktif. EEE telah membuat daftar 60 orang dan organisasi di Jawa Timur yang dapat memfasilitasi kesempatan pelatihan, pemberian pekerjaan dan kewirausahaan bagi pemuda dengan disabilitas. Kuartal ini Mitra Kunci memfasilitasi tujuh diskusi kelompok terfokus (FGD) di Surabaya, Jember, Malang, Pasuruan, Banyuwangi, Situbondo dan Sidoarjo, melalui kerjasama dengan DPO untuk mengundang kontribusi dinas sosial, BLK, perusahaan

I. PROJECT OVERVIEW

I.1. KUNCI/MITRA 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.

USAID selected and directly funded three of these Project Implementer (PI) consortia led by U.S. organizations through Cooperative Agreements (Co-Ags). Below is a summary of these projects:

- 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 Implementers (PI) led by Indonesian organizations that were funded by grants under contract from the Mitra Kunci Initiative:

- SINERGI establishes a coordination model for stakeholder collaboration, 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.

The following map shows the original PI consortium and the provinces and districts they worked in through the pilot phase. The six PI consortium was comprised of twenty-two organizations working in twenty-two different districts, four of which are supported by more than one PI. Multiple PIs conducted activities in each Province making coordination and effective collaboration essential. During Year Three the US-led PIs (JAPRI, YEP and RWAP) completed their pilot implementation phase, and started to scale up to new Provinces and Districts in a follow-up, full implementation phase that ended on September 30, 2020. 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.

Pilot Phase Area of Work of Kunci



I.2. MITRA KUNCI

USAID Mitra Kunci was awarded in January 2017 in order to strengthen partnerships advancing a more robust and dynamic workforce system in Indonesia by developing and supporting holistic and innovative solutions for the complex challenges preventing this system from functioning as effectively as it should. As noted above, Mitra Kunci was designed to directly manage, support, and fund three Indonesian-led consortium PIs and to coordinate and collaborate with the three U.S. led PIs directly funded by USAID.

Through technical assistance, capacity development and coordination, Mitra Kunci was designed 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 Mitra Kunci programmatic areas;
- Strengthen outreach and engagement of youth through a Positive Youth Development (PYD) approach;
- Facilitate and lead strategic engagement and Communicating, Collaborating, Learning, Adapting (CCLA) within and between the private sector, higher education institutions, the Government of Indonesia (GOI) and poor and vulnerable (P&V) youth; and,
- Engage higher education institutions in activities that support a more inclusive workforce system.

Revisions to Mitra Kunci's Task Order in July 2019 and July 2020

In July of 2019, Mitra Kunci's Task Order Contract was modified to incorporate a revised and updated Section C – Statement of Work. The revised Section C included a new Results Framework (See Annex 3) that incorporates a new Development Objective: Essential Human Services to Targeted Populations Improved and Sustained, a new Intermediate Result: Capacity of Educational Institutions Improved, and illustrative targets for the number of poor and vulnerable youth with increased access to higher-quality training and three USAID EG Standard F Indicators. USAID approved and incorporated into the contract revised life-of-project targets for the following standard indicators:

- EG 6-3: Number of individuals who complete U.S. Government-assisted workforce development programs (40,000)
- EG 6-2: Number of individuals with improved skills following completion of U.S. Government assisted workforce development programs (36,136); and
- EG 6-1: Number of individuals with new and/or better employment following completion of U.S. Government-assisted workforce development programs (11,000).

In July of 2020, Mitra Kunci's Task Order Contract was again modified to incorporate a revised Section C – Statement of Work. The revised Section C included a new task—Task VI—which covers activities directed at the employment and economic empowerment of persons with disabilities (PWD) in East Java province (EEE PWD), as set forth through the application submitted in April 2020 for the FY 2019 USAID Disability Funding Program. Through Task VI, the project is developing and implementing models of successful, scalable, and sustainable solutions for PWDs to gain new or better employment to lead to more productive lives, in seven target districts of the East Java Province. The EEE PWD activities are described in detail under section 2.6.

Phased approach

The revised Mitra Kunci project is implemented in three phases, as follows:

Phase 1 (Pilot Phase). Pls developed and tested their models and sought to provide evidence of their success in order to secure the buy-in and commitment of government and private sector partners to scale-up their activities in the next phase. This phase started in October 2017 and ended in May 2019 and was reported previously.

Phase 2 (Full Implementation/Getting to Scale). Mitra Kunci assessed which consortia and components of the Pls pilot phase had the best chance to be scaled up and supported a more limited and focused set of activities with the goal of getting them to scale by the end of Phase 2. This phase started in June 2019 and ended on September 29, 2020.

Phase 3 (Scale-Up). Mitra Kunci expects that innovative models should have demonstrated progress toward scale-up or have already been scaled-up and handed over to project partners who will continue to implement and/or expand the activities, tools, or approaches. This phase runs from September 30, 2020 to January 8, 2022.

Summary of focus, targets and main activities of current partners

The scope of work for Pls, HEI partners and their expected results are summarized below:

Table I – Mitra Kunci Partners and Expected Results

Project name	Managed by	Focus, main activities and key targets	Implementation period
PROGRESIF!	Saujana (of Ayo Inklusif!)	Advancing disability inclusive employment systems in East Java through <ul style="list-style-type: none"> • Technical assistance and training (TOT for 40 instructors) for two state-run BLKs • 75 private companies become more inclusive • Improved skills and job opportunities for 150 youth with disabilities through Kerjabilas.com 	October 2019 - September 2020, with NCE to December 2020
HEIs Fixed Amount Awards (FAA)	Universitas Padjadjaran, Universitas Kuningan, Universitas Suryakencana, Universitas Siliwangi, Universitas Muhammadiyah Malang, Universitas Jember and Universitas Negeri Surabaya	Resources for additional batches of students to complete the Thematic Student Service/On-the-job Training Program on Entrepreneurship (KKN/PKL-TKWU). The additional resources will be used to collect data to report to USAID Mitra Kunci for key indicators including through a Tracer Study measuring the number of students who complete KKN/PKL-TKWU that secured new (self or formal) employment following graduation; develop case studies, short videos and other materials necessary to capture the results of KKN-TKWU -for students and the communities they serve; and to host a lessons' learned summative event documenting best practices for further scale-up of the KKN-TKWU program. This program targets 25,480 students registering and completing the KKN-TKWU program (Indicator EG 63) and 90% of them (22,932) improving their skills based on reviews by universities.	June-August 2020 and January-March 2021, depending on university timeframes
Memoranda of Understanding (MOUs) for Institut Pertanian Bogor (IPB) and three Polytechnics	Institut Pertanian Bogor (IPB), Politeknik Negeri Bandung, Politeknik Negeri Jember and Politeknik Negeri Semarang	While Mitra Kunci will not engage these institutions with direct funding, the MOUs focus on establishing the Thematic Student Service (KKN) program on Entrepreneurship to provide technical support for selected higher education institutions. USAID Mitra Kunci has the resources to provide technical and capacity-building assistance including training on the Module for the Thematic KKN on Entrepreneurship, monitoring the implementation of the program, and measuring program results in partnership with this HEIs	MOU signed on June 2, 2020
APINDO FAA	APINDO	Promoting GESI in the workplace through development, publication and dissemination of a Guideline on Equality and Inclusivity at the Workplace. Includes information sharing, consultation and coordination activities with APINDO partner companies.	February 17, 2020 – September 30, 2020, with NCE to May 31, 2021

2. PROGRESS TOWARDS EXPECTED RESULTS

This section is organized by the six tasks in the Mitra Kunci Work Plan. This focuses on the activities that Mitra Kunci conducts on its own and the coordination and support to Project Implementers (PIs) and other external partners. Section 2.6 focuses on Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) Project, and Section 2.7 focuses on the activities and results of PIs.

2.1. TASK I: PARTNERSHIP MAPPING AND BASELINE INFORMATION COLLECTION

Task completed and reported previously.

2.2. TASK II: MANAGEMENT OF NON-U.S. LED PROJECT IMPLEMENTERS

Task II focuses on how Mitra Kunci supports PIs to effectively manage their grants, document and report results and become more sustainable.

While meetings with PIs continued to take place online, Mitra Kunci was able to add value through its support to partners, providing assistance to:

- APINDO (national and provincial) as it prepared its deliverables and implemented activities. Mitra Kunci supported the Interactive Dialogue as a major event.
- Seven HEIs as they prepared their deliverables and needed support on close out preparations for those HEI Fixed Award Agreements (FAAs) ending in March.

In support of its PIs, Mitra Kunci also participated in several coordination meetings with national and local stakeholders in government and parliament, liaising with key departments to smooth progress on activities across the three provinces.

2.2.1. COORDINATION MEETINGS

Between January and March 2021, Mitra Kunci held a series of both strategic and technical meetings to improve program coordination among a range of stakeholders from local organizations, youth groups, universities, ministries, and members of local parliaments in program areas.



Opportunities to seek the support of the Village Community Empowerment Services (DPMD) was discussed with Mr Yudi, head of Community Institutional Empowerment and Socio-Cultural Affairs, DPMD Kab. Banyuwangi, East Java. March 31, 2021

Most meetings were held online with between 10 and 20 participants, however, some were face-to-face, following health protocols. Mitra Kunci used these coordination meetings to reinforce its agenda and seek support for project interventions both nationally and in sub-national partnerships, and was able to obtain significant support from Government and other partners in this way.

Outcomes of these meetings included the following:

1. The Minister of Manpower agreed to join and officially open the CEO Meeting held by APINDO and Mitra Kunci on April 19, 2021 online, to encourage the application of the principles of inclusive workforce development in private sector companies.
2. The Central Java Provincial Manpower Office agreed to collaborate on the development of the e-Makaryo platform for manpower recruitment.
3. The Chairperson of Commission E of the Regional People's Representative Assembly (DPRD) Central Java agreed to include youth and people with disabilities in the Central Java Provincial Government Development planning deliberations of 2021.
4. The commitment of the special staff of the Governor of Central Java, Mr. Ganjar Pranowo, to prioritize discussions with the Mitra Kunci team to support the inclusive employment program in Central Java.
5. Banyuwangi BLK agreed to train 21 people with disabilities in the field of office administration and cleaning services in 2021.
6. Opportunities for support from the Village Community Empowerment Service(DPMD) from Kab. Banyuwangi, which provides business capital for persons with disabilities in Banyuwangi through the Kanggo Riko program. Kanggo Riko focuses on empowering thousands of poor people in rural areas to become economically independent.

These commitments and opportunities will be followed up in the next quarter.

2.2.2. QUARTERLY MONITORING VISITS TO PIS AND PARTNERS

Similar to the previous quarter, there were no in-person PI visits. Mitra Kunci made use of emails, text message, phone calls and online meeting platforms. The next section describes coordination and technical assistance support that took place this quarter.

2.2.3. TECHNICAL ASSISTANCE FOR PARTNERS

Technical assistance was carried out by Mitra Kunci's grant and program teams online this quarter to ensure that the activities carried out by the partners will achieve the agreed objectives. Apart from discussing the administrative aspects of grants, technical assistance included strategies for implementing activities.

Technical assistance for APINDO took the form of online discussions with DPN APINDO representatives in January focusing on milestones three and four and on APINDO's request for modification, followed by a series of exchanges via email on deliverables and contractual and finance issues, plus discussions related to shared activities including GESI Guideline dissemination in Central Java for BCA and in East Java for Accor, then on the Interactive Dialogue and company mentoring for GESI.

Technical assistance for HEIs consisted of a series of online meetings in two rounds. The first round included UNSIL, UNIKU, UNEJ, UNPAD, UMM, UNESA and UNSUR during the period January 21 - February 5, 2021, focusing on status updates on Milestone 2 deliverables and timeline. A second round of meetings from March 26-29, 2021 focused on Milestone 3 and close out activities with UNSUR, UNEJ, UNIKU and UNESA. Coordination and technical assistance with the remaining HEI partners will follow in the next quarter.

2.3. TASK III: PROVISION OF TECHNICAL ASSISTANCE FOR KEY STAKEHOLDERS, PARTNERS, AND NON-US LED PIS

Task III is focused on the provision of technical assistance for PIs, partners, and stakeholders, in technical areas such as PYD, GESI, CCLA, Monitoring and Evaluation and other aspects relating to the technical implementation of their activities.

This quarter saw advances in the dialogue with MOM on Community BLKs and agreements on training for Community BLKs using the Roadmap for Community BLKs, and later publishing and hosting the materials online. More avenues were explored for providing information on job opportunities for graduates of Community BLKs, and Mitra Kunci developed new and dynamic partnerships with two youth-led organizations, KONEKIN and Emancipate Indonesia, to contribute to IWD advocacy. At the same time, Mitra Kunci pushed forward conversations with Bappeda in East Java and with Manpower in Central Java to ensure traction towards eventual handover with the EEE PWD activities and the online job matching platform, E-Makaryo.

2.3.1 CONTINUE DEVELOPMENT OF ROAD MAP AND BUSINESS MODEL FOR COMMUNITY BLKS

The Roadmap for Community BLKs was submitted to MOM in the previous quarter, and MOM has indicated that it is ready to apply it in practice. Rather than pursue initial plans to publish the document in hard copy which would require a long process of finalization and procurement, Mitra Kunci will use the content in training for Community BLKs starting in the next quarter and will finalize the document in

an electronic format only. In this way, the content will be tested and improved through feedback during and after the trainings, which will include Community BLKs and MOM representatives, and can later be uploaded to the Community BLK platform and shared more widely as a result. It is anticipated that MOM will support the release of the road map and modules by adding an introduction and providing its logo alongside that of USAID.

2.3.2 SUPPORT THE DEVELOPMENT OF A PLATFORM FOR COMMUNITY BLKS

On January 28, 2021, Mitra Kunci held an offline meeting with the Indonesian Ministry of Manpower (MOM) team at the Indonesian MOM Office in Jakarta to take forward discussions to ensure that the digital platform will meet the needs of all parties. Attended by the special staff of the Minister of Manpower, this meeting was an opportunity for Mitra Kunci to present the functional design of the platform which aims to complement and link the existing MOM platform (SISNAKER), with functions as follows to benefit both management of Community BLKs as well as resources for BLK participants:

1. Online learning management materials for inclusive management of Community BLK centers.
2. Network forums and information sharing between Community BLKs in Indonesia, especially related to monitoring and evaluation.
3. Soft skills training components for Community BLK training participants.
4. Information on job opportunities for graduates of Community BLKs.

As follow up, Mitra Kunci joined an online meeting on February 23, 2021 and concrete feedback was provided to inform development of the Community BLK platform. Since then Mitra Kunci has moved forward on this and on March 30, 2021 Mitra Kunci met the MOM team which runs the ministry's talent hub program and manages its innovation room, to continue discussing all options to develop the most suitable platform to support the development of Community BLK and Disabled Persons Organizations. Another avenue being explored is the start-up online learning platform, Bahaso, which could be used as a model for the Community BLK platform. Founder and CEO Bahaso Tyovan Ari Widagdo expressed his interest in the concept of the BLK platform, and a meeting is planned in April 2021 to discuss potential collaboration.

2.3.3 WORKSHOP FOR A COMMUNITY BLK ROAD MAP PLATFORM

Planned for April 2021.

2.3.4 LAUNCH OF THE PLATFORM FOR COMMUNITY BLKS AND TRAINING IN ITS USE

Planned for May-June 2021.

2.3.5 CONTINUE TO DEVELOP ADVOCACY NETWORK TO PROMOTE INCLUSIVE WORKFORCE DEVELOPMENT

This quarter, Mitra Kunci continued to build support from policymakers and to strengthen its advocacy network by collaborating with several organizations concerned with issues of inclusion and workforce development for poor and vulnerable youth.

In January, February, and March 2021, Mitra Kunci invited KONEKIN and Emancipate, two organizations that mostly involve youth, to discuss the strengthening of youth-led networks in support of inclusive

workforce development. Mitra Kunci, Emancipate and KONEKIN then jointly held online meetings with youth in West Java, Central Java and East Java to discuss IWD, with participation facilitated by KONEKIN and Emancipate. Mitra Kunci and partners came to an agreement with participants to form a youth network to advocate inclusive workforce development, including for people with disabilities, in each province.

In the next quarter, Mitra Kunci aims to facilitate meetings between youth networks in the provinces of West Java, Central Java and East Java with stakeholders from the executive and legislative bodies to broaden and build momentum for IWD.

2.3.6 SERIES OF STRATEGIC MEETINGS TO SCALE UP PROGRAMS IN MITRA KUNCI PROVINCES

East Java: In January and February 2021, Mitra Kunci met Dr. Maratus Sholihah, Head of the Data and Information Sub-Division of Bappeda East Java, to update her on the Employment and Economic Empowerment for People with Disabilities (EEE PWD) program in seven districts and municipalities. Mitra Kunci shared assessment plans and data and information related to PWD disabilities in the program, which will be used as a basis for developing program strategies.

Central Java: In February 2021, Mitra Kunci met Ahmad Aziz, Head of the Placement of Manpower Office of Central Java in an online meeting, to follow up on program development for online Manpower recruitment through the E-Makaryo platform. It was agreed that Mitra Kunci will support the creation of a psychometric assessment as part of the platform, so each job applicant can identify jobs that match their potential. Mitra Kunci will work with the Central Java Provincial Manpower Office on the framework for this.



Online meeting with Ahmad Aziz, Head of the Placement of Manpower Office of Central Java, to follow up on online manpower recruitment through the e-makaryo platform.

2.3.7 NATIONAL STRATEGIC MEETING TO SCALE UP PROGRAMS

Planned for May 2021.

2.4. TASK IV: PARTNERSHIP ENGAGEMENT AND KNOWLEDGE SHARING

Task IV focuses on partnership engagement and knowledge sharing, learning, and coordination between Mitra Kunci partners, GOI and private sector partners, as well as between other USAID and other donor-funded activities. Highlights of engagement this quarter included the collaboration with Down's Syndrome Parents Association (POTADS) in East Java in March. Ongoing publications in process include a video documentation of the Progresif program and the series of books for HEIs on entrepreneurship. The team also held in-house training on USAID branding and began preparations for media gatherings. Two Kunci coordination meetings took place, and Mitra Kunci continued to liaise with the Central Java government for a budget allocation within the provincial budget for IWD support. Monitoring and evaluation activities continued remotely, and the team focused on its social media presence by sharing illustrated and topical posts.

2.4.1. IMPLEMENTATION OF THE MITRA KUNCI COMMUNICATION STRATEGY

In the second quarter of its fifth and final year, Mitra Kunci continues to implement its twofold communication strategy: first, providing technical assistance in communication-related activities, both internally for the technical team and externally for project implementers (PIs) and higher education institution (HEI) partners. Second, producing and overseeing the quality control process of communication and knowledge management products, including but not limited to press packages for events that call for media engagement, event promotion materials, and documentation of project activities.

Mitra Kunci supported a talk show to commemorate World Down's Syndrome Day hosted by the East Java Coordinating Agency for Social Welfare Activities (BKKKS) and the Children with Down's Syndrome Parents Association (POTADS) in March which included adults and young people with Down's. This activity was seen as a way to promote disability inclusion in line with Mitra Kunci's mission, and the challenges and opportunities faced by people with Down's Syndrome to be self-reliant and able to earn their own living align with Mitra Kunci's focus on IWD.

Meanwhile, in terms of communication and knowledge management products, Mitra Kunci has focused on content such as:

- A press package and materials for the Interactive Dialogue on Inclusive Workforce with CEOs in February, co-hosted with Employers' Association of Indonesia (APINDO) and Indonesia's Ministry of Manpower (MOM).
- Video production to document the insights from the Pro Generasi Kerja Inklusif (PROGRESIF) program, including interviews with the Head of BLK Sidoarjo and Banyuwangi in March.
- Completion of plagiarism check for four books and modules on entrepreneurship and career center development by HEI partners in March prior to manuscripts lay-out.

In January 2021, Mitra Kunci held an internal Branding and Marking Briefing for its entire team to ensure full understanding of the use of USAID's identity. Then in February, Mitra Kunci met USAID's Contracting Officer's Representatives (COR) for Mitra Kunci, Ester Manurung, and Development Outreach and Communication (DOC) Lead, Swiny Andina, on Mitra Kunci's plans for outreach and media engagement activities this year. The discussion also covered how Mitra Kunci can coordinate with USAID to prepare for its outreach and advocacy plans this year, such as the potential collaboration with USAID's New Partnerships Initiative (NPI) for media advocacy efforts, initiating a joint social media campaign and tagging @usaidindonesia and @usembassyjkt, and expectations for USAID branding and marking guidelines especially in co-branding opportunities.

Among the upcoming outreach activities discussed with USAID was the plan to hold media gatherings, preparation for which started in March. The first, titled “An Overview of Inclusive Workforce in Indonesia,” is to be held on April 28, 2021, also to commemorate the World Day for Safety and Health at Work; while the second will focus on inclusive education, on June 17, on the first day of Learning Disability Week. The media gatherings aim to present Mitra Kunci as a USAID initiative for inclusive workforce development, to showcase the issues it focuses on and the related key stakeholders it engages, also highlighting the penta-helix approach as a program legacy.

2.4.2. REGULAR SERIES OF KUNCI COORDINATION MEETINGS

This quarter, two routine Kunci Coordination meetings were held online on January 14 and March 10, 2021, with USAID, JAPRI, YEP, and Mitra Kunci representatives.

Key updates from the January meeting were as follows:

- USAID briefed the group on several matters and stressed the importance of Kunci partner engagement with sub-national governments, and that USAID would like to be briefed on this. USAID COR Ester Manurung briefed on BAST finalization in light of the shift of Kunci to MoEC which means that Mitra Kunci will account to MoEC and ultimately handover all project legacy items to MoEC. USAID also recommended Kunci partners review the USAID website to learn more about its business plan, and in the case of Mitra Kunci, the PADU program is relevant as it relates to job seekers.
- Mitra Kunci updated on project progress and local government engagement and outlined a combined activity in East Java with JAPRI on GESI.
- YEP is focusing on scale up activities prior to closing down the project.
- JAPRI outlined activities in East Java, sharing on coordination issues with provincial Bappeda, and Mitra Kunci provided inputs on how Bappeda had included all Kunci partners in a meeting last year and asked for clarification on the difference between Kunci and Mitra Kunci.
- Finally, the group noted that bi-annual reports to provincial governments for period of July – December 2020 are due on January 30, 2021, and the next period is to cover January to June activities and are due on July 30, 2021, while the final report will cover closing activities only.

Meanwhile the March meeting updates were as follows:

- USAID updated about its planned portfolio review later in the month, on staff and project changes, and the newly renamed Office of Economic Growth and Education.
- Mitra Kunci provided a full update on a range of activities and collaboration with all stakeholders including APINDO and MOM as well as provincial governments.
- YEP announced its spin off back to ICEFE (Indonesia Council for Economic and Financial Education), the core organization which YEP has used as a vehicle. ICEFE will sustain itself as a national organization with a group of master trainers once YEP closes.
- JAPRI also now has a team of master trainers and is still in full implementation.

2.4.3. REGULAR SERIES OF PROVINCIAL KUNCI COORDINATION MEETINGS

The coordination meeting will be held after March 2021, based on a request from Provincial Bappeda of Centra Jawa and East Java. The schedule for other provinces will be finalized in the next quarter.

2.4.4. ADVOCACY FOR REGIONAL PLANNING AND BUDGETING PROCESSES

In February 2021, Mitra Kunci Deputy Chief of Party, Muhammad Hudallah met the Chairman of Commission E of DPRD Central Java, Abdul Hamid in Semarang, to discuss possible support to poor and vulnerable youth and groups with disabilities in Central Java. The Central Java provincial government is preparing a work plan and budget for the 2022 fiscal year. For this, the government, including the DPRD (provincial parliament) opens opportunities for the public including civil society organizations to provide inputs and recommendations. Mitra Kunci met the Chair of Commission E of the Central Java DPRD to provide input in this way for the Central Java work plan and budget 2022 to provide support for programs for inclusive workforce development.

Potential activities include:

1. Developing approaches to screening youth work readiness;
2. Mentoring or business assistance, especially for young people who are interested in entrepreneurship;
3. Raising public awareness of gender equality and social inclusion in the world of work and eliminating stigma for youth with disabilities.

2.4.5. MONITORING AND EVALUATION TECHNICAL ASSISTANCE FOR PARTNERS

Mitra Kunci continues to conduct remote technical assistance for monitoring and evaluation to help partners gather data and ensure the delivery of project indicators and assists partner universities to develop the case studies they are required to produce as part of their FAAs on assisting villages in creating new businesses or improving existing businesses.

M&E technical assistance was provided by text, email and online coordination meetings with universities (as reported in section 2.2.3. Technical Assistance for Partners).

2.4.6. CONTENT CREATION AND SOCIAL MEDIA WORKSHOP FOR UNIVERSITIES

In its fifth year, Mitra Kunci's focus is on content creation includes initiatives to strengthen its digital presence through its social media handles on Twitter, Instagram, and Facebook, where the program publishes planned daily content about five times a week.

Mitra Kunci use its Medium account this quarter, as the team is preparing for more timeless, long-form content through editing the articles from PROGRESIF's outputs, planned to be published one at a time throughout the third quarter of the year. The program looks forward to being able to produce long-form content more regularly after it completes the hiring process of an Editorial Consultant who will be responsible for this task.

In general, Mitra Kunci's social media presence has made progress over the second quarter of the year, starting strong in January. While the statistics dipped moderately in February, they increased in March, with steadily increasing numbers of followers. To achieve its target of achieving opinion leader status by the end of the program, USAID Mitra Kunci needs to employ tactical measures to amplify its impressions (number of times a content appears on the homepage or the timeline of a user), reach (the total number of accounts who see content), and engagement (the number of times a user takes action on the content they see). These tactical measures include advertising one or two most popular post(s) of the month as sponsored or promoted post on the respective platforms and tapping into the network of social media influencers on workforce and inclusivity issues to share Mitra Kunci's social media

content. The below paragraphs show some key points related to Mitra Kunci’s social media presence. A full report is in Annex 6.

