



# POLICIES AND PROGRAMS IN AGRICULTURAL HUMAN RESOURCE DEVELOPMENT

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# PRESIDENT'S STATEMENT ON HUMAN RESOURCES DEVELOPMENT

## VISION AND MISSION 2020 -2024

### VISION

An advanced Indonesia, which is sovereign, independent, with a personality based on mutual cooperation

### MISSION

#### The 1<sup>st</sup>



Improving the quality of Indonesia's people



Build the agile human resources:

- ☐ dynamic
- ☐ productive
- ☐ skilled
- ☐ experts in sciences & technologies
- ☐ industrial cooperation, and
- ☐ global talent



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## MINISTER'S STATEMENT ON EMPOWERING MILLENNIAL FARMERS

# MINISTER OF AGRICULTURE “ADVANCED INDEPENDENT & MODERN AGRICULTURE” RE

Need to empower 2.5 MILLION MILLENNIAL FARMERS in  
2024



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# IAAEHRD WITH 3 PILLARS

- 1 Movement of the Strategic Command for Agricultural Development in the District (KOSTRATANI)
- 2 Extention, education and vocational training to support the growth of millennial agricultural entrepreneurs
- 3 Extention, education and training to support the main program of the Ministry of Agriculture



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# INDONESIAN AGENCY FOR EXTENSION & AGRICULTURAL HUMAN RESOURCE DEVELOPMENT (BPPSDMP) - ACTION PROGRAMS



## KOSTRATANI



1. Data and Information Center
2. Center for Agricultural Development
3. Learning Center on Agriculture
4. Agribusiness Consulting Center
5. Partnership Network Development Center



## MILLENIAL AGRICULTURE PROGRAMME



1. Vocational Education
2. Vocational Training
3. Empowerment of P4S
4. Overseas apprenticeship
5. DPM/DPA
6. PWMP/Milenial Agropreneur Program
7. YESS Program



## SUPPORT FORMAIN PROGRAMS OFTHE MINISTRY



- 1) Food Estate based on famer corporation
- 2) Propaktani
- 3) GedorHORTI
- 4) Grasida
- 5) SIKOMANDAN
- 6) GratiEks
- 7) P2L
- 8) KUR and mechanization
- 9) Technology Dissemination



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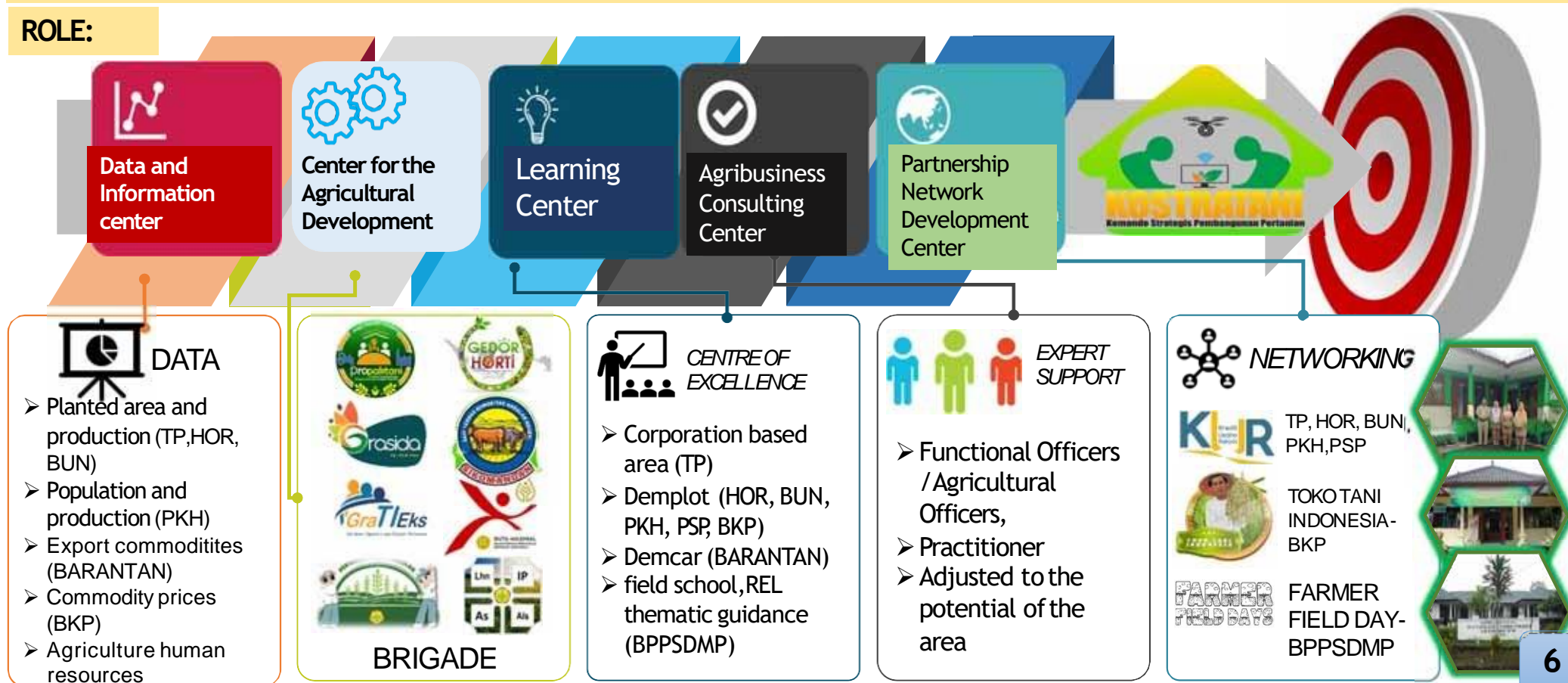




