



Human Capital Summit 2025

ACCELERATING THE TRANSFORMATION
OF GREEN COLLAR WORKFORCE
TOWARDS ENERGY TRANSITION
IN INDONESIA

JAKARTA CONVENTION CENTER

4 - 6 Juni 2025



Organized by :
Human Resources Development Agency
Ministry of Energy and Mineral Resources
Republic of Indonesia



I. Background

Indonesia stands at a pivotal moment in its pursuit of sustainable development and climate resilience. As the world's fourth most populous country and a significant contributor to global greenhouse gas emissions, Indonesia has committed to achieving net zero emissions by 2060. This ambitious goal requires a fundamental transformation of the country's energy systems which translated by the Indonesian government with an energy policy plan, known as the National Energy Policy (Kebijakan Energi Nasional – KEN), which aims to manage the availability of national energy until 2050 with focuses on New and Renewable Energy (NRE), energy mix, coal management, natural gas, energy subsidy prices and provisions for reducing energy subsidies.

As response, the Ministry of Energy and Mineral Resources (MEMR) is working toward implementing Indonesia's energy transition plan by organizing a number of strategic programs to tackle issues regarding carbon emission reduction, energy transition acceleration, and the creation of a cleaner and sustainable energy supply according to the Net Zero Emission (NZE) Roadmap. These efforts will also require a strategic shift in the human capital that will drive this change as they will create a new era of job opportunities, particularly within the green collar workforce.

As one of many strategies to develop qualified and competent human resources to achieve energy transition towards Net Zero Emission, the Human Resources Development Agency Ministry of Energy & Mineral Resources Republic of Indonesia organized the first Human Capital Summit by on 21st of March 2023 in Jakarta with the theme "Human Capital Development towards Net Zero Emission 2060".

The summit gathered respective stakeholders and raised awareness of the importance of human capital development during the Just Transition, as shown in commitment declaration by main energy stakeholders in Indonesia, including their commitment to facilitate internship program for the State Civil Apparatus Ministry of Energy and Mineral Resources to help identifying future green-collar workforce and their capacity building needs.

The green collar workforce are not only those employed in environmental sectors, including renewable energy, energy efficiency, and sustainable practices, but also sustainable practitioners in the transforming fossil fuels industries. Well-equipped, skilled, and adaptable green collar workforce are essential to develop, implement, and maintain the technologies and infrastructures that will power Indonesia's sustainable future. However, this transformation poses significant challenges, including the need for targeted education and training and the development of new competencies.

In order to ensure the transformation of those green collar workforce, the creation of supportive polices and frameworks that can foster this workforce transition will be essential. Therefore, the Human Resources Development Agency Ministry of Energy & Mineral Resources Republic of Indonesia is planning the 2nd Human Capital Summit with the theme "Accelerating the Transformation of Green Collar Workforce toward Energy Transition" in Jakarta, in upcoming June 2025. Ensuring the involvement of key stakeholders, the summit will be the conclusion of series of events, including program launching in September 2024, seminars, FGDs, policy framework setup from September to March 2024.



II. Objectives

The 1st Human Capital Summit (HCSI - 2023) produced a key message about the urgency of providing policies to accelerate human resource development for Net Zero Emission 2060. It was agreed that a well-defined policy framework is essential for guiding government, industry, and educational institutions in developing the skills and competencies needed for just energy transition in Indonesia.

Regarding this, the main objective of 2nd Human Capital Summit (HCS2 - 2025) is **to design and propose a comprehensive policy framework that supports the acceleration of the green collar workforce transformation that aligns with Indonesia's energy transition goals.**

This main objective is also supported by several more specific objectives, namely:

1. To **map green jobs in the energy sector and identify its human resource needs** (especially the need for skills and competencies according to industry demand) that must be addressed to facilitate the energy transition.
2. To **establish and strengthen partnerships** between key stakeholders (government, industry, academia, and civil society) to support workforce development for the green economy.
3. To **secure commitments** from key stakeholders (government, industry, academia, and civil society) for specific actions that will advance the development of Indonesia's green collar workforce.



III. Output

Based on the objectives formulated above, HCS2 will produce outputs:

1. A strategic document that identifies the main and most important policy directions to accelerate the transformation of the green collar workforce to support the energy transition in Indonesia.
2. Green Jobs Occupation Map in Energy & Mineral Resources Sector.
3. Paper on the analysis of human resource needs to support the energy transition in Indonesia, especially related to the quantification of workforce needs.
4. Declaration and signing of commitment for collaboration and synchronization of actions in accelerating the transformation of green collar workforce that supports the energy transition in Indonesia.

IV. Sessions & Topics

- The sessions will be accompanied by exhibitions from partners in the hallway.
- Job Fair will be organized in the 2nd and 3rd day.