On Twitter, Mitra Kunci gained 59,200 impressions throughout the quarter, with an average of 657 impressions per day. The impression number is impacted by how interesting or novel the information shared in a particular content, which influenced the share-ability of the content. The most popular content in this quarter was posted in on January 18, with nearly 6,000 impressions (see screenshot below). The post describes the fact that female workers are more vulnerable to abuse in the workplace, and emphasized the need for affirmative action and protection of all workers rights.

	Impressions	5,923
	Total engagements	112
	Detail expands	60
	Media engagements	33
	Likes	11
	Retweets	4
	Profile clicks	2
Replies	1	
Link clicks	1	

On Instagram, Mitra Kunci also showed slight changes in reach and impressions from January to March, with a total of 4,507 impressions, amounting to 50 per day. The most popular content this quarter was posted in on January 27, with 182 impressions and a reach of 168 (see screenshot below).



PRINSIP INKLUSI DISABILITAS #2
PELIBATAN

Semua kebijakan yang menyangkut kehidupan orang dengan disabilitas harus dibuat dan dijalankan dengan melibatkan orang-orang dengan disabilitas, agar kebijakan tersebut betul-betul mewakili kebutuhan dan kepentingan mereka.

Disadur dari buku Panduan Kesetaraan dan Inklusivitas di Tempat Kerja.

#inklusi101 #inklusi #kesetaraan #diskriminasi #ketenagakerjaan #ketenagakerjaaninklusi #disabilitas

2w

Liked by lensimursida and 12 others

JANUARY 27

Add a comment... Post

This translates to: “Principles of disability inclusion #2: Inclusion: All policies relating to the lives of people with disabilities should be made and implemented involving people with disabilities, so the policies truly represent their needs and priorities.”

On Facebook, Mitra Kunci’s total reach declined in March after a slight increase in February. However, every month it consistently achieved a number that was exponentially larger than its total page likes. The most popular content in this quarter was posted in on February 9 (see screenshot below). The post translates as “A second type of microaggression is the microinsult. Often concealed as a compliment, we are often not aware that these are being said. However, for minorities and the vulnerable, they can be seen clearly as insults.” In the box it notes, “Types of microaggression #2: the microinsult. Implying, sometimes unintentionally, that someone’s background (gender, disability, race and others) is somehow lower than other people’s. Example: Wow, amazing, a woman can be a boss!”

USAID Mitra Kunci
Published by Buffer [?] · 9 February · 🌐

Jenis microaggression (perundungan tersembunyi) yang kedua yaitu microinsult atau hinaan tersembunyi.

Hinaan ini seringkali bersembunyi dalam pujian, bahkan bisa jadi tidak disadari oleh yang mengatakannya. Namun, bagi kelompok minoritas atau rentan, efeknya tidak berbeda dari penghinaan terang-terangan.

—

#inklusi101 #inkluisivitas #kesetaraan #diskriminasi #ketenagakerjaan #ketenagakerjaaninklusif #gender #perempuan #disabilitas

JENIS-JENIS MICROAGGRESSION (PERUNDUNGAN TERSEMBUNYI) #2
MICROINSULT (HINAAN TERSEMBUNYI)

Menyiratkan, kadang tanpa sengaja, bahwa kondisi atau latar belakang seseorang (gender, disabilitas, ras, dll.) pada umumnya lebih rendah daripada “orang kebanyakan”.

Contoh: “Wah, nggak nyangka, perempuan bisa jadi boss!”

mitra_kunci | usaidmitrakunciinitiative | #inklusi101

Performance for your post

219 People Reached

14 Likes, Comments & Shares

10 Likes	4 On Post	6 On Shares
1 Comments	0 On Post	1 On Shares
3 Shares	3 On Post	0 On Shares

8 Post Clicks

1 Photo views	0 Link clicks	7 Other Clicks
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NEGATIVE FEEDBACK

0 Hide post	0 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Mitra Kunci is set to develop a specific social media communication strategy document, but the performance from the uploaded content can be used as a reference to observe the types of content that is considered interesting by our audience.

2.5. TASK V: LEVERAGE PUBLIC AND PRIVATE SECTOR RESOURCES

Task V is focused on leveraging public and private sector resources and how Mitra Kunci and PIs can contribute to the Journey to Self-Reliance (J2SR) and scale-up by effectively leveraging the resources, capacity and commitment of the public and private sector to achieve outcome-based results. Progress on these activities has been significant across a wide range of stakeholders:

- Following the months of work with HEIs on the KKN/PKL-TKWU programs, Mitra Kunci made significant progress this quarter with MoEC, setting up the format and hosting of the KKN-TKWU modules on entrepreneurship which will allow students throughout Indonesia to learn about entrepreneurship for their community service programs.

- Partnership with two youth-led groups, KONEKIN and Emancipate Indonesia began with lively discussions on inclusion and rights in all three provinces as a starting point for setting up a Youth Network for positive youth development and IWD.
- The Interactive Dialog activity with APINDO and MOM was a tremendous success, opened by the Minister of Manpower and attracting more than 200 participants including 30 company CEOs to focus on inclusive workforce development. Mitra Kunci is now preparing to support private sector partners and government with a roadmap for IWD as recommended by the Dialog.
- Mitra Kunci partners are taking practical steps to implement the GESI Guidelines and referring to the project for further advice and support, and in some cases providing training for workers on GESI in the workplace as part of their regular training activities.
- In the regions, the project opened up space for discussion on how BLKs can meet industrial needs and promote IWD in East Java and promoted the GESI Guideline in Central Java for the HR Forum, and with Kalbe Farma factories.

2.5.1. EQUIPPING UNIVERSITY STUDENTS WITH ENTREPRENEURSHIP SKILLS

This activity is broken down into coordination meetings to develop entrepreneurship skills, the development of a platform to host e-learning materials and strengthening of the pentahelix approach to underpin entrepreneurship for university students.

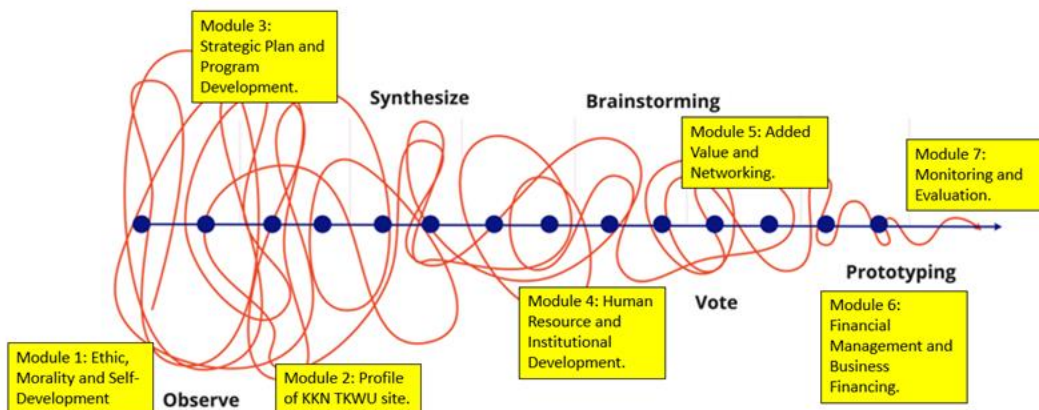
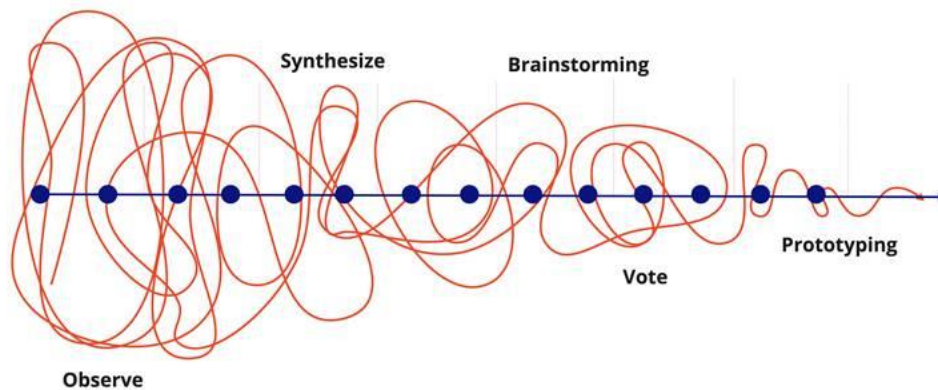
2.5.1.1 HOSTING A SERIES OF COORDINATION MEETINGS WITH MOEC AND HIGHER EDUCATION INSTITUTIONS TO SUSTAIN KKN/PKL-TKWU

Mitra Kunci is collaborating with seven universities on Entrepreneurship Thematic KKN (KKN TKWU) and three polytechnics (PKL TKWU) in West Java, Central Java, and East Java. Guidelines for offline and online Thematic Student Community Service on Entrepreneurship (KKN TKWU) was discussed through several meetings with the Ministry of Education and Culture, with the aim of launching the e-learning module at the next coordination meeting. KKN TKWU employed Design Thinking with sequenced steps as follows:

1. Observation
2. Synthesis
3. Brainstorming
4. Decision Making
5. Launching of Business Concept
6. Monitoring & Evaluation.

Mitra Kunci synchronized the design thinking approach with the concept for the modules as below:

**Design Thinking
Process
(Brown, 2009)**



The resulting design for the e-learning program therefore includes seven modules focusing on:

1. Ethics, morality and self-development.
2. KKN location profiling
3. Strategic planning and business development
4. Human resource development and institutional capacity building
5. Adding value and networking
6. Financial literacy
7. Monitoring and evaluation

2.5.1.2 DEVELOPMENT OF E-LEARNING PLATFORM FOR KKN/PKL-TKWU

Given recent developments, it was seen as a priority that KKN-TKWU modules should be made available for online learning in order to expand their potential reach across Indonesia. The process of converting traditional learning materials into e-learning materials requires significant inputs as well as a sustainable platform to host and maintain them.

The Ministry of Education and Culture (MoEC) has an Online Learning System (SPADA). At the start of the pandemic, MoEC hosted online lectures for universities that did not yet have a Learning Management System (LMS) but were already using google classroom, digitizing existing conventional

modules into e-learning and uploading them into SPADA where they can be accessed at any time (asynchronous).

This can be applied to the KKN-TKWU modules, and a team at MOEC has been tasked to provide this support for state universities and also to publicize the courses among universities.

SPADA provides three services: Online Courses, Open Courses, and Open Materials. Each university can access Open courses from start to finish and two credits or more can be earned from each.

MoEC recommended using multidisciplinary approaches and discussed how the Merdeka Belajar Kampus Merdeka (MBKM) has eight programs through which KKN TKWU students can obtain 20 Semester Credit Units (SKS) on top of their KKN credits. There may be an opportunity to integrate the KKN TKWU module into MBKM, and promote the concepts of entrepreneurship, placing value on soft skills development more broadly.

Discussions on the development of the modules on SPADA included a range of inputs:

- Ms. Yulita Priyoningsih, point person of distance learning for higher education at the Ministry of Education and Culture, emphasized that materials for use in universities should be more focused on the academic, while those for use in polytechnics should be more applied and practical.
- The Ministry of Education and Culture team committed to providing input on the existing modules and calculation of credits.
- The MoEC team is responsible for the execution of SPADA and uploading of content and will ensure that the modules are accessible for people who are hard of hearing and visually impaired.
- There will be a certificate of completion per module for students and a certificate design which by default will have the logos and signatures of the module authors.
- The MoEC team will create a Telegram group as a discussion forum on the KKN TKWU module involving KKN alumni and lecturers.
- USAID branding is a possibility, to be discussed.

There will be a follow-up workshop to plan the transformation from conventional to e-learning modules.

2.5.1.3 WORKSHOP TO STRENGTHEN PENTA HELIX KKN/PKL-TKWU FOR UNIVERSITIES AND POLYTECHNICS

This workshop will be held in May 2021 when the e-learning module for KKN TKWU is expected to be almost finished. It will showcase the implementation of KKN TKWU by each university partner, their achievement and challenges. University partners will be asked to bring their private sector partners to showcase their activities, achievement and challenges and how to mitigate risks.

2.5.2. ENGAGING THE PRIVATE SECTOR TO IMPROVE GESI AND INCLUSIVE WORKFORCE DEVELOPMENT

In recent months there have been signs of recovery in many sectors, and companies which furloughed workers are now starting to bring them back to work. At this stage however, few are making new hires. Many Mitra Kunci partners are looking at internal improvements while the situation continues and while many staff still work from home.

The Training of Facilitator Teams for IWD was originally intended to be carried out offline in March 2021. Conducting the training offline was considered necessary because it requires activities that involve interactions and physical practices. Mitra Kunci, APINDO and companies agreed to reschedule the training and it will be conducted on May 27 – 29. MoM has issued several policies related to Mitra Kunci's advocacy work on IWD since early 2020, including Government Regulation No. 60/2020 on service units for IWD and Ministerial Regulation No. 21/2020, and recent plans by MoM indicate close alignment with Mitra Kunci goals.

This was strongly reinforced in February 2021 when the MoM Minister attended the Mitra Kunci Interactive Dialogue along with business representatives. The Interactive Dialogue was a positive step for both MoM and DPN APINDO and led to the agreement on a Working Group (Pokja) to develop a Road Map towards IWD. The group will include representatives of MoM, DPN APINDO and disability partner organizations, and will also aim to establish a Special Desk on IWD within the APINDO offices throughout its provincial and district/city network. See Feature Story.

This quarter, there has been an increase in the number of participating companies wanting to focus on IWD, and at the same time, many partners are initiating IWD in workplaces. Concrete steps have been taken particularly by H&M which has collaborated with Mitra Kunci to roll out IWD in its work units. Kalbe Farma has also taken steps by training workers from 15 factories on IWD as part of its six-monthly in-house training program.

Collaboration with APINDO started last year and is also described in Section 2.5.2. Below is a summary of project achievements this quarter.

Achievement of Program Indicators

Amount of resources leveraged from public or private sector partners for Kunci workforce development program increased

This quarter, contributions were obtained from various institutions ranging from ministries, professional organizations and companies. Professional associations and company representatives provided internet hosting for several activities such as the discussion of a Guideline on Equality and Inclusivity in Workplace and the Interactive Dialogue between MoM and companies. The total value of this contribution is IDR 35,000,000 (350 × IDR100,000).

In addition, other contributions were waived honorarium costs by speakers and participants in the In-House Training for PT. Kalbe Farma Tbk and the above Interactive Dialogue. The value of the contribution is IDR 13,500,000 (9 people × IDR1,500,000).

The total contribution in this period is estimated at IDR 48,500,000.

Number of workforce development partnerships developed

In this period, Mitra Kunci noted six new collaborations, including the Central Java PHRD (Perhimpunan HRD or Association of Human Resource Development), and DPP APINDO in West Java, Central Java and East Java. Other partners include the Directorate General of Binalatas and the Directorate General of Binapenta of MOM.

Number of GESI Initiatives Implemented

Three initiatives were carried out with organizations and companies with Mitra Kunci technical assistance in this period:

- Central Java PHRD conducted online discussions with their company members on the Guideline on GESI in the workplace.
- PT. Kalbe Farma Tbk promoted IWD using the Guideline on GESI in the workplace for management and employee of 15 companies and chapters in their network.
- H&M Indonesia expanded their Inclusive Action Plans to an additional 17 production units in Central Java. Planned activities to be carried out this year include:
 - Self Assessment (Audit) in production units using the assessment tool and Guideline.
 - Training for their facilitator team to improve gender equality and inclusive workplaces in each production unit.
 - Training for capturing best practices in the implementation of GESi in the workplace.
 - Program monitoring and evaluation.

Number of companies participating in workforce development programs

266 companies participated in various activities supported by Mitra Kunci during the quarter, including those from other provinces such as Sumatra, Kalimantan and Sulawesi. The activity that contributed most to the achievement of this indicator was the Interactive Dialogue between MoM and private sector partners on February 24, 2021.

2.5.2.1 COORDINATION AND COOPERATION WITH DPP APINDO TO PROMOTE IWD

Coordination Meetings with DPP APINDO

Three online discussions took place in the quarter, with the following conclusions:

- In West Java, an APINDO provincial board (DPP) meeting selected a new secretariat in March so the DPP requested Mitra Kunci to hold on activities until the new board was established.
- In Central Java, the coordination meeting was postponed until April due to the closure of the DPP office for COVID-19 sanitization.
- In East Java, Mitra Kunci met the DPP deputy head and planned a dissemination and discussion activity to focus on inclusive workforce development on April 12, 2021, bringing in APINDO member companies from Surabaya and Sidoarjo as well as those from EEE program locations.

Technical Assistance for private sector partners

Several coordination meetings with H&M took place to develop GESI Action Plans during the quarter. H&M indicated that it would increase the number of participating work units from eight to 17, all in Central Java, until September 2021. Collaboration during the upcoming months will include:

- Self-Assessments for GESI in the workplace using the Mitra Kunci assessment tool and Guidelines.
- Training for GESI in the workplace facilitators among H&M's HR production units.
- Training in success story writing for GESI in the workplace for communications teams in production units.
- Monitoring and Evaluation of the joint program on GESI to establish its impact on the work environment and on the workers themselves.

Coordination meeting with PT. Kalbe Farma to prepare in-house training

Mitra Kunci met PT. Kalbe Farma Tbk. on February 10 and March 12, 2021, to plan in-house training on March 19, which Kalbe Farma wanted to focus on GESI this year. The training program will be for

representatives of workers from 15 factories across Java. Mitra Kunci was asked to provide support to this in terms of a resource person and training materials.

Focus Group Discussion to develop a disability-inclusive workforce Road Map

Based on the outcome of the previous interactive dialog, which recommended the development of a road map towards GESI as a guide for government, the private sector and disability partner organizations, not just in Java but nationwide, Mitra Kunci held an internal discussion to outline this process on March 15, 2021. The discussion aimed to seek inputs on the process and an advocacy strategy for it and concluded that the road map should focus on disability inclusion. It was agreed that it should be led by MoM's Directorate General for Guidance for Worker Placement and Expansion of Work Opportunities (Pembinaan Penempatan Tenaga Kerja dan Perluasan Kesempatan Kerja - Binapenta) and disabled person's organizations (DPOs), and it should build on and enhance existing models, identifying in particular the roles of the various stakeholders.

2.5.2.2 COORDINATION AND COOPERATION WITH TVET INSTITUTIONS IN THREE PROVINCES

Series of Focus Group Discussion (FGDs) with TVET institutions

This activity aims to result in the development of a Guideline for Inclusive BLKs, involving representatives of BLKs from the three provinces as well as representatives of MoM's Directorate of Guidance for Training and Productivity (Pembinaan Pelatihan dan Produktivitas - Binalatas). The FGD on February 2, 2021, was a forum for discussion and sharing of experience between BLKs and companies focusing on GESI and on training and recruiting workers. The FGD identified a number of challenges and needs related to BLK staff including lack of accessibility, staff as yet untrained in inclusive approaches and mismatching between courses offered and industry needs, and a gap between company needs and ability to absorb BLK graduates. It opened up space for collaboration between BLKs and companies related to labor market needs and training materials for GESI.

Technical Assistance for TVET institutions

Based on consultations with BLKs, this activity will take place in June to August 2021, to align with ongoing training schedules.

2.5.2.3 COORDINATION AND COOPERATION WITH PRIVATE SECTOR IN THREE PROVINCES

Webinar Series

- **Promoting the GESI Guideline through the HR Forum of Central Java.**
At the request of the Central Java HR forum, this activity was held on February 19, 2021 and attended by more than 50 participants from a range of industries. Mitra Kunci provided two speakers, Lispiyatmi (PT. Jotun Indonesia and one of the contributors to the Guideline) and Aditya Rikidaniel (Klobility.id), and Lensi Mursida (COP Mitra Kunci) and Agung Budi Tri Harjanto (Head of Central Java HR forum) opened the event. The HR Forum anticipated further collaboration with Mitra Kunci on GESI in the workplace for its member companies.
- **Promoting the GESI Guideline through PT. Kalbe Farma Tbk. in-house training.**
Held as part of the Kalbe Farma regular program, 100 participants from 15 factories across Java attended this event. Mitra Kunci moderated the discussion and provided expert inputs on GESI in the workplace, and also was able to facilitate links between industry partners and disability organizations, which should lead to further collaboration and the potential recruitment of PWD.

FGD Series

Based on consultations with partners, this activity will be replaced by a training event to train GESI facilitators from selected companies in Java, to be delivered by the 30 trained trainers from HR and Compliance units.

Job Matching Event

Planned for July-August 2021 as a recruitment drive, one in each province, bringing together employers and potential employees with disabilities.

2.5.2.4 DISSEMINATION OF GESI GUIDELINE FOR PRIVATE SECTOR PARTNERS

Completed, see previous Quarterly Report.

2.5.2.5 TRAINING WORKSHOP TO DEVELOP A TEAM OF GESI FACILITATORS IN THE PRIVATE SECTOR

Following consultations with DPN APINDO on March 19, 2021, this training activity will be carried out between May 26 – May 29, 2021 in Jakarta or Bogor. The training is currently planned to be held in person but may be held online depending on the COVID-19 situation at the time of the planned training workshop.

2.5.2.6 MENTORING ON THE IMPLEMENTATION OF GESI ACTION PLANS FOR COMPANIES

Completed, see previous Quarterly Report.

2.5.2.7 FACILITATING YOUTH COUNCILS FOR PYD ADVOCACY TEAM

To continue mainstreaming the Positive Youth Development (PYD) approach into Mitra Kunci's work, the project collaborated with Emancipate Indonesia and Koneksi Indonesia Inklusif (KONEKIN) to initiate a Youth Advocacy Network for Decent and Inclusive Work (Youth Network). The collaboration, which was formalized through a Memorandum of Understanding (MoU), began this quarter with series of discussions (titled NGELOKER/Ngobrol bareng Lintas Organisasi dan Pekerja Muda, or Conversations across organizations with young workers) with youth communities in West, East and Central Java with the aim to identify champions to be invited to join the Youth Network.

NGELOKER events were attended by around 45 young leaders from the three provinces including young members of trade unions, youth-led organizations, disability-focused organizations and young workers with disabilities. Three following key points were highlighted in the events:

1. Young workers are still facing stigma in the workplace, this is particularly true for young workers with disabilities who are often labeled as 'unskilled'. The NGELOKER discussions revealed that such stigma is often rooted in lack of awareness of disability-related issues.
2. Fulfillment of rights is still an issue for young workers. This includes the right to unionize, to earn a fair wage and to access decent work. The shift to a gig economy also exacerbates the situations as it leads to an increasing job insecurity among young people due to short-term employment and lack of access to social protection.

3. There is a need for a support system among young workers to have conversations and work together to pursue decent and inclusive work in Indonesia.

From the PYD lens, this exercise showed Mitra Kunci's commitment to provide an enabling environment for young voices to be heard, which is one of the core components of the PYD approach. All the voices in the event were essential as a basis for the three partners to move ahead with designing a concept for the Youth Network that answers young workers' needs.

USAID Contracting Officer's Representative (COR) for Mitra Kunci, Ester Manurung, attended the NGELOKER event in Central Java on March 6, 2021 and appreciated the event as an opportunity to listen to young people directly about inclusive and decent work.

"This has been a very lively discussion in which we got to hear directly from the main stakeholders, the young people with disabilities themselves. We need to continue including these voices in our future collaborations," noted Bu Ester.

2.6. TASK VI: EMPLOYMENT AND ECONOMIC EMPOWERMENT OF PERSONS WITH DISABILITIES

Task VI is designed to address the Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) in East Java Province through a series of activities that will increase market-based inclusive workforce development in the province. During the period, as many as 86 persons with disabilities (PWDs) received training through BLKs and 72 DPOs were engaged. Moreover, Mitra Kunci engaged 57 companies, of which four have already moved forward with recruitment of PWDs. The team also consulted with 25 banks and cooperatives to identify opportunities for PWD to access credit and loans. Mitra Kunci identified 60 people across the districts and cities who are able to facilitate training, employment, and entrepreneurship opportunities for PWD. In addition, Mitra Kunci hosted seven FGDs in Surabaya, Jember, Malang, Pasuruan Banyuwangi, Situbondo and Sidoarjo from January through February 2021, inviting contributions from the Social Welfare departments, BLK representatives, private sector company representatives, and DPOs, to learn more about how the project could support PWDs and DPOs.

2.6.1 GATHER ACCURATE DATA ON PERSONS WITH DISABILITIES AT THE COMMUNITY LEVEL

During this period, Mitra Kunci conducted a quick assessment to identify Disabled People's Organizations (DPOs) and People with Disabilities (PWDs) that could be involved in the project through a series of FGDs as well as meetings with a number of stakeholders in each district/city.

The rapid assessment revealed that only a small proportion of PWDs are members of DPOs, and those who are members of organizations are not active. As a result, some DPOs are unable to determine how many members they have. Lack of information makes it difficult for DPOs to engage PWDs in EEE PWD programs. However, the assessment identified good practices with the potential for replication:

- In Malang, for example, the Disabled Family Forum at the sub-district level has become a gathering place for various organizations for information exchange.

- In Jember, various organizations gathered under the Perpenca (Persons with Disabilities Association and Advocacy Center), to carry out their own data collection, so they had a good existing database.
- Meanwhile in Situbondo, PPDiS, as an umbrella organization, also carried out its own data collection, which was quoted as the official data of the local government.

EEE has developed shortlist of 60 people in each district/city who are in a position to facilitate training, employment, and entrepreneurship opportunities for PWD.

