



# BRIDGES TO THE FUTURE : ASEAN YOUTH EMPLOYMENT

A COLLECTION OF BRIGHTIES' INSPIRATIONAL STORIES

# PROLOGUE



Life is a long marathon without a definitive finish line. Therefore, it requires a strong determination to keep on running and committing to the ever-growing options during our life.

Yayasan Plan International Indonesia (Plan Indonesia) is proud for having been a part of your life journey.

Since 2020, we have been running Bridges to the Future: ASEAN Youth Employment or BTF program. Along with around 5,000 youths and others, you have participated in the process of developing job skills (soft skills and hard skills), mentoring, and career coaching, having psychosocial support, and participating in jobfair to gain the access to new jobs.

Most of you took part as their 'Youth Champion' – those who develop themselves while helping others. Some of you gave a hand by being Buddies or the class representative in the soft skill trainings as well as Typists who typed close caption to provide access to participants with hearing disability; Focal Point Mentoring which helps to inform the mentoring activities, and so on.

Plan Indonesia highly appreciates your journey. Though you had to struggle among the uncertainty due to the COVID-19 pandemic, you grew your determination and tried to develop yourself into a better person.

Plan Indonesia hopes that, the whole experience, capability and connection you have developed in BTF may serve as your bridge to a better future. Plan Indonesia also expects that the spirit you foster from this youth community enables empowerment and helps you to be a leader in the future.

Although the journey with BTF concludes here, Plan Indonesia hopes that you will not stop pursuing the future. As the name implies, we hope 'Brightness' to be bright, ones who brighten up their own lives and communities they belong to.

Thank you for being a part of this journey. Please enjoy 'Treasure of Bridges to the Future' book and see you again in the new journey.

Jakarta, 2 September 2022

**Dini Widiastuti**

Executive Director of Plan Indonesia

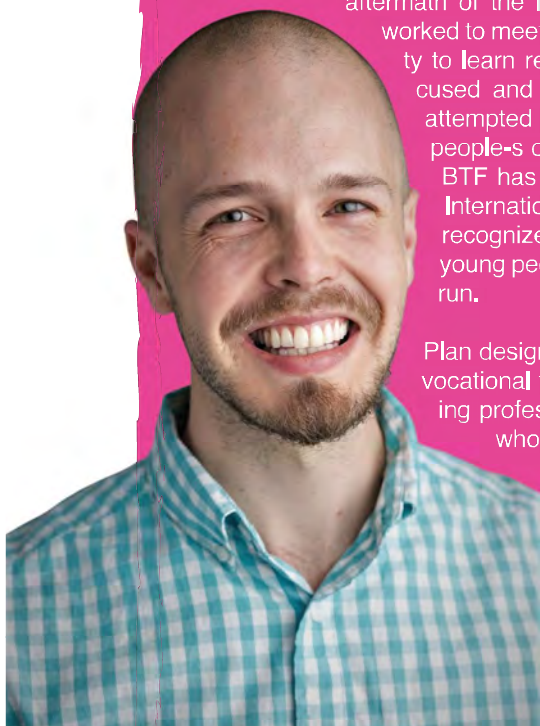


Work is love made visible, Kahlil Gibran, a poet, once said. An expression perfectly portrays the Bridges to the Future (BTF) project team and BTF Youth Champions who turned sweat and tears into joy of work, creating Indonesian youths who are ready to work. Congratulations for BTF team, partners, and BTF Youth Champion who have brought impacts for Indonesian employment. Wishing all success for Brightees who have shown their best capacity in the professional world! Thank you Google.org for supporting Bridges to the Future program.

**Benedictus Wahyu Sadewo**

Youth Employment and Entrepreneurship  
Program Manager of Plan Indonesia

Now, more than ever, programs like Bridges to the Future are critical. In a world still reeling from the aftermath of the last three years of the COVID-19 pandemic, BTF has consistently worked to meet the demands of young people in Indonesia, by offering the opportunity to learn relevant skills and develop cross-cutting competencies in a youth-focused and dynamic environment. The skills and competencies that BTF has attempted to foster will be a paramount part of COVID recovery and to young people's ongoing resilience in a fast changing and volatile labor market. While BTF has been a direct response to the pandemic, it has also provided Plan International a chance to join forces with a supporter, like Google.org, who recognizes that a holistic approach to economic development, which places young people at the forefront, is the only kind that will prove effective in the long run.



