

TERM OF REFERENCE (TOR)

Final Evaluation

Project: Improving Economic Opportunities for Low-Income Communities in Banten Province through Access to SKK Courses in the Construction Industry

1. Background and Rationale

The project “*Improving Economic Opportunities for Low-Income Communities in Banten Province through Access to SKK Courses in the Construction Industry*” is implemented by Habitat for Humanity Indonesia in partnership with Habitat for Humanity Germany, with financial support from the German Federal Ministry for Economic Cooperation and Development (BMZ). The project is implemented from March 1, 2023 to April 30, 2026 and aims to improve access to decent employment opportunities for low-income communities by strengthening skills development, certification systems, and labor market linkages within the construction sector. The intervention is implemented in: Tangerang City, Tangerang Regency, South Tangerang City.

Indonesia’s construction sector continues to face significant challenges in ensuring quality and compliance with national standards, largely due to the limited number of certified workers. Data from Badan Pusat Statistik (2020) shows that fewer than 8.4%, approximately 700,000 of construction workers nationwide are certified, with only around 700 certified workers across Tangerang City, Tangerang Regency, and South Tangerang. In response, the Government of Indonesia has strengthened regulatory frameworks mandating certification for construction personnel through Law No. 18 of 1999 on Construction Services, further reinforced by Law No. 2 of 2017 on Construction Services and Law No. 11 of 2020 on Job Creation, which emphasize the importance of workforce competency to improve construction quality, safety, and accountability; however, despite these mandates, the limited availability of certified skilled workers highlights persistent gaps in access to certification systems, training opportunities, and institutional support, underscoring the need to strengthen skills development and certification mechanisms to enhance construction practices and support sustainable infrastructure development.

Skills certification proceeds through SKK (Sertifikasi Kompetensi Kerja) courses. Ministry of Public Works has set the guidelines and supervision for the Indonesian National Standard (SNI) in the construction sector, The National Professional Certification Agency (BNSP) set the Occupational Safety and Health courses along with Professional Certification Institute, and the Ministry of Manpower. SKK has three classifications that spread among 9 levels. Level 1 to 3 is classified as the Operator level. The intervention focuses on three core result areas:

1. Certification of construction workers from low-income communities
2. Improved employment opportunities through job-matching mechanisms
3. Strengthened institutional and policy support for workforce development

2. Purpose and Objectives

The purpose of this evaluation is to assess the overall performance and results of the project, and to generate evidence-based findings, lessons learned, and recommendations for future programming and policy engagement. The evaluation is designed as a qualitative evaluation that complements the project tracer study and other monitoring data. It will focus on explanatory depth, particularly understanding why and how changes occurred.

Specific Objectives are:

1. Assess the relevance and coherence of the project design with national policies, labor market needs, and beneficiary priorities.
2. Evaluate the effectiveness and efficiency of project implementation in achieving intended outputs and outcomes.
3. Examine the impact of the project on employment, income, and livelihoods of beneficiaries.
4. Assess the sustainability of results, including institutional, and policy dimensions.

5. Identify key success factors, challenges, and unintended effects.
6. Provide actionable and strategic recommendations for future programming, scale-up, and policy engagement.

3. Scope of Work

The evaluation shall cover the full project implementation period (2023–2026) and assess achievements against intended results.

3.1 Geographic Scope

Geographical coverage of program in Banten province are in these three regencies:

1. Tangerang Regency
2. Tangerang City
3. South Tangerang City

3.2 Stakeholders

The evaluation shall include stakeholders directly involved in or affected by the project throughout its implementation cycle, including:

1. Training participants and alumni: 600 participants with SKK certification
2. Training institutions: 1 training institution (DPN Perkasa), 3 TVETs facilitations (BLK Cipondoh, BLK Jayanti and BLK Kosambi)
3. Construction companies and employer representatives, including Gapensi Kota Tangerang and other relevant partner firms.
4. Local donors.
5. Local government agencies in Tangerang Regency, Tangerang City and South Tangerang City.
6. SKK working groups and sector stakeholders in Tangerang Regency, Tangerang City.
7. Advocacy committee Tangerang City and Tangerang Regency.
8. PKP Forum in Tangerang Regency.
9. Habitat for Humanity Indonesia project staff and relevant management personnel.

