

# Review of the Formulation of the Professional Certification Scheme

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**Abstract:** Certification schemes in Indonesia have become an essential issue in this decade.

This research describes how to formulate a Professional Certification Scheme in Indonesia. This study uses a qualitative method. The research approach was carried out in a descriptive and literature study. Data comes from regulations and reference journal articles. The data were analyzed descriptively to explain how the Certification Scheme was formulated. The results of this study found that the formulation of the Certification scheme in Indonesia refers to the Regulation of the National Professional Certification Agency Number: 2/BNSP/VIII/2017. A Professional Certification Scheme can be formulated based on the KKNi (Qualification Level), Occupation/Occupation, and Cluster (group). The preparation of the Professional Certification Scheme document refers to Format A as stated in the National Professional Certification Agency Regulation Number: 2/BNSP/VIII/2017. The government must allocate resources to produce various formulations of Professional Certification Schemes required by Indonesian employment stakeholders.

**Keywords:** Certification scheme, Indonesian National Qualification Framework, occupation, cluster, competency

## Introduction

According to some research, e.g. Bahri (2013), Kurniawan et al. (2016), and Margahana and Triyanto (2019), Unemployment has become a social problem that needs to find a solution.

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Yosuky et al. (2022) argue that unemployment can lead to poverty. In the period before the 1997 economic crisis hit Indonesia, the unemployment rate was 4.68 per cent (Erwanto, 2020). Furthermore, Erwanto (2020) explained that Indonesia's unemployment rate increased to 20 per cent after the economic crisis. The latest data BPS-Statistics Indonesia (2023) records that Indonesia's Unemployment has penetrated 8,425,931 people, with details of 5,208,623 men and 3,217 308 women. Furthermore, BPS-Statistics Indonesia (2023) states that the Open Unemployment Rate (TPT) reached 5.86 per cent. Thus, of 100 people in the workforce, around six are unemployed.

One of the problems for unemployed people is the asymmetry between human resource competencies and the needs of the world of work and the limited availability of jobs (Karimah et al., 2023), the need to understand the importance of professional Certification (Setiawati 2016). In fact, Setiawati (2016) explains that professional Certification is essential for improving career and job development. The implication is that foreign workers replace their role with the reason to fill the skills and competency gaps (Moningka et al., 2023). Another problem faced is the mismatch between the competencies of higher education graduates and the needs of the industrial world and society (Sugeng and Atmoko, 2020). Sugeng and Atmoko (2020) identified the importance of developing a Professional Certification Scheme. This Professional Certification Scheme is required to carry out Certification following professional specifications (Marhendi, 2021). Therefore, a review of the formulation of the Professional Certification Scheme needs to be of concern to all parties.

The Professional Certification Scheme is related to competency packages and specific requirements related to certain job categories or skills of a person (BSNP, 2017). Based on the Guidelines for the Development and Maintenance of a Certification Scheme, preparing a Professional Certification Scheme ensures that the certification process uses specific standards and rules and the same procedures. In addition, the Certification Scheme aims to ensure and maintain the competency of the relevant actors according to industry demands, professional demands and market/consumer demands. Law No 13 of 2003 explains that work competence is related to the workability of each individual, which includes aspects of knowledge, skills, and work attitudes that follow established standards. Therefore, the Guidelines for the Development and Maintenance of Certification Schemes (BSNP 2017), the initiation of the development of a Professional Certification Scheme can be carried out by various parties, including Technical agencies, specific companies/industry/organizations, educational and training institutions, industrial communities due to requirements from parties buyer; Industry associations, and professional associations.

However, the overview of the formulation of the Professional Certification Scheme has yet to be optimally described. It needs to be done to increase the competitiveness of human resources

(Fadli, 2014) and create prosperity (Sadiq, 2023). This condition is due to the limited explanation of the formulation of the Professional Certification Scheme in the existing guidelines and regulations (BSNP, 2017). Finally, the description of the formulation of the Professional Certification Scheme could be more optimal. An overview of the formulation of the Professional Certification Scheme is needed as a reference for human resources as a constituent of the formulation of the Professional Certification Scheme. One effort that needs to be done is to review the formulation of the Professional Certification Scheme.

Various analyses discuss the Professional Certification Scheme. Suyudi et al. (2021) discuss the socialisation and training of certification schemes. Furthermore, Sunarya et al. (2020) discuss the analysis of the Professional Certification system for developing student competencies. Other research discusses the competency house of quality managers (Ingason & Jónsdóttir, 2017), competency models in professional training in higher education (Gladyshev & Gladysheva, 2021), and Certification of People in the field of energy construction (Kavosa et al., 2017). Meanwhile, a comprehensive discussion regarding the review of the formulation of the Professional Certification Scheme still needs to be completed. In line with this information, research on the review of the formulation of the Professional Certification Scheme needs to be carried out because it can provide comprehensive information on how to formulate a Professional Certification Scheme. In addition, the findings can be used as a basis for research in developing Certification Schemes in various sectors and technical agencies. The Government and related stakeholders can also utilise the results to realise the Government's Vision of "Excellent Human Resources for Advanced Indonesia", which will be achieved by building competent, characterful and nationally committed human resources. Therefore, this study aims to describe how to formulate a Professional Certification Scheme in Indonesia.

## Research Method

This study uses a qualitative method. The approach used in this research is descriptive and literature study. A descriptive approach explains themes related to the Professional Certification Scheme. Furthermore, a literature study approach is used to obtain references supporting research on the Professional Certification Scheme theme. Data comes from reference journals. Data were obtained through a search on Google Scholar with a random approach. The research results are described thematically, including Professional Certification Schemes, Development of Certification Schemes and their Naming, and Formulation of Professional Certification Schemes.