Plan designed BTF to combine soft skills training, with in-demand technical and vocational training, job placement support, connection to mentorship and ongoing professional development— and to be aimed specifically at young people who have disproportionately suffered the effects of the pandemic. We hope that BTF represents a robust, sustainable and replicable model to provide the next generation with a pathway to stable economic well-being and success.

This is why it is so exciting for me to be able to highlight a few of the many stories of outstanding young people who have participated in BTF, taking their own lives in their hands and working to create better futures for themselves, their families and their communities. I am honored by their willingness to work with Plan International and humbled by their intelligence, their motivation and their experiences. I congratulate them and look forward to the opportunity to

highlight many more "Brightees" in the future!

Colton Hubbard

Technical Advisor, Youth & Economic Empowerment

Plan International USA

Youth plays a major role in development of all countries in the world, from economic, sociocultural, and politic aspects, as well as human rights fulfilment.

Through the Bridges to the Future: ASEAN Youth Employment (BTF: AYE), ASEAN Foundation closely cooperates with Yayasan Plan Internasional Indonesia, and supported by Google.org, to keep on encouraging and being the place for youth self-development.

In addition, through its various activities, BTF: AYE program embraced thousands of youths in ASEAN, particularly in Indonesia and Viet Nam, to prepare themselves into the competitive, professional world, with all of its dynamics post-COVID-19 pandemic.

In Indonesia, Yayasan Plan Internasional Indonesia managed to hold numerous activities which gathered youths to participate in job skills development (soft skills and hard skills), mentoring, and career coaching, enjoying psychosocial support, and participating in the job fair to gain access to new jobs.

Although BTF program has reached its end after having been running for two years since 2020, we believe that its impacts do not cease here. Not only the program participants, but also other people taking parts in it, including non-profit organisations, government institutions, and private partners received its positive impacts sustainably. A handful of youths have been bridged to employers, and vice versa, various employers found best talents for employment. Treasuring the valuable youth participation, we would like to express our highest appreciation to Yayasan Plan International Indonesia for its hard work during these two years.

I hope this book, Treasure of Bridges to the Future, can inspire many youths to continue growing and encouraging stakeholders to enhance the access for youths to career opportunities and inclusive trainings for their future.

Jakarta, 22 September 2022

**Dr. Yang Mee Eng**

Executive Director of ASEAN Foundation



Google.org, the philanthropic arm of Google, supports nonprofits and other organizations that innovate to address humanitarian issues. Google.org was created to support organizations pursuing, experimenting with, and building upon ideas to improve the world, and Google.org continues to take an iterative approach to philanthropy today. Google.org provides support for pursuits that can have measurable impact on local, regional and global issues, and rallies Google's people in support of these efforts with a singular goal of creating a better world, faster. At Google.org we seek out and support organizations who are innovating and using technology to combat the world's biggest challenges.

According to the recent report published by Plan International and ASEAN Foundation - 'Mind the Gap: Mapping Youth Skills for the Future in ASEAN' - there are significant challenges faced by youth in Southeast Asia, including youths with disabilities, in securing stable and fulfilling employment which enables them to lead meaningful and productive lives.

To help Plan International to address this issue, we proudly supported them with a \$2M Google.org grant to support with ASEAN Foundation as they scale this mountain to bridge the gap in youth underemployment. With this Bridges to the Future initiative, Plan International and ASEAN Foundation managed to reach more than 20,000 youth in Indonesia and Vietnam, including youths with disabilities, with crucial soft and technical skills training and coaching classes. They have also managed to place more than 1,500 youths into employment through this program so far. It is always inspiring to see the impact that these programs are making on changing the lives of the local beneficiaries. Stories of beneficiaries like Ravindra, who was able to secure a vocation as a special needs teacher through the program despite visual-impairment, and many others who were able to get the inclusive support and training they needed, show how crucial the work by Plan International and ASEAN Foundation is. We hope that the Bridges to the Future initiative can serve as an inspiration to other organizations to work together to support programs that enable and empower youths to lead their lives with dignity and fulfillment.



**Marija Ralic**  
Lead Google.org APAC

Assalamu Alaikum Warahmatullahi Wabarakatuh (peace be upon you and God's mercy and blessings). As generally known, Indonesia is one of countries which show the signal of emerging into a developed country. It is marked by the demographic bonus, and it is expected to reach its peak by 2030. Some developed countries today, such as China, Korea, and Japan, had had their own demographic bonus. To this date, total productive population, in particular youths from generation Z and millennials reached +53% of the total Indonesian population. Signal of becoming a developed country will materialize if we can prepare the generation Z and millennials with competitive skills/competence in all aspects of life.