3.3 Evaluation Criteria and Key Questions

This evaluation will be guided by the OECD DAC evaluation criteria, which provide a comprehensive framework for assessing development interventions. Key Questions for this program evaluation:

1. Relevance:

- a. To what extent does the program respond to the access, availability, and quality gaps in services for low-income family workers in key construction industry areas in Banten following the intervention?
- b. To what extent are the program strategies and interventions aligned with the current education, skills, income, and work experience profiles of workers in the targeted areas?
- c. How appropriate is the project design in relation to labor market demand in the construction sector?
- d. How well does the project align with national and local policies (e.g., SKK certification, TVET development)?
- e. Were gender, vulnerability, and inclusion adequately considered in project design?

2. Coherence:

- a. To what extent is the project coherent with existing government policies, BLK programs, and labor market initiatives in Banten, and how does this coherence contribute to improved access, availability, and quality of construction-related services?
- b. To what extent does the project complement or duplicate other initiatives in the construction sector?
- c. How effective is coordination among stakeholders (government, private sector, training institutions)?
- d. How well does the project integrate advocacy, certification, and job-matching components?

3. Effectiveness:

- a. To what extent has the project improved workers' knowledge and practices in construction skills and occupational health and safety in line with professional standards?

- b. To what extent were output and outcome targets achieved (e.g., SKK certification, employment rates)?
- c. How effective were training, certification, and internship components?
- d. What factors contributed to or hindered achievement of results?

4. Efficiency:

- a. To what extent were project resources (financial, human, time, and institutional partnerships) used efficiently and cost-effectively to deliver training, certification, job-matching, and related services to construction workers in the targeted areas?
- b. How efficient were the project's implementation arrangements, including the use of existing service providers (e.g. BLKs, training camps), compared to alternative delivery mechanisms?
- c. Was the project implementation timeline realistic, and to what extent was it adhered to without compromising quality or results?
- d. Could similar or better results have been achieved with fewer resources, different delivery modalities, or alternative implementation strategies?

5. Impact:

- a. To what extent has the project contributed to improvements in beneficiaries' employment outcomes, income levels, livelihoods, economic resilience, and reduction of unemployment periods between jobs/projects?
- b. To what extent has the project contributed to strengthening construction workforce development systems, including training providers, certification mechanisms, job-matching arrangements, and collaboration among relevant stakeholders?
- c. What external factors (e.g., labor market conditions, economic trends, construction sector demand, government policies, employer recruitment practices, and individual beneficiary circumstances) have influenced the achievement or non-achievement of project outcomes and impacts?
- d. What intended and unintended positive or negative effects have emerged from the project at the beneficiary, institutional, and local labor market levels, and what evidence suggests that these effects are likely to continue beyond the project period?

6. Sustainability:

- a. To what extent are the project results—particularly improved access to and quality of construction-related services—likely to be sustained after BMZ project?
- b. To what extent are institutional mechanisms (e.g. SKK Working Group, BLK programs, local training providers) functional, owned by stakeholders, and capable of sustaining project outcomes?
- c. Is there sustained demand for SKK-certified construction workers, and how does this support the continuation of project outcomes?
- d. What opportunities exist for advocacy or system strengthening to enhance policy, financial, and institutional support for sustaining access to and quality of services beyond the project period?

4. Methodology and Process

The evaluation will adopt a primarily qualitative approach aimed at generating an in-depth understanding of the project's performance, results, and sustainability. The evaluation is intended to complement the quantitative evidence already generated through the project's Tracer Studies (Series 1, 2, and 3). The Tracer Studies have provided evidence on key project indicators, including employment outcomes, income changes, unemployment periods, certification utilization, and labor market participation among project beneficiaries. Building on these findings, the evaluation will focus on understanding the underlying drivers of change, assessing the project's contribution to observed outcomes, and identifying internal and external factors that have influenced project performance and sustainability.

