

Talenesia

INTRODUCTION DECK

Indonesia is a populous country with high number of workforce and **91%** of them are **low and semi-skilled workers**



276,000,000
Population

Indonesia is the **4th most populous country** in the world



214,000,000
Workforce

Indonesia is going to be the **5th largest productive age population** in the world by 2050.



194,740,000
Low & Semi - skilled worker

91% Indonesian workforce is dominated by low and semi-skilled workers



Talenesia vision is to be the solution provider to tackle the challenges in low and semi-skilled workforce



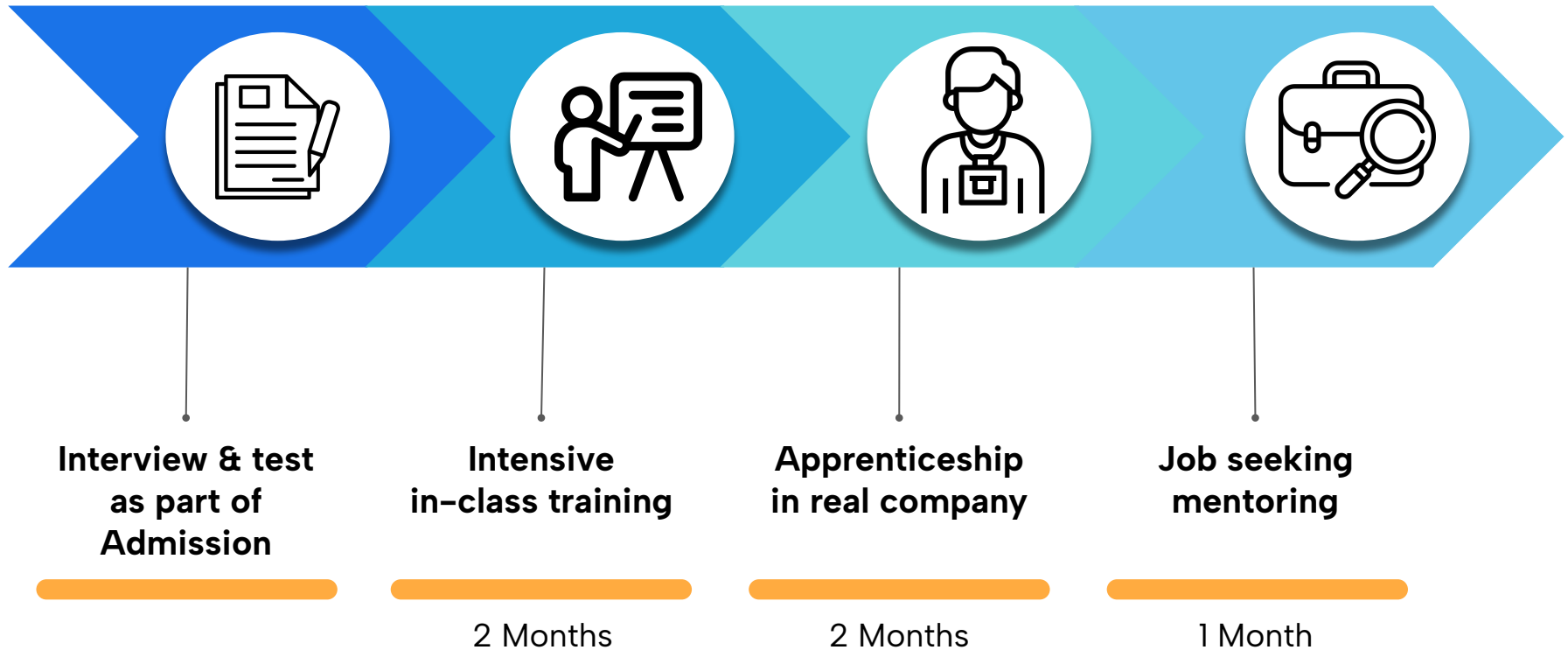
VISION

Indonesia with adaptive, empowered semi-skilled and skilled talents and organizations who support each other's growth harmoniously toward a sustainable future.

MISSIONS

- To equip low & semi-skilled Indonesian talents with future-proof skills to improve their career opportunity and quality of life
- To connect organizations with competent semi-skilled and skilled Indonesian talents to optimize their business performance

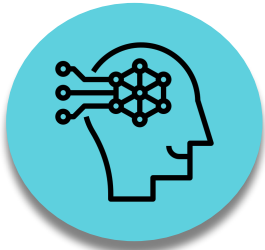
Talenesia's **user journey** starts from the intensive in-class training, apprenticeships, and job mentoring



Talenesia provides a value for low and semi-skilled talents to prepare them for a better quality and opportunity



EXPERIENTIAL LEARNING



Talenesia facilitates learning-by-doing and how to apply the practical lesson into the work setting

COMPREHENSIVE LEARNING



Talenesia learning design involves the hard & soft skill, work ethics, and mentality