Ministry of Manpower, in particular Directorate General of Vocational Training and Productivity Development, has developed 9 Leaps (strategic measures) of Ministry of Manpower, three of which are transforming vocational training centers, employment link and match, and developing employment digital environment. In the context of developing competencies, especially for generation Z and millennials through vocational trainings in Vocational dan Productivity Training Center (BPVP) or Work Training Center (BLK), the trainings are re-designed, including transforming classical method into online or blended method, and from conventional into contemporary trainings. The redesigning is aimed to integrate these all into the employment digital ecosystem while running employment link and match.



The presence of Yayasan Plan International Indonesia (YPIL) through the Bridges to the Future ("BTF") program in the Directorate General of Standardization of Competencies and Training Programs has contributed in promoting Ministry of Manpower's 9 Leaps, and BTF is such a breath of fresh air with its digital training materials (e-learning) development. Since 2019, YPIL has been active in assisting the development of digital training materials, such as in tourism, ICT, language, etc. Training participants from various BPVP and BLK across the country accessed and made most of the materials through SIAPKERJA digital platform (e-training). This is in line with efforts to improve the youth's access to gain professional competencies aligned with the business/industry through digital technology.

To realize the goal of making Indonesia into a develop country, it should start with preparing the youths with reliable competencies relevant to the current circumstances; one of the efforts is vocational trainings. Therefore, the collaboration between Directorate General of Standardization of Competencies and Training Programs and YPIL in preparing digital training materials may serve as an important asset in becoming a developed country. We hope that this momentum will continue or improve.

I would like to congratulate Plan Indonesia on publishing "Treasure of Bridges to the Futrue", a book documenting the youth's success stories, which I hope it would inspire and motivate us to work hard to make Indonesia a prosperous country.

**Muchtar Azis, S.T., M.T.**

Director of Standardization of Competencies and Training Programs

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## ABOUT BRIDGES TO THE FUTURE

Since 2010, Yayasan Plan International Indonesia (Plan Indonesia) has been implementing employment and entrepreneurship programs for youth. These programs aim to improve the access of youth, especially women, to employment and entrepreneurship opportunities.

One of the outcome of the programs is Bridges to the Future: ASEAN Youth Employment (BTF). Since 2020, BTF has been implemented by Plan Indonesia with ASEAN Foundation, supported by Google.org, a philanthropic arm of Google. BTF Program helps to elevate workability of the participant: youths (18 - 29 years old) in Jabodetabek area who are called as Brightees.

Through BTF, Plan Indonesia works for youth, in particular women and people with disability, to be closer with the jobs they pursue. Significance of this effort is heightened with the economic pressure triggered by the COVID-19 pandemic. Many youths are impacted, including those affected by job termination and had the difficulty to access job vacancy information.

Thus, BTF is implemented in an inclusive and comprehensive manner. Brightees participate in a series of soft skills and technical skills trainings which comply with the Indonesian National Vocational Competence (SKKNI) and the industry needs. In addition, they also have career coaching, psychosocial assistance, as well as career matching in two virtual job fair held twice until 2022. All of these activities are conducted along with partnering companies, training institutions, government institutions, and private companies online and offline.

To complete the youth empowerment efforts, BTF also provides Brightees the access to career mentoring periodically. Volunteers from Google also actively participated these activities by providing mentors to guide around 50 participants. Afterwards, Brightees who successfully finish the training will be bridged to employment through the link & match program.

# PROGRAM ACHIEVEMENTS

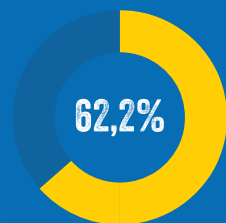
\*data or figures listed herein are as of August 2022; therefore, they may add up by September 2022.