The evaluation shall assess the OECD DAC criteria of Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability through qualitative inquiry and triangulation of multiple evidence sources. The proposed methodology may include, but is not limited to, the following:

Document and Secondary Data Review

Review of relevant project and contextual documents, including:

- Project proposal and results framework;
- Progress reports and final project reports;
- Tracer Study reports (Series 1, 2, and 3);
- Training, certification, internship, and job-matching records;
- Policy and regulatory documents related to SKK certification, TVET, workforce development, and labor market systems;
- SKK Law Reports;
- Relevant labor market information and sector studies.

Key Informant Interviews (KIIs)

Semi-structured interviews with key stakeholders to explore the relevance, effectiveness, coherence, sustainability, and broader institutional effects of the project. Potential informants may include:

- Habitat for Humanity Indonesia project staff;
- Government agencies and BLK representatives;
- Certification institutions and training providers;
- Private sector employers and industry associations;
- SKK Working Group members;
- Advocacy committee members;
- Other relevant sector stakeholders.

Focus Group Discussions (FGDs)

FGDs with selected project participants and other relevant stakeholders to explore:

- Perceived benefits and challenges of project interventions;
- Changes in employability, employment opportunities, and livelihoods;
- Experiences with training, certification, internships, and job-matching mechanisms;
- Barriers and enabling factors affecting the utilization of skills and certification;
- Perceptions regarding sustainability and future opportunities.

In-Depth Interviews (IDIs)

In-depth interviews with selected beneficiaries and other relevant informants to capture individual pathways of change, including success stories, challenges, unintended effects, and contextual factors influencing outcomes. The interviews should help explain variations in project results and provide deeper understanding of how and why changes occurred.

Qualitative Analysis and Triangulation

The evaluator shall systematically analyse and triangulate evidence collected from different sources to:

- Assess the project's contribution to observed outcomes and impacts;
- Identify key success factors, bottlenecks/ challenges, and lessons learned;
- Examine external factors influencing project achievements, including labor market conditions, economic trends, government policies, employer practices, and other contextual factors within the project period;
- Explore intended and unintended effects at beneficiary, institutional, and system levels.

Validation and Dissemination

The evaluator shall facilitate a validation and dissemination process to:

- Present preliminary findings to key stakeholders;
- Verify interpretations and conclusions;
- Gather stakeholder feedback;
- Strengthen ownership and utilization of evaluation results.

The proposed methods should be considered as a guiding framework. Bidders are encouraged to propose and justify the most appropriate qualitative evaluation approach, including sampling strategy, number of samples, data collection methods, analytical framework, and triangulation techniques, to ensure that the evaluation adequately

addresses the evaluation questions and objectives. The final methodology will be refined during the inception phase and documented in the Inception Report. Any methodological limitations, assumptions, and risks shall be clearly stated and addressed by the evaluator.

5. Output and Expected Deliverables

5.1 Inception Phase Deliverables

During the evaluation process, the evaluator team will deliver the following outputs to Habitat Indonesia at the inception stage:

- An Inception Report, to be submitted at the beginning of the evaluation, which includes a refined evaluation design and detailed methodology, covering data collection and analysis approaches.
- A clearly defined evaluation framework, including evaluation questions, indicators, data analysis plan, and data sources.
- Draft data collection instruments (e.g. interview guides and FGD/KII protocols).
- A proposed sampling strategy and stakeholder engagement approach.
- A detailed work plan and timeline for all evaluation activities.

The Inception Report will be subject to review and approval by Habitat Indonesia prior to the commencement of data collection. This process is intended to ensure methodological rigor, alignment with the evaluation objectives, and mutual agreement on the overall approach. The evaluator is expected to accommodate 1–2 rounds of review and revision based on feedback provided before final approval is granted.

