

REGULATION OF THE PRESIDENT OF THE REPUBLIC OF INDONESIA
NUMBER 68 OF 2022
ON
REVITALIZATION OF VOCATIONAL EDUCATION AND VOCATIONAL TRAINING
BY THE BLESSINGS OF ALMIGHTY GOD

THE PRESIDENT OF THE REPUBLIC OF INDONESIA,

- Considering : a. that productive and competitive human resources/competent workforce can be realized through the implementation of the effective and efficient vocational education and vocational training;
- b. that in order to provide effective and efficient vocational education and vocational training so as to produce graduates who are competent and needed by the job market or capable of entrepreneurship, it is necessary to revitalize vocational education and vocational training;
- c. that to realize the revitalization of vocational education and vocational training, the role and synergy of stakeholders is needed;
- d. that based on the considerations as referred to in point a, point b, and point c, it is necessary to issue a Presidential Regulation on Revitalization of Vocational Education and Vocational Training;
- Observing : 1. Article 4 section (1) of the 1945 Constitution of the Republic of Indonesia;

HAS DECIDED:

To issue : PRESIDENTIAL REGULATION ON REVITALIZATION OF VOCATIONAL EDUCATION AND VOCATIONAL TRAINING.

CHAPTER I

GENERAL PROVISIONS

Article 1

In this Presidential Regulation:

1. Vocational education means secondary education which prepares students primarily for work and/or entrepreneurship in certain fields and higher education which prepares students for work and/or entrepreneurship with certain applied skills.
2. Vocational training means entire activity to provide, obtain, improve, and develop work competency, productivity, discipline, attitude, and work ethic at a certain level of skills and expertise in accordance with the level and qualifications of a position or job for work and/or entrepreneurship.
3. Work Competency means the work-ability of each individual which includes aspects of knowledge, skills, and work attitudes that are in accordance with established standards.
4. Work Competency Standards means work-ability formulations that include aspects of knowledge, skills, and/or expertise as well as work attitudes that are relevant to the implementation of duties and job requirements and include Indonesian National Work Competency Standards, international Work Competency Standards, and/or specific Work Competency Standards.
5. Competency Certification means the process of granting competency certificates which is carried out systematically and objectively through competency tests in accordance with Work Competency Standards.
6. Central Government means the President of the Republic of Indonesia who holds the power of the government of the

Republic of Indonesia assisted by the Vice President and ministers as referred to in the 1945 Constitution of the Republic of Indonesia.

7. Local Government means regional head as an element of local government administrators who leads the implementation of government affairs that fall under the authority of the autonomous region.
8. Chamber of Commerce and Industry (*Kamar Dagang dan Industri*), hereinafter referred to as KADIN, means a forum for Indonesian entrepreneurs and operates in the economic sector.

Article 2

Revitalization of Vocational Education and Vocational Training is carried out with the aim of:

- a. increasing access, quality, and relevance of the provision of Vocational Education and Vocational Training in accordance with labour market needs;
- b. encouraging the development of special excellence in each Vocational Education and Vocational Training institution according to regional potential and labour market needs;
- c. strengthening the synergy between the Central Government, Local Governments, the business world, the industrial world, the world of work, and other stakeholders in improving the quality and competitiveness of Indonesian human resources/workforces;
- d. equipping human resources/ workforce with competencies for work and/or entrepreneurship; and
- e. encouraging participation from the business world, industrial world, and the world of work in the implementation of Vocational Education and Vocational Training.

Article 3

The revitalization of Vocational Education and Vocational Training is carried out through efforts to improve Vocational Education and Vocational Training in a comprehensive,

continuous, integrated, and coordinated manner.

Article 4

The scope of this Presidential Regulation includes:

- a. the need for human resources/competent workforce;
- b. implementation of Vocational Education and Vocational Training;
- c. alignment of Vocational Education and Vocational Training;
- d. quality assurance of Vocational Education and Vocational Training;
- e. coordination of Vocational Education and Vocational Training;
- f. the role of Local Governments;
- g. monitoring, evaluation, and reporting; and
- h. funding.

CHAPTER II

NEED FOR COMPETENT HUMAN RESOURCES/ WORKFORCE

Article 5

- (1) The need for competent human resources/workforce is outlined in workforce planning.
- (2) Workforce planning as referred to in section (1) is prepared by referring to the Labor Market Information System which is updated continuously.
- (3) The Labour Market Information System as referred to in section (2) is prepared by the minister administering government affairs in the field of manpower.

Article 6

- (1) The Labour Market Information System as referred to in Article 5 section (3) contains:
 - a. workforce structure;
 - b. workforce characteristics;
 - c. workforce supply; and

- d. domestic and foreign workforce need.
- (2) The Labour Market Information System as referred to in section (1) may also contain information regarding intermediate conditions that facilitate or hinder the achievement of labour market balance.
- (3) Further provisions regarding the Labour Market Information System are regulated by a Regulation of the Minister administering government affairs in the field of manpower.