On its journey,  
**Bridges to the  
Future** program  
managed to gather



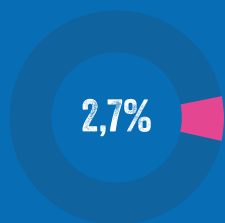
**6.094**  
Participants

Female

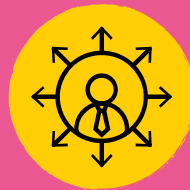


62.2% of the participants were female and 2.7% were people with disability

Disabled



**1.670**  
Finished  
Technical Trainings



**4.342**  
Finished Soft  
Skill Trainings



**1.549**  
Secured Jobs

BTF Program successparty helps 1,670 youths in finishing technical trainings. 4,342 youth finished soft skills trainings and 1,549 youths landed jobs thanks to this program.

During the course of the program, some Brightees took parts in Youth Champion and contributed in helping the BTF team as moderators, webinar operators, typists, and so on. Therefore, let's support the youths to have equal and inclusive access to work post-COVID-19 pandemic.



# BRIDGES TO THE FUTURE CHANGE MY VIEW ON DEAF FRIENDS

## **Abid (25)**

Participant of BTF Batch 5

As an online shop owner, sales knowledge is very useful to boost sales.

Abid, a young man from East Jakarta was lucky to gain the knowledge from Bridges to the Future or BTF, initiated by Yayasan Plan International Indonesia.

Abid knew BTF from a billboard near his home in early November 2021. He was interested with vision and missions of the program, so he enrolled and passed the selection on batch 5.

Abid was one of those impacted by the COVID-19 pandemic. Graduated from management, Abid chose to have his own online business while looking for a job. During the course of BTF program in several months, he had many valuable experiences in the program. Furthermore, he wished to apply the knowledge he got from the mentors in daily life.

Abid participated in various trainings with mentors who hold expertise in their fields. According to him, marketing and ICT (Information and Communication Technology) materials are some of the training materials that suit his current activities. "For me, activities for marketing and ICT materials were interesting and engaging. As I have an online shop, it is very applicable for sales. In addition, I had graphic design material, in which I learn how to make an online shop or products sold to look more appealing," he said.

Abid was proud of being a Brightee - participant of BTF. For him, upon graduating from this program, he already held a vast knowledge to be applied in the daily life, particularly in business. "The trainings I had gave positive impacts as I can directly apply [the knowledge] in my own field and I learn new things and make new friends," told Abid.

In addition, his confidence level is boosted because of the training in BTF.



**IN BTF, I GAINED  
MANY KNOWLEDGE  
AND IT OFFERS MANY  
THINGS THAT ARE  
INTERESTING TO TRY.**

**-Abid**

**“ THE TRAININGS I HAD GAVE POSITIVE IMPACTS AS I CAN DIRECTLY APPLY [THE KNOWLEDGE] IN MY OWN FIELD AND I LEARN NEW THINGS AND MAKE NEW FRIENDS.**

-Abid



*“From the sign language training, I know that the Deaf friends are able to listen. They are called Deaf as it is the culture,” explain him.*

Because of its vast benefits, Abid is trying to share positive spirits he had from BTF to his friends. He wants his friends to be eager and to not stop learning.

“BTF is frequently promoting inclusive environment. Yesterday, I participated in the sign language training. I hope such trainings will be more available as our environment today is still less inclusive, Abid said.





## SOFT SKILLS ARE HIGHLY SOUGHT IN THE PROFESSIONAL WORLD

**Ayu (25)**

Participant of BTF Batch 4

Ayu, an agroecotechnology graduate, did not expect to encounter ‘surprising’ things in the work world. A women youth from Tangerang did not see it before that she will face rejections which fluctuate her spirit. She was not aware beforehand as well that soft skills or auxiliary skills are as important as technical/hard skills.

Luckily, Ayu participated in BTF trainings. Ayu first knew BTF when she was looking for a job. She thought that she had the technical skills and tried to land a job. However, she did not realise that she had not had auxiliary skills and techniques on managing mental health.

“When we are looking for a job, we think that we have the skills. However, if we keep on getting rejected, we will be down. Therefore, I was looking for a community in the same (career) stage, so I will keep this spirit burning,” said Ayu.

Slowly, Ayu learnt a variety of soft skills, including communication skills with colleagues and managing mental health. For Ayu, education on mental health is very important and it differentiates BTF to other programs.

“For example, I learnt burnout and how to overcome it. As for hard skills, I understood that it is important and I can imagine how (to apply it in working setting). Meanwhile, from BTF, I learn the importance of mental health and adaptation process in the working world,” she told.

Ayu also told that she realized that there are differences in herself when she meets other Brightees. Not only making new friends, she also understands people’s varied background. Her relations grew as well as her interpersonal skills.