5.2 Evaluation Report Deliverables

The report shall include, but not be limited to, the following sections:

- Executive Summary
- Background and Context
- Evaluation Objectives and Methodology
- Key Findings, structured according to the OECD DAC criteria (relevance, coherence, effectiveness, efficiency, impact, and sustainability)
- Analysis and Discussion, including triangulation across data sources
- Most Significant Changes and Lessons Learned
- Conclusions
- Action-oriented Recommendations
- Annexes, including data collection tools, list of informants, and additional tables or figures, as appropriate

In addition to the final report, the evaluator is expected to produce supplementary dissemination materials to support effective communication and uptake of findings. These include:

- A PowerPoint presentation summarizing key findings and recommendations
- Development of knowledge products, such as a summary notes/presentation slides with infographics-based summary, and/or summary report tailored for different audiences.

Note:

1. The draft final report will be submitted for feedback and validation prior to finalization. The evaluator is expected to incorporate comments received and accommodate 1–2 rounds of review and revision to ensure the quality, accuracy, and usability of the final evaluation report.
2. The final report must be submitted in two languages: Bahasa Indonesia and English. Once the final report in English has been approved by Habitat Indonesia, it will be translated into Bahasa Indonesia. Translation and language quality assurance shall be included in the evaluator's scope of work and financial proposal.

5.3 Dissemination of Findings

The consultant shall be responsible for leading the dissemination of evaluation results, which will be conducted through the following steps:

- A validation hybrid-workshop to present preliminary findings and gather feedback with Habitat for Humanity Indonesia team.

- A final dissemination event to share the evaluation results with government counterparts, partners, and broader stakeholders with minimum 25 participants.
- Venue of dissemination is recommended to be in Jakarta or Tangerang, which is most convenient for most stakeholders.

6. Expertise Profile of the Evaluation Team

The evaluation may be conducted by either an individual consultant, or a consulting firm/ consultancy organization/ research institute. In both cases, the proposed evaluator or evaluation team must collectively demonstrate the qualifications, expertise, and experience required to carry out this assignment. These requirements shall be fulfilled primarily through the Lead Evaluator, supported by qualified team members with complementary expertise.

6.1 Evaluator Profile (Individual/ Firm/ Organizations/ Individual)

The Lead Evaluator shall meet the following minimum qualifications:

- Minimum of 7 years of relevant professional experience, preferably including leadership of final evaluations of donor-funded projects;
- Proven experience in designing and leading qualitative and/or mixed-method evaluations, including qualitative data collection, triangulation, contribution analysis, and analytical reporting.
- Demonstrated experience in evaluating programs related to livelihoods, Technical and Vocational Education and Training (TVET), workforce development, employment promotion, and skills certification;
- Strong understanding of results-based management, logical framework approaches, and OECD DAC evaluation criteria;
- Proven experience in designing and leading evaluations
- Demonstrated experience working with donor-funded projects; prior experience with BMZ, GIZ, EU, or other bilateral/multilateral donors is highly desirable;
- Strong knowledge of Indonesia's construction competency certification system, especially: SKK, BNSP, LSP, and LPJK regulatory framework;
- Familiarity with construction workforce development systems, occupational health and safety (K3 Konstruksi), internship and apprenticeship pathways, and labor market linkage systems;
- Excellent analytical, facilitation, stakeholder engagement skills and report dissemination;
- Excellent report-writing skills in English and in Bahasa Indonesia.

6.2 Job Profile and Scope of Responsibilities

The evaluator/ evaluation team shall be responsible for:

- Designing and refining evaluation methodology during inception phase;
- Developing data collection instruments;
- Conducting field data collection and stakeholder consultations;
- Ensuring data quality and triangulation;
- Producing inception, draft, and final evaluation reports; which is synthesized with the available quantitative data and relevant monitoring data.
- Presenting findings during validation and dissemination sessions;
- Incorporating stakeholder feedback into final deliverables.

6.3 Requirements for Consulting Firms / Institutions

If the assignment is undertaken by a consulting firm, organization, or institute, the bidder must demonstrate:

- Legal registration and operational capacity;
- Proven organizational experience in similar evaluation assignments;
- Strong quality assurance systems;
- Availability of qualified technical personnel. Clear internal allocation of roles and responsibilities must be presented in the proposal (for Consulting/ Firm/ Institutions and Individual Consultant).
- At least two references from comparable previous assignments (for Consulting/ Firm/ Institutions and Individual Consultant).