Article 7

- (1) Vocational Education and Vocational Training are competency-based and refer to Work Competency Standards.
- (2) The Work Competency Standards as referred to in section (1) consist of:
 - a. Indonesian National Work Competency Standards;
 - b. International Work Competency Standards; and/or
 - c. specific Work Competency Standards.
- (3) The Indonesian National Work Competency Standards as referred to in section (2) point a are prepared by KADIN, business associations and professional/industry associations in coordination with ministries/institutions according to their respective sectors.
- (4) The Indonesian National Work Competency Standards as referred to in section (2) point a are determined by the minister administering government affairs in the field of manpower based on proposals from ministries/institutions in accordance with their respective sectors.
- (5) International Work Competency Standards and specific Work Competency Standards as referred to in section (2) point b and point c are implemented in accordance with the provisions of legislation.

CHAPTER III

IMPLEMENTATION OF VOCATIONAL EDUCATION AND VOCATIONAL TRAINING

Article 8

- (1) The basic principles of organizing Vocational Education and Vocational Training include:
 - a. oriented to the needs of the business world, industrial world, world of work and entrepreneurship;
 - b. joint responsibility between the Central Government, Local Government, the business world, the industrial world, the world of work and the public;
 - c. competency-based;
 - d. lifelong learning; and
 - e. held inclusively.
- (2) The basic principles for implementing Vocational Education and Vocational Training as referred to in section (1) are outlined in the national strategy for Vocational Education and Vocational Training.

Article 9

- (1) Vocational Education includes:
 - a. vocational secondary education; and
 - b. vocational higher education.
- (2) The Vocational Education as referred to in section (1) is the duty and responsibility of the minister administering government affairs in the field of education in accordance with the provisions of legislation.
- (3) Vocational Education to meet the human resource/workforce need of each sector can be organized by the relevant ministries/institutions.
- (4) Vocational Education as referred to in section (3) for higher education is carried out after receiving an assignment from the ministry administering government affairs in the field of education in accordance with the provisions of legislation.
- (5) Vocational Education as referred to in section (3) for vocational education is carried out after coordinating with the ministry administering government affairs in the field of education and the ministry that administering

government home affairs in accordance with the provisions of legislation.

Article 10

- (1) Vocational Training includes:
 - a. work trainings; and
 - b. skills courses.
- (2) The Vocational Training as referred to in section (1) aims to:
 - a. provision of Work Competency;
 - b. transfer of Work Competency; and
 - c. increasing Work Competency, in accordance with the needs of the business world, industrial world, world of work, and entrepreneurship based on Work Competency Standards.
- (3) The Vocational training as referred to in section (1) is the duty and responsibility of the minister who carries out government affairs in the field of employment in accordance with the provisions of legislation.
- (4) Vocational training to meet the human resource needs of the workforce in each sector is the task of the relevant ministries/institutions or Local Governments in accordance with provisions of legislation.
- (5) The implementation and development of Vocational Training which is the task of the ministry/institution is carried out after coordinating with the ministry administering government affairs in the field of manpower and the ministry administering government home affairs in accordance with the provisions of legislation.

Article 11

- (1) Ministries/institutions that organize Vocational Education and Vocational Training are obligated to guarantee the availability of educators and instructors who meet Work Competency Standards.
- (2) Fulfilling the availability of educators and instructors as referred to in section (1) is carried out through:

- a. increasing the competency of existing educators and instructors;
 - b. recruitment of educators and instructors, including experienced and retired industry experts; and
 - c. assignment of practitioners as educators and instructors.
- (3) KADIN, employer associations, and professional/industry associations support the availability of educators and instructors who meet Work Competency Standards.

Article 12

- (1) Ministries/institutions that organize Vocational Education and Vocational Training provide facilities and infrastructure to ensure the achievement of Work Competency Standards.
- (2) The business world, the industrial world and the world of work are obligated to support the provision of facilities and infrastructure for Vocational Education and Vocational Training.

CHAPTER IV

ALIGNMENT OF VOCATIONAL EDUCATION AND VOCATIONAL TRAINING

Article 13

Alignment of Vocational Education and Vocational Training with the business world, the industrial world and the world of work is carried out in:

- a. curriculum preparation and adjustment;
- b. preparation of Work Competency Standards;
- c. organizing access to apprenticeships and industrial work practices;
- d. recognition of competency/professional certificates for graduates of Vocational Education and Vocational Training;
- e. job recruitment for graduates who meet qualifications according to needs;

- f. establishment of Vocational Education and Vocational Training institutions according to the needs of the business world, the industrial world and the world of work;
- g. placement of experienced and retired industry practitioners or experts as educators and instructors; and
- h. research and downstream activities with educational institutions.