# KOSTRATANI

**Definition:** The center for agricultural development activities at the sub-district level, which is the optimization of tasks, functions and roles of the Agricultural Extension Center (BPP) by utilizing IT in realizing national food sovereignty.

## ROLE:



# MILLENIALS IN AGRICULTURE

## OPPORTUNITIES

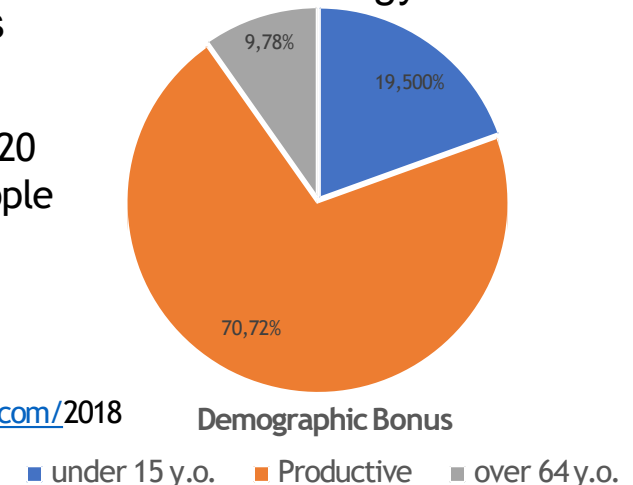
## CHALLENGES

- The agricultural sector provides employment for more than 38 million people in Indonesia, however, nearly 80% of Indonesian farmers are over 45 years old
- Meanwhile, in Indonesia there are 65 million young people with an average age of 28 years → The youth population is not in line with youth participation in the agricultural sector
- The low interest of youth in the agricultural sector is a challenge, both in employment and entrepreneurship, both on-farm and off-farm
- Each year the number of farmers decreased by 500 thousand

- There is a need for 81.090.000 farmers, which is only half fulfilled – 38.224.371 existing farmers, we need 42.865.629 more
- Youth to develop agriculture sector in Industry era 4.0: to substitute old farmers, competitive, more responsive to technology, more adaptable and creative
- Farmers' regeneration with the support of holistic education and technology is one of the key solutions