6.4 Independence and Conflict of Interest

To ensure impartiality and credibility:

- Evaluators must be fully independent from project implementation;
- Evaluators must not have participated directly in the design or implementation of this project;
- All applicants must submit a signed declaration confirming:
 - absence of conflict of interest,
 - professional independence,
 - commitment to impartial evaluation standards.

7. Timetable

The evaluation is expected to be completed within approximately 7-8 weeks with the detailed activities as follows:

No.	Activity	Timeframe	Estimated Working Days	Key Deliverables / Outputs
1	TOR Final Review	10 - 15 June 2026	5 day	Final TOR internally reviewed and validated by Habitat Indonesia
2	Advertisement / Call for Proposals	15 - 25 June 2026	11 days	TOR publicly announced; procurement notice published
3	Opening of Tender Documents	26 June 2026	1 day	Official opening and registration of submitted proposals
4	Consultant Selection and Bid Evaluation	29 Jun - 4 Jul 2026	7 days	Technical and financial evaluation report; shortlist of candidates
5	Approval of Selected Consultant by Committee	6 - 7 Jul 2026	2 days	Selection committee approval minutes
6	HFHD Approval of Selected Consultant	7 - 12 Jul 2026	6 days	Formal donor approval of selected evaluator/firm
7	Announcement of Selected Consultant	12 - 13 Jul 2026	2 days	Notification to successful consultant and unsuccessful bidders
8	Contract Review and Signing	13 - 16 Jul 2026	4 days	Signed consultancy contract
9	Kick-off Meeting and Inception Phase (including review the inception report)	15 - 24 Jul 26	10 working days	Kick-off meeting; Inception Report including methodology, tools, sampling framework, and workplan
10	Data Collection (Fieldwork)	25 - 31 Jul 2026	7 working days	Completed KIs, FGDs, field notes, cleaned raw datasets
11	Data Analysis and Preliminary Findings Preparation	1 - 5 Aug 2026	5 working days	Preliminary findings matrix and draft analysis summary
12	Submission of Draft Evaluation Report	By 5 Aug 2026	1 submission milestone	Draft Evaluation Report submitted to Habitat Indonesia
13	Review of Draft Report by Habitat Indonesia, AP, and HFHD	5 - 9 Aug 2025	5 working days	Consolidated review comments from stakeholders
14	Revision and Finalization of Report	10 - 14 Aug 2026	5 working days	Final Evaluation Report incorporating comments
15	Presentation and Dissemination of Findings	18 - 21 Aug 2026	5 working days	Validation workshop; final presentation; dissemination materials (PPT, brief/policy note)

8. Budget/Cost Components

Total budget for the evaluation is IDR 205,000,000. The consultant (individual or consulting firm) is required to submit a technical proposal accompanied by a detailed financial proposal (budget breakdown) covering the full assignment period. The proposed budget must be realistic, transparent, cost-efficient, and proportionate to the scope of work and estimated level of effort (approximately 8 weeks). All cost items must be clearly justified and aligned with the proposed methodology and work plan. The budget should be structured in a way that enables clear comparison across bidders.

The minimum required cost categories are outlined below:

Professional Fees

Professional fees for the consultant or consulting team covering all inputs required for the assignment, including but not limited to:

- Preparation of the inception report and methodological design
- Development of tools, sampling framework, and evaluation plan
- Data collection, supervision, and field coordination
- Data analysis and interpretation
- Report writing (draft and final versions)
- Presentation of findings and participation in dissemination events
- Coordination meetings with Habitat for Humanity Indonesia and other stakeholders

Note: Professional fees should clearly specify daily rates and level of effort (LoE) for each team member, where applicable.