2.6.2 EXPAND ACCESS TO DATA ON INTERNSHIPS, JOBS, AND ENTREPRENEURSHIP OPPORTUNITIES

To increase apprenticeship, employment, and entrepreneurship opportunities, the project encourages PWD to access training opportunities provided by BLKs in the various districts by providing information to them. This activity has had some success this quarter:

- In Malang, 64 PWDs accessed special classes provided by BLK Wonojati and BLK Singosari on hydroponics and catfish farming. Participants will be able to reuse training equipment provided to start up their enterprises.
- In Jember, 16 PWDs are currently learning to weld at the Jember BLK through a class designed for them. They plan to form a Joint Business Group (Kelompok Usaha Bersama - KUBE) for mutual support in their enterprises. Another 16 PWDs are taking a class on culinary and cleaning service.
- In Pasuruan, six PWDs have been accepted in general classes with non-disabled participants.

Table 2 – Type of Training in BLKs

BLK	Type of Training	Number of Disability Participants
Wonojati	Hydroponic Catfish Cultivation	16
Singosari	Culinary and Cleaning Service	16
Jember	Welding	16
Pandaan	Audio Visual, Culinary and Sewing	6

Meanwhile, limited job opportunities became available for PWD this quarter. New positions became available at Alfamart Group, so in Jember, Situbondo and Banyuwangi, Mitra Kunci facilitated 21 PWDs to register for several positions. The results of the recruitment will be reported in the next period.

In Banyuwangi, PWDs can work as casual daily laborers (THL) in all government offices. As the result of Mitra Kunci's consultation with the Regional Civil Service Agency there are 21 offices opening an opportunity for one PWD. In Malang, the small Burger Buto business also offers paid internships and on-the-job catering training for PWD. Likewise, a cafe business with several outlets offers a place for graduates of the hydroponic training course at the local BLK.

In line with the EEE PWD program's principles, Mitra Kunci will facilitate support, such as assistants or companions to instructors or participants, to to increase inclusion in BLK training courses. In Malang City, Mitra Kunci will facilitate special assistance from the regional government departments for BLK instructors and participants with mental disabilities during the training sessions. In Pandaan, Mitra Kunci will provide sign language interpreters for instructors and participants with hearing disabilities, and training and mentoring for the seven BLKs that have stated their readiness to facilitate participation for PWD.

2.6.3 EXPAND ACCESS TO STARTUP CAPITAL FOR ENTREPRENEURS

Mitra Kunci held a series of online FGDs in February and March 2021 in Jember, Sidoarjo, Malang, Banyuwangi, Situbondo and Pasuruan with 25 financial institutions to identify opportunities for PWD to access capital. Participants, including representatives from Bank Jatim, BRI, BNI and Bank Mandiri, stated that capital through the super-micro and micro credit schemes can only be given to parties who have been running a business successfully for at least six months. This presents a barrier to entry to newBLK graduates however it is not insurmountable.

The FGDs revealed several alternative sources of capital for PWD. In Jember, PERPENCA (Persatuan Penyandang Disabilitas dan Center Advokasi) is a DPO cooperative that runs a savings and loan business, which can support initial funding for members who wish to start a business. In Sidoarjo, the local government also supports micro credit by providing interest subsidies through the Regional Community Business Credit program, KURDA (Kredit Usaha Rakyat Daerah). In Malang, the cooperative Koperasi Wanita Setia Budi offers membership to PWDs to support their access to capital. In Situbondo, the Office of Cooperatives offers DPOs an option to form cooperatives to make it easier for them to obtain funding from banks.

2.6.4 EMPOWERING OF DISABLED PERSONS ORGANIZATIONS (DPOS) AT THE DISTRICT LEVEL

Mitra Kunci hosted seven online FGDs in Surabaya, Jember, Malang, Pasuruan Banyuwangi, Situbondo and Sidoarjo from January through February 2021, inviting contributions from the Social Welfare department (in all areas except Surabaya), BLK representatives, private sector company representatives, and DPOs to learn more about how the project could support PWDs and DPOs. Several key findings from these discussions include:

- DPOs can receive support from the district and city Office of Social Services for outreach to PWDs who are not affiliated with a DPO at the district/city level.
- The mass religious organization Nahdlatul Ulama (NU) expressed a desire to contribute to outreach to PWDs in villages through its networks.
- The Office of Community Empowerment (representing local governments) expressed commitment to carrying out data collection as well as providing access to services for PWD in villages.

As a result, Mitra Kunci is now set to bring together stakeholders from local government, civil society and religious organizations to jointly formulate an implementation strategy for outreach to PWDs, with the exception of the Surabaya city government which is slow to respond to requests for collaboration. The EEE PWD team is seeking alternative approaches to building relationships with officials in the Mayor's department and is simultaneously approaching relevant individual departments to participate in program activities while the bottleneck is being resolved.

Discussions in Situbondo Regency in March also revealed that at the district level PPDiS initiated support to PWDs in villages in 2018 and was seeking to empower local PWD groups to contribute to village Development Planning Consultations (MUSRENBANG) which contributes to budget planning. This engagement allows PWDs to express their needs, and increase resources available to them from local budgets. It is a potential model for other districts that Mitra Kunci can document and share.

Annex 9 includes a table summarizing the DPOs mapped by EEE PWD to date in all seven districts/cities, working at various levels and on various issues, providing services to PWDs and their families.

2.6.5 FACILITATE MULTI-STAKEHOLDER COORDINATION

Through its facilitation of district and city FGDs this quarter (mentioned above), Mitra Kunci identified several critical ways that local governments are ready to support PWDs in terms of inclusive workforce development.

- Jember: Committed to setting up a Regional Disability Commission under a local regulation (PERDA) to support the rights of PWD.
- Banyuwangi: Committed to implement the recruitment process for freelance/contract-based employees in every government office in the district, employing at least one PWD.
- Malang: Allocation of city government budgets for empowerment programs for PWDs at the sub-district level in 2022.
- Pasuruan: Through its Manpower office, formulated a technical guidance program for the recruitment of new employees with disabilities for private sector companies.
- Sidoarjo: Offers programs from the Manpower Office, for example, training for PWD.

Table 3 –Stakeholders Participating to date in the EEE PWD Program

Kab/Kota	CSO	Disability Schools	DPO	Higher Education	Media	Private Sector	Training Service Provider	Bank	Governance
Surabaya	1	13	14	5	3	1	1	0	0
Sidoarjo	3	3	7	1	0	6	1	1	10
Malang	3	2	19	3	1	8	3	6	11
Pasuruan	4	4	7	1	0	24	1	6	13
Situbondo	0	1	12	0	0	1	1	4	7
Jember	2	1	8	2	0	2	1	4	7
Banyuwangi	6	18	5	3	0	15	1	4	10
Total	19	42	72	15	4	57	9	25	58

2.6.6 INCLUSIVE GUIDELINES FOR TVET AND PRIVATE SECTOR

Activities to promote IWD and the GESI Guidelines will begin in the next quarter, with preparations underway in March 2021.

2.6.7 INCLUSIVE CORPORATE SOCIAL RESPONSIBILITY (CSR) IN THE PRIVATE SECTOR

This activity is currently in the final planning stage between Mitra Kunci and partners, using the pentahelix model to influence CSR planning among corporate partners.

2.6.8 AWARDS FOR INCLUSIVE CHAMPIONS, COMPANIES AND ORGANIZATIONS

Mitra Kunci is currently preparing the concept of an Inclusive Award Event to recognize agents of change in the inclusive labor sector. The Mitra Kunci Monitoring & Evaluation Team is collecting data from district/city and provincial level stakeholders to be included in a series of Inclusive Award Event processes which will be coordinated through a series of technical meetings.

2.6.9 EXPAND INCLUSIVE WORKFORCE DEVELOPMENT CHAMPIONS AMONG PARTNERS

Mitra Kunci is collaborating with BLK Wonojati, BLK Jember and BLK Singosari on a series of training activities aimed at PWD and will seek to promote good practices in the implementation of training for PWD in other BLKs.

- In Banyuwangi, the Aura Lentera Community has collected funds for training PWDs and supporting them in small business development. It is hoped that this activity can be promoted as a good practice that can be replicated and implemented in other locations.
- In Situbondo, Mitra Kunci will share the good practices that have been implemented by village level DPOs to widen access to information and opportunities for PWDs.

2.7. PROJECT IMPLEMENTER RESULTS

Section 2.1.5 above focused on how Mitra Kunci supports Project Implementers or PIs. Section 2.6 focuses on the activities and results achieved by PIs:

- SINERGI 2.0 – SINERGI's Phase 2 started in April 2019 and ended on September 29, 2020. It was managed by The Rajawali Foundation, in partnership with Transformasi.
- Progresif was led and implemented by Saujana. This program started on October 15, 2019 and completed its grant-funded activities in September 2020 and continued its close out during this quarter.
- Increasing Inclusive Workforce Development for the Private Sector, implemented by APINDO from February 17, 2020 to September 30 and with a no-cost extension (NCE) through March 31, 2021, works with 20-30 of its member companies to promote and improve the inclusivity of their hiring and HR policies so that they promote Gender Equality and Social Inclusion (GESI) in their companies and with their partners. Following the end of this activity, Mitra Kunci will liaise directly with member companies to promote GESI.

2.7.1. FOLLOW UP ON SINERGI 2.0 ACTIVITIES IN CENTRAL JAVA

According to Central Java's Manpower Office, 48,000 job seekers have used the online job app E-Makaryo so far (<https://bursakerja.jatengprov.go.id/>) including vocational school graduates. 243 registered employers have opened 363 job vacancies with a need for 14,200 employees in total.

As the SINERGI 2.0 activity is now closed, Central Java's Manpower Office is now collaborating with Mitra Kunci to enhance the app with a psychometric feature (Talent Assessment) to better match vulnerable youth with job opportunities. To this end, there has been a series of meetings and discussions since February 2021. Mitra Kunci has supported development of the psychometric feature by providing technical expert support with a programmer and a psychologist. The newly enhanced E-Makaryo app is expected to be ready for use in mid-June 2021. It will be introduced by the Central Java Provincial Manpower Office to BLKs and BKKs (Job Fair Centres) in vocational schools, as well as other related job matching providers and employers. Mitra Kunci will support the launch of the newly improved app.

2.7.2. PROGRESIF

As previously reported, Progresif completed its activities from October 2019 - September 2020. This quarter, Saujana, as the project implementer, is finalizing its last deliverable, the Final Financial Report

which is expected to be finalized by the end of April. A complete deliverable checklist is presented in the table below.

Table 4 – Progresif Document Deliverables

No	Deliverables	Check List	Document Proof
1	Workplan	✓	✓
2	Monitoring, Evaluation, and Learning Plan	✓	✓
3	GESI Action Plan	✓	✓
4	PYD Plan	✓	✓
5	Inclusive Workforce Model for TVET Centers	✓	✓
6	Company Business Case, a digital report covering the journeys of several companies towards inclusivity. This will be used as an advocacy tool with MOM and to influence other companies	✓	✓
7	ToT for TVET Instructor Training Module	✓	✓
8	Soft Skills for Youth with Disabilities Training Module	✓	✓
9	Coaching for Youth with Disabilities Training Module	✓	✓
10	Monthly Financial and Progress Report	✓	✓
11	Quarterly Program Report	✓	✓
12	Quarterly Finance Report	✓	✓
13	Close-out and demobilization plan	✓	✓
14	Final Program Report	✓	✓
15	Final Financial Report	In progress	In progress

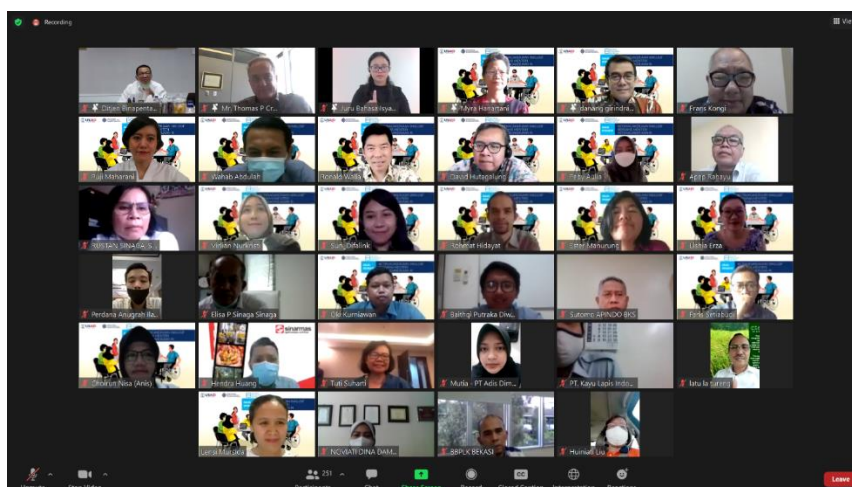
3. FEATURE STORIES

Minister of Manpower reinforces Mitra Kunci and APINDO efforts towards Inclusive Workforce Development in Interactive Dialog with company CEOs

On February 24, 2021, Mitra Kunci successfully convened a high profile online Interactive Dialog which attracted more than 200 private sector participants from the APINDO network, including 30 company CEOs. Minister of Manpower, Ida Fauziah attended, along with the Head of DPN APINDO, Hariyadi B. Sukamdani.

Jointly hosted by Mitra Kunci and APINDO, this event aimed to highlight progress made towards Inclusive Workforce Development (IWD) through the partnership of Mitra Kunci with APINDO and the Ministry of Manpower. It also aimed to further boost commitment to IWD and find ways to speed up IWD practice across APINDO member companies throughout the country.

The event also provided an opportunity for USAID to emphasize its commitment to support the Government of Indonesia in developing an inclusive workforce through private sector engagement initiatives.



Director of the Office of Human Capacity and Partnerships of USAID Indonesia, Thomas Crehan (top row, second from left) among the attendees of the Interactive Dialogue on Inclusive Workforce with the Ministry of Manpower (MOM) on Wednesday, February 24.

This event was the culmination of a series of Mitra Kunci-supported initiatives promoting the adoption of GESI principles with APINDO since 2019. The publication and launch of the jointly developed GESI Guidelines in September 2020 had triggered a significant increase in interest in IWD which was accelerated further through a series of dissemination events across the APINDO network in the regions in the months that followed.

In her opening remarks, the Minister of Manpower, Ida Fauziah, stated that “Today’s employers need to be inclusive employers that build workplace relations without discrimination, where everyone has equal access to and control over resources, career advancement opportunities, and benefits from the companies’ workforce policies,” said Fauziah. She added a practical note to encourage private sector partners: “This does not mean changing the companies’ entire policies or facilities which may be costly, but with commitment and understanding about equality, a number of simple steps can be taken.” She also quoted recent statistics that indicate the size of the challenge: to provide equal opportunities for the nearly 18 million Indonesians of productive age who live with disabilities.

Hariyadi B. Sukamdani, Chairman of APINDO National Headquarters, contributed further, outlining the program to date: “In the past two years, APINDO with the Ministry of Manpower and USAID Mitra Kunci have designed, developed, and been implementing an inclusive workforce development program. The program is aimed to encourage the business world to practice inclusive workforce by creating inclusive and productive workplaces and open equal opportunities to work and be an essential part of the human resources in Indonesia.”

Thomas Crehan, Director of the Office of Human Capacity and Partnerships of USAID Indonesia emphasized USAID commitment and support for implementing equality and inclusivity in the workplace in Indonesia and highlighted the value of garnering many creative ideas and innovative models to achieve this.

The wide-ranging discussion that followed included dialog on the importance of the private sector achieving its mandate of 1% PWD in the workforce and the support and incentives that are available to support this achievement, including capacity development and mentoring. It also covered how to enable reasonable accommodation of PWD in the workplace. Critically it also covered the potential role of MoM in facilitating the development of productive and skilled PWD to meet the needs of industry.

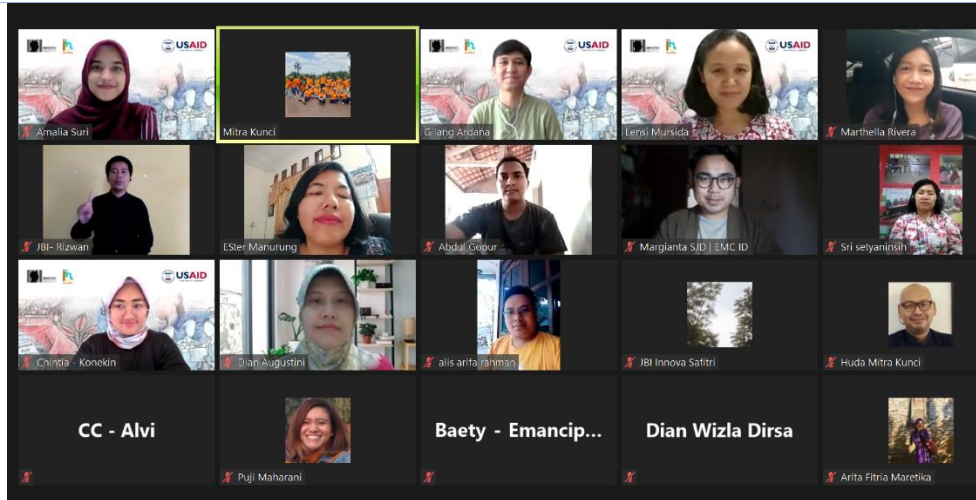
The meeting concluded with an agreement to establish a Working Group (Pokja) to develop a roadmap towards inclusive workforce development consisting of representatives of MoM, DPN APINDO and disability organizations. It also recommended setting up a Special Desk for IWD in the APINDO national secretariat and in its regional offices.

Putting youth at the center: Mitra Kunci Collaboration with Emancipate Indonesia and KONEKIN

Keeping the Positive Youth Development (PYD) approach at the heart of all activities by providing positive experiences and environment for the young people involved, Mitra Kunci has included two new youth-led organizations into its fold in early 2021. Aiming to amplify the voices of youth in project activities, Mitra Kunci has signed two MOUs with Emancipate Indonesia and Koneksi Indonesia Inklusif (KONEKIN) which will cover a range of collaborative activities including supporting a Youth Network.

Emancipate Indonesia and KONEKIN are champions of youth worker welfare and inclusion. They plan to work with Mitra Kunci to establish a Youth Advocacy Network for Decent and Inclusive Work (Youth Network), co-leading series of activities including regional discussions, co-learning workshops & mini-classes, and seminars. Emancipate focuses on modern slavery and has a strong network of trade unions and young workers in informal sectors in Indonesia, while KONEKIN is a champion for disability empowerment issues, with a strong network in disability-focused organizations in 17 provinces in Indonesia.

In the regional online discussion event co-led by the organizations this quarter, both Emancipate and KONEKIN were actively involved from planning to implementation. They led discussions and engaged with young participants by sharing their expertise and experience on issues related to decent and inclusive work. This kind of activity supports youth agency, while building a safe space where young participants can freely express themselves and contribute to the development of an inclusive workforce in Indonesia.



SINERGI beneficiary Sri Setyaningsih (second row, right) and USAID COR for Mitra Kunci Ester Manurung (second row, second from left) among participants of NGELOKER for Central Java region on March 6, 2021.

The two organizations are helping to connect Mitra Kunci with various youth-led and disability-focused organizations. The exchanges in the regional discussion also significantly helped Mitra Kunci, Emancipate, and KONEKIN to finalize a concept for the Youth Network to start in mid 2021.

Participating in this online event, USAID Contracting Officer's Representative (COR) for Mitra Kunci, Ester Manurung, appreciated NGELOKER as an initiative to talk about inclusive and decent work and hear from youth workers, including youth with disabilities, and looked forward for continuing the collaboration. "This has been a very lively discussion in which we get to hear directly from the main stakeholder which are the people with disabilities themselves. We need to continue including these voices in our future collaborations," she noted.

Catfish and hydroponic farming: A new business for a group of BLK graduates with disabilities in Wonojati

Thirty-two youth with disabilities in Wonojati are now busy taking care of their new business of catfish and hydroponic farming. After attending training on Catfish and Hydroponic Farming training at BLK Wonojati, Malang in March 2021, alumni of Catfish Farming and Hydroponic Farming training were well set up to start their business, as in addition to new farming skills they also received equipment and seeds.

This was a positive outcome for the BLK in their first training sessions for youth with disabilities. Supported by USAID Mitra Kunci through technical assistance and facilitation, thirty-two youths with disabilities completed the training course over 18 days. They were selected from participants of a focus group discussion for potential mapping of people with disability held by Mitra Kunci's EEE PWD program in January 2021.



If you visit Wonojati in the next couple of months and buy catfish chips, they might be from the Wonojati PWD catfish farms

Asked about the impact of the training course at the official closing ceremony in the sub-district offices, Rachmat Firmansyah (pictured below), a 19-year-old with physical disability said that, “This training has been so exciting for me. Not only I could meet many new friends, but I also got new knowledge which I could put into practice in the future” .



Rachmat Firmansyah (right) tending mustard greens under the supervision of instructor Nurkholis (left) during the hydroponic farming training session.

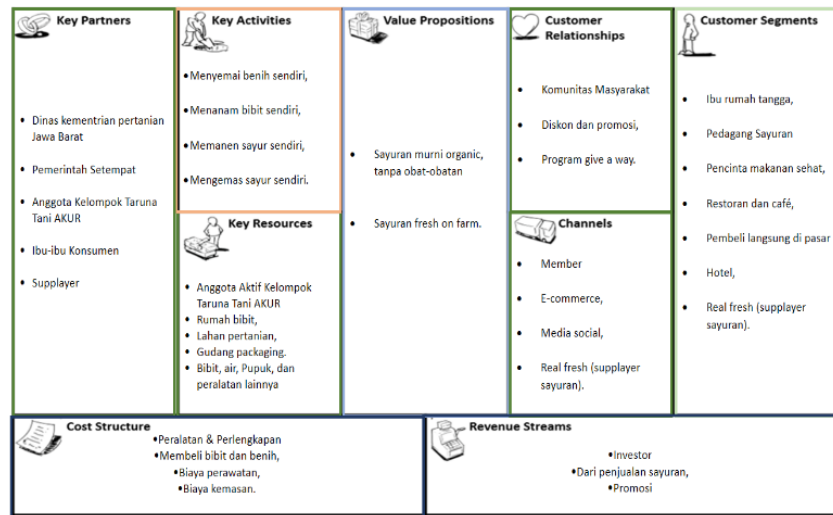
This training was a milestone for BLK Wonojati as an inclusive TVET Center. “In the future, BLK Wonojati is ready to welcome more training participants with disabilities,” said Wahyoe Hendra Wijaya, Head of Training and Certification Section at BLK Wonojati, during the closing of the catfish farming training, while also noting the importance of post-training group assistance for the participants. He also welcomed the idea to work with related stakeholders, including the Office of Social Affairs and disabled people organizations (DPOs) wanting to provide further post-training support for people with disabilities.

University students support new local enterprises with their entrepreneurship and technical skills

A group of University of Suryakencana students went to Kampung GBO, in Cianjur for their KKN-TKWU program, and by virtue of their newly acquired entrepreneurship skills on top of their agribusiness knowledge, were able to help the community address a longterm issue: improving agricultural productivity.

In Cianjur district, agricultural land tends to be divided into thin strips which make traditional agriculture more and more difficult. The team of students wanted to help identify potential resources and business opportunities for the community. After discussing the issues with local community leaders and Karang Taruna AKUR, the

youth community in Cipanas Village, villagers decided to develop hydroponics and nurseries as a way to improve productivity and incomes. The students were able to put into practice their learning about the business model canvas, see illustration below (in Indonesian).



The Model business canvas used to plan the new business in Cipanas Village

Hydroponic farming minimizes land use, and the team included an Agribusiness student who was able to ensure that the community could set up the farm and apply the new techniques with a group of 40 farmers.



Hydroponic is a solution for community with narrow land

To ensure that this activity can continue to grow and survive, the KKN TKWU team also linked up with the local village government, to obtain support from the village and from the District Community and Village Empowerment Office. They also connected the community to the Food and Livestock Office of West Java Province, so that this activity can obtain technical guidance and government assistance. Finally, the team worked with the community group to promote the products locally at Cipanas Market, to build demand for their products.