## Result and Discussion

### Professional Certification Scheme

Sulistyaningsih (2005) explains that the term "scheme" is an absorption word that comes from the English word "schema". According to Sulistyaningsih (2005), in the Big Indonesian Dictionary (KBBI), the word 'scheme' is the equivalent of 'chart', 'framework', and 'plan'. Furthermore, BSNP (2017) explains that a Certification Scheme is a competency package with specific requirements relating to a particular category of position or skills of a person. Furthermore, BSNP (2017) explains that the scope of a Certification Scheme relates to the scope of the industry, the business world, or users of a certification scheme where the scheme is used. Rawis et al. (2019) argue that Professional Certification is a determination a professional organisation gives to someone who shows that the person is capable of doing a specific job or task.

Based on the Guidelines for the Development and Maintenance of a Certification Scheme, the purpose of preparing a Certification Scheme is to ensure that the certification process is carried out using the same specific standards, rules, and procedures. In addition, the Certification Scheme aims to ensure and maintain the competency of the relevant actors according to industry demands, professional demands and market/consumer demands. Law No 13 of 2003 explains that work competence is related to each individual's workability, including knowledge, skills, and work attitudes that follow established standards. A Professional Certification is carried out to ensure that each individual is in the competent category.

### Development of Certification Scheme and its Name

Based on the Regulation of the National Professional Certification Agency Number: 2/BNSP/VIII/2017 concerning Guidelines for Development and Maintenance of Certification Schemes, it is stated that Certification Schemes are developed referring to competency packaging along with specific requirements for particular job categories or skills of a person. Furthermore, Certification Schemes are classified equally as IQF certification schemes, national occupational certification schemes, or cluster certification schemes. This regulation also states that the naming of the KKNi scheme refers to the naming of the KKNi qualification level specified in the Work Competency Standards and/or the naming of the qualification level determined by specialized agencies and/or by BNSP through the BNSP Certification Scheme Committee mechanism.

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## Formulation of Professional Certification Schemes

In the Guidelines for Development and Maintenance of Certification Schemes (BSNP 2017), it is stated that Professional Certification Schemes can be prepared based on KKNi (Qualification Level), Occupation/Occupation, and Cluster (group) (Nurhadi 2015). Furthermore, the Regulation of the National Professional Certification Agency Number: 2/BNSP/VIII/2017 concerning Guidelines for Development and Maintenance of Certification Schemes explains that all requirements for each category of professional competency certification are outlined in the certification scheme document. Furthermore, each certification scheme document contains one certification scheme. Especially for one tiered certification scheme group, it can be made in one certification scheme document.

Based on the Guidelines for the Development and Maintenance of a Certification Scheme (BSNP 2017), the systematics of the certification scheme document can be seen in Table 1.

**Table 1 Systematic Certification Scheme Documents**

No	Item
i	Background
ii	Scope of the Certification Scheme
iii	Purpose of Compilation of Certification Scheme
iv	Normative Reference
v	Competency Package/Packaging a. Type of packaging: KKNi / National Occupation / Cluster b. Name of certification scheme c. Competency Unit Details d. Competency Achievement (for the implementation of the National IQF and/or occupational schemes in First Party LSP Education and Training or Second Party LSP in the field of education and training)
vi	Basic Requirements for Certification Applicants
vii	Rights of the Certification Applicant and Obligations of the Certificate Holder a. Rights of Certification Applicants and Participants b. Obligations of the Certificate Holder
viii	Certification Fee
ix	Certification Process a. Registration Process b. Assessment Process c. Competency Test Process

	d. Certification Decision e. Freezing and Revocation of Certificates f. Certification maintenance, if any g. Recertification Process h. Certificate Use i. Appeal
x	Professional Code of Ethics, if any

Source: Guidelines for Development and Maintenance of Certification Schemes (BSNP 2017),

Based on Table 1, nine items must be described in the Certification Scheme Document. In detail, the Guidelines for Development and Maintenance of Certification Schemes (BSNP 2017) also presents Format A relating to the explanation of the structure of the Certification Scheme document.

Based on the research that has been done, it can be illustrated that the Professional Certification Scheme in Indonesia is prepared based on the Regulation of the National Professional Certification Agency Number: 2/BNSP/VIII/2017. Furthermore, the results of this study have also described the formulation of a Professional Certification Scheme, which can be compiled based on IQF (Qualification Level), Occupation/Occupation, and Cluster (group). The Professional Certification Scheme document refers to Format A as stated in the National Professional Certification Agency Regulation Number: 2/BNSP/VIII/2017.

## Conclusions

This research has reviewed the formulation of the Professional Certification Scheme in Indonesia. An overview of this study uses a qualitative method with a descriptive approach and a literature study. The results of this study found that the Professional Certification Scheme in Indonesia was prepared based on the National Professional Certification Agency Regulation Number: 2/BNSP/VIII/2017. A Professional Certification Scheme can be formulated based on the KKNi (Qualification Level), Occupation/Occupation, and Cluster (group). The Professional Certification Scheme document refers to Format A as stated in the National Professional Certification Agency Regulation Number: 2/BNSP/VIII/2017. Furthermore, research on the Professional Certification Scheme needs to be further developed, especially about the effectiveness and implementation of the existing Professional Certification Schemes.

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