ROAD TO SUMMIT (SIDE EVENTS)

Milestone	Activity	Planning Date	Remarks
Launching Program	Keynote speech Launching HCS 2	26 September 2024	Launching of HCS 2
Series of Seminar /FGD/ Webinar	Technology CCS and CCUS for Energy Transition to NZE	29 August 2024	Organized by BPM
	A to Z of Renewable Energy Seminar 2024	12 September 2024	Organized by PEP
	Studium Generale: Recycling and Recovery of Metals from Urban Resources	13 September 2024	Organized by PEP
	Peluang dan Tantangan dalam mempersiapkan SDM Unggul untuk Mendukung Era Transisi Energi	8 October 2024	Organized by BPA
	Terobosan Hijau: Alih Fungsi Tambang untuk Masa Depan yang Berkelanjutan	16 October 2024	Organized by BPG
	Menuju NZE Sektor Ketenagalistrikan, Energi Baru Terbarukan dalam Perspektif: Kebijakan Proyek dan Teknologi serta SDM (Sektor Ketenagalistrikan)	23 October 2024	Organized by BPE
	Digital Transformation in HC for Future of Work in the Oil and Gas Industry	7 November 2024	Organized by BPM
	Menuju NZE Sektor Ketenagalistrikan, Energi Baru Terbarukan dalam Perspektif: Kebijakan Proyek dan Teknologi serta SDM (Sektor Energi Baru Terbarukan)	14 October 2024	Organized by BPE
	Social Inclusion and Sustainable Development	21 November 2024	Organized by BPA
	Optimalisasi Manajemen Energi untuk Mewujudkan SDG's	28 November 2024	Organized by PEM
	Project Development Natural Gas for Energy Transition to NZE	TBD.	Organized by BPM
	FGD of Green Occupations mapping of Oil and Gas Sector	26 November 2024	Organized by SBP
	FGD of Green Occupations mapping of Geological, Mineral Resources, and Coal Sector	3 December 2024	Organized by SBP
	FGD of Green Occupations mapping of Electricity, New Renewable Energy and Energy Conservation Sector	6 December 2024	Organized by SBP
Policy Framework Set Up	FGD & meeting to formulate policy framework	January – March 2025	Collaboration with GIZ GEST



SUMMIT SCHEDULE

DAY-1: Wednesday, 4 June 2025

Opening :

Speech by Minister Energy and Mineral Resources Republic of Indonesia

Signing of Declaration :

Accelerate the Transformation of Green Collar Workforce towards Energy Transition in Indonesia

Launching :

Strategic Document Green Jobs Acceleration Policy Framework & Occupation Map in Energy Sector

Plenary Keynote Address :

2060 Vision: Indonesia's Workforce at the Heart of Net Zero Emission

(The long-term vision for Indonesia's journey to net zero emissions by 2060, emphasizing the central role of workforce transformation in achieving this goal)

Charting the Path Forward: The Role of Human Capital in Indonesia's Energy Transition

(The critical role of workforce development in achieving Indonesia's energy transition and climate goals, highlighting the importance of green skills, education, and policy alignment)

Global Lessons for Local Action: Adapting International Best Practices in Workforce Transformation

(Drawing on global best practices in workforce transformation and how Indonesia can adapt these lessons to its unique context, ensuring a smooth transition to a green economy)

Paralel Session

Panel 1

Green Jobs in Energy Sector: Perspectives from the labor demand side

How Emerging Technologies are Shaping Green Jobs

Discussion Points

The influence of advancements in renewable energy technology (e.g., AI, automation, smart grids) on labor demand; new job roles created by technological innovation.

Identifying Key Green Job Roles in the Energy Sector

Discussion Points

Overview of existing and emerging job roles in renewable energy (e.g., solar, wind, geothermal) and energy efficiency sectors; differences between traditional and green jobs; transitioning skills from non-green into green jobs in fuel-based energy sectors.

Forecasting workforce demands; assessing the current supply of skilled labor; gaps and challenges in meeting future demand.

Recruiting, Reskilling and Upskilling of Skilled Workers for Green Jobs in Energy Sector

Discussion Points

Challenges faced by employers in filling the needs of skilled workers for green jobs; the role of certification and credentialing in hiring & retaining decisions; opportunities for enhancing recruitment, retraining & upskilling processes.

Panel 2

Project & Technology: Transformation of The Oil & Gas Industry Towards the NZE Era

Topic 1

TBD

Topic 2

TBD

Topic 3

TBD



SUMMIT SCHEDULE

DAY-2: Thursday, 5 June 2025

Panel 1 Green Skills for Energy Transition: Perspective from the labor supply side

Education and Training for Green Skills in Energy Sector

Discussion Points

How well current educational programs align with industry needs for green jobs; the role of vocational training, apprenticeships, and on-the-job training in building green skills. Aligning education and training programs with industry needs; vocational training, certifications, and continuous learning; partnerships between educational institutions and the energy sector

Innovations in Green Skills Development: Role of Higher Education and Research Institutions

Discussion Points

The role of universities and polytechnics in developing cutting-edge green skills; partnerships between academia and industry to foster innovation in workforce training.

International Collaboration on Green Skills Development

Discussion Points

Examples of successful green skills development programs from other countries; opportunities for international collaboration and exchange of best practices

Panel 2

Project & Technology: Electricity, New Energy, Renewable Energy and Energy Conservation

Topic 1

TBD

Topic 2

TBD

Topic 3

TBD

DAY-3: Friday, 6 June 2025

Paralel Session

Panel 1

Policy Directions for Green Collar Workforce Transformation

Discussion Points:

The need for a national strategy to guide the development of a green collar workforce covering perspectives from formal & informal education and collaboration with private sectors; key elements of a successful strategy, including goals, timelines, and cross-sectoral collaboration.

RPJMN 2025 – 2029 Bidang Ketenagakerjaan.

Policies and Incentives to Drive Green Job Growth in Energy Sector

Discussion Points:

Government policies that could stimulate demand for green jobs (e.g., subsidies, tax incentives, regulatory support); the role of industrial policy in shaping labor markets.

Developing a Strategic Policy Framework

Discussion Points:

Key policy directions needed to support workforce transformation; best practices from other countries; integration of workforce development into national energy and climate policies

Panel 2

Project & Technology: Transformation of The Mining Industry Towards the NZE Era

Topic 1

TBD

Topic 2

TBD

Topic 3

TBD





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