Operational and Fieldwork Costs

This includes all expenses directly related to field implementation and primary data collection, such as:

- Field travel and transportation (local and inter-district, if applicable)
- Accommodation and per diem (if necessary)
- Costs related to survey implementation, KIIs, and FGDs
- Enumerator recruitment and field support (if applicable)
- Communication and coordination during fieldwork
- Data collection tools and materials (e.g., recording devices, printing, stationery, transcription services)

Data Management, Analysis, and Reporting Costs

Costs related to processing, analysing, and presenting evaluation findings, including:

- Data entry, cleaning, and statistical/qualitative analysis
- Data visualization and synthesis
- Report drafting, editing, and finalization
- Layout, design, and formatting of reports and annexes
- Translation of deliverables (English–Bahasa Indonesia, if required)
- Development of dissemination products such as:
 - PowerPoint presentations
 - Summary notes
 - Infographics or visual summaries

Dissemination and Knowledge Sharing Costs

Costs related to validation and dissemination of findings, including:

- Organization of validation workshop
- Final dissemination event with stakeholders
- Venue, logistics, and participant arrangements (if applicable)
- Facilitation, moderation, and presentation costs
- Documentation of dissemination events (minutes, photos, summary reports)

Additional Costs (if applicable and justified)

The consultant may propose additional budget lines if relevant to the methodology or context of the assignment, such as:

- Ethical clearance or research permits (if applicable)
- Specialized software or tools for analysis
- Insurance for fieldwork personnel

Note: Any additional costs must be clearly justified, necessary for implementation, and compliant with principles of cost-efficiency and value for money.

9. Proposal Submission Requirements.

Proposal documents and CVs of the consultant team must be submitted no later than **June 25, 2026 at 16:00** (local time) in **PDF format** to the Bid Committee, under the subject line: **“Final Evaluation of the Project: Improving Economic Opportunities for Low-Income Communities in Banten Province through Access to SKK Courses in the Construction Industry – BMZ I.”**

All proposal documents and financial/cost offers shall be submitted via email to Procurement@habitatindonesia.org. Submissions must include the name of the authorized person in charge and be duly signed, and must bear an official company/institution stamp where applicable (for non-individual consultants).

Annexes

Project Matrix:

Overall objective (impact) Improved quality of life and resilience of low-income families in Banten Province; especially in Tangerang City, Tangerang Regency and South Tangerang Regency through increased economic opportunities.	Indicators	
	Actual situation (quantitative and qualitative)	Target situation (quantitative and qualitative)
Project objective (outcome) Improved and more stable livelihoods of 600 construction workers from low-income families in target communities involved in the construction industry in Banten Province, especially in Tangerang City, Tangerang Regency and South Tangerang Regency.	Indicator: Percentage of construction workers receiving SKK who are employed by local and international construction.	
	Actual situation G1 Construction workers in the targeted communities of Tangerang City and surrounding districts (Tangerang District and Tangerang Selatan District) with no SKK or an SKK with no internship in the construction industry are 50% less likely to be employed than those with multiple SKKs and internship experience.	Target situation G1 By the end of the project, at least 70% of the 600 workers with no SKK (420) or an SKK (180) with no internship who received construction industry training certification (SKK) are employed by local, BUMN (state owned enterprise) construction, national and international construction companies.
	Indicator: Percentage increase in average income of construction workers who received SKK.	
	Actual situation G2 Average income of workers in the targeted communities (Tangerang City, Tangerang District and Tangerang Selatan District) with no SKK or an SKK with no internship in the construction industry is 40% lower than workers with multiple SKKs and internship experience. Non- SKK certified workers earn USD 8/day while SKK certified workers earn USD 17/day.	Target situation G2 By the end of the project, average daily income of workers with no SKK (420) or an SKK (180) with no internship who received construction industry training certification (SKK) is increased by at least 20% in the last quarter of the project (Q4 2025) compared to the same quarter of the year before project begin. (Baseline data will include information on the whole year before the project as well as the last quarter specifically).
Indicator: Percentage of construction workers who received SKK whose unemployment period is at least 20% shorter.		