Article 14

- (1) Alignment of Vocational Education and Vocational Training as referred to in Article 13 is the responsibility of the minister administering government affairs in the field of education and the minister administering government affairs in the field of manpower.
- (2) Alignment of Vocational Education and Vocational Training as referred to in section (1) is carried out together with:
 - a. relevant ministries/institutions; and
 - b. KADIN.
- (3) Alignment of Vocational Education and Vocational Training as referred to in section (2) may include employers' associations and professional/industry associations.

Article 15

- (1) The Central Government and Local Governments, in accordance with their authority, support and facilitate KADIN, the business world, the industrial world and the world of work, as well as the community in establishing Vocational Education and Vocational Training institutions.
- (2) The establishment of Vocational Education and Vocational Training institutions as referred to in section (1) is prioritized in special economic zones, industrial estates, industrial growth center areas, and bonded areas.
- (3) Support and facilitation as referred to in section (1) takes the form of ease of licensing, incentives and coaching in accordance with the provisions of legislation.

CHAPTER V
QUALITY ASSURANCE OF VOCATIONAL EDUCATION AND
VOCATIONAL TRAINING

Article 16

- (1) Quality assurance of Vocational Education and Vocational Training is carried out through:
 - a. institutional accreditation; and
 - b. Competency/professional certification for students/trainees.
- (2) The institutional accreditation as referred to in section (1) point a is determined by the national accreditation body/institution of each ministry/institution which refers to the specific output competencies of Vocational Education and Vocational Training institutions.
- (3) The competent/professional certification for students/trainees as referred to in section (1) point b is carried out by a professional certification body that has a license from the Indonesian Professional Certification Authority.
- (4) Implementation of Competency/professional Certification as referred to in section (3) may be carried out through mutual recognition among countries.
- (5) Certification that refers to international Work Competency Standards or exclusive Work Competency Standards is carried out in accordance with the provisions of legislation.
- (6) The professional certification body as referred to in section (3) carries out competency tests involving assessors from the business world, industrial world and the world of work.

Article 17

- (1) In order to strengthen quality assurance of Vocational Education and Vocational Training, Vocational Education and Vocational Training organizing institutions collaborate with the business world, the industrial world and the world of work to carry out a regular graduate search process.

- (2) The graduate search process results as referred to in section (1) are reported to the ministry responsible for developing Vocational Education and Vocational Training organizing institutions.

CHAPTER VI COORDINATION OF VOCATIONAL EDUCATION AND VOCATIONAL TRAINING

Article 18

- (1) In order to coordinate the implementation of the revitalization of Vocational Education and Vocational Training, a National Coordination Team for the Revitalization of Vocational Education and Vocational Training is formed.
- (2) The National Coordination Team for the Revitalization of Vocational Education and Vocational Training has the following duties to:
 - a. coordinate, synergize and evaluate the implementation of the revitalization of Vocational Education and Vocational Training in an effective, comprehensive and integrated manner by involving relevant stakeholders at the central and regional levels; and
 - b. prepare a national strategy for Vocational Education and Vocational Training as a guideline for the revitalization of Vocational Education and Vocational Training to be determined by the coordinating minister who carries out coordination, synchronization and control of government affairs in the field of human development and culture not later than 3 (three) months from the promulgation of this Presidential Regulation.
- (3) In carrying out the duties as referred to in section (2), the National Coordination Team for the Revitalization of Vocational Education and Vocational Training is assisted by a secretariat which is functionally carried out by one of

the work units within the coordinating ministry which carries out coordination, synchronization and control of government affairs in the field of human development and culture.

- (4) The National Coordination Team for the Revitalization of Vocational Education and Vocational Training consists of:
 - a. directors; and
 - b. members.

Article 19

- (1) The Directors as referred to in Article 18 section (4) point a has the following duties to:
 - a. provide considerations, suggestions, and recommendations for resolving hinderance and obstacles in the Revitalization of Vocational Education and Vocational Training; and
 - b. ensure that the revitalization of Vocational Education and Vocational Training is carried out effectively, comprehensively, and integrated by involving relevant stakeholders at the central and regional levels.
- (2) The Directors as referred to in section (1) consists of:
 - a. chairperson: coordinating minister who carries out coordination, synchronization, and control of government affairs in the field of human development and culture;
 - b. vice chairpersons:
 - 1. coordinating minister who coordinates, synchronizes, and controls government affairs in the field of economy; and
 - 2. coordinating minister who coordinates, synchronizes, and controls government affairs in the field of maritime and investment.
- (3) The members as referred to in Article 18 section (4) point b consist of:
 - a. the minister administering government affairs in the field of national development planning;
 - b. the minister administering government affairs in the

- field of education;
- c. the minister administering government affairs in the field of manpower;
- d. the minister administering government affairs in the field of finance;
- e. the minister administering government home affairs;
- and
- f. Chairperson of KADIN.