Biaya Investasi				
NO	Uraian	Anggaran Biaya		
		QTY	Unit	Harga
A. Bangunan				
1.	Greenhouse	1	Unit	Rp5.000.000
2.	Meja Hidroponik	4	Unit	Rp1.000.000
3.	Meja Semai	1	Unit	Rp500.000
B. Instalasi Hidroponik				
1.	Pipa	40	Pcs	Rp 2.000.000
2.	Drum Plastik	2	Pcs	Rp 200.000
3.	Keran	2	Pcs	Rp 20.000
4.	Netpot	1500	Pcs	Rp 750.000
5.	Pompa Air	2	Pcs	Rp 200.000
6.	Selang	1	Pcs	Rp 10.000
C. Peralatan				
1.	pH meter	1	Pcs	Rp 75.000
2.	Tds meter	1	Pcs	Rp 30.000
3.	Baki semai	20	Pcs	Rp 200.000
4.	Keranjang	5	Pcs	Rp 200.000
Jumlah				Rp 10.185.000
Biaya Tetap				
NO	Uraian	Anggaran Biaya		
		QTY	Unit	Harga
1.	Listrik	1	30hari	Rp 200.000
2.	Sewa Tanah	1	30hari	Rp 1.000.000
3.	Tenaga Kerja	3	30hari	Rp 1.500.000
Jumlah				Rp 2.700.000
Biaya Tidak Tetap				
NO	Uraian	Anggaran Biaya		
		QTY	Unit	Harga
1.	Pupuk AB mix	10	Liter	Rp 260.000
2.	Benih selada hijau	2	Bungkus	Rp 40.000
3.	Rockwool	5	Slab	Rp 275.000
4.	Plastik	1	bungkus	Rp 20.000
Jumlah				Rp 595.000

Total Biaya I+FC+VC		
I	Rp	10.185.000
FC	Rp	2.700.000
VC	Rp	595.000
Jumlah	Rp	13.480.000

Total Biaya Produksi FC+VC		
FC	Rp	2.700.000
VC	Rp	595.000
Jumlah	Rp	3.295.000

Produksi		
3 tanaman (250 gram) x Rp. 5.000 x 10.000 pack	Rp	50.000.000
Biaya risiko hasil panen 5%	Rp	2.500.000

Keuntungan yang di peroleh	
Rp. 50.000.00 - Rp. 2.500.000	Rp. 47.500.000

BEP Produksi

Kapasitas Produksi 10.000, harga jual Rp. 5.000
 Total penjualan Rp. 5000 x 10.000 = Rp. 50.000.000
 FC/Unit = Rp.2.700.000 : 10.000 unit = 270
 VC/Unit =Rp. 595.000 : 10.000 unit = 59,5

$$\text{BEP (Rp)} = \frac{FC}{1 - \frac{p}{P}}$$

$$= \frac{2.700.000}{1 - \frac{59,5}{5.000}}$$

$$= \frac{2.700.000}{0,9881}$$

$$= \text{Rp. 2.732.516}$$

$$\text{BEP (q)} = \frac{FC}{P - V}$$

$$= \frac{2.700.000}{5.000 - 59,5}$$

$$= \frac{2.700.000}{4.940,5}$$

$$= 546 \text{ Produk}$$

Untuk titik seimbang kembali modal setelah menghasilkan 546 produk, dari target 10.000 Produk
 1 produk (pack) isinya 250 gram atau setara dengan 3 tanaman yang dijual seharga harga Rp. 5.000,-

With the initial capital of IDR 10,185,000 for installation and seeds, this business is able to generate a profit of IDR 50,000,000. Reduced by a risk cost of 5%, then the net profit obtained by the assisted group of KKN TKWU for one harvest in Cipanas Village is IDR 47,500,000.

4. CHALLENGES AND SOLUTIONS

In the final year of its work, Mitra Kunci has adjusted to living and working under COVID-19 restrictions and is able to attain expected results with some creative work-arounds and maximal use of online engagement. The Community BLK initiative has turned a problem into a solution with the issue of publishing its Roadmap, moving the modules for KKN-TKWU online is going to require collaboration and a big push, and the EEE PWD project in East Java has gained traction quickly despite constraints.

Living and working with a pandemic, a year on.

After a year of living and working in the context of a pandemic, the Mitra Kunci team has settled into new work patterns and ways of engaging with partners and stakeholders. There are some opportunities for safe in-person or offline meetings, however the bulk of project activity takes place online. Team members are accustomed to working from home and only meeting online. Opportunities to travel, meet counterparts in person, and see progress in the field are extremely limited. The team maintains energy and impact through frequent personal and video contact, and can maintain momentum by virtue of the project and stakeholder relationships formed through the previous four years of implementation. Online activity is now a default and brings some benefits. It is unlikely, for instance, that the flagship Interactive Dialog would have attracted the Minister and 30 CEOs if it had been held in the middle of a busy Jakarta

day. Being online also meant that participants outside the city had a better chance of adjusting their schedules to participate.

Existing patchy information on PWDs and DPOs validates the EEE PWD project approach and is an ongoing challenge

The EEE PWD project team made good progress this quarter in gathering information and identifying partners who have the desire and capacity to accelerate disability inclusion in East Java. These efforts revealed that data on PWD is sparse and even DPOs do not have a clear idea of how many people need and/or want their services. Every meeting or FGD has helped the EEE PWD program to bridge information gaps. For example, BLK courses that have spaces for PWD but their target participants only find out about the opportunity through the EEE PWD program; financial resources that are available for DPOs from district budgets that DPOs were not aware of. The challenge for the EEE PWD team is to find ways through this project to strategically support and connect DPOs to share information quickly across their expanding network to trigger and multiply connections, especially in a COVID-19 affected business environment, so that for example when Alfamart is hiring, they will have access to a pool of potential employees with disabilities.

Collaboration with Surabaya City Government needs a boost for the EEE PWD project to move forward

While in the six districts and cities outside Surabaya the EEE PWD team has been met with enthusiasm and commitment from local governments, collaboration with Surabaya has proved more difficult. While team has built relationships with Surabaya based DPOs, the Mayor's Office in Surabaya has been slow to respond to requests for collaboration. The EEE PWD team is seeking alternative approaches to building relationships with officials in the Mayor's department and is simultaneously approaching relevant individual departments to participate in program activities while the bottleneck is being resolved.

Publication of the Community BLK Roadmap with MoM became a bottleneck, now being resolved

Realizing that the process of finalizing and procuring hard copies of the Roadmap for Community BLKs through MOM would be complex and time-consuming at this stage in the program, Mitra Kunci pivoted its approach to virtually disseminate the content. After securing approval from MOM, MK is testing the content in training for Community BLKs (including MOM representatives) starting next quarter and plans to release the road map and improved content as an e-publication on the BLK platform when finalized. This approach will make the materials accessible to a broader group of BLKs.

Moving the KKN-TKWU modules online: finding ways to make it happen quickly and collaboratively

The KKN-TKWU modules were originally developed in close collaboration with HEIs and intended for face-to-face delivery. MoEC saw the value of transforming them into e-learning modules as a way of making them publicly and immediately available to all HEIs. The first challenge to achieving this lay in the identification of a sustainable platform to host the modules, and MoEC then offered the use of its own learning platform known as SPADA. The next challenge lay in the way that the modules would be transformed for e-learning. MoEC and Mitra Kunci worked closely with seven HEI partners with the aim of piloting them after uploading them to individual university learning management systems and adapting to individual needs. The final products will also include videos, reference texts, tools and templates such as the Business Model Canvas and practice questions, and the final online modules will also include discussion for a and a certification feature. Teams will ensure standardization of modules and also consider accessibility for students with disabilities.

Production needs to start quickly so that the materials can be disseminated and used by students from June 2021 when semesters start again. Given the tight timeframe and specific technical requirements of this work, Mitra Kunci has recruited staff to take responsibility for supporting the transformation process, and the Higher Education dan Youth Engagement Specialist will take the lead on content and ensuring the uploading to SPADA goes smoothly.

The KKN-TKWU e-learning modules will provide one semester credit which will help students reach two out of 20 credits for their KKN and entrepreneurship activities out of eight Freedom Campus programs, which expands their opportunities to learn outside of their majors through a range of activities and allows them to gain credit for this additional learning.

5. PERSONNEL AND OPERATIONS

Personnel

Changes this quarter included replacements of several staff in the Jakarta office, extensions of STTAs and the ongoing hiring of staff for the East Java EEE PWD team to support district level activities.

Table 5 – New Hires for Jakarta Team

No.	Position	Name	Start/end date
1	Advocacy and Partnership Coordination Manager (APCM)	Wahono Kolopaking	Hired: Mar 15, 2021 – Dec 14, 2021
2	Monitoring and Evaluation Officer (MEO)	Atikah	Hired: Mar 19, 2021 – Oct 31, 2021
3	Procurement Officer (FAO)	Arinta Rati Dewi	Hired: Mar 22, 2020 – Dec 21, 2021

Table 6 – STTA Extensions

No.	Position	Name	Start/end date
1	Senior Technical Writer	Sheila Town	Extend: May 1, 2020 – Dec 31, 2021
2	Procurement, Recruitment & Grant Specialist	Christine Traylor	Extend: Oct 27, 2020 – Feb 28, 2021
3	IT Systems Specialist	Ade Kusniawan	Extend: Oct 19, 2017 – Nov 24, 2021

Table 7 – LTТА – EEE Ongoing Recruitment

No.	Position	Status Recruitment	Justification/Notes
1	District Focal Point #1 - Surabaya (LTТА)	Ongoing Recruitment	Task VI
2	District Focal Point #2 - Sidoarjo (LTТА)		
3	District Focal Point #3 - Malang (LTТА)		
4	District Focal Point #4 - Pasuruan (LTТА)		
5	District Focal Point #5 - Situbondo (LTТА)		
6	District Focal Point #6 - Jember (LTТА)		
7	District Focal Point #7 - Banyuwangi (LTТА)		

Table 8 – STTA – EEE Ongoing Recruitment

No.	Position	Status Recruitment	Justification/Notes
1	IT Specialist Surabaya (STTA)	Ongoing Recruitment	Task VI

Table 9 – LTТА – West Java & Jakarta Team Ongoing Recruitment

No.	Position	Status Recruitment	Justification/Notes
1	Program Officer West Java (LTТА)	Ongoing Recruitment	West Java Team
2	Social Media Officer (LTТА)	Ongoing Recruitment	Jakarta Team
3	Project Administrative Associate (LTТА)	Ongoing Recruitment	Jakarta Team

On-going recruitment STTA – Jakarta Team

Table 10 – STTA –Jakarta Team Ongoing Recruitment

No.	Position	Status Recruitment	Justification/Notes
1	Graphic Designer (STTA)	Ongoing Recruitment	Jakarta Team
2	Editorial Consultant (STTA)		
3	Strategic Partnership and Technical Specialist MoEC (STTA)		
4	Strategic Partnership and Technical Specialist MoM (STTA)		
5	IT & Platform Development Specialist (STTA)		
6	Senior Expert Consultant on Private Sector Engagement (STTA)		

6. MONITORING AND EVALUATION RESULTS

This section includes an analysis of results for USAID indicators and Youth Power indicators required by USAID. A full set of Mitra Kunci indicators and results can be found in Annex 3.

USAID Required Indicators:

- 1.1 Number of service providers trained who serve vulnerable persons (ES 4-2)
- 1.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance (ES 2-1)
- 1.3 Number of institutions adopting improved workforce development training curriculum (USAID New)
- 2.1 Number of Individual Accessing Mitra Kunci Program Activities (custom)
- 2.2 Number of Individuals who complete USG-Assisted workforce development program (EG 6-3)
- 2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs (EG 6-2)
- 2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs (EG 6-1)
- 2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs (EG.6-12)
- 5.1 Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/programming (Youth Power)
- 5.2 Number of youth trained in social or leadership skills through USG assisted programs (Youth-1)

- 6.1 Number of companies participating in workforce development programs (USAID Indicator)
- 6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance (EG 5.2-2)
- 6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID (USAID New Indicator)

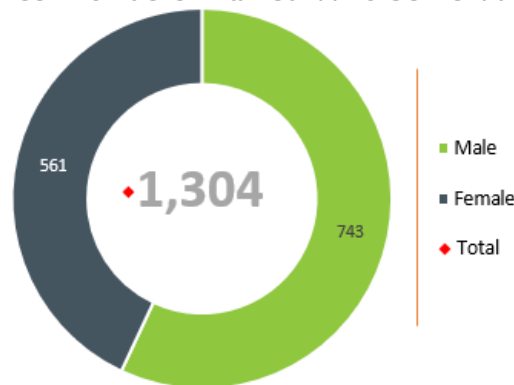
It is important to note that in its approved Annual Monitoring and Evaluation Plan (AMEP), Mitra Kunci set annual targets, so targets shown here are for the entire Year Five and therefore progress is noted against those annual targets.

Indicator 1.1 (ES. 2-2): Number of service providers trained who serve vulnerable persons

This indicator is defined as individuals who are taught a particular skill, type of behavior, approach, and/or attitude that increases their capacity to serve vulnerable persons. This indicator is currently counted for lecturers and students who are trained by Mitra Kunci to train other lecturers and students who will eventually serve vulnerable populations through the student service program (KKN/PKL-TKWU). Mitra Kunci also counted instructors who are trained by Mitra Kunci or Project Implementers (PIs) to train other BLK instructors and trainees at BLK.

The cumulative target through Year Five is 1,676 service providers trained who serve vulnerable persons, and the results in this quarter was 1,304 in total (743 males and 561 females). No additional service providers were trained this quarter so the number (1,304) remains the same as the previous quarter. In total, Mitra Kunci has reached 78% of the target, which is expected to be achieved by the end of Year Five following Mitra Kunci’s support to MOM on Road Map development and the Business Model for Community BLKs, and EEE PWD activities (FGDs with BLKs in 7 districts and coordination with Manpower Office).

Figure 1. Service Providers Trained Who Serve Vulnerable Persons



Indicator 1.2 (ES 2-1): Number of host country tertiary education institutions receiving capacity development support with USG Assistance

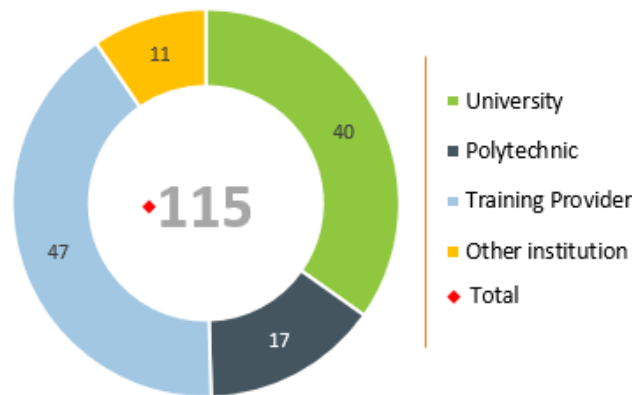
A tertiary education institution is an organization that provides educational opportunities that build on secondary education, providing learning activities in specialized fields. It focuses on learning at a high level of complexity and specialization. Tertiary education is commonly understood as academic education but also includes advanced vocational or professional education. Tertiary education may be offered at public or private universities, colleges, research institutes, and training institutes, among others.

Mitra Kunci conducted training of trainers for the KKN/PKL-TKWU with representative participants from various universities and polytechnics in West Java, Central Java and East Java. Mitra Kunci also

conducted a workshop focused on developing a road map and business model for Community BLKs with representative participants from Ministry and Community BLKs and other institutions. In addition, PIs conducted training of trainers on how to design and deliver inclusive training with representative participants from BLKs in East Java.

The cumulative target through Year Five is 241 and a total of 115 institutions received capacity development assistance from Mitra Kunci and PIs. During this quarter, Mitra Kunci, through EEE activities, provided capacity development assistance to representatives of 4 BLKs, consisting of one Ministry BLK and three District BLKs, increasing the total from 111 to 115 institutions in the previous quarter. In total, Mitra Kunci has reached 48% of the target, which is expected to be achieved by the end of Year Five after working with MOM on Road Map development and the Business Model for Community BLKs and EEE PWD activities are completed. The roadmap document will guide MOM in identifying BLKs that still need capacity building to be inclusive BLK.

Figure 2. Tertiary Education Institution Receiving Capacity Development Support With USG Assistance



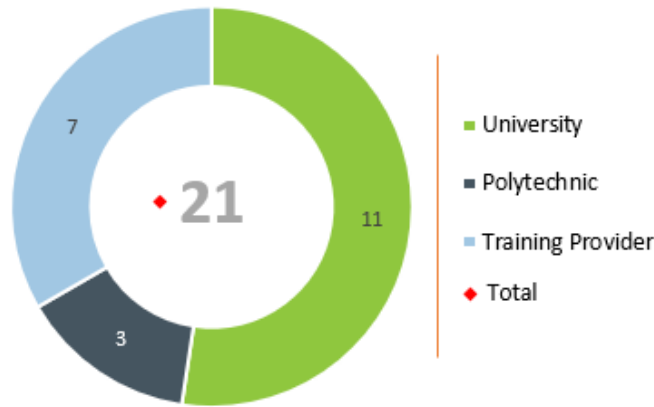
Indicator 1.3 (USAID New) Number of institutions adopting improved workforce development training curriculum

Institutions for this indicator refers to a wide range of training and vocational institutions (TVET) supported by Mitra Kunci partners that provide workforce development programs to youth. Institutions are frequently identified as either public or private providers such as the vocational training centers (Balai Latihan Kerja/BLK) higher education institutions (HEIs), skills training institution (Lembaga Keahlian dan Pelatihan/LKP and Lembaga Pelatihan Keterampilan/LPK), training center within private sector companies and other non-formal institutions delivering training for work readiness. Further, HEIs refers to university, vocational higher education institutions (Polytechnic) and community colleges (Akademi Komunitas).

The cumulative target through Year Five for this indicator is 35. So far, 21 institutions have adopted improved workforce development training curriculums of which 10 universities adopted a training curriculum for KKN/PKL-TKWU, seven training providers (BLK/LPK/LKP) adopted a training curriculum for soft skills and entrepreneurship training, and three polytechnics adopted a training curriculum for PKL-TKWU. Mitra Kunci has reached 57% of the target. No additional institutions adopted improved workforce development training curriculum this year so the number (21) remains the same as the previous quarter. The target is expected to be achieved by the end of Year Five after

working with APINDO on developing a training module on equality and inclusiveness in the workplace for training center within the private sector.

Figure 3. Institutions Adopting Improved Workforce Development Training Curriculum

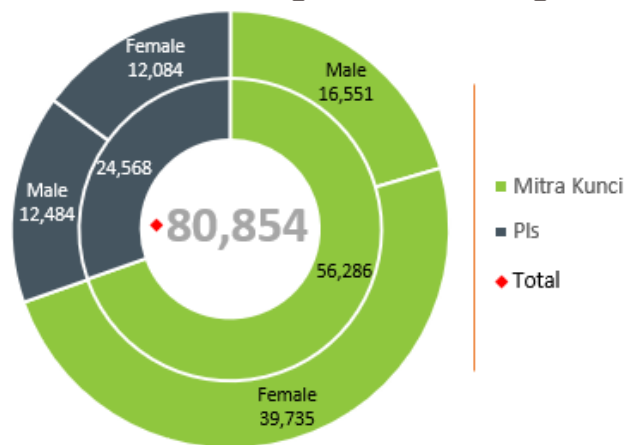


Indicator 2.1 Number of Individual Accessing Mitra Kunci Program Activities

This indicator is counted by the number of individuals who directly or indirectly participate in or access Mitra Kunci Project activities, including PI activities.

The cumulative target through Year Five for this indicator is 95,000. The total number of individuals who accessed Mitra Kunci’s programs was 80,854 (29,035 males and 51,819 females). During this quarter, the number of individuals accessing Mitra Kunci activities increased by 2,616 from 78,097 to 80,854. The significant increase in the number of individuals who are accessing Mitra Kunci activities can be attributed largely to the KKN/PKL TKWU program in higher education. Mitra Kunci has reached 85% of the target, which is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and Mitra Kunci activities are completed. The disaggregated data by sex and implementer are shown in Figure 4 below.

Figure 4. Individual Accessing Mitra Kunci Program Activities



Indicator 2.2 (EG 6.3): Number of individuals who complete USG Assisted Workforce Development Program

This indicator is counted by the number of individuals that have met the completion requirements of a structured workforce development program (components of which are defined by the program offered). For Mitra Kunci, this includes any individual who completes a training program (i.e., soft skills training, hard skills training, internships, apprenticeships) for which Mitra Kunci has provided some assistance (training of trainers, improvement of curriculum, etc.). The training program can be conducted by Mitra Kunci, Pls, or by a partner who receives assistance from Mitra Kunci. This also includes assistance to employers/businesses (e.g. capacity development support focused on in-house employee training, human resource development, inclusive policy, etc.).

The cumulative target through Year Five for this indicator is 40,000 and the total number of individuals who completed USG assistance workforce development programs was 35,082 (13,882 males and 21,200 females). This quarter, an additional 4,253 students completed the KKN/PKL-TKWU program and 55 youth with disabilities completed training facilitated by EEE through BLK, increasing the total number of individuals who completed USG Assisted Workforce Development Programs from 30,774 in the previous quarter to 35,082. Mitra Kunci has reached 88% of the target. Mitra Kunci accounted for 33,424 or 95% of this result based on students who completed the KKN/PKL-TKWU and EEE programs and the remaining 5% were from Pls.

Indicator 2.3 (EG 6.2): Number of individuals with improved skills following the completion of USG-assisted workforce development programs

Improved skills are measured by a pre/post assessments/test. Individuals with a higher score or better results (as defined by the program offered) on the skills post-test are counted. Skills here are meant to include soft skills, vocational skills, technical skills, or other workforce-relevant skills defined by the program offered. Assessments/tests may vary depending on the emphasis of the program. For example, students who complete the KKN-KWU program will receive a grade and those students who pass the course (A, B or C) are considered to have improved skills.

The cumulative target through Year Five for this indicator is 36,136 and the total number of individuals with improved skills following the completion of USG-assisted workforce development programs is 30,322 (11,859 males and 18,463 females). This quarter, an additional 209 students have improved skills after completing the KKN/PKL-TKWU program and 55 youth with disabilities have improved skills after completing the training facilitated by EEE through BLK, increasing the total number of individuals with improved skills following the completion of a USG-assisted workforce development programs from 30,059 in the previous quarter to 30,322. Mitra Kunci has reached 84% of the target. Mitra Kunci accounted for 28,854 or 95% of this result and Pls the remaining 5%. Most of Mitra Kunci's result can be attributed to students who gained improved skills upon completing the KKN/PKL-TKWU.

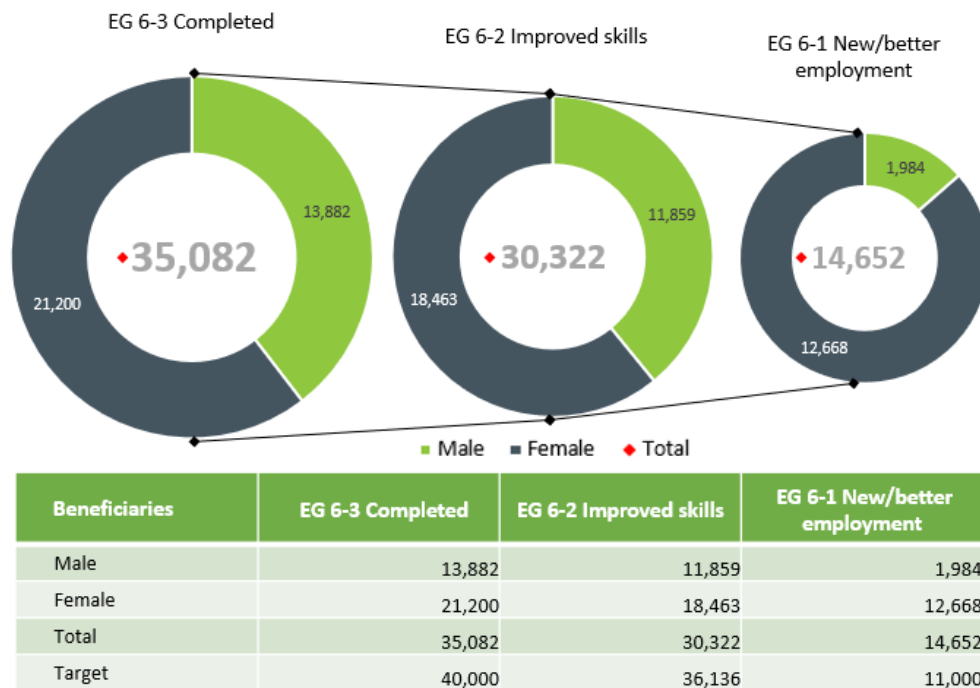
Indicator 2.4 (EG 6.1): Number of individuals with new or better employment following completion of USG-assisted workforce development programs

This indicator is counted by the number of individuals with new or better employment following completion of USG-assisted workforce development programs. New employment is based on a change in status from not employed to an employed. Better employment is based on the participant's perception of whether the employment is better (it could be better because it is closer to home, has better pay, growing business, is full time rather than part time, better working hours, safer work environment, more inclusive workplace policies, etc.).

The cumulative target through Year Five for this indicator is 11,000 and the total number of individuals with new or better employment following completion of USG-assisted workforce development

programs is 14,652 (1,984 males and 12,668 females including 187 youth with disabilities). This quarter, an additional 33 individuals with new employment can be attributed to the EEE program in East Java, increasing the total number of individuals with new or better employment following completion of USG-assisted workforce development programs from 14,619 in the previous quarter to 14,652. Mitra Kunci had exceeded the target by 33%.

Figure 5. Individuals who have completed training, improved skills, and obtained new or better employment



Indicator 2.5 (EG.6-12): Percentage of individuals with new employment following participation in USG- assisted workforce development programs

This is a new indicator counted by the number of individuals with new employment following completion of USG-assisted workforce development programs. New employment is based on a change in status from not employed to employed.

The numerator is the number of individuals with new employment or self-employment, while the denominator is the number of individuals who participate in workforce development programs. For Mitra Kunci, this figure comes from EG-6.3, those who completed non-formal vocational training facilitated by Mitra Kunci, PIs, and partners such as BLKs, Community BLKs, LPK, etc. to which Mitra Kunci has provided some form of assistance (training of trainers, improvement of curriculum, etc.)

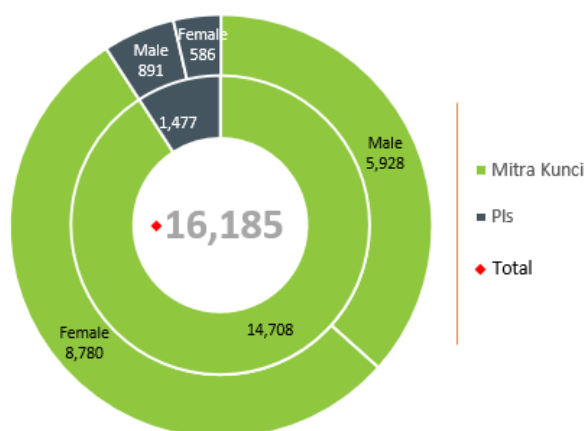
The target for this indicator is 20% and as of this quarter, 1,713 individuals have participated in non-formal vocational training facilitated by Mitra Kunci, including PIs and EEE either directly or through BLK/LPK, and the total number of individuals with new employment following completion of USG-assisted workforce development programs is 577 or 34%. Mitra Kunci has exceeded the target for this indicator.