Ayu said that after graduating from BTF, she wanted to develop and share her knowledge to her surroundings. She wanted to share the knowledge on techniques to manage emotions and techniques on writing CV, which will be useful for job seekers.

“**RATHER THAN BURIED DEEP IN OVERTHINKING, I’D  
RATHER ENRICH MY KNOWLEDGE ENDLESSLY.**  
-Ayu

**WOMEN**

**FOR LEADERSHIP?**

**JUST GO FOR IT!**

### **Sean (23)**

#### **Participant of BTF Batch 3**

Her desire to work in NGO brought Sean to the leadership programs in Bridges to the Future. Moreover, Sean, that is how people called her, is very dependable in leading an organisation, and her knowledge added up in seven months as a Brightee.

Sean confessed that her enthusiasm towards organisations motivates her to be an organisation leader. However, gender construction in organisations obstructed her aspiration.

"I participated in the training and we learned about leadership. I also make friends as well. I delved deeper into how to be a leader since, basically, I want to be a part of an organisation," she said.

For Sean, she benefits a lot from BTF. She is currently studying Accounting, and the materials in BTF are practicable for her future.

"Participating in BTF for seven months and being a Brightee boosted my confidence and awareness of my surroundings. I also became a leader," said the 23-year-old woman.

Sean said that her fondness towards social matters drives her to set a career in non-government organisation in the future.

"I am interested to NGO and gender equality. I would like to join an organisation and company with an NGO background. I don't know why, but I feel the excitement when I take part in an NGO. I like to blend with people, care for children, and education, while reaching people in the frontier, outermost and least developed regions," explained her.

In addition, Sean got more confident to engage in many events and competitions, moreover those involving teamworks.

"Currently I'm participating in a competition. Thanks to BTF, all of the team members are confident. We go all out and help each other to build a solid team," she explained.

"I want to change what others can't change," she continued.

After taking part in BTF, now Sean is involved in some organisations and she is trusted to be the leader in a number of classrooms.

"Now, I lead three classes as the lecturers trust me to lead. I also join three communities and thankfully, I am a core team member. BTF broadened my horizon, so I understand that what we think and what others think have to be balanced. I also learned to demonstrate and upgrade my skills," said her.

According to Sean, as a woman, it is important to be equal with men in certain things. In BTF, she learned gender equality without leaving behind women's inherent nature.

"As a woman, I greatly feel the impacts of gender equality as my men friends presently are not condescending. They say thanks for being informed about the right information. I also feel that women are facilitated to do more things in our capacity," Sean pointed out.

She is willing to make the future working world more enjoyable with women as the leader.

To benefit her surroundings is also Sean's future goal, "I want to build a work environment where it does not feel like working, but rather as a home, as if we're with friends or family," she added.

Sean also hoped that in the future, youth can focus more on underexposed issues.



*"I envision that children throughout all levels of education will have a healthy environment where they are able to choose their future path. I also hope children in the future will have a better character building"*

“

# MEMBERI KESEMPATAN DISABILITAS UNTUK AKTUALISASI DIRI

## Rira (31)

### Participant of BTF Batch 3

Having a determination to change the stigma for disabilities, Rira was excited when she found Bridges to the Future from Plan Indonesia.

This program is specifically aimed to create an access to employment for youth, especially people with hearing disabilities like Rira, who is a Deaf.

Rira first knew Plan Indonesia from social media, a while after she resigned from her former company in 2020.

She revealed that as a Deaf, she felt the presence of BTF really helps her to grow her confidence, mainly in a professional setting.

Although she has limitation in hearing, Rira is unwavering. She tried to find activities that can help her grow in the business community.

“My motivation is that I want to grow my confidence as I think it is an important matter in the professional world, especially for me who is a Deaf.

Every day, I try to be better than I was before,” she said.

For her, BTF is very accessible for everyone. It does not discriminate, everyone has the same opportunity to show their capability and self-actualisation.

In the training, Rira was accompanied by a sign language interpreter who helped her in understanding the materials.

“I was given a chance to learn as a participant and also as a speaker who delivers disability discourse and variety, as well as experiences as a person with disability in the working life,” Rira explained.

She said that all BTF participants are given the space to learn and share as humans. “I am glad that because of this opportunity, I can fight my insecurity,” she confessed.