Article 20

In implementing the coordination of the revitalization of Vocational Education and Vocational Training by the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training as referred to in Article 18 section (2), with consideration of effectiveness and efficiency an implementation team and/or working group is formed.

Article 21

Further provisions regarding the organizational structure, duties, functions and work procedures for the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training are regulated by Regulations of the Coordinating Minister which carries out coordination, synchronization and control of government affairs in the field of human development and culture.

CHAPTER VII

ROLE OF LOCAL GOVERNMENTS

Article 22

- (1) Governors and regents/mayors according to their authority in Vocational Education and Vocational Training have the following duties to:
 - a. prepare operational plans and policies for the development and management of Labour Market Information Systems in their respective regions;
 - b. prepare strategic plans for Vocational Education and

Vocational Training in their respective regions which refer to the policies of the ministry administering government affairs in the field of education and the ministry administering government affairs in the field of manpower;

- c. align Vocational Education and Vocational Training with the business world, industrial world and the world of work;
 - d. provide funding support for the revitalization of Vocational Education and Vocational Training under its authority;
 - e. guarantee the availability of educators and instructors for Vocational Education and Vocational Training institutions; and
 - f. report the implementation of the revitalization of Vocational Education and Vocational Training in regions under their authority to the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training.
- (2) In carrying out the duties as referred to in section (1), governors and regents/mayors form a Regional Coordinating Team for the Revitalization of Vocational Education and Vocational Training involving KADIN at the provincial level, and KADIN at the regency/municipal level.

Article 23

The Minister administering government home affairs coordinates, integrates and synchronizes policies, planning and budgeting in the implementation of the revitalization of Vocational Education and Vocational Training in the regions.

CHAPTER VIII

MONITORING, EVALUATION AND REPORTING

Article 24

Monitoring and evaluation of the implementation of the revitalization of Vocational Education and Vocational Training

is carried out with the aim of:

- a. ensuring the effectiveness of the implementation of the revitalization of Vocational Education and Vocational Training;
- b. knowing the successful achievements of the implementation of the revitalization of Vocational Education and Vocational Training; and
- c. providing feedback on the progress of the implementation of the revitalization of Vocational Education and Vocational Training.

Article 25

- (1) Monitoring and evaluation of the implementation of the revitalization of Vocational Education and Vocational Training is carried out by the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training and the Regional Coordinating Team for the Revitalization of Vocational Education and Vocational Training in stages and periodically.
- (2) The results of monitoring and evaluation of the implementation of the revitalization of Vocational Education and Vocational Training carried out in the provinces and regencies/municipalities are reported in stages to the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training with a copy to the minister administering government home affairs periodically once in every 6 (six) month and/or at any time if necessary.
- (3) The results of monitoring and evaluation as referred to in section (1) and section (2) are prepared by the National Coordinating Team for the Revitalization of Vocational Education and Vocational Training to be reported to the President at least 1 (once) a year and/or at any time if necessary.

CHAPTER IX

FUNDING

Article 26

- (1) The funding needed for the implementation of the revitalization of Vocational Education and Vocational Training comes from:
 - a. state budget;
 - b. local budget; and/or
 - c. other legitimate and non-binding sources, in accordance with the provisions of legislation.
- (2) Funding comes from the state budget and local budgets in accordance with state and/or regional financial capabilities.

CHAPTER X

CLOSING PROVISIONS

Article 27

At the time this Presidential Regulation comes into force, Presidential Decree Number 68 of 1998 on Development of Job Training Courses and Training Institutions is repealed and declared ineffective.

Article 28

This Presidential Regulation comes into force on the date of its promulgation.

In order that every person may know hereof, it is ordered to promulgate this Government Regulation in the State Gazette of the Republic of Indonesia.

Issued in Jakarta,

on 27 April 2022

PRESIDENT OF THE REPUBLIC OF
INDONESIA,

signed

JOKO WIDODO

Promulgated in Jakarta

on 27 April 2022

MINISTER OF LAW AND HUMAN RIGHTS OF THE REPUBLIC OF INDONESIA,
signed

YASONNA H. LAOLY

STATE GAZETTE OF THE REPUBLIC OF INDONESIA OF 2022 NUMBER 108

Jakarta, 11 July 2024

Has been translated as an Official Translation

on behalf of the Minister of Law and Human Rights
of the Republic of Indonesia

DIRECTOR GENERAL OF LEGISLATION,



ASEP N. MULYANA