Indicator 5.1 (Youth Power): Number of youth reporting increased self-efficacy at the conclusion of USG assisted training / programming

This indicator is counted by the number of youth reporting increased self-efficacy at the conclusion of USG assisted training/ programming. Self-Efficacy surveys consisted of positive self-concept, communication, self-control, goal orientation and high order thinking, social skills and empathy components.

The cumulative target through Year Five for this indicator is 36,000 and the total number of youth who increased their self-efficacy is 16,185 (6,819 males, 9,366 females). In this quarter, EEE conducted a self-efficacy survey of 55 youth who joined training in BLKs. The survey result showed that 32 out of the 55 survey participants had increased self-efficacy. Mitra Kunci also conducted a self-efficacy survey of 3,511 students who joined the KKN-TKWU program and the result showed that 75% or 3,970 students had increased self-efficacy, increasing the total to 16,819 from 12,183 in the previous quarter. In total, Mitra Kunci has reached 45% of the target. Mitra Kunci accounted for 91% of this result and PIs accounted for the remaining 12%.

Figure 6. Number Of Youth Reporting Increased Self-Efficacy At The Conclusion Of USG Assisted Training/ Programming

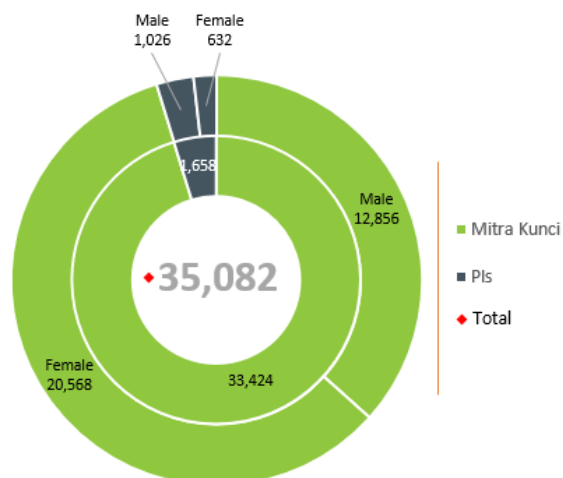


Indicator 5.2 Number of youth trained in soft skills through USG assisted programs (Youth-1)

This indicator tracks number of youth trained in social or leadership skills through USG assisted programs. In Mitra Kunci activities, social or leadership skills are delivered via soft skill trainings offered by PIs and via KKN/PKL-TKWU trainings for students.

The cumulative target through Year Five for this indicator is 40,000 and the total number of individuals who were trained in soft skills through USG assisted programs was 35,082 (13,882 males and 21,200 females). In this quarter, an additional 1,257 youth were trained in social or leadership skills through the KKN/PKL-TKWU program and 55 youth with disabilities have completed training facilitated by EEE through BLKs, increasing the total number from 30,774 in the previous quarter to 35,082. Mitra Kunci has reached 88% of the target. Mitra Kunci accounted for 33,424 or 95% of this result based on students who completed the KKN/PKL-TKWU and EEE program and PIs accounted for the remaining 5%.

Figure 7. Number Of Youth Trained In Social Or Leadership Skills Through USG Assisted Programs

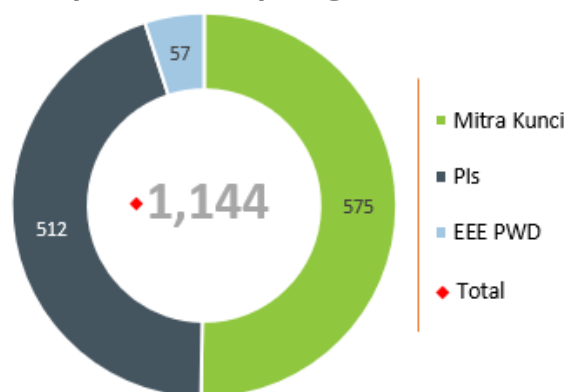


Indicator 6.1 (USAID Indicator) Number of companies participating in workforce development programs

This indicator measures companies participating in workforce development programs. In this context, a company refers to a private sector entity ranging from small and medium enterprises and state-owned enterprises to multinational companies. Participating refers to joint collaboration activities between USAID and a private sector company to strengthen the workforce development program. Activity includes, but is not limited to, participation in a Training of Trainers program, delivery of training programs or any other efforts to strengthen the quality of internship and training program curriculum for youth.

The cumulative target through Year Five for this indicator is 854. In total 1,144 companies have participated in workforce development programs, including participating in a GESI workshop and promoting of guidelines for Equality and inclusiveness in the workplace for the private sector (including member companies such as APINDO, the KALBE group, the Accor group, H&M group, MM2100, BCA Group, etc.), Youth Festival, POKSI meeting, and promoting inclusive employment through conversions on Kerjabilitas.com, etc. This quarter, an additional 340 companies have participated in workforce development programs through the Inclusive workforce dialog with CEOs of companies and the Ministry of Manpower, Promoting of Guidelines for Equality and inclusiveness in the workplace for PHRD Central Java (HRD Association) and EEE activities, increasing the total to 1,144 from 804 in the previous quarter. Mitra Kunci exceeds the target by 34%.

Figure 8. Number Of Companies Participating In Workforce Development Programs



Indicator 6.2 (EG 5.2-2): Number of private sector firms that have improved management practices or technologies as a result of USG assistance

This is a new indicator which measures the number of firms receiving USG assistance that improved their management practices. In Mitra Kunci, ‘Improved management practices’ refers to improvements in the development or implementation of these practices in company’s environment (e.g., through implementing inclusive HR policies, providing reasonable accommodation for disabilities, implementing an open recruitment system including persons with disabilities, etc).

The target for this indicator is 40 and up to this quarter, 10 private sector firms have improved management practices consisting of H&M Indonesia (including eight production units of H&M in Central Java) and PT. Kalbe Farma on implementing equality and inclusivity in the workplace. Mitra Kunci has reached 25% of the target, which is expected to be achieved by the end of Year Five after working with APINDO on promoting inclusive workforce activities.

Indicator 6.3 (USAID Indicator): Number of improved private sector policies/certifications/practices as a result of cooperation with USAID

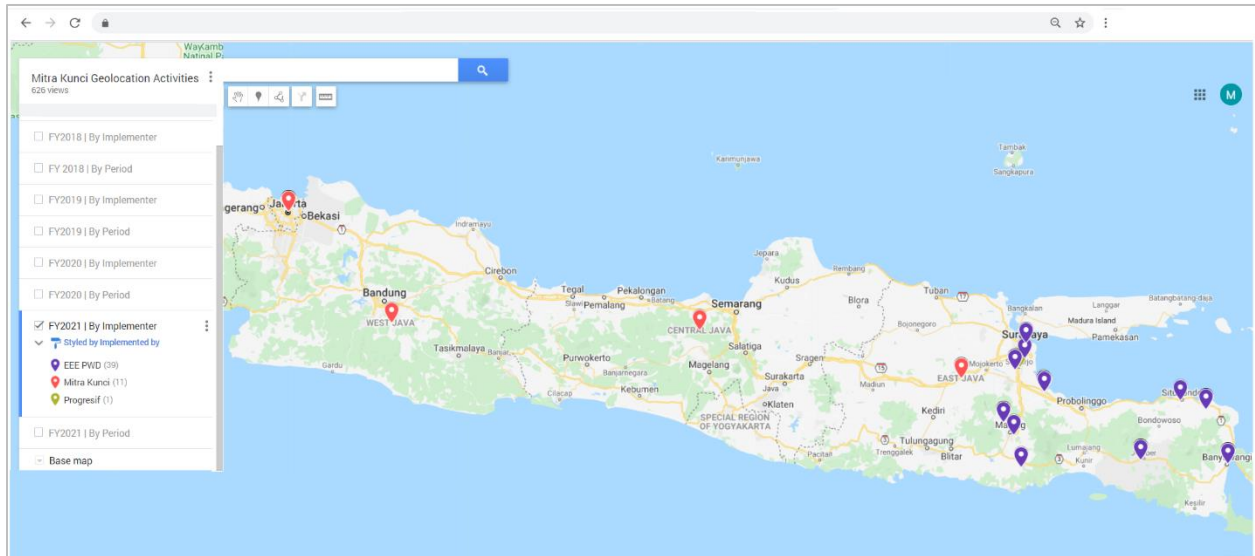
This is a new indicator which measures the number of improved private sector policies/ certifications/practices as a result of cooperation with USAID.

The target for this indicator is 40 and as of this quarter, 10 GESI initiatives were implemented in 10 companies that have improved management practices on implementing equality and inclusivity in the workplace. Mitra Kunci has reached 25% of the target, which is expected to be achieved by the end of Year Five after working with APINDO on inclusive workforce activities.

7. ACTIVITY LOCATION DATA

Mitra Kunci has developed Activity Location data that can be accessed using Google Maps. The 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 accessed via the links below:

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



Google sheet link: <http://bit.ly/MitraKunciCsv>

	A	B	C	D	E	H	I
1	Impleme	Activity	Period	Date	Venue	Ma	Fems
33	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Banyuwangi	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Banyuwangi	12	11
34	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Sidoarjo	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Sidoarjo	7	8
35	EEE PWD	FGD 2 Pelatihan Ketrampilan, Pemagangan dan Ketenagakerjaan Situbondo	Q2/2021 (Jan - Mar 2021)	23 Feb 2021	Situbondo	13	10
36	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Jember	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Jember	14	8
37	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Pasuruan	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Pasuruan	10	10
38	Mitra Kunci	CEO Meeting: Dialog interaktif Ketenagakerjaan inklusif bersama Menteri Ketenagakerjaan	Q2/2021 (Jan - Mar 2021)	24 Feb 2021	Jakarta	305	162
39	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Banyuwangi	Q2/2021 (Jan - Mar 2021)	25 Feb 2021	Banyuwangi	14	6
40	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Sidoarjo	Q2/2021 (Jan - Mar 2021)	25 Feb 2021	Sidoarjo	16	7
41	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - East Java	Q2/2021 (Jan - Mar 2021)	26 Feb 2021	East Java	4	6
42	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - West Java	Q2/2021 (Jan - Mar 2021)	27 Feb 2021	West Java	10	14
43	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Malang	Q2/2021 (Jan - Mar 2021)	01 Mar 2021	Malang Raya	14	12
44	EEE PWD	FGD 3 Kewirausahaan, Pemodalan dan Pendampingan Usaha Situbondo	Q2/2021 (Jan - Mar 2021)	05 Mar 2021	Situbondo	13	11
45	Mitra Kunci	NGELOKER (Ngobrol bareng lintas organisasi dan pekerja muda) - Central Java	Q2/2021 (Jan - Mar 2021)	06 Mar 2021	Central Java	9	15
46	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	12 Mar 2021	Jember	14	11
47	Mitra Kunci	FGD Merancang Peta Jalan Ketenagakerjaan Inklusif	Q2/2021 (Jan - Mar 2021)	15 Mar 2021	Jakarta	11	7
48	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	15 Mar 2021	Situbondo	11	9
49	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	16 Mar 2021	Banyuwangi	12	11
50	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	22 Mar 2021	Sidoarjo	15	12
51	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	23 Mar 2021	Malang Raya	15	15
52	EEE PWD	FGD 4 Penyusunan Strategi di Tingkat Kota/Kabupaten Akses Ketenagakerjaan dan	Q2/2021 (Jan - Mar 2021)	31 Mar 2021	Pasuruan	14	12

8. MAJOR ACTIVITIES PLANNED FOR NEXT QUARTER

Below is a summary of the major activities by Task Area planned for next quarter:

Task II: Management of Non-U.S. Led Project Implementers Coordination Meeting

- Coordination Meeting
- Quarterly Monitoring Visits to Pls and Partners
- Technical Assistance to Pls

Task III: Provision of Technical Assistance to Key Stakeholders, Partners, and Non-US Led PIs Activities to Increase New and/or Better Employment

- Continue Develop a Road Map and Business Model for Community BLKs
- Develop a Platform for Community BLKs
- Workshop for a Community BLK Road map platform
- Training and launching the platform for Community BLKs
- Continue to Develop Advocacy Network to Promote Inclusive Workforce Development
- Strategic Meeting to Scale up Programs in Provincial Working Areas
- Strategic Meeting to Scale up Programs at the National Level

Task IV: Partnership Engagement and Knowledge Sharing

- Implementation of the Mitra Kunci Communication Strategy
- Continue Kunci Coordination Meeting
- Continue Provincial Kunci Coordination Meetings
- Advocacy for regional planning and budgeting processes
- Monitoring and Evaluation Technical Assistance for Partners
- Content Creation and Social Media and CCLA material development

Task V: Leverage Public and Private Sector Resources

Equipping University Students with Entrepreneurship Skills

- Coordination Meeting with MOEC and HEIs to sustain KKN/PKL TKWU
- Developing e-learning for KKN/PKL TKWU.
- Workshop to Strengthen Penta Helix KKN TKWU for Universities and Polytechnics

Engaging the Private Sector to improve GESI and Inclusive employment

- Coordination and Cooperation with DPP APINDO (APINDO Provincial Board in 3 Provinces: West Java, Central Java, East Java)
 - Coordination Meeting with DPP (Dewan Pimpinan Provinsi) APINDO in 3 Provinces
 - Technical Assistant for Private Sector in 3 Provinces
- Coordination and Cooperation with TVET in 3 Provinces
 - Serial of Focus Group Discussion (FGDs) with TVET in 3 Provinces
 - Technical Assistant for TVETs in 3 provinces
- Coordination and Cooperation with Private Sector in 3 provinces Webinar Series
 - Webinar
 - FGD Series
- GESI Guidance for Private Sector
 - Webinar Series at Branch Model Companies
 - Webinar Series at Group Model Companies
 - Webinar Series at Area Model Companies
- Workshop to Develop GESI Team of Facilitators in the private sector
- Mentoring on the Implementation of the GESI Action Plan in the companies
- Facilitating youth councils for PYD advocacy team

Task VI: Employment and Economic Empowerment of PWD. Develop and implement programming to increase employment and economic empowerment of Persons with Disabilities (PWD) in target districts in East Java Province.

- Gather Accurate Data on Persons with Disabilities at the Community Level (finalization the report)

- Expand Access to Data on Internships, Jobs, and Entrepreneurship Opportunities
- Expand Access to Startup Capital for Entrepreneurs
- Empowering of Disabled Persons Organizations (DPO) at the District Level
- Facilitate Multi-Stakeholders Coordination
- Inclusive Guidelines for TVET and Private Sector
- Inclusive Corporate Social Responsibility (CSR) in the Private Sector
- Expand Inclusive Workforce Development Champions
- Media Advocacy

ANNEX I. KUNCI PARTNERS MAP AND DISTRICTS



<p>M MITRA KUNCI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> ▪ Higher Education - Universitas Padjadjaran - Universitas Kuningan - Universitas Suryakencana - Universitas Siliwangi - UMM Malang - Universitas Jember - Universitas Negeri Surabaya - Politeknik Bandung - Politeknik Semarang - Politeknik Jember ▪ BLK Komunitas - BLK Bandung - BLK Lembang - BLK Bekasi - BLK Semarang - BLK Surakarta - BLK Banyuwangi - BLK Sidoarjo ▪ EEE PWD East Java <p>Location:</p> <ul style="list-style-type: none"> - Jakarta - Bandung City - Sumedang District - Cianjur District - Tasikmalaya City - Semarang City - Malang City - Jember District - Surabaya City - Kuningan District - Surakarta City - Banyuwangi District - Sidoarjo District - Bekasi District - Pasuruan district - Situbondo District 	<p>M SINERGI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Rajawali Foundation - Transformasi <p>Location:</p> <ul style="list-style-type: none"> - Semarang City - Semarang District - Demak District - Boyolali District - Salatiga City - Grobogan District - Sragen District - Blera district - Wonogiri District - Rembang District - Kudus District <p>RWAP</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - RTI International - YCAB Foundation - Education AmCham Indonesia - Education Development Center (EDC) <p>Location:</p> <ul style="list-style-type: none"> - Semarang City - Semarang District - Demak District - Kendal District - Surakarta City - Temanggung District - Pekalongan City - Pekalongan District - Sukoharjo District - Karanganyar District 	<p>M PROGRESIF</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Saujana <p>Location:</p> <ul style="list-style-type: none"> - Sidoarjo District - Banyuwangi District - Malang raya - Surakarta City - Surabaya City <p>M APINDO</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - APINDO - H&M Group - Accor Group <p>Location:</p> <ul style="list-style-type: none"> - DKI Jakarta - Bogor City - Bekasi District - Semarang City <p>JAPRI</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Institute of International Education - Mien R. Uno Foundation - Prestasi Junior Indonesia <p>Location:</p> <ul style="list-style-type: none"> - Bandung City - Semarang City - Trenggalek District - Surabaya City - Blitar Distrrict - Madura Island - Pacitan District 	<p>YEP</p> <p>Project Implementer:</p> <ul style="list-style-type: none"> - Financial Markets International - International Youth Foundation - Global Economic Education Alliance - Indonesia Council for Economic and Financial Education <p>Location:</p> <ul style="list-style-type: none"> - DKI Jakarta - Bandung City - Bogor City - Bekasi City - Cianjur District - Cirebon District - Depok City - Garut District - Indramayu District - Kuningan District - Sukabumi District - Tasikmalaya City - Kebumen District - Klaten District - Magelang District - Pekalongan City - Salatiga City - Semarang City - Surakarta City - Malang City - Tuban District - Tulungagung District
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Google maps link: <http://bit.ly/kuncimap>

ANNEX 2. MITRA KUNCI RESULTS FRAMEWORK

Essential human services to Targeted Populations Improved and Sustained (P&V Youth with new and/or better employment increased)		
Capacity of Educational Institutions Improved		
1. Improved leadership of Workforce Development Institutions		2. Innovative Training Programs Strengthened
1. Relevance of Skills Dev Programs in Training Institution Improved	2. Barriers in Targeted Training Institutions Reduced	3. Training Coordination and Partnerships Strengthened
1.1 Number service providers trained who serve vulnerable persons (ES 4.2) 1.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance (ES.2-1) 1.3 Number of institutions adopting improved workforce development training curriculum 1.4 Number of vulnerable persons benefitting from USG-supported social services (ES 4.1)* 1.5 Number of USG-assisted organizations and/or service delivery systems that serve vulnerable persons strengthened (ES 4.3)*	2.1 Number of individuals accessing the Kunci program activities 2.2 Number of individuals who complete USG-assisted workforce development programs (EG.6-3) 2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs (EG.6-2) 2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs (EG.6-1) 2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs (EG.6-12)**	3.1 Amount of resources leveraged from public or private sector partners 3.2 Number of workforce development partnership Developed (MK Custom) 3.3 Number GESI initiatives Implemented (MK Custom)
4. Skills Development and Employment Opportunities Publicized	5. Perceptions about P&V Employees Improved	6. Labor Market Information Needs Addressed
4.1 Number of Skills Development and Employment Opportunities publicized (MK Custom)	5.1. Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/programming (Youth Power) 5.2 Number of youth trained in social or leadership skills through USG assisted programs (Youth Power)**	6.1 Number of companies participating in Workforce development program 6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance (EG 5.2-2)** 6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID**
* New indicator related to EEE PWD ** USAID New indicator for Mitra Kunci		

ANNEX 3. MITRA KUNCI PERFORMANCE INDICATOR TRACKING TABLE

Indicator	Indicator type	Disaggregation	Target FY 2021	Quarterly status FY 2021				Notes
				Q 1	Q 2	Q 3	Q 4	
I. Relevance of Skills Development Programs in Training Institution Improved								
1.1 Number of service providers trained who serve vulnerable persons.	Standard Indicator ES.2-2	Total By sex: - Male - Female By type of institution: - University - Polytechnic - Training provider - Other institution By Status: - Public - Private By province: - Central Java - East Java - West Java - DKI Jakarta	1,676	1,304	1,304			Kunci has reached 78% of the target, it is expected to be achieved by the end of Year Five after working with MOM on developing of Road Map and Business Model for Community BLKs and EEE PWD activities are completed.
1.2 Number of host country tertiary education institutions receiving capacity development support with USG assistance	Standard Indicator ES.2-1	Total By type of institution: - University - Polytechnic - Training Provider - Other institution By Status: - Public - Private By province: - Central Java - East Java - West Java	241	111	115			Mitra Kunci has reached 48% of the target, it is expected to be achieved by the end of Year Five after working with MOM on developing of Road Map and Business Model for Community BLKs and EEE PWD activities are completed.

		- DKI Jakarta		2	2			
1.3 Number of institutions adopting improved workforce development training curriculum	USAID Indicator	Total By type of institution: - University - Polytechnic - Training Provider By Status: - Public - Private By province: - Central Java - East Java - West Java	35	21	21			Mitra Kunci has reached 57% of the target. It is expected to be achieved by the end of Year Five after working with APINDO on developing a training module on equality and inclusiveness in the workplace for training center within private sector companies.
1.4 Number of vulnerable persons benefitting from USG-supported social services	Standar indikator F.ES.4.1	Total By sex: - Male - Female By age: - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30+ Male - 30+ Female Disabilitas - Male - Female By Province - East Java	525	-	444			This is new indicator for EEE PWD. EEE PWD has reached 85% of the target, it is expected to be achieved by the end of Year Five after EEE activities are completed.
1.5 Number of USG-assisted organizations and/or service delivery systems that serve vulnerable persons strengthened	Standar indikator F.ES.4.3	Total By type of organization: - Faith Based - Government - DPO - Non-governmental - Community-based - Other	18	-	175			This is new indicator for EEE PWD. EEE PWD is 878% over the target. The number of organizations involved in the FGD series conducted by EEE exceeded expectations.

		By Funding: - APBN - APBD - Other Location by province: - East Java		- - - - -	4 64 107 175			
I. Barriers in Targeted Training Institutions Reduced								
2.1 Number of individuals accessing the Mitra Kunci Program Activities increase	Goal Indicator	Total By sex: - Male - Female By age: - 15-19 - 20-24 - 25-29 - 30-34 - Above 34 By disability: - Disability - Non disability By Province: - West Java - Central Java - East Java - DKI Jakarta - Other province By PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE - EEE PWD	95,000	78,097 27,605 50,492 6,412 47,895 8,823 6,403 8,564 719 77,378 13,036 39,714 24,658 612 77 53,431 20,145 236 3,185 1,002 98	80,854 29,035 51,819 6,568 49,296 8,977 6,517 9,496 1,252 79,602 13,225 39,797 26,886 717 229 55,273 20,145 236 3,185 1,002 1,013			Mitra Kunci is 15% below the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and Mitra Kunci included EEE activities are completed.
2.2 Number of individuals who complete USG-assisted workforce development programs	Standard Indicator F.EG.6.3	Total By sex: - Male - Female By age:	40,000	30,774 12,085 18,689	35,082 13,882 21,200			Mitra Kunci is 12% below the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch

		<ul style="list-style-type: none"> - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30 + Male - 30 + Female Disabilitas - Male - Female By Province - West Java - Central Java - East Java - DKI Jakarta - Other Province By Pls - Mitra Kunci (HEIs) - Sinergi - Progresif - Ayo Inklusif - EOE - EEE PWD 		<ul style="list-style-type: none"> 320 279 11,256 18,163 396 163 113 84 144 132 9,202 1,373 20,150 21 28 29,116 1,197 155 49 257 - 	<ul style="list-style-type: none"> 334 293 13,006 20,645 424 173 118 89 178 167 11,722 1,428 21,883 21 28 33,369 1,197 155 49 257 55 		#5 and EEE activities are completed.
2.3 Number of individuals with improved skills following completion of USG-assisted workforce development programs	Standard Indicator F.EG.6-2	<ul style="list-style-type: none"> Total By sex: - Male - Female By age: - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30 + Male - 30 + Female Disabilitas - Male - Female 	36,136	<ul style="list-style-type: none"> 30,059 11,748 18,311 278 238 11,017 17,862 361 139 93 71 135 123 	<ul style="list-style-type: none"> 30,322 11,859 18,463 289 247 11,100 17,996 371 144 99 76 169 144 		Mitra Kunci is 16% below the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch #5 and EEE activities are completed.

		By Province - West Java - Central Java - East Java - DKI Jakarta - Other Province By Pls - Mitra Kunci (HEIs) - Sinergi - Progresif - Ayo Inklusif - EOE - EEE PWD		8,786 1,111 20,119 18 24 28,590 1,079 144 49 197 -	8,786 1,201 20,293 18 24 28,799 1,079 144 49 197 55		
2.4 Number of individuals with new or better employment following completion of USG-assisted workforce development programs	USAID Indicator	Total By sex: - Male - Female By age: - 15-19 Male - 15-19 Female - 20-24 Male - 20-24 Female - 25-29 Male - 25-29 Female - 30 + Male - 30 + Female Disabilitas - Male - Female By Province - West Java - Central Java - East Java - DKI Jakarta - Other Province By Pls - Mitra Kunci (HEIs) - Sinergi - Progresif - Ayo Inklusif	11,000	14,619 1,962 12,657 301 1,584 861 4,163 533 4,061 267 2,849 53 102 93 14,469 40 8 9 12,882 1,615 52 14	14,652 1,984 12,668 306 1,587 870 4,165 536 4,062 272 2,854 74 113 93 14,469 73 8 9 12,882 1,615 52 14		Mitra Kunci is 33% above the target. The significant increase was largely due to individuals with better employment from private sector engagement activities in the implementing of equality and inclusiveness in the workplace.

