

Attending the UPNVJ Graduation Ceremony, Manpower Minister Yassierli Encourages Graduates to Prepare for the Skills-Based World of Work

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UPNVJ Public Relations – Minister of Manpower Prof. Yassierli, Ph.D., reminded graduates of the National Development University “Veteran” Jakarta (UPNVJ) not to rely solely on academic degrees to enter the workforce. The message was delivered in his remarks at UPNVJ’s 76th Graduation Ceremony in Jakarta, Monday, May 18, 2026. According to Yassierli, the industrial world is currently moving towards skills *-based* hiring , in line with major changes triggered by artificial intelligence, digitalization, the green economy transition, and global demographic dynamics.

"Currently, the industrial world and the business world no longer look at *schools* , where they studied, or what they graduated from, but what they are looking for are *skills* ," said Prof. Yassierli in front of the graduates, university leaders, lecturers, parents, and invited guests.

He explained that the job market is changing rapidly and requires college graduates to continually update their skills. According to his data, 73 percent of professional recruiters now prioritize skills-based recruitment.

Prof. Yassierli believes this situation is an important signal for UPNVJ graduates. Educational background remains important, but real-world skills, adaptability, and readiness for change are the primary factors determining graduate success in the workforce.

In his presentation, Prof. Yassierli identified artificial intelligence *as* a key factor transforming the global employment landscape. He argued that AI is no longer a future issue but has become a necessary part of today's industry.

"My data shows that 78 percent of companies require that graduates they hire have at least some familiarity with AI," he said.

He acknowledged that automation could eliminate some routine jobs. However, at the same time, technological developments also open up opportunities for the emergence of a larger number of new types of jobs.

" *The report* shows that 92 million jobs will be lost or replaced globally by 2030. But there's also the potential for many new jobs to be created in even greater numbers," he said.

Prof. Yassierli cited several professions that were unknown two decades ago but are now crucial to the modern work environment. These include *social media managers* , *data scientists* , and other digital economy-based professions.

"There's *research* from LinkedIn that shows 80 percent of jobs that are seeing significant growth didn't exist 20 years ago," he continued.

Despite rapid technological advancements, Prof. Yassierli emphasized that human skills *remain* a core competency that cannot be completely replaced by machines. He cited eight of the 11 core competencies predicted to remain relevant in the next 10 years as related to interpersonal skills and human thought patterns.

"What are they? *Judgment* , *relationship building* , *critical thinking* , and *empathy* ," he said.

According to Yassierli, technology should be understood as a supporting tool, not a replacement for humans. Therefore, college graduates need to master the skills of critical thinking, collaboration, relationship building, adaptation, and empathy in their work.

" *People first* and *technology* is only an *enabler* ," said Prof. Yassierli.

On the occasion, he also reminded the graduates not to stop learning after receiving their diplomas. Yassierli emphasized the importance of *a growth mindset* to enable graduates to survive and thrive amidst the changing world of work.

"Don't be someone with *a fixed mindset* . Someone who thinks intelligence is a status symbol. I'm a graduate, that's enough for me," he said.

He added that the journey of developing competencies doesn't end with graduation. Graduates need to continually *upskill* and *reskill* to remain relevant to industry needs.

" Our *journey* in building our own competencies does not end when we obtain our diploma," said Prof. Yassierli.

In addition to addressing the graduates, Prof. Yassierli also explained several government steps to prepare human resources that are more adaptable to job market needs. He said the Ministry of Manpower continues to expand vocational training and apprenticeship programs to help graduates enter the workforce.

One of the government's priority programs is internships for 100,000 people, with a stipend equal to the minimum wage for six months. The program aims to connect graduates with real-world work experience in the industry.

"Last year, we had a priority internship program for 100,000 people with a stipend paid at the minimum wage for six months," he said.

In addition, the government is developing *project-based learning* training in future job fields, such as the digital economy, *green jobs* , AI technology, and *smart cities* . Through this approach, participants not only understand theory but also become accustomed to solving real-world problems according to industry needs.

"This year, we received a budget to provide vocational training to nearly 300,000 people," said Prof. Yassierli.

He hopes UPNVJ graduates will see changes in the working world as opportunities for growth, not obstacles. He believes opportunities will always be open to graduates who are willing to learn, adapt, and continuously develop their competencies.

"There are many opportunities. Wherever there are opportunities, that's where we can convert those opportunities into business achievements and success," he concluded.