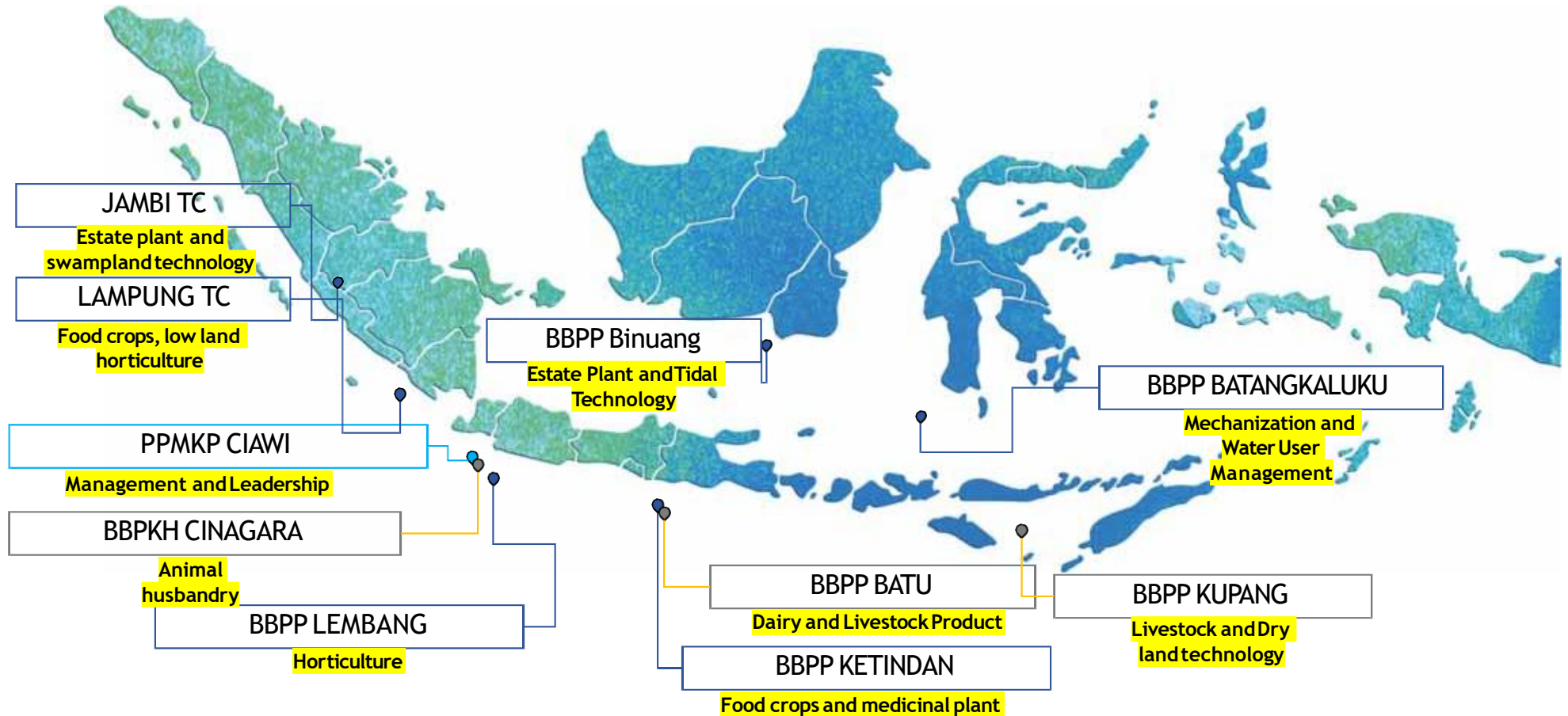
Total : 270,20  
million people

Sources :  
BPS, 2020  
Ministry of Manpower  
<https://tradingeconomics.com/>2018



# TRAINING CENTER

NATIONAL LEVEL





# INDONESIAN CENTRE FOR AGRICULTURAL TRAINING(ICAT)



The realization of agricultural human resources, professional independent and competitive through training and agricultural professional certification to support food sovereignty and the welfare of farmers.



1. Developing institutional capacity and training staff;
2. Developing quality management for training
3. Develop and develop SKKNI and agricultural HR professional certification;
4. Develop training programs and networks for domestic and foreign agricultural training cooperation

## PROGRAMS

1. Increased Implementation of Agricultural Training;
2. Strengthening Agricultural Training Institutions;
3. Increasing Competence in Agricultural Training Staff;
4. Development of Standardization and Professional Certification;
5. Program Development and Training Cooperation Network.



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# IMPLEMENTATION OF 'YOUTH FOR FOOD' THROUGH CAMPAIGN OF MILLENIAL FARMERS



ES 1

VOCATIONAL TRAINING  
(10 UPT)  
VOCATIONAL EDUCATION  
(10 UPT)



ES 1

DEMONSTRATION PLOT



ES 1



PSP



SDM

INCENTIVE

1. Financial access (KUR)
2. Cultivation Technique
3. Harvesting Technique
4. Processing Technique
5. Market access

1. Cultivation Technique
2. Harvesting Technique
3. Processing Technique

1. CORPORATION
2. DIGITALIZATION
3. YOUTH AMBASSADORS

QUALIFIED JOB SEEKER



MILLENIAL  
FARMERS

# MILLENNIAL FARMER PROGRAMS



Vocational Education

Vocational training



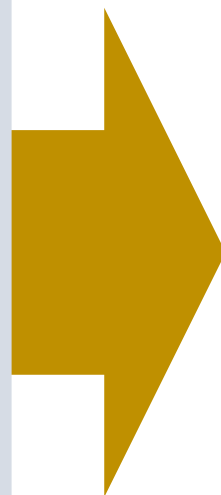
P4S

JAPANESE APPRENTICESHIP



Kostratani

Milenial Agripreneur  
Ambassadors  
2020 → 67  
2021 → 1087



**AGRICULTURAL HUMAN RESOURCES:  
PROFESSIONAL, COMPETITIVE, AND  
ENTREPRENEURED**



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**Development of IT  
Platform and  
Digital Networks**

**Preparation of  
Competent  
Engineer in the  
Industry 4.0 Era**

**Mapping Food  
and Agricultural  
Industrial Area**

**Infrastructure  
investastion and  
system and chain  
engineering**

**Modul Preparation  
and Infrastructure  
Digitl Platform**

**Preparation of Training  
and Extension Center  
based on Tecnology and  
Information**

**Strengthening  
Farmer Corporation  
Digital Based and  
Smart Agriculture**

### EVOLUTION IN AGRIC DIGITALISATION



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# SMART GREEN HOUSE AND RICE TRANSPLANTER