		- EOE - EEE PWD		56 -	56 33			
2.5 Percent of individuals with new employment following participation in USG- assisted workforce development programs	Standard Indicator EG.6-12	Total Numerator & denominator: - Newly employed - Who participate By Sex: - Male newly employed - Male who participate - Female newly employed - Female who participate Percent of new employed - % 15-19 Male - % 15-19 Female - % 20-24 Male - % 20-24 Female - % 25-29 Male - % 25-29 Female - % 30-34 Male - % 30-34 Female Disability - Male newly employed - Male who participate - Female newly employed - Female who participate By Province - West Java - Central Java - East Java - DKI Jakarta - Other Province	20% 704 3529	33% 544 1,658	34% 577 1,713			As of this quarter, 1,713 individuals have participated non-formal vocational training facilitated by Mitra Kunci including PIs and EEE and the total number of individuals with new employment is 577 or 34%. Mitra Kunci is above the target.
2. Training Coordination and Partnerships Strengthened								
3.1 Amount of resources leveraged from public or private sector partners for Kunci workforce development programs (Million IDR)	Custom Indicator	Total By Sector: - Gol - Private sector - Other	1,000	1,172.6 885.4 250.5 36.8	1,291.6 955.9 299.0 36.8			Mitra Kunci is 29% above the target. In this quarter, an additional IDR 119 million was

		By Province: - Central Java - East Java - West Java - DKI Jakarta By Indonesia-led PI: - Mitra Kunci - SINERGI - Ayo Inklusif - EOE - EEE PWD		116.1 304.3 423.9 328.3 391.8 303.8 430.8 46.2 -	116.1 304.3 494.4 376.8 440.3 303.8 430.8 46.2 70.5			leveraged from PSE and EEE activities.
3.2 Number of workforce development partnerships developed	Custom Indicator	Total By type of agreement: - Skills development and training - Apprenticeship placement - KKN/PKL-TKWU - Inclusive Workforce By Province: - Central Java - East Java - West Java - DKI Jakarta By Indonesia-led PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE	105	110 29 51 14 16 14 53 41 2 28 41 2 33 6	116 29 51 14 22 15 54 43 4 34 41 2 33 6			Mitra Kunci is 10% above the target. In this quarter, there were an additional 4 development partnerships developed with 3 DPP APINDO (West, Central and East Java) and PHRD Central Java, Dirjen Binalatas, and Bapenta of MOM.
3.3 Number of GESI Initiatives Implemented (MK Custom)	Custom Indicator	Total By type of initiative: - Training - Policy - Other By Province: - Central Java - East Java - DKI Jakarta	128	85 8 77 17 2 66	100 19 78 3 17 16 67			Mitra Kunci has reached 78% of the target. it is expected to be achieved by the end of Year Five after PSE, EEE activities are completed.

4. Skills Development and Employment Opportunities Publicized								
4.1 Number of Skills Development and Employment Opportunities publicized	Custom Indicator	Total By type of media: - Job fair - Job portal By Type of opportunity: - Development of skills - Employment By Province: - West Java - Central Java - East Java - DKI Jakarta - Other Province	21,885	21,692	21,645			Mitra Kunci is 1% below the target. In this quarter, an additional 93 skills development and employment opportunities were published related to EEE activities.
				21,669 293	21,352 293			
				3,037 18,925	3,037 18,608			
				21,694 48 24 63 133	21,377 48 24 63 133			
5. Perceptions about P&V Employees Improved								
5.1 Number of youth reporting increased self-efficacy at the conclusion of USG-assisted training/ programming	Youth Power Indicator	Total By sex: - Male - Female By age: - 15-19 - 20-24 - 25-29 - 30-34 By disability: - Disability - Non disability By PI: - Mitra Kunci - SINERGI - Progresif - Ayo Inklusif - EOE - EEE PWD	36000	12,183	16,185			Mitra Kunci has reached 45% of the target. Several universities did not conduct self-efficacy surveys as it was not seen as a key activity for them, given their limited resources.
				5,231 6,952	6,819 9,366			
				445 11,207 402 129	467 15,125 445 148			
				247 11,936	278 15,907			
				10,706 1,142 148 38 149 -	14,676 1,142 148 38 149 32			
5.2 Number of youth trained in social or leadership skills through USG assisted programs	USAID New Indicator	Total By sex: - Male - Female By age:	40000	30,774	35,082			Mitra Kunci is 12% below the target, it is expected to be achieved by the end of Year Five after KKN-TKWU batch
				12,085 18,689	13,882 21,200			
					-			

		- 15-19 Male		320	334			#5 and EEE activities are completed.
		- 15-19 Female		279	293			
		- 20-24 Male		11,256	13,006			
		- 20-24 Female		18,163	20,645			
		- 25-29 Male		396	424			
		- 25-29 Female		163	173			
		- 30-34 Male		113	118			
		- 30-34 Female		84	89			
		Disability						
		- Male		144	178			
		- Female		132	167			
		By Province			-			
		- West Java		9,202	11,722			
		- Central Java		1,373	1,428			
		- East Java		20,150	21,883			
		- DKI Jakarta		21	21			
		- Other Province		28	28			
		By Pls			-			
		- Mitra Kunci (HEIs)		29,116	33,369			
		- Sinergi		1,197	1,197			
		- Progresif		155	155			
		- Ayo Inklusif		49	49			
		- EOE		257	257			
		- EEE PWD		-	55			
6. Labor Market Information Needs Addressed								
6.1 Number of companies participating in workforce development programs	USAID New Indicator	Total	462	804	1,144			Mitra Kunci is 34% above the target. In this quarter, an additional 340 companies have participated in workforce development programs through PSE and EEE activities.
		By Province:						
		- Central Java		52	161			
		- East Java		284	300			
		- West Java		113	204			
		- DKI Jakarta		257	270			
		- Other Province		98	209			
		By Pl:						
		- Mitra Kunci		309	575			
		- SINERGI		243	243			
		- Progresif		181	198			
		- Ayo Inklusif		57	57			
		- EOE		14	14			
		- EEE PWD		-	57			

6.2 Number of private sector firms that have improved management practices or technologies as a result of USG assistance	USAID New Indicator EG 5.2-2	Total By Provinces: - West Java - Central Java - East Java - DKI Jakarta - Other Province	40	10	10		Mitra Kunci has reached 25% of the target, it is expected to be achieved by the end of Year Five after activities with APINDO on promoting inclusive workforce activities are completed.
6.3 Number of improved private sector policies/certifications/practices as a result of cooperation with USAID	USAID New Indicator	Total By type of initiative - GESI Initiative By Provinces: - West Java - Central Java - East Java - DKI Jakarta - Other Province	40	10	10		Mitra Kunci has reached 25% of the target, it is expected to be achieved by the end of Year Five after activities with APINDO on promoting inclusive workforce activities are completed.

ANNEX 4. MEDIA COVERAGE

Mitra Kunci

- Mengetahui Tempat Kerja yang Setara dan Inklusif Difabel <https://www.solider.id/baca/6522-mengenal-tempat-kerja-setara-inklusif-difabel>
- Ngobrol Bareng Lintas Organisasi dan Pekerja Muda https://www.atmago.com/id/acara/ngobrol-bareng-lintas-organisasi-dan-pekerja-muda_ofaa1c8a-f199-407d-8412-37446da4d1e4

Employment and Economic Empowerment of Persons with Disabilities (EEE-PwD)

- Riset: Kasus Anak Down Syndrome di Indonesia Cenderung Meningkat <https://kumparan.com/beritaanaksurabaya/riset-kasus-anak-down-syndrome-di-indonesia-cenderung-meningkat-1vOiRknV2gU>
- #CONNECT Meriahkan Hari Down Syndrome Internasional <https://jatimnet.com/connect-meriahkan-hari-down-syndrome-internasional>
- Latih Disabilitas, Dinsos P3AP2KB Kota Malang dapat Bantuan Program dari USAID <https://jatimtimes.com/baca/238983/20210405/083500/latih-disabilitas-dinsos-p3ap2kb-kota-malang-dapat-bantuan-program-dari-usaid>
- Workshop Disabilitas Jember https://www.atmago.com/berita-warga/workshop-disabilitas-jember_e488973a-756f-415a-9b2a-8c3256ec2ac8

Private Sector Engagement

- Apindo: 500 Perusahaan Terapkan Program Kesetaraan dan Inklusivitas di Tempat Kerja <https://www.liputan6.com/bisnis/read/4491133/apindo-500-perusahaan-terapkan-program-kesetaraan-dan-inklusivitas-di-tempat-kerja>
- Pemerintah Diingatkan Soal Insentif bagi Perusahaan yang Mempekerjakan Penyandang Disabilitas <https://www.hukumonline.com/berita/baca/lt60360f99e1c7e/pemerintah-diingatkan-soal-insentif-bagi-perusahaan-yang-mempekerjakan-penyandang-disabilitas/>
- Pengusaha Minta Pemerintah Beri Insentif Perusahaan Pekerjaan Penyandang Disabilitas <https://www.merdeka.com/uang/pengusaha-minta-pemerintah-beri-insentif-perusahaan-pekerjaan-penyandang-disabilitas.html>
- Asosiasi Pengusaha Dukung Praktik Inklusif dan Kesetaraan <https://www.wartaekonomi.co.id/read329352/asosiasi-pengusaha-dukung-praktik-inklusif-dan-kesetaraan>
- Menaker Ida: Ada 247.000 Penyandang Disabilitas Menganggur <https://www.merdeka.com/uang/menaker-ida-ada-247000-penyandang-disabilitas-menganggur.html>
- Menaker Ida Minta BUMN dan Swasta Rekrut Lebih Banyak Kaum Difabel <https://www.inews.id/finance/makro/menaker-ida-minta-bumn-dan-swasta-rekrut-lebih-banyak-kaum-difabel>

- Menaker Ida Ungkap Alasan Kaum Difabel Minim di Dunia Kerja
<https://www.inews.id/finance/makro/menaker-ida-ungkap-alasan-kaum-difabel-minim-di-dunia-kerja>
- Jurusan Menaker Perbanyak Penyandang Disabilitas Masuk Dunia Kerja
<https://finance.detik.com/berita-ekonomi-bisnis/d-5435693/jurus-menaker-perbanyak-penyandang-disabilitas-masuk-dunia-kerja>
- Apindo Dorong Pemerintah Berikan Insentif Pekerja Disabilitas
<https://investor.id/business/apindo-dorong-pemerintah-berikan-insentif-pekerja-disabilitas>
- Menaker: Penyandang disabilitas yang bekerja baru sekitar 7,5 juta
https://www.antaranews.com/berita/2015220/menaker-penyandang-disabilitas-yang-bekerja-baru-sekitar-75-juta?utm_medium=mobile
- Pemerintah Diingatkan Soal Insentif bagi Perusahaan yang Mempekerjakan Penyandang Disabilitas
<https://www.hukumonline.com/berita/baca/lt60360f99e1c7e/pemerintah-diingatkan-soal-insentif-bagi-perusahaan-yang-mempekerjakan-penyandang-disabilitas>

Student Community Service on Entrepreneurship

- Padjadjaran University
 - Pelaksanaan KKN Virtual di Tengah Pandemi ala Unpad
<https://news.okezone.com/read/2021/01/11/65/2342529/pelaksanaan-kkn-virtual-di-tengah-pandemi-ala-unpad>
 - Webinar KKN PPM Penyuluhan Bisnis Plan bersama Kadin Kota Bandung
<https://kadinbandung.com/ekonomi/51/webinar-kkn-ppm-penyuluhan-bisnis-plan-bersama-kadin-kota-bandung.html>
 - Mahasiswa UNPAD Kenalkan Produk Ubi Jalar Kekinian
<https://mediamahasiswa.com/mahasiswa-unpad-sosialisasikan-produk-ubi-jalar-kekinian/>
 - Jaga Ketahanan Pangan Keluarga di Masa Pandemi, Warga Bandung Aplikasikan Buruan Sae
<https://humas.bandung.go.id/layanan/jaga-ketahanan-pangan-keluarga-di-masa-pandemi-warga-bandung-aplikasikan-buruan-sae>
 - Mahasiswa KKN-PPM Virtual Unpad Didorong Hasilkan Inovasi di Masyarakat
<https://www.unpad.ac.id/2021/01/mahasiswa-kkn-ppm-virtual-unpad-didorong-hasilkan-inovasi-di-masyarakat/>
 - Unpad Bekerja Sama dengan Ditjen Dikti dan USAID Gelar KKN Tematik Kewirausahaan
<https://ketik.unpad.ac.id/posts/1653/unpad-bekerja-sama-dengan-ditjen-dikti-dan-usaid-gelar-kkn-tematik-kewirausahaan>
- Siliwangi University
 - Unsil Laksanakan Pembekalan KKN 2021 Secara Daring <https://gemercikmedia.com/admin/unsil-laksanakan-pembekalan-kkn-2021-secara-daring/>
 - KKN Unsil Bentuk Desa Tangguh Covid-19 <https://radartasik.id/blog/2021/02/11/kkn-unsil-bentuk-desa-tangguh-covid-19/>
 - Unsil Apresiasi Sepuluh Artikel Terbaik di KKN Mandiri
<https://radartasik.id/blog/2021/01/07/unsil-apresiasi-sepuluh-artikel-terbaik-di-kkn-mandiri/>

- Dari Mahasiswa Universitas Siliwangi Kota Tasikmalaya untuk Warga Desa Sukamenak Kecamatan Sukaresik <http://sukamenak-sukaresik.sideka.id/2021/03/16/dari-mahasiswa-universitas-siliwangi-kota-tasikmalaya-untuk-warga-desa-sukamenak-kecamatan-sukaresik/>
- Kaleidoskop Kegiatan KKN Universitas Siliwangi Periode II Tahun 2020 <https://unsil.ac.id/kaleidoskop-kegiatan-kkn-univeristas-siliwangi-periode-ii-tahun-2020/>
- Kuliner Lokal Sebagai Kecukupan Gizi Masyarakat yang Mandiri Berbasis Kearifan Lokal <https://unsil.ac.id/kuliner-lokal-sebagai-kecukupan-gizi-masyarakat-yang-mandiri-berbasis-kearifan-lokal/>
- Inovasi Produk Anyaman Bambu Berbasis Konservasi dan Kearifan Lokal <https://unsil.ac.id/inovasi-produk-anyaman-bambu-berbasis-konservasi-dan-kearifan-lokal/>
- Inovasi Produk Olahan Nira Aren di Ujung Kampung Desa Sukahurip <https://unsil.ac.id/inovasi-produk-olahan-nira-aren-di-ujung-kampung-desa-sukahurip/>
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- Jember University
 - KKN 'Back to Village' Universitas Jember, Mahasiswa Lebih Adaptif di Masa Pandemi <https://surabaya.tribunnews.com/2021/01/26/kkn-back-to-village-universitas-jember-mahasiswa-lebih-adaptif-di-masa-pandemi>
 - Unej Tawarkan KKN Back to Village kepada Hendy Siswanto <https://beritajatim.com/pendidikan-kesehatan/unej-tawarkan-kkn-back-to-village-kepada-hendy-siswanto/>
 - Peningkatan Ekonomi UMKM Melalui Kegiatan KKN "Back to Village II" oleh Mahasiswa Fakultas Teknologi Pertanian UNEJ <https://www.kompasiana.com/iqbaltanuwijaya/605af6f2d541df54942fed72/peningkatan-ekonomi-umkm-melalui-kegiatan-kkn-back-to-village-ii-oleh-mahasiswa-fakultas-teknologi-pertanian-unej>
 - KKN UNEJ 09 Sosialisai Pentingnya Branding serta Penjualan Online Batik Solo pada Masa Pandemi Covid-19 <https://www.kompasiana.com/nurinaawanis/604d7cb78ede48421c2c8222/kkn-unej-09-sosialisasi-pentingnya-branding-serta-penjualan-online-pada-masa-pandemi-covid-19-pada-penjual-batik-solo>
 - Mahasiswa KKN UNEJ Bantu Usaha Kecil Perbaiki Kualitas Produk <https://www.kompasiana.com/liuta85957/604e4ede8ede4817d91db082/mahasiswa-kkn-unej-bantu-usaha-kecil-perbaiki-kualitas-produk>
 - KKN Unej BTV 09 Pengembangan UMKM Melalui Digital Marketing di RW 09 Desa Jember Kidul <https://www.kompasiana.com/chikahirdamillena6803/604e12158ede48744d4c4682/pengembang-an-umkm-melalui-digital-marketing-di-rw-09-desa-jember-kidul>
 - KKN 9 BTV II Universitas Jember Dukung Inovasi Pemetaan Lokasi UMKM di Lingkup Pemerintah Desa Arjasa <https://www.kompasiana.com/albertramadhanialim2252/604dac4cd541df64b11b8194/kkn-9-btv-ii-universitas-jember-dukung-inovasi-pemetaan-lokasi-umkm-dengan-memanfaatkan-aplikasi-map-inr-dan-google-earth-sebagai-basedata-umkm-terdampak-covid-19-di-lingkup-pemerintah-desa-arjasa>

- Surabaya State University
 - Inovatif! Kelompok KKN Unair Buat Teh Celup Ketapang untuk Ikan Cupang
<https://jatim.idntimes.com/news/indonesia/fitria-madia/inovatif-kelompok-kkn-unair-buat-teh-celup-ketapang-untuk-ikan-cupang>
 - Unesa Produksi Mix Herbal (JAMULACANG) Instan sebagai Upaya Meningkatkan Imun untuk Mencegah Covid-19
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 - Anak Desa Ngijo Belajar Bisnis Online Bersama Mahasiswa PMM Kelompok 58 Universitas Muhammadiyah Malang <https://www.e-kabari.com/2021/03/anak-desa-ngijo-belajar-bisnis-online-bersama-mahasiswa-pmm-kelompok-58-universitas-muhammadiyah-malang.html>
 - PMM UMM Kelompok 53 Membuat Kreasi Nugget Lele untuk Masyarakat Desa Kradenanrejo Kabupaten Lamongan
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[muhammadiyah-malang-kelompok-53-membuat-kreasi-nugget-lele-untuk-masyarakat-desa-kradenanrejo-kabupaten-lamongan](#)

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<https://www.kompasiana.com/pmmummsumbergempol/603cee74d541df15b9791902/pembukaan-pmm-umm-kelompok-8-oleh-kepala-desa-pagelaran>
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<https://www.kompasiana.com/muhammaddwikilioni1574/604046c9d541df4cec52a653/pmm-mitra-dosen-universitas-muhammadiyah-malang-membantu-proses-perizinan-usaha-produk-keripik-kwt-amanah-di-desa-bumiaji-kota-batu>
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<https://jurnalpost.com/pmm-umm-tahun-2021-kelompok-91-gelombang-2-di-desa-ardimulyo-secara-resmi-dibuka/18288/>
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<https://pwmu.co/179101/02/19/mahasiswa-umm-branding-desa-wisata-singgahan-madiun/>
- PMM Mahasiswa UMM Sosialisasikan Digital Marketing demi Meningkatkan Pemasaran di Pasar Surya Arjosari
<https://www.kompasiana.com/ghinazulzilah1008/602c1051d541df4330008c42/pmm-mahasiswa-umm-sosialisasikan-digital-marketing-demi-meningkatkan-pemasaran-di-pasar-surya-arjosari-selama-pandemi-covid-19>
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<https://www.kompasiana.com/muhammat72208/6005dfed8ede48388c435d22/sebagai-bahan-berwirausaha-pmm-umm-64-mengolah-jahe-merah-dalam-bentuk-bubuk-jahe-instan>
- Mahasiswa PMM 39 UMM Gandeng Omah Cokro Caffe Pasarkan Produk Bubuk Kopi "Tugu"
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<https://www.kompasiana.com/pmmsembalun1895/6054339f8ede4805ce0c8dc2/sosialisasi-pemanfaatan-digital-marketing-oleh-tim-pmm-umm-sembalun>
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- Belajar dan Mempromosikan UMKM Masyarakat Desa Sitirejo oleh Kelompok 22 PMM UMM 2021
<https://www.kompasiana.com/titiandi59581/60604d5f8ede4854b61e2cc3/belajar-dan-mempromosikan-umkm-masyarakat-desa-sitirejo-kelompok-22-pmm-umm-2021>
- Edukasi Mengenai Pemanfaatan Internet dalam Bidang Pemasaran oleh Kelompok 65 PMM UMM
<https://www.kompasiana.com/rezzaaulia5402/605ee78bd541df5ea46b4203/edukasi-mengenai-pemanfaatan-internet-dalam-bidang-pemasaran-oleh-kelompok-65-pmm-umm>
- Penedukasian Digital Marketing oleh Mahasiswa UMM dalam Program Pengabdian Masyarakat
<https://www.kompasiana.com/yunusr8486/604b2dc2d541df5c4767ab12/penedukasian-digital-marketing-oleh-mahasiswa-universitas-muhammadiyah-malang-umm-dalam-program-pengabdian-masyarakat>
- PMM Kelompok 78 UMM Mendampingi UMKM Desa Jabung dalam Pengembangan Usahanya di saat Pandemi Covid-19
<https://jurnalpost.com/pmm-kelompok-78-umm-mendampingi-umkm-desa-jabung-dalam-pengembangan-usahanya-di-saat-pandemi-covid-19/18983/>
- Pot Kreatif Mahasiswa UMM Tingkatkan Perekonomian Warga
<https://pwmu.co/175739/02/01/pot-kreatif-mahasiswa-umm-tingkatkan-perekonomian-warga/>
- Pengabdian Masyarakat Mahasiswa Kelompok 13 UMM Ajak BUMDES Pujon Kidul Belajar Digital Marketing
<https://www.kompasiana.com/miftah79939/6060a1ad8ede483032589b22/sinau-digital-marketing-pengabdian-masyarakat-oleh-mahasiswa-pmm-kelompok-13-gelombang-2-universitas-muhammadiyah-malang-ajak-bumdes-pujon-kidul-belajar-digital-marketing>
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<https://www.kompasiana.com/pmmumm14/60025c36d541df311f3d58d4/mahasiswa-pmm-umm-lakukan-branding-disaat-semua-orang-lakukan-daring>
- Berkerja Sama dengan Perangkat Desa, Tim PMM UMM mengadakan sosialisasi digital marketing
<https://jurnalpost.com/berkerja-sama-dengan-perangkat-desa-tim-pmm-umm-mengadakan-sosialisasi-digital-marketing/18774/>
- Kelopok Mahasiswa PMM Gelombang 2 dari Umm Membuat Inovasi Olahan Produk Nanas "Sambal Nanas"
<https://www.kompasiana.com/yk93298/604f356e8ede4870d47cf7f2/kelopok-mahasiswa-pmm-gelombang-2-dari-umm-membuat-inovasi-olahan-produk-nanas-sambal-nanas>
- Belum Kantongi Label SNI, Mahasiswa PMM UMM Dampingi Sertifikasi "Jaran Goyang"
<https://www.kompasiana.com/ainaamaliar/604cbd268ede482aa408c922/belum-kantongi-label-sni-mahasiswa-pmm-umm-dampingi-sertifikasi-jaran-goyang>
- Sosialisasi Pengolahan Buah dan Kulit Jeruk oleh Mahasiswa UMM dalam Kegiatan PMM bersama Warga Desa Bocek
<https://www.kompasiana.com/hilaliyatulqodariyah0770/604122c3d541df11a74f3bd4/sosialisasi-pengolahan-buah-jeruk-menjadi-sirup-dan-manisan-kulit-jeruk-oleh-mahasiswa-umm-dalam-kegiatan-pmm-bersama-warga-desa-bocek?page=all>
- Di tengah Pandemi Covid-19, Mahasiswa UMM Bentuk Rumah Belajar dan Branding UMKM
<https://jatimtimes.com/baca/238286/20210325/090400/di-tengah-pandemi-covid-19-mahasiswa-umm-bentuk-rumah-belajar-dan-branding-umkm>
- PMM 98 Pujon Kidul Gelar Pelatihan Digital Marketing kepada UMKM Batik Tulis, Pujon Kidul
<https://www.kompasiana.com/fakhrurrosi0/606080e7d541df4c725b9952/pmm-98-pujon-kidul-gelar-pelatihan-digital-marketing-kepada-umkm-batik-tulis-pujon-kidul-dalam-masa-pandemi>