	<p>Actual situation</p> <p>G3 Workers in the targeted communities (Tangerang City, Tangerang District and Tangerang Selatan District) with no SKK or an SKK with no internship in the construction industry spend 50% more time (45 days) in unemployment than workers with multiple SKKs and internship experience. Workers need to wait for 1 – 2 months between projects.</p>	<p>Target situation</p> <p>G3 By the end of the project, 70% of workers with no SKK (420) or an SKK (180) with no internship who received construction industry training certification (SKK) undergo at least 20% shorter unemployment periods (i.e., not more than 36 days annually) in the last quarter of the project (Q4 2025) compared to the same quarter of the year before project begin. (Baseline data will include information on whole year before the project as well as the last quarter specifically.)</p>
Project Objectives (Outputs)	<p>Indicator: Number and percentage of construction workers without SKK or only one SKK with improved knowledge and skills in the areas of engineering and operation.</p>	<p>Status to be achieved by the end of the project.</p>
	<p>Indicator: Percentage of construction workers without SKK or only one SKK who obtained their first or additional SKK recognized by the government.</p> <p>Status at project start.</p>	
<p>Output 1: CERTIFICATION: Unskilled workers from low-income families have gained certification and experience in their chosen construction skill (e.g. cement and brick mason, roof installer, paint specialist, carpentry and plumbing) and occupational health and safety in professional companies.</p>	<p>O1.1 Banten Province only has around 200 SKK certified workers. More than 90% of workers in the construction industry in the target communities (Tangerang City, Tangerang District and South Tangerang City) have no or only one SKK certification and no internship experience in the construction industry.</p>	<p>O1.1 By July 2025, 600 workers holding no SKK or only one SKK will acquire knowledge and skills in construction operations (e.g., masonry, plumbing, carpentry, bricklaying, drafting, landscaping, quantity surveying, electrical works, roof steel frame installation), and at least 90% of them will have obtained their first or additional SKK (level I) recognized by the government.</p>
	<p>Indicator: Percentage of construction workers who complete a month-long internship with local partners in the construction industry with a performance review grade of at least 70.</p>	
	<p>O1.2 Fresh graduates (80%) from SKK certification training with limited experience are dependent on their existing networks to land an internship (usually only a casual one) in order to gain more experience to make themselves more desirable for prospective employers.</p>	<p>O1.2 By November 2025, at least 70% (420) of the 600 training participants complete a month-long, paid internship with local partners in the construction industry and receive satisfactory assessment (a grade of 70% in performance review based on assessment criteria of local partners and Habitat Indonesia) conducted by an independent third party (LPJK: Lembaga Pengembangan Jasa Konstruksi).</p>
	<p>Indicator: Percentage of construction workers with SKK, on-the-job training and internship experience who have increased knowledge on health and safety issues in the construction sector.</p>	
	<p>O1.3 Local construction workers (80%) lack awareness on adequate health and safety knowledge (K3 Konstruksi: Keselamatan dan Kesehatan Kerja) to enter construction sector.</p>	<p>O1.3 By November 2025, 100% of the 600 trainees have through an additional training increased knowledge on health and safety issues (K3 Konstruksi: Keselamatan dan Kesehatan Kerja) relevant on the construction sector (post-training test score 80% or higher).</p>
<p>Output 2: JOB-MATCHING: Employment opportunities for workers with SKK, health and safety certification and internship experience are improved.</p>	<p>Indicator: Number of employers engaged through partnerships to facilitate employment opportunities.</p>	
	<p>O2.1 Employers in the local construction industry do not have access to potential construction workers with SKK.</p>	<p>O2.1 By December 2024, <u>at least 12 potential employers</u> in the construction industry signed MOUs agreeing to employ men and women who received an SKK and internship experience in the project.</p>
	<p>Indicator: Percentage of SKK trainees with improved knowledge on how to apply for jobs.</p>	
<p>O2.2 Vulnerable community members often lack knowledge about potential employers and effective ways to approach them.</p>	<p>O2.2 By November 2025, at least 90% of the 600 trainees know how to apply for jobs. (Information sessions as well as application trainings will be held both during the job fair and</p>	