Smart Green House



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## SUCCESS STORIES: IN HORTICULTURE AND QUAILS

IN THE MIDDLE OF COVID-19, SANDI PREPARED 141 AGRICULTURE PRODUCTS TO FULFILLED SOCIETY NEEDS



**SANDY:** Private ownership 8 ha, 94 ha HGU with PTPN VIII, turnover 500 million - 1 billion, mentoring 385 farmers, patnership with 25 hotels, restaurant, Cafe, hypermart, 3 Food Industry, E-Commerce, digitalvillage empowerment , etc



**BUSINESS PROSPECT OF QUAIL IS PROMISING, GET 900 MILLION TURNOVER PERMONTH**

**SLAMET :** Private ownership 3,5 ha, mentoring 446 breeder, turnover 900 million, patnership with Ministry of Ag, Ministry of Cooperation & SMEs, Ministry of Manpower, PT Comfeed, Charoen Phokphan, PT Medion, HOREKA, ect



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## MILLENIAL FARMERS CONTINUE TO EXPORT DESPITE COVID-19 PANDEMIC



**KADEK SURYA:** Private ownership 2 ha, patnership with farmers 600 ha, mentoring 1.000 farmers, Turnover 4 billion, National patnership with PT dufrindo internasional, Krisna, carefour, Indomaret, Pepito, Namaste Bandung, Papermint Jogja, Healty corner Surabaya, Kemchick Jakarta, Prima jaya Jakarta Internasional: Albatatel UEA, Superlative Singapura, Zeest LLC USA, Diet angel malaysia, dufrymalaysia

## SUCCESS STORIES: FARMERS AND MILLENIAL FARMERS SUPPORT FOOD AVAILABILITY IN THE CURRENT CRISIS CAUSED BY COVID-19 PANDEMIC



**JATU:** Private ownership 0,6 Ha, patnership with farmers 100-170Ha, mentoring farmer : 200 people, turnover 30-70million, patnership with Mayora, Superindo, Aeon, all fresh, royal Ambarukmo, Pullman



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## SUCCESS STORIES: FARMERS AND MILLENIAL FARMERS SUPPORT FOOD AVAILABILITY IN THE CURRENT CRISIS CAUSED BY COVID-19 PANDEMIC

**GESANG, MILLENIAL FARMER WHO CONTINUE TO EXPORT HORTICULTURE PRODUCT IN THE MIDDLE OF COVID-19 PANDEMIC**



### **GESANG**

Private ownership land 3 ha, patnership with farmers 6 ha., turnover 30-40 million, mentoring 20farmers, patnership with lokal market, export to KuchingMalaysia



### **HUSNI:**

Cattle land area 530 ha, raises more than 300 cows, educational park 13 ha, mentoring 70 farmer, turnover 75-120 million, patnership with Ministry of Ag, SMK PP/ vocational education



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## RIZA

Partnership with farmer 95 ha, produce 30 ton/ month Mocaf, turnover 547 million/ month, mentoring 552 farmers, partnership with Ministry of Ag, Ministry of Cooperation and SMEs, lokal market, export to UK



**RAISE FARMER'S INCOME BY INCREASING THE PRESTIGE OF CASSAVA**



**BADAN PENYULUHAN DAN PENGEMBANGAN  
SUMBER DAYA MANUSIA PERTANIAN  
KEMENTERIAN PERTANIAN**

**Profesional  
Daya Saing  
Wirausaha**  
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## MILLENIAL FARMER PROMOTES GARUT's LEMON AS “WEAPON” TO FIGHT CORONA



**RIZAL:** Private ownership 5 ha, patnership with farmers 15 hektar , Mentoring 45 farmers, turnover 100million/month, patnership with Ministry of Ag, Ministry of Cooperation and SMEs, Ministry of Trade, KADIN, Indofood, East West Seed, 8villAages, PT Kereta Api Indonesia, PT Pos Indonesia

KEBUN EDUKASI

**EPTILU**  
Fresh From Farm

**WAHANA AGRO EDU WISATA**

Alamat:  
Jalan Raya Cikajang KM. 24 Dari Arah Garut  
Kampung Lewi ereng, Desa Mekarsari, Kecamatan Cikajang  
Kabupaten Garut- Jawa Barat  
Telp. 082 321 266 027/ 089 662 930 852

A collage of several small photographs showing people, mostly women wearing headscarves, engaged in various activities. Some are picking lemons from trees, others are posing for photos, and some are interacting in what appears to be an orchard or farm setting.

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# THANK YOU



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