- Program Pengabdian Mahasiswa UMM Kelompok 80 di Sentra Meubel Ukir - Bukir Pasuruan <https://www.kompasiana.com/litara5875/601d37b381e4155c0c34c532/program-pengabdian-mahasiswa-umm-kelompok-80-di-sentra-meubel-ukir-bukir-pasuruan>
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- Kembangkan UMKM, Mahasiswa UMM Hadirkan Keripik Pisang dalam Kemasan Modern <https://yoursay.suara.com/news/2021/01/27/110111/kembangkan-umkm-mahasiswa-umm-hadirkan-keripik-pisang-dalam-kemasan-modern>
- Pengajaran Tentang Cara Pembukuan di UMKM <https://jurnalpost.com/pengajaran-tentang-cara-pembukuan-di-umkm/18784/>
- Cara Mengembangkan Promosi Keripik Tempe Melalui Instagram di Masa Pandemi Covid-19 <https://www.kompasiana.com/pmm76sanana62655/603614e2d541df4a9e4f7dd8/cara-mengembangkan-promosi-keripik-tempe-melalui-instagram-di-masa-pandemi-covid-19>
- PMM 44 Sosialisasikan Pentingnya Branding Produk "Masker Tie Dye Darul Jundi" <https://www.kompasiana.com/alyajauzacaesarrasti7909/6007ed618ede4873c10a7c42/pmm-44-sosialisasikan-pentingnya-branding-produk-masker-tie-dye-darul-jundi>
- Mahasiswa UMM Sosialisasi Membuat Hand Sanitizer Guna Meningkatkan Perekonomian Masyarakat <https://www.kompasiana.com/mursyidah42727/6064d55ad541df1672040a32/mahasiswa-umm-sosialisasi-membuat-hand-sanitezer-guna-meningkatkan-perekonomian-masyarat>
- Usung Pergerakan Sektor Ekonomi Kreatif, Mahasiswa UMM Sukses Gelar Pengabdian Masyarakat <https://www.kompasiana.com/alyajauzacaesarrasti7909/60102b588ede480d616fe113/usung-pergerakan-sektor-ekonomi-kreatif-mahasiswa-umm-sukses-gelar-pengabdian-masyarakat?page=all>
- Mahasiswa UMM Kembangkan Desa Wisata Singgahan di Madiun <https://www.republika.co.id/berita/qop3xy349/mahasiswa-umm-kembangkan-desa-wisata-singgahan-di-madiun>
- UMKM Lolipop Kusuma Jaya di Desa Bokor <https://www.kompasiana.com/diahayulenas/6052aa6c8ede48301f04b392/umkm-lolipop-kusuma-jaya-di-desa-bokor>
- Edukasi bersama ibu PKK x Mahasiswa UMM dalam pembuatan keripik tempe <https://jurnalpost.com/edukasi-bersama-ibu-pkk-x-mahasiswa-umm-dalam-pembuatan-keripik-tempe/18852/>
- Potensi tersembunyi Desa Sumberbrantas yang dikemas melalui UMKM <https://jurnalpost.com/potensi-tersembunyi-desa-sumberbrantas-yang-dikemas-melalui-umkm/18764/>
- Menciptakan Desa yang Progresif dalam Bidang Pemasaran dan Pemanfaatan Teknologi Informasi <https://www.kompasiana.com/rial74307/60521bcdd541df650b2ee0c2/menciptakan-desa-yang-progresif-dalam-bidang-pemasaran-dan-pemanfaatan-teknologi-informasi>
- Mahasiswa UMM Branding Desa Wisata Singgahan <http://tabloidjawatimur.com/mahasiswa-umm-branding-desa-wisata-singgahan/>

- Memanfaatkan Potensi yang Ada di Desa guna Meningkatkan UMKM Produk Berupa Nugget Sayuran
<https://www.kompasiana.com/kelompokpmm966016/605950c3d541df274418f0e2/memanfaatkan-potensi-yang-ada-di-desa-guna-meningkatkan-umkm-produk-berupa-nugget-sayuran>

ANNEX 5. COMPANIES PARTICIPATING IN WORKFORCE DEVELOPMENT PROGRAMS

No.	Name of Company	No.	Name of Company
H&M and 8 production units			
1	H&M Indonesia	6	PT. Semarang Garment
2	PT. Fast Manufacturing	7	PT. Nesia Pan Pacific Knit
3	PT. Pan Pacific Jakarta Cab. Semarang	8	PT. Vision Land Semarang
4	PT. Woori Sukses Apparel	9	PT. Sumber Bintang Rejeki
5	PT. YB Apparel Jaya		
15 subsidiaries of PT. Kalbe Farma			
1	Kalbe Corporate	9	Hexpharm Jaya
2	Enseval Putra Megatrading	10	Finusolprima
3	Kalbe International	11	Dankos Farma
4	Kalbe Ethic	12	E-Health
5	Sanghiang Perkasa	13	Bifarma Adiluhung
6	Bintang Toedjoe	14	Saka Farma
7	Global Chemindo Megatrading	15	Tri Sapta Jaya
8	Kalbe Genexine Biologics		
119 hotels in the Accor group			
1	Ibis Budget Jakarta Tanah Abang	61	PT AAPC Indonesia
2	Pullman Jakarta Central Park	62	Novotel Lombok
3	Bandara International Hotel	63	Mercure Bandung City Centre
4	Ibis Styles Jakarta Gajahmada	64	Raffles Bali
5	Mercure Jakarta Pantai Indah Kapuk	65	Ibis Padang
6	Novotel and Ibis Styles Jakarta Mangga Dua Square	66	Novotel Manado
7	Mercure Convention Center, Ancol - Jakarta	67	PT Mitra Legian Hotel
8	Mercure Serpong Alam Sutera	68	Grand Mercure Bandung Setiabudi
9	Mercure Jakarta Kota	69	Novotel Bandung
10	Ibis Styles Jakarta Airport & Ibis Budget Jakarta Airport	70	Ibis Styles Yogyakarta
11	Ibis Jakarta Senen	71	PT Sandana Arohera
12	Ibis Jakarta Slipi	72	Mercure Hotel Jayapura
13	Ibis Gading Serpong Hotel	73	Mercure Banjarmasin
14	Swissotel	74	PT Graha Nusantara Aditya Dwipa (Hotel Ibis budget Surabaya Diponegoro)
15	Mercure Jakarta Gatot Subroto	75	Accor, Raffles Jakarta (PT Ciputra Adigraha)
16	Ibus Styles Jakarta Simatupang	76	Accor Indonesia

17	Pullman Jakarta Indonesia	77	PT Sunindo Indah Hotel
18	Mercure Jakarta Sabang	78	Ibis Styles Bali Benoa
19	Novotel Jakarta Gajah Mada	79	Novotel Solo
20	Ibis Budget Jakarta Cikini	80	Mercure Grand Mirama Surabaya
21	Novotel Jakarta Cikini	81	Swissotel Jakarta PIK Avenue
22	Ibis Styles Jakarta Tanah Abang	82	Novotel & Ibis Styles Bogor Raya
23	Mercure Jakarta Simatupang	83	Mercure & Ibis Pontianak City Ceneter
24	Grand Mercure Jakarta Kemayoran	84	Ibis Bandung Pasteur Bandung
25	Mercure Jakarta Cikini	85	Novotel Surabaya Hotel & Suites
26	Grand Mercure Jakarta Harmoni	86	PT Putrimega Asriindah
27	Novotel Tangerang	87	PT Mandara Jasindo Sena
28	Mercure Jakarta Batavia	88	PT Pantai Indah Tateli
29	Pullman Ciawi Vimala Hills	89	PT Grand Cirindo
30	Ibis Jakarta Tamarin	90	The Kuta Beach Heritage
31	Fairmont Jakarta	91	Pullman Bali Legian Beach
32	Novotel Bogor	92	Ibis Bandung Trans Studio
33	Raffles Jakarta	93	Ibis Styles Makassar Sam Ratulangi
34	All Seasons Jakarta Thamrin	94	Novotel Yogyakarta
35	Ibis Jakarta Harmoni	95	Ibis Budget Bali Seminyak
36	Ibis Budget Jakarta Daan Mogot	96	Ibis Jakarta Arcadia
37	Hotel Mercure Bandung City Centre	97	Hotel Majapahit Surabaya - MGallery
38	Hotel ibis Styles Bandung Braga	98	PT Bali Star Resort Indo
39	Novotel Suites Yogyakarta Malioboro	99	The Phoenix & Grand Mercure-Ibis Yogyakarta Adi Sucipto
40	Novotel Manado Golf Resort & Convention Center	100	Novotel Bali Nusa Dua
41	Mercure Pontianak City Center	101	PT Shansui Karya Bandara
42	Ibis Styles Jakarta Gajah Mada	102	Novotel Pekanbaru
43	Mercure Bali Sanur Resort	103	Ibis Styles Batam Nagoya
44	Novotel Banjarmasin Airport	104	PT Karya Propertindo Investama
45	Ibis Styles Surabaya Jemursari	105	Ibis Manado
46	Novotel Jakarta Mangga Dua Square	106	Mercure - Ibis Samarinda
47	Ibis Yogyakarta Malioboro	107	Sofitel Bali Nusa Dua Beach Resort
48	Ibis Styles Bekasi Jatibening	108	Ibis Styles Jakarta Sunter
49	Mercure Jakarta Gatot Subroto/Institution	109	Mercure Bengkulu
50	Mercure Hotel Karawang	110	Mercure Tangerang BSD City
51	Grand Mercure Surabaya City	111	Novotel dan Ibis budget Semarang
52	Ibis Hotel Pontianak City Center	112	Mövenpick Resort & Spa Jimbaran

53	Ibis Budget Makassar Airport	113	Ibis Semarang Simpang Lima
54	Mercure Makassar Nexa Pettarani	114	Mercure Hotel Padang
55	Novotel Makasar Grand Shayla	115	Ibis Styles Malang (PT Kharisma Sarana Jaya)
56	Novotel & Ibis Styles Bogor	116	Mercure Bali Nusa Dua
57	Novotel Bukittinggi	117	Novotel Ibis Balikpapan
58	Ibis Budget Surabaya Airport	118	Ibis Styles Jakarta Simatupang
59	Novotel & Ibis Budget Semarang	119	PT Halim Bangun Sarana Indah
60	Novotel Makassar		
21 BCA Group subsidiaries and regional offices			
1	PT Bank Central Asia	12	BCA Kanwil 3 Surabaya
2	BCA Multi Finance	13	BCA Kanwil 4 Makasar
3	PT Bank BCA Syariah	14	BCA Kanwil 5 Medan
4	PT BCA Sekuritas	15	BCA Kanwil 6 Palembang
5	PT Asuransi Umum BCA	16	BCA Kanwil 7 Malang
6	PT Asuransi Jiwa BCA	17	BCA Kanwil 8 Senen Jakarta Pusat
7	PT Central Capital Ventura	18	BCA Kanwil 9 Jakarta Timur
8	BCA Finance Ltd (BCA FL)	19	BCA Kanwil 10 Asemka Jakarta Pusat
9	PT Bank Digital BCA	20	BCA Kanwil 11 Balik Papan
10	BCA Kanwil 1 Bandung	21	BCA Kanwil 12 Jakarta Barat
11	BCA Kanwil 2 Semarang		
75 MM2100 member companies			
1	PT ABB Sakti Industri	39	PT Mitsubishi Logistics Indonesia
2	PT AM/NS Indonesia	40	PT Nanbu Plastics Indonesia
3	PT Autoliv Indonesia	41	PT Nippon Indosari CorpIndo, Tbk
4	PT Bekaert Indonesia	42	PT Nittsu Shoji Indonesia
5	PT Chubb Safes Indonesia	43	PT NOK Indonesia
6	PT Daido Metal Indonesia	44	PT NSK Bearing Mfg Indonesia
7	PT DCI Indonesia	45	PT NSK-Warner Indonesia
8	PT Denko Wahana Industries	46	PT Nusa Toyotetsu
9	PT Diamond Cold Storage	47	PT Ohtomi
10	PT Emblem Asia	48	PT Posmi Steel Indonesia
11	PT Emina Cheese Indonesia	49	PT Progress Toyo Indonesia
12	PT Emsonic Indonesia	50	PT Riken Indonesia
13	PT Faber Castell International Indonesia	51	PT Sanken Indonesia
14	PT FDK Indonesia	52	PT Sanyang Industri Indonesia
15	PT Federal Nittan Industries	53	PT Sato Label Indonesia
16	PT Fukusuke Kogyo Indonesia	54	PT SBP Indonesia

17	PT Fumira	55	PT Seiwa Indonesia
18	PT Goo Indonesia Chemical	56	PT Sekisui Polymatech Indonesia
19	PT Hanwa Steel Service Indonesia	57	PT Setia Guna Sejati
20	PT Heesung Electronics Jakarta	58	PT Sigma & Hearts Indonesia
21	PT Hijau Elektronika Indonesia	59	PT Sohau Kikaku Indonesia
22	PT Hogy Indonesia	60	PT SumCo Indonesia
23	PT Indofood Sukses Makmur, Tbk. Divisi Bogasari	61	PT Sunstar Engineering Indonesia
24	PT J.S.T. Indonesia	62	PT Tenma Indonesia
25	PT JFE Logistics Indonesia	63	PT Tokai Rika Indonesia
26	PT JFE Shoji Steel indonesia	64	PT Toyo Denso Indonesia
27	PT Jotun Indonesia	65	PT Toyota Boshoku Indonesia
28	PT JX Nippon Oil & Energy Lubricants Indonesia	66	PT Yamada Indonesia
29	PT Kansai Paint Indonesia	67	PT Yutaka Manufacturing Indonesia
30	PT Kawasaki Motor Indonesia	68	PT Daeintech
31	PT Kawashima enggineering Plastik indonesia	69	PT Diamond Electric Mfg Indonesia
32	PT KDS INDONESIA	70	PT Haldin Pacific Semesta
33	PT Komatsu Indonesia	71	PT Ichikoh Indonesia
34	PT Kotera Indonesia	72	PT Mayora Indah Tbk
35	PT KSB Indonesia	73	PT Paramount Indonesia
36	PT KYB Hydraulics Manufacturing Indonesia	74	PT Sanyo Special Steel Indonesia
37	PT Lotte Indonesia	75	PT Tsuchiya Manufacturing Indonesia
38	PT Mikuni Indonesia		
336 Other companies/ Member of APINDO			
1	PT Asmo Indonesia	169	PT Darmex Agro
2	PT Bina Dinamdea Potenga	170	PT Dasaguna Medika
3	PT Craze Indonesia	171	PT Dharma Karya Perdana
4	PT Daihatsu Indonesia	172	PT Dua Kelinci
5	PT Dharma Group	173	PT Dynaplast
6	PT Dharma Polimetal	174	PT Dynaplast 08
7	PT East Jakarta Industri Park	175	PT Dynaplast Plant Cikarang I
8	PT Haier	176	PT Dynaplast plant Innovation Centre
9	PT Kawasan Industri Jababeka	177	PT Dynaplast V
10	PT Mattel Indonesia	178	PT Dynatama Sarana Gemilang
11	PT Pukchemeo	179	PT Dzaco
12	PT Toso Industry Indonesia	180	PT Eka mandiri sejahtera
13	PT Yanmar Indonesia	181	PT Estika Permata Andalan

14	SWK Mitra Industri	182	PT Fabindo Sejahtera
15	Grand Sahid Jaya Hotel	183	PT Fasic Indonesia
16	Kawan Lama Corporate	184	PT Feng Tay Indonesia Enterprises
17	Nestle	185	PT G4S Security Services
18	PT Adis Dimension Footwear	186	PT Garuda Adi Jaya
19	PT Central Mega Kencana	187	PT Gemilang Investama Sejahtera
20	PT Dayalima Abisatya	188	PT Ginsa Inti Pratama
21	PT Denso Indonesia	189	PT Growth Sumatra Industry
22	PT Freeport Indonesia	190	PT Gunung Slamet
23	PT Indocement Tunggul Prakasa	191	PT Halimjaya Sakti
24	PT Multi Bina Pura Internasional	192	PT Hanil Jaya Steel
25	PT Nippon Steel Construction Indonesia	193	PT Hasri Anekatama
26	PT Panarub Industry	194	PT HIM
27	PT Pertamina Indonesia	195	PT HJS
28	PT Senayan Trikarya Sempana	196	PT Hokinda Citralestari
29	PT Sumber Alfaria Trijaya	197	PT Homeware International Indonesia
30	PT Trans Retail Indonesia	198	PT IKPT
31	PT United Tractors	199	PT Indah Kiat Pulp & Paper
32	PT Wismilak Inti Makmur	200	PT Indah Kiat Pulpand Paper
33	PT Olam Indonesia	201	PT Indocement
34	PT BSD (Sinarmasland)	202	PT Indonesia Toray Synthetics
35	PT Pacific Place Jakarta	203	PT Indonesia Toyobo Film Solutions
36	PT Behaestex Cabang Pekalongan	204	PT Indonesia Tri Sembilan
37	PT Solo Agro Lestari	205	PT Inter Aneka Lestari Kimia
38	PT shinito kogyo Indonesia	206	PT Intera Lestari Polimer
39	PT Ajinomoto Indonesia	207	PT Inti Indosawit Subur
40	PT Suryacipta Swadaya	208	PT IRC Inoac Indonesia
41	PT Cargill Indonesia	209	PT Iroha Sidat Indonesia
42	PT Toyo Seal Indonesia	210	PT Istana Tiara
43	PT Daya Dimensi Indonesia	211	PT ITMG
44	PT Toyota Motor Manufacturing Indonesia	212	PT Japfa Comfeed Indonesia Cab. Surabaya
45	PT Sepatu Mas Idaman	213	PT Kalbe Farma
46	PT Yamaha Indonesia Motor Manufacturing	214	PT Kalla Inti Karsa
47	PT Malindo Feedmill	215	PT Karoseri Anak Bangsa
48	PT Maligi Permata Industrial Estate	216	PT Karunia Tunggul Lestari
49	PT ROKI Indonesia	217	PT Kayu Lapis Indonesia
50	PT Toyota Tsusho Indonesia	218	PT Keramindo Megah pertiwi

51	PT Japfa Comfeed Indonesia	219	PT Kerinci Bersaudara
52	PT Pusat Studi Apindo	220	PT Kievit Indonesia (Friesland Campina)
53	PT Ghozi Sapta Persada	221	PT Kilang Lima Gunung
54	PT Smart	222	PT Kinar Lapiga
55	PT Pandanarum Kenanga Textile	223	PT Kinerja Cahaya Abadi
56	ConocoPhillips Indonesia	224	PT King Plastic
57	PT Megalopolis Manunggal ID	225	PT KMK Global Sports
58	PT Nobi Putra Angkasa	226	PT Kobe boga utama
59	PT Mataram Paint	227	PT Krakatau Posco
60	PT Diamond Electric Indonesia	228	PT Kutai Timber Indonesia
61	PT Kawashima Engineering Plastic Indonesia	229	PT Lintas Dua Saudara
62	PT Raja Besi	230	PT Lippo General Insurance
63	Otsuka	231	PT M Class Industry
64	PTCJ Cheiljedang Feed Semarang	232	PT Macroprima Panganutama
65	PT Tira Austenite	233	PT Mahkota Group
66	PT Megah Mitra Sukses	234	PT Malindo Feed Mill
67	PT Rhythm Kyoshin Indonesia	235	PT Malindo Karya Lestari
68	Sintesa Group	236	PT Mega Akses Persada
69	Polytron	237	PT Megah Sembada Industries
70	PT JFE Steel Galvanizing Indonesia	238	PT Mertex Indonesia
71	CV Saprotan Utama Bandungrejo	239	PT Microcast Technology Indonesia
72	PT ABC	240	PT Midas Multi Industry
73	PT Andalan Mandiri Busana	241	PT Mitayani Adi Wiragraha
74	PT Bintang Tri Putratex	242	PT Mitra Adiperkasa
75	PT chakra naga furniture	243	PT Mitsuba Indonesia
76	PT Indo Sakura Indah	244	PT Mitsubishi Motors Krama Yudha Sales Indonesia
77	PT KAO Indonesia	245	PT Mondelez Indonesia Manufacturing
78	PT Lucky Textile Semarang III	246	PT Morawa Electric Transbuana
79	PT Mamagreen Pacific	247	PT Mulia Industrindo
80	PT Nusantara Building Industries	248	PT Multi Bintang Indonesia
81	PT SAI Garment Industries	249	PT Multi Palma Sejahtera
82	PT Simulacra Dunia Sahabat	250	PT MultiIndocitra
83	PT Aneka Komkar Utama	251	PT Multimas Nabati Asahan
84	PT Cito Putra Utama	252	PT Nandya Karya Perkasa
85	PT Daiwabo Garment Indonesia	253	PT Nestle Indonesia
86	PT Gadingmas	254	PT Niki Harda sentosa

87	PT Holi Karya Sakti	255	PT Nippon Steal Construction Indonesia
88	PT Japfa Comfeed Indonesia - Unit Grobogan	256	PT Nojorono Tobacco International
89	PT Kairos	257	PT Novell Pharmaceutical Laboratories
90	PT Kino food Indonesia	258	PT Paboxin
91	PT Kubota Indonesia	259	PT Pabrik Cat Dan Tinta Pacific
92	PT Kudus Istana Furniture	260	PT Palma Serasih
93	PT Lucky Textile Semarang - Demak	261	PT PAM Lyonnaise Jaya (PALYJA)
94	PT Marimas Putera Kencana	262	PT Pancamitra Packindo
95	PT Rizki Piara Sejahtera	263	PT Pasoka Sumber Karya
96	PT Sarana Lindung Upaya	264	PT Pegadaian Persero Kanwil Makassar
97	PT Talenta Informasi Teknologi	265	PT Pelabuhan Indonesia IV
98	PT countryform furniture	266	PT Pelabuhan Indonesia IV (Persero)
99	PT Rema	267	PT Pelindo 4 (Persero)
100	PT sinar terang dua	268	PT Pepper Tree Investama (OT Group)
101	PT TI Matsuoka Winner Industry	269	PT Pertamina Retail
102	PT VRN	270	PT Plymilindo Perdana
103	Qopnet	271	PT POMI-PT Paiton Energy, PLTU Paiton
104	RS Hermina Pandanadan	272	PT Prabu Jaya
105	RS Permata Medika	273	PT Prasmanindo Boga Utama
106	Sinar Sosro PT	274	PT Procter & Gamble Home Products Indonesia
107	Srland Properties	275	PT Pura Mayungan
108	Visioncollege.id	276	PT Pusan Manis Mulia
109	Xti property	277	PT Rapid Plast Indonesia
110	Argo Pantas	278	PT RAPP
111	Bank Danamon	279	PT RBFood Manufaktur Indonesia
112	Batamindo	280	PT Reski Laifasto
113	Cipta Pesona	281	PT Reycom Document Solusi
114	ConocoPhillips Grissik Limited	282	PT Riau Andalan Pulp & Paper
115	CV Alam Indah Utama	283	PT Riau Andalan Pulp and Paper
116	CV Dwiguna Jaya Harta	284	PT Richtie Global
117	CV Tiga Sakti Utama	285	PT Robert Bosch
118	Derma global ventura	286	PT Salim Ivomas Pratama
119	Diageo Indonesia	287	PT Samco Farma
120	Dialogue group	288	PT Samudera Indonesia
121	Dynapack Asia	289	PT Santosa Agrindo
122	Dynaplast Plant 6 & Plant 8	290	PT Sarana Steel

123	Dynaplast Plant Jatake (DP2)	291	PT Saranacentral Bajatama
124	Galesong Group	292	PT Sari Warna Asli 2 Boyolali
125	HAP	293	PT Sarimelati Kencana
126	Himpunan Kawasan Industri	294	PT Sasa Inti Probolinggo
127	Hotel Wyndham Casablanca Jakarta	295	PT Serena Indopangan Industri
128	Indocement Tunggal Prakarsa	296	PT Sharp Semiconductor Indonesia
129	Indofood Makassar	297	PT SHI
130	Jawa Power	298	PT Siegwerk Indonesia
131	Kalbe Nutritionals	299	PT Sinarniaga Sejahtera
132	Kospermindo	300	PT Sinergi Agro Industri
133	Mahakarya Andalan Sumatera	301	PT Singawa Partner Indonesia
134	Mulia Industry	302	PT Sony Indonesia
135	Murni Solusindo Nusantara	303	PT SRO
136	CV Nan Maju Abadi	304	PT STP Hatchery Banyuwangi
137	Osaka Gas Singapore	305	PT Sunwood Timber Industries
138	Palyja Jakarta	306	PT Supravis Rama Optik Manufacturing
139	Precious Island	307	PT Suri Tani Pemuka Unit Hatchery Negare-Bali
140	PT Agrindo Maju Lestari	308	PT Suri Tani Pemuka Unit Shrimp Hatchery Anyer
141	PT Andhika LInes	309	PT Surya Dharmagati
142	PT Aneka Coffee Industry	310	PT Surya Multi Indopack
143	PT Aneka Sarivita	311	PT Surya Semesta Internusa
144	PT Angsa Daya	312	PT Surya Toto Indonesia
145	PT Anugerah Keramat Indah	313	PT Tanimas
146	PT Arah Muda Global Mandiri	314	PT Tanjungenim Lestari Pulp &Paper
147	PT Asia Sakti Wahid Foods Mfc	315	PT Teknindo Geosistem Unggul
148	PT Astra International	316	PT Thiess Contractors Indonesia
149	PT Bali Holiday Village	317	PT Toray Polytech Jakarta
150	PT Bando Indonesia	318	PT Tridharma Adigraha
151	PT Bangun Jaya Atjeh	319	PT Trimitra Baterai Prakasa
152	PT Bangun Marwah Bumi Melayu	320	PT Tritunggal Buana Sejahtera
153	PT Bank Permata	321	PT Tunas Alfin
154	PT Barokkah Boga Sejati	322	PT Vaksindo Satwa Nusantara
155	PT Bekasi Fajar Industrial Estate	323	PT Veronique Indonesia
156	PT BeOne Optima Solusi	324	PT Wabin Jayatama
157	PT Berkat Cipta Bersama	325	PT Widaya Inti Plasma
158	PT Bintang Indokarya Gemilang	326	PT Wohlrab Indonesia

159	PT Borwita Citra Prima	327	PT Yoshikawa Electronics Bintan
160	PT Cahaya Benteng Mas	328	Sanofi Indonesia
161	PT Canang Indah	329	Sanpak Unggul
162	PT Catur Karsa Inkrisuba	330	Simatelex Manufactory Batam
163	PT Central Sarana Pancing	331	Sinarmas Oleochemical
164	PT Ciba Vision Batam	332	STA Resources
165	PT Ciomas Adisatwa	333	Telkom landmark tower
166	PT Citraciti Pacific	334	Triputra Agro Persada
167	PT Coca-Cola Bottling Indonesia	335	PT Colorpak Indonesia
168	PT Coca-Cola Distribution Indonesia	336	PT Tekenomiks Indonesia
TOTAL = 575 Companies			

ANNEX 6. SOCIAL MEDIA FULL REPORT

The performance of USAID Mitra Kunci on social media started strongly in January. The statistics dipped moderately in February but picked up again in March. The number of followers keeps increasing steadily, but to achieve its target of achieving an opinion leader status by the end of the program, USAID Mitra Kunci urgently needs to employ tactical measures to amplify its impression¹, reach², and engagement³.