		SKK trainings).
	Indicator: Number of advocacy committees established in Banten province to coordinate local job-matching opportunities.	
	Indicator: Percentage of trained participants listed in the builder's management system.	
	Indicator: Percentage of construction workers trained who are registered in the construction workers' association.	
	Indicator: Number of construction-specific job fairs conducted.	
	Indicator: Percentage of training participants who have attended at least 3 national and sub-national TVET and construction competitions.	
	Indicator: Number of participants hired in BUMN construction companies.	
	Indicator: Job tracing monitoring mechanism established.	
	O2.3 Potential employers and unskilled potential workers from vulnerable communities are not matched systematically for job opportunities. 87% of construction workers in the target communities are reliant on informal networks of colleagues and friends for information about job opportunities.	<p>O2.3 By December 2023, an advocacy committee (Habitat, TVET, construction workers associations, builders managements, and local construction companies) in Banten province will have been established to coordinate local job-matching opportunities (e.g., information sharing on labor supply and demand, job fairs).</p> <p>O2.4a By November 2025, at least 70% of the 600 construction workers trained are registered in the construction workers association and also in the association's job database as an additional avenue for employment opportunities and 50% have gained employment through the association.</p> <p>O2.4b By November 2025, at least 75% of trained participants are listed in IT-based systems of builder's management (e.g., Gravel) to match the certified workers (supply) with construction companies (demand).</p> <p>O2.5 By November 2025, one construction-specific job fair is conducted.</p> <p>O2.6 By November 2025, at least 15% of training participants (90) have attended a national or sub-national TVET/construction competition.</p> <p>O2.7 By July 2023, a job tracing monitoring mechanism is established. Habitat will work with Gravel (the builder management platform application) to manage this database.</p>
Output 3: ADVOCACY: Improved capacities of national and provincial government agencies to support increased access of construction-related training and certification through the BLKs.	Indicator: SKK Working Group established in Banten province and recognized by the Banten provincial government through a MOU/MOC.	
	O3.1 Absence of a formal coordination mechanism among stakeholders to advocate for the inclusion and provision of construction-related training in BLKs in Banten province.	O3.1 By December 2023, a SKK Working Group is formed consisting of BLK, TVET, associations of construction workers, builders managements, and local construction companies in Banten province which is recognized by the Banten provincial government through an MoU with the aim of mainstreaming and improving access to certified construction SKK training.
	Indicator: Number of advocacy recommendations on improving access to construction-related SKK training presented to relevant national and provincial government.	

	<p>O3.2 While BLK, a community-level TVET, is present in target areas, they do not currently offer construction-specific training and certification.</p>	<p>O3.2a By December 2024, advocacy recommendations for the inclusion of construction-related training and certification in Banten BLKs would have been developed by the SKK Working Group and advocated to the Banten provincial government. Cumulative Target: 1 guideline for BLK to provide Construction Training. The guideline will be about how to mainstream and include certified construction SKK training in accordance with SOPs, readiness of required equipment and coordination with builder management, training promotion, etc. Since the start of this project, the advocacy team will approach, invite, visit and involve BLK administrators and include them as SKK WG members to ensure that BLK will start offering certified construction SKK training. Ensure that BLK makes this program and includes the SKK training budget as an agenda in their annual program.</p> <p>O3.2b By November 2025, an SKK study will be written and dissemination in a national seminar with about 40 participants from the district and national governments, civil society, and private-sector partners.</p> <p>O3.2c By November 2025, the Banten Province BLKI (Industrial Job Training Center) in Tangerang Selatan has a schedule and a certified construction SKK training program in its annual agenda/programme.</p>
<p>Indicator: Number of construction workers and construction companies reached through SKK outreach activities.</p>		
<p>Indicator: % of surveyed outreach participants who report positive perceptions on the SKK law.</p>		
<p>Indicator: Well documentation and dissemination of the result of SKK Study. SKK Study is presented in SKK WG, responded positively and followed up by WG members.</p>		
<p>O3.3 Awareness and appreciation of relevant SKK laws (Law No. 2 / 2017 and Law No. 11 / 2020) and the benefits of SKKs is low among construction workers and construction companies that discourage both parties from seeking certifications.</p>	<p>O3.3 By November 2025, at least 30 institutions (governments units especially DPUPR, companies, workers association, builder management, and other stakeholders) and 600 construction workers are engaged in awareness-raising activities and demonstrate positive perceptions on the SKK law (70% of surveyed outreach participants).</p>	