MENTORING DURING APPRENTICESHIP



The participants will be provided with mentoring from Talenesia during their apprenticeship, other than the mentor in their OJT company

Talenesia helps companies to manage low and semi-skilled talent recruitment and development process hence reducing cost and promote a better focus towards their core business



End to end talent hiring and development process



With our intensive and comprehensive learning journey, company can be benefited by:

- Getting an internship talents
- Getting a hired talents

Standardised talent management



Most of low and semi skilled workers find jobs from referral. Talenesia provides standardised talent development process and can act as a "referrer" from the partnered company with the talents

Cost Efficiency



We facilitate our low and semi-skilled talents to utilize their financial resource to upskill their skills to match with the job vs company to spend budget in their own talent development process

Making impact to low and middle class segment



By joining into our partner network, company can contribute to make an impact to the low and middle class segment to give them a better opportunity and can be leverage as a CSR program or PR Branding

Product Knowledge

ADMIN HR-GA AND GENERAL OFFICE TALENT

Currently, Talenesia is focusing on providing training and career management for HR-GA and General Office role.

Talenesia Learning Program:

Human Resource and General Affair Administrator Role



Hard skill

1. Capable of operating Microsoft Office
2. Capable of operating Google Workspace
3. Capable of performing simple administrative tasks well (e.g emailing, archiving, data entry, create simple report)
4. Capable of performing the management, organizing, and scheduling of activities in the office
5. Capable of handling office facilities such as office facilities data collection, facilities maintenance, and managing office operational stocks (e.g pantry utensils, office stationery)
6. Capable of managing petty cash well
7. Capable of managing reimbursement well
8. Capable of creating simple financial report
9. Capable of assisting procurement process such as creating pre order, selecting vendor, archiving invoice and report
10. Capable of creating simple research
11. Capable of assisting HR function in recruitment, managing employee's BPJS, and creating event for employees

Soft skill

1. Learner is showing improvement in problem solving in the scope of work setting
2. Learner is showing improvement in effective communication in the scope of work setting
3. Learner is showing improvement in the collaboration in the scope of work setting
4. Learner is showing improvement in the applied literacy and numeracy skills in the scope of work setting
5. Learner is showing improvement in the individual or at work time management
6. Learner is showing improvement in stakeholder management in the scope of work setting

Mentality

1. There's a shifting mentality on how they see themselves
2. There's a shifting mentality on how they see failure or rejection
3. There's a shifting mentality on how they see challenges
4. There's a shifting mentality on how they see critique
5. There's an increment on their self-confidence

Talenesia Learning Program: Training Candidate Selection Process during Admission



1

Cognitive Ability

Measuring cognitive skill of the participants, including literacy and numeracy skill through our developed measurement test.

2

Motivation

Measuring the participants' motivation to participate in the training. It is done via interview.

3

Commitment

Measuring the participants' commitment to finish the overall training program. It is done via interview.

4

Readiness

Measuring the participants' readiness in terms of technical and non-technical, experience in the role, experience in training to finish the training program. It is done via interview.

5

Growth Mindset

Measuring the participants' growth mindset while participating in the training program

! Talenesia also captures demographic data of the potential participants and providing "passion test" to capture their passion and interest.

1 INTENSIVE CLASS

Practical in-class training with experts

50 hours
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Group study with mentor

18 hours
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1 on 1 session with mentor

18 hours
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Talenesia LMS



Learning journal



Bi-weekly evaluation



2 APPRENTICESHIP PROGRAM

Learner is taking apprenticeship in the designated company

Online class once in 2 weeks

Group mentoring by Talenesia

1 on 1 mentoring
By Talenesia

Monthly report from
the company

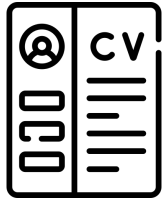
Final report of
apprenticeship
By Talenesia

3 JOB SEEKING MENTORING



Training to write CV and practicing to face the HR and User job interview

Assisting in CV review and application document preparation



Sharing the access of relevant job opportunity information

Guiding and assisting in applying for job opportunities



Talenesia Learning Program: Training Evaluation Report



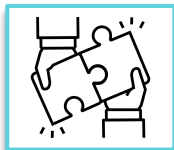
Hard skill result



Performance



Working attitude



Communication and collaboration

Partnerships Scheme

GENERAL

Initial Collaboration Ideas

B2B Partnerships



- 1 Apprenticeship Placement
- 2 Hiring Talents
- 3 Becoming Our Expert Tutor
- 4 CSR Program
- 5 Tailored Employee training and development program

Other collaboration ideas are open for exploration

Thank you

Find us here:



Our Partners:



Suitcareer

NAKULA
VILLA MANAGEMENT & VILLA RENTAL

EPITERMA
STEEL FABRICATION AND CONSTRUCTION

Drop your inquiries to ardianta@talenesia.com