Key statistics

After an increase from December 2020 to January 2021, the social media performance of USAID Mitra Kunci (MK) declined in February 2021, but rose again in March 2021.

Key statistics of Twitter

MK's twitter impressions started at 28,000 in this quarter. It declined quite significantly in February, but rose again in March. Based on our observations, the impression number is impacted by how interesting or novel the information is when shared in a particular content, which influences the shareability of the content.

MK's impressions on Twitter declined in February, but rose again in March.

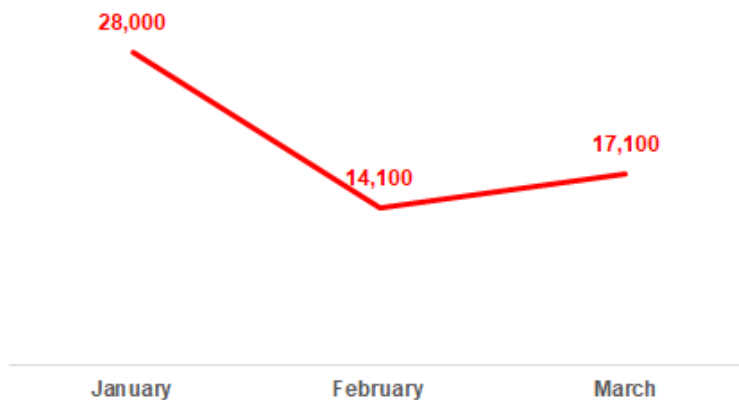


Figure 1. Twitter impressions in Q1 2021.

In total, MK's twitter account gained **59,200 impressions in Q1 2021**, with an average of **657 impressions per day**.

The most popular tweet in **March gained 2,038 impressions**. The most popular tweet in **February gained 3,052 impressions**, while the most popular tweet in **January gained 5,923 impressions**.

¹ Impression is the number of times a content appears on the homepage or the timeline of a user.

² Reach is the total number of accounts who see a content.

³ Engagement is the number of times a user takes action on the content they see. Examples of these actions include clicking on a photo, viewing a profile, liking, replying, and so on.



Impressions	5,923
Total engagements	112
Detail expands	60
Media engagements	33
Likes	11
Retweets	4
Profile clicks	2
Replies	1
Link clicks	1

Image 1. The most popular tweet in January 2021.



Impressions	3,052
Total engagements	119
Media engagements	84
Detail expands	19
Likes	8
Profile clicks	5
Retweets	3

Image 2. The most popular tweet in February 2021.



Impressions	2,038
Total engagements	114
Media engagements	66
Detail expands	32
Likes	9
Retweets	4
Replies	1
Hashtag clicks	1
Profile clicks	1

Image 3. The most popular tweet in March 2021.

Key statistics of Instagram

Be it reach or impression, MK’s Instagram showed only slight changes in performance. There was no drastic increase or decline in the numbers.

MK’s reach on Instagram declined in February, but recovered in March.

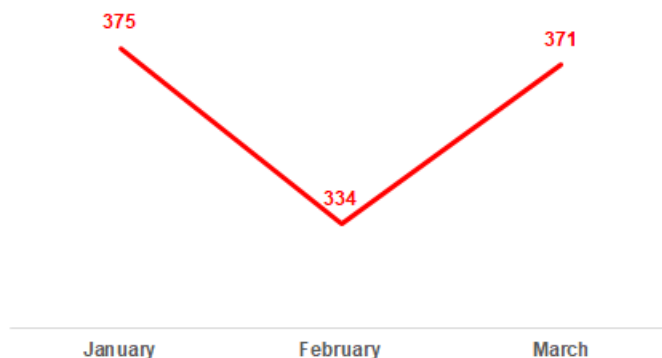


Figure 2. Instagram reach in Q1 2021.

MK's Instagram impressions showed an opposite trend to its reach, increasing in February and declining in March, although the changes were slight.

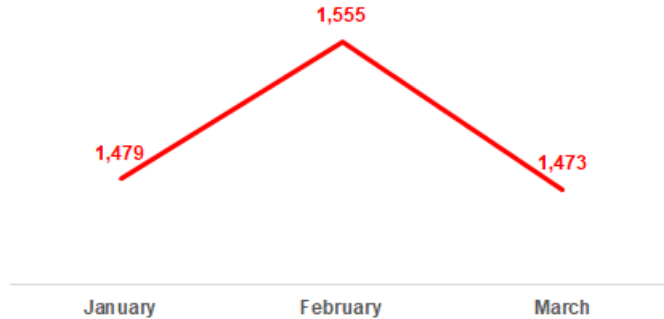


Figure 3. Instagram impressions in Q1 2021.

In Q1 2021, MK's Instagram account achieved a total of **4,507 impressions**, amounting to 50 impressions per day.

The most popular post in January reached 182 impressions and 168 reach.



Image 4. The most popular Instagram post in January 2021.

The most popular post in February gained 142 impressions and 132 reach.



Image 5. The most popular Instagram post in February 2021.

The most popular post in March gained 101 impressions and 94 reach.



Image 6. The most popular Instagram post in March 2021.

Key statistics of Facebook

Facebook's total reach declined in March after a slight increase in February. However, every month it consistently achieved a number that is exponentially larger than its total page likes.

After a slight increase in February, MK's Facebook reach declined in March.

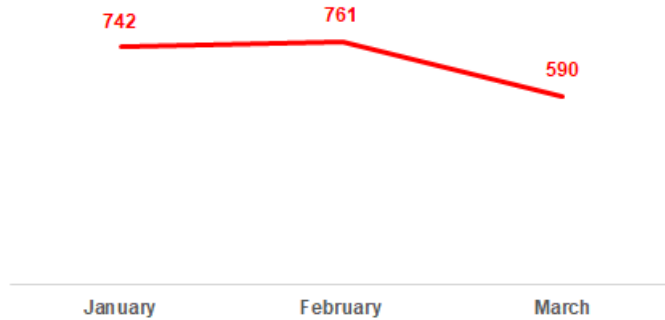


Figure 4. Facebook impressions in Q1 2021.

Meanwhile, the same trend of increase and decline also occurred in impressions, although the changes were more visible compared to the reach numbers.

MK's Facebook impressions increased quite significantly in February, but then declined in March. However, the number is still higher than January's impressions.

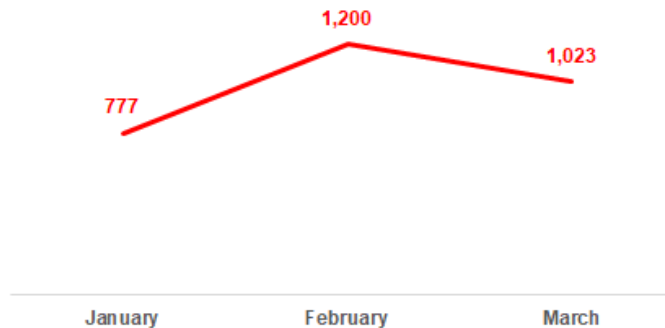


Figure 5. Facebook impressions in Q1 2021.

The most popular Facebook post in January reached 131 accounts.

USAID Mitra Kunci
18 January · 🌐

Pekerja perempuan memiliki kebutuhan biologis khusus serta kondisi sosial yang membuatnya lebih rentan menjadi sasaran tindakan kekerasan atau kejahatan. Oleh karena itu, pekerja perempuan membutuhkan kebijakan afirmatif untuk melindungi hak-haknya. Apa saja kebijakan yang sudah tercantum dalam Undang-Undang Ketenagakerjaan tersebut? Simak di post ini!

Untuk uraian lebih lanjut, cek artikelnnya di <http://bit.ly/8hakpekerjap!>

—... See more

MENGENAL 8 HAK PEKERJA PEREMPUAN BAGIAN 1
Sesuai UU Ketenagakerjaan No. 13 tahun 2003

HAK-HAK PEKERJA PEREMPUAN
Jam kerja khusus
Pekerja perempuan <18 tahun dan yang hamil dilarang dipekerjakan pukul 23.00-07.00.
Perusahaan wajib menyediakan angkutan antarjemput bagi perempuan hamil atau yang tidak bekerja antara pukul 23.00-07.00.

HAK-HAK PEKERJA PEREMPUAN
Cuti haid
Pekerja perempuan yang merasakan sakit saat haid pada hari pertama dan kedua tidak wajib bekerja.
Cuti hamil dan melahirkan
Perempuan berhak atau cuti selama masing-masing 1,5 bulan sebelum dan setelah melahirkan, berdasarkan pertolongan dokter atau bidan.

HAK-HAK PEKERJA PEREMPUAN
Perlindungan selama kehamilan
Pemberi kerja tidak boleh mempekerjakan perempuan hamil dengan kondisi kesehatan yang memburu.
Jika pengalihan tugas tidak memungkinkan, pemberi kerja wajib memberikan cuti hamil dan mempekerjakan pekerja perempuan setelah selesai cuti berhalah.

131 People Reached

9 Likes, Comments & Shares

7 Likes	5 On Post	2 On Shares
0 Comments	0 On Post	0 On Shares
2 Shares	2 On Post	0 On Shares

3 Post Clicks

1 Photo views	1 Link clicks	1 Other Clicks
---------------	---------------	----------------

NEGATIVE FEEDBACK

0 Hide post	0 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Image 7. The most popular Facebook post in January 2021.

The most popular Facebook post in February reached 219 accounts.

USAID Mitra Kunci
Published by Buffer [?] · 9 February · 🌐

Jenis microaggression (perundungan tersembunyi) yang kedua yaitu microinsult atau hinaan tersembunyi.

Hinaan ini seringkali bersembunyi dalam pujian, bahkan bisa jadi tidak disadari oleh yang mengatakannya. Namun, bagi kelompok minoritas atau rentan, efeknya tidak berbeda dari penghinaan terang-terangan.

—

#inklusi101 #inklusi101 #kesetaraan #diskriminasi #ketenagakerjaan #ketenagakerjaaninklusi #gender #perempuan #disabilitas

JENIS-JENIS MICROAGGRESSION (PERUNDUNGAN TERSEMBUNYI) #2
MICROINSULT (HINAAN TERSEMBUNYI)

Menyiratkan, kadang tanpa sengaja, bahwa kondisi atau latar belakang seseorang (gender, disabilitas, ras, dll.) pada umumnya lebih rendah daripada "orang kebanyakan".

Contoh: "Wah, nggak nyangka, perempuan bisa jadi bos!"

219 People Reached

14 Likes, Comments & Shares

10 Likes	4 On Post	6 On Shares
1 Comments	0 On Post	1 On Shares
3 Shares	3 On Post	0 On Shares

8 Post Clicks

1 Photo views	0 Link clicks	7 Other Clicks
---------------	---------------	----------------

NEGATIVE FEEDBACK

0 Hide post	0 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Image 8. The most popular Facebook post in February 2021.

The most popular Facebook post in March reached 121 accounts.

USAID Mitra Kunci
2 March

Dalam dialog ketenagakerjaan inklusif yang diselenggarakan oleh APINDO, Mitra Kunci, dan Kementerian Ketenagakerjaan Republik Indonesia, Menaker Ida Fauziyah menyampaikan harapannya agar perusahaan di Indonesia, baik BUMN maupun swasta, lebih memperhatikan inklusivitas dalam penyusunan kebijakan maupun penyediaan fasilitas di tempat kerja.

Dalam dialog tersebut, perwakilan perusahaan yang hadir juga membagikan rencana-rencana dan kebijakan inklusi yang telah terlaksana di pe... See more

"Perusahaan saat ini harus dapat menjadi perusahaan yang inklusif. Artinya, perusahaan membangun hubungan pekerjaan dalam perusahaan tanpa diskriminasi.

Setiap orang memiliki akses dan kontrol yang sama atas sumber daya, kesempatan dalam mengembangkan karier, dan manfaat dari setiap kebijakan ketenagakerjaan yang dibuat oleh perusahaan."

Ida Fauziyah, Menteri Ketenagakerjaan Republik Indonesia, dalam acara Dialog Ketenagakerjaan Inklusif pada Rabu, 24 Februari 2021.

Performance for your post

121 People Reached

7 Likes, Comments & Shares

6 Likes	2 On Post	4 On Shares
0 Comments	0 On Post	0 On Shares
1 Shares	1 On Post	0 On Shares

1 Post Clicks

0 Photo views	0 Link clicks	1 Other Clicks
---------------	---------------	----------------

NEGATIVE FEEDBACK

0 Hide post	0 Hide all posts
0 Report as spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

Image 9. The most popular Facebook post in March 2021.

The number of followers is increasing at a steady rate

Despite some decline in impressions and reach, the number of followers across all accounts is increasing steadily in Q1 2021.

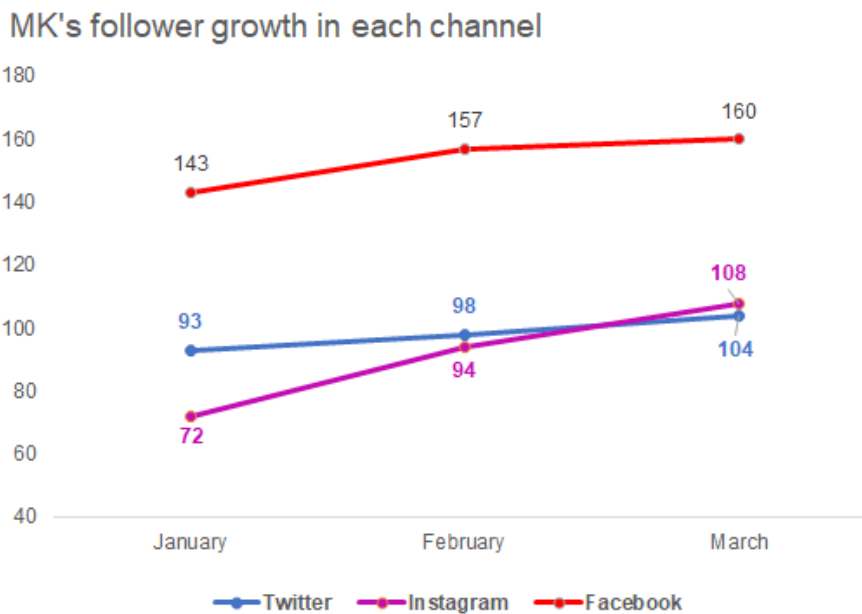


Figure 7. The growth of MK's social media followers in Q1 2021.

We can also see that even though Twitter contributes to the highest number of impression, it is also the most challenging channel in terms of growing our audience base.

Conclusion and recommendations

- Each social media channel consistently gives impression and reach numbers that are much higher than follower numbers. This means amplification by existing followers (e.g. sharing, retweeting, quoting) goes a long way to spread MK's social media content and reach new, previously untouched audiences.
- After observing the rate of follower increase in Q1 of 2021, we can conclude that a drastic growth in follower number is unlikely to occur in the future unless MK employs content amplification tactics (e.g. organizing more joint activities with partner organizations/communities and opinion leaders). Considering MK's aim to end the program as one of the opinion leaders in inclusive workforce, MK urgently needs a social media strategy that focuses on this goal, and is in the process of hiring a Social Media Officer to be responsible for it.

ANNEX 7. TECHNICAL ASSISTANCE AND COORDINATION

Technical Assistance for APINDO

Date	Agenda Of Technical Assitance	Participants	Technical Assistance
13-Jan-21	1. Update on activities for Milestone #3 & #4 2. Update on disbursement for APINDO	1. Virlian Nurkristi (MK) 2. Sara Naurani (MK) 3. Tuti Suharti (APINDO) 4. Artiah Fitry (APINDO)	Online discussion
19-Jan-21	1. Update on activities for Milestone #3 & #4 2. Request for Modification #3 FAA APINDO G-JAK-005	1. Virlian Nurkristi (MK) 2. Myra Hanartani (APINDO) 3. Tuti Suharti (APINDO)	Online discussion
22-Jan-21	Review I APINDO Deliverable milestone #3: 1. GESI Guideline Socialization in Central Java/BCA; 2. GESI Guideline Socialization in East Java/Accor	1. Virlian Nurkristi (MK) 2. Sara Naurani (MK) 3. Ernest Simatupang (MK) 4. Jenie Tanuwidjaja (MK) 5. Tuti Suharti (APINDO) 6. Artiah Fitry (APINDO)	Review and discussion by e-mail
4-Feb-21	Review I APINDO Deliverable milestone #3: Financial report - Recipient Contribution	1. Virlian Nurkristi (MK) 2. Sara Naurani (MK) 3. Ernest Simatupang (MK) 4. Jenie Tanuwidjaja (MK) 5. Tuti Suharti (APINDO) 6. Artiah Fitry (APINDO)	Review and discussion by e-mail
11-Mar-21	Request for Modification #4 FAA APINDO G-JAK-005	1. Lensi Mursida (MK) 2. Virlian Nurkristi (MK) 3. Sara Naurani (MK) 4. Myra Hanartani (APINDO) 5. Danang Girindrawardana (APINDO) 6. Chris Setyadi Suhendra (APINDO) 7. Tuti Suharti (APINDO) 8. Artiah Fitry (APINDO)	Review and discussion by e-mail
15-Mar-21	Coaching clinic about Recipient Contribution report for Milestone #3	1. Sara Naurani (MK) 2. Artiah Fitry (APINDO)	Whatsapp Call
19-Mar-21	Review II APINDO Deliverable milestone #3: 1.CEO Meeting; 2. Companies Mentoring to Develop Inclusive HR Policies	1. Virlian Nurkristi (MK) 2. Sara Naurani (MK) 3. Ernest Simatupang (MK) 4. Myra Hanartani (APINDO) 5. Tuti Suharti (APINDO) 6. Artiah Fitry (APINDO)	Review and discussion by e-mail
31-Mar-21	Review III APINDO Deliverable milestone #3: Companies Mentoring to Develop Inclusive HR Policies	1. Lensi Mursida (MK) 2. M. Hudallah (MK) 3. Ernest Simatupang (MK) 4. Virlian Nurkristi (MK) 5. Sara Naurani (MK) 6. Myra Hanartani (APINDO) 7. Tuti Suharti (APINDO) 8. Artiah Fitry (APINDO)	Review and discussion by e-mail

Coordination Meetings with Universities

Agenda	University Meetings and Participants	Mitra Kunci Participants
<p>Milestone 2</p> <ol style="list-style-type: none"> 1. Program status update related to deliverables, milestones, and timeline 2. Data collection status update 3. Preparation and discussion of deliverables for milestone 2 	<p>UNSIL, January 21, 2021: Supratman, Eri C, Reza UNIKU, January 22, 2021: Tatang Rois UNEJ, January 23, 2021: Ali Badrudin, Hermanto UNPAD, January 25, 2021: Diana Sari, Healthy UMM, January 26, 2021: Prof. Yus, Wiyono, Afif UNESA, January 27, 2021: M. Sholeh, Ahmad Bashri, M. Ilhamuddin, Jacky UNSUR, February 5, 2021: Dwidja P, Trini, Anita Kamilah</p>	<p>Lensi Mursida (COP) M. Hudallah (DCOP) Ernest S (FAM) Heri H Amrullah Rohmat H Puji M Dian A</p>
<p>Milestone 3 and close out</p> <ol style="list-style-type: none"> 1. Program status update related to deliverables, milestones, and timeline 2. Data collection status update 3. Preparation and discussion of deliverable for milestone 3 4. Discuss Lesson Learned Event 5. Explanation on Close out of FAA 	<p>UNSUR, March 26, 2021: Dwidja P, Trini, Anita Kamilah UNEJ, March 26, 2021: Ali Badrudin, Hermanto, Anwar UNIKU, March 29, 2021: Tatang Rois, Dadang S, Yayan S, Toto Supartono, Sahlan, Slamet UNESA, March 29, 2021: M. Sholeh, Ahmad Bashri, M. Ilhamuddin, Jacky</p>	<p>Lensi Mursida (COP) M. Hudallah (DCOP) Ernest S (FAM) Heri H Amrullah Rohmat H Puji M Dian A Wahono Atikah</p>

ANNEX 8. EEE PWD PROJECT

PROJECT DESCRIPTION FORM

Project number:	AID-497-TO-17-00001
Project name:	Employment and Economic Empowerment of Persons with Disabilities: Market-based Inclusive Workforce Development in East Java Province
Country (countries) of implementation:	Indonesia
Number of beneficiaries:	TBD
Implementing organization:	DAI Global, LLC
Other partner organizations:	N/A
Funding period:	July 10, 2020 – December 30, 2021
Activity funding level:	\$483,997.00

Project Summary (1 paragraph maximum):

The Employment and Economic Empowerment of Persons with Disabilities (EEE PWD) project aims to develop models of successful, scalable, and sustainable solutions for PWDs to gain new or better employment to lead to productive lives. Mitra Kunci will build on the scalable model of inclusive development laid out in the prior years of implementation to expand access to employment and develop economic activities of PWD. These models will contribute to development of a comprehensive framework for market-based inclusive workforce development that can be scaled up by the Government of Indonesia to other provinces. This comprehensive framework will entail engaging multi-stakeholders, i.e., local governments, training providers, disabled persons organizations (DPOs), civil society organizations (CSOs), private sector, and media, in the development, implementation, monitoring, and evaluation of the program. The contractor will ensure buy-in and engage these local champions to mobilize resources and build leadership to maximize support for the program.

Key Themes: (3-5 bullets)

- Gathering of accurate data on persons with disabilities (PWD) in communities in East Java;
- Expansion of access to data on internships, jobs and entrepreneurship opportunities including start-up capital for PWDs;
- Empowering of DPOs at the district level;
- Facilitation of multi-stakeholder coordination to share information and connect PWDs and DPOs to information, opportunities and resources that will benefit them.

Main Outcomes/Deliverables (5-10 maximum):

- The project is actively opening up the space for PWDs in East Java, with 86 People with Disabilities (PWDs) receiving training in vocational training centers (BLKs) this quarter, and 72 DPOs reached to participate in the project. The quick assessment to identify Disabled People's Organizations (DPOs) and PWDs revealed that only a small proportion of PWDs are members of DPOs, and those who are members of organizations are not all active, meanwhile information on support available is also patchy, indicating a great need for this intervention to help connect them to information and resources.

- Through 53 project-led events this quarter, mostly conducted online, 1,008 people participated, 539 of whom were people with disabilities.
- Vocational training centers in several districts and cities have opened up classes for PWD on topics specifically targeting them such as hydroponics and catfish cultivation and welding, and others have included PWD in ongoing general courses. Examples of early success: graduates of the hydroponics courses were given business start up support, and graduates of the welding courses have set up a joint business.
- Following seven project-led Focus Group Discussions (FGDs) throughout East Java in Surabaya, Jember, Malang, Pasuruan, Banyuwangi, Situbondo and Sidoarjo from January through February 2021, EEE PWD has developed shortlist of 60 people and organizations in each district/city who are in a position to facilitate training, employment, and entrepreneurship opportunities for PWD. The FGDs included contributions from the Social Welfare departments in all areas except Surabaya, BLK representatives from all seven areas, private sector company representatives from all seven.
- EEE PWD linked to 57 companies of which four have already moved forward with recruitment of PWDs, including the minimart company, Alfamart, and the project has so far assisted 21 PWDs to apply for work. Once the COVID-19 economic recovery begins, more options for hiring will open up for all, including PWDs (Indonesian companies are required to hire PWD to fill 1% of positions).
- The team consulted with 25 banks and cooperatives to raise the issue of credit and loans for PWDs through a consultation meeting on Capital and Business Assistance. While most banks require evidence of successful business over at least 6 months, cooperatives were shown to be open to lending to PWD in several districts.

Description(s) of Individual Country Projects (as applicable):

Not applicable.

Contact Information:

Main Point of Contact/Title: Lensi Mursida, Chief of Party Email/Other: Lensi_Mursida@dai.com

ANNEX 9. EEE DISABLED PERSONS ORGANIZATION (DPO) PARTNERS

The EEE Organization Partners

District/City	Organization
Surabaya	BKKKS Jawa Timur Dks DMI Gerkatan Istana Karya Difabel JOGOBOYO KMH Komunitas Mata Hati Lembaga Pemberdayaan Tunanetra Lembaga Pendidikan Khusus Pertuni POTADS SMPLB-A YPAB Surabaya Children Crisis centre YPAC SURABAYA
Sidoarjo	HWDI JKSI ABK & CAREGIVER METAPROGRESS Lembaga Pemberdayaan Tunanetra Pdmt PPCM PPDI Sidoarjo Uptd ABK
Kab Pasuruan	Disabilitas RSBD bina daksa pasuruan DMI DPC pasuruan HWDI Pertuni PLJ DIY PPDI Pasuruan
Kota Malang	ABK BINA SEJAHTERA ABK Sinar Sejahtera Kec. Klojen Bhakti Luhur Difabel creative community DMI FKD Cahaya Kasih Sukun FKD Malang FKD Paguyuban Mutiara Kasih Kedungkandang FKD Sinar Mulia Lowokwaru Gerkatan HWDI Komunitas Akar Tuli Komunitas Pemerhati Penyandang Disabilitas Omah Gembira Lentera kasih Pejuang Mimpi Pertuni PSM Y AMI Malang YGBKI " WAROENG INKLUSI " MALANG
Jember	DMI Gerkatan HARI JEMBER HWDI

	NPC Jember Perpenca Pertuni PPDI Jember
Situbondo	PPDiS KDD BALUNG KENDIT SITUBONDO KDD Bugeman KDD Curah Jeru KDD Klatakan KDD Olean KDD Tambak ukir KSM Inklusi Singo Mulyo NPC Petis Persatuan Tuli Situbondo
Banyuwangi	Aura Lentera Pertuni PPDI Banyuwangi Satkordik Kecamatan Kalipuro Yayasan Lentera Hati Nusantara