She admitted that, before joining BTF, Rira is someone who has difficulties in controlling her emotions, easily stressed out and burned out by her own thoughts. It quite bothered her daily activities.”

Later with BTF, she established a stable and calm condition for her. “After having the psychosocial support and mental health workshop, my eyes were open and I realised that BTF and all



people involved in it are awesome,” Rira said.

Further, in BTF, she felt that she has been given the opportunity to take good care of and to be more sensitive to herself. She understands that everyone has their own strengths and weaknesses. It is only the matter of how to maximise the gifted blessings.

“I want to share this kindness with my surroundings. I would like to spread love and support others with my own power,” she added.

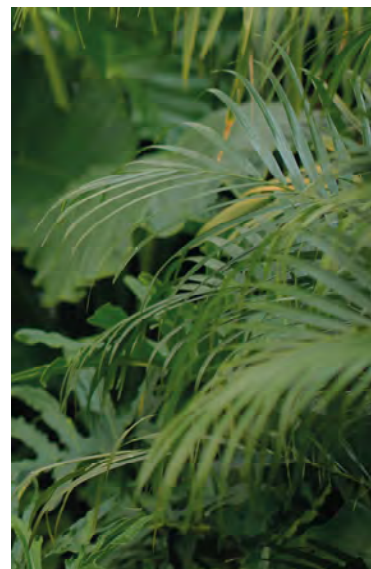
As a foundation focusing on women, inclusion, and disability, BTF proves them all, Rira claimed. Moreover, BTF activities have embedded and implemented inclusivity, in which everyone tolerates and appreciates differences among them.

“For me, activities in BTF are efforts in understanding and applying inclusivity. I am truly grateful for having participated in BTF because I

feel appreciated by my friends as they are aware of the ethics in interacting with disabilities,” told Rira.

Beside self-development, Rira also had the opportunity to learn how to make her CV stand out to HR. That way, Rira is more prepared for job interviews.

She hopes that Plan Indonesia will be consistent with the BTF program in the future because it encourages people with disabilities and builds the confidence of inclusive groups.



## THE PRESENCE OF BTF REALLY HELPS ME IN GROWING MY CONFIDENCE, MAINLY IN PROFESSIONAL SETTING

-Rira





“ I AM PROUD  
THAT WOMEN  
ARE NO DIFFERENT  
FROM MEN. WE HAVE  
THE SAME ABILITY  
OPPORTUNITY  
AND CAPABILITY ”  
-Maya

**BE A WOMAN AND  
HAVE NO FEAR TO COMPETE**

**Maya (30)**  
Participant of BTF Batch 1



Job seeking is not an easy time for everyone, including Maya, a 30-year-old woman. Maya had faced struggles in finding a job.

However, Maya finally found BTF. In a community developed by Plan Indonesia, Maya got plenty of friends and materials to prepare her to step on the next career ladder. Various materials in the career coaching session profoundly helped her to be prepared in the fields of job she is into.

Moreover, the field she is involved in is communication, which requires her to be able to communicate with people with various backgrounds.

“As a job seeker, I am really eager to learn new skills and meet people with diverse backgrounds. I also hope to be more empathetic to others with different backgrounds from mine,” she said.

During her months of participation, Maya treasured a moment when she joined Youth Champion.

In the activity, she made many friends and built networks, something she has been looking forward to.

“I met new people from diversified backgrounds, education, and age. I was delighted to know and see them,” told her.

During her time as a Brightee, she understood characters of youth. As she met many people, Maya could understand others’ minds.

It also really helps her in finding a healthy working environment. Maya learned to be brave to speak her mind and to apply gender equality concept.

“One thing for sure, I became more courageous to voice my opinion as women are equal to men, no differences between us. We have the same opportunity, so it is important for women to join BTF. And don’t be afraid to try new things,” she said.

She is proud that the public has fought for gender equality for women. “I am proud that women are no different from men. We have the same ability, opportunity, and capability,” she remarked.

For the benefits she has had, Maya would undoubtedly recommend this program to her close friends. “From scale 1 to 10, I will give 10 for BTF,” added her. Maya claimed that BTF is a whole package as it gives so much knowledge prior to entering the job market. “I think this program will be beneficial for those who are about to pursue higher education, especially to upgrade one’s skills,” Maya opined.

**“ AS IT GIVES SO  
MUCH KNOWLEDGE,  
FROM SCALE 1 TO 10,  
I WILL GIVE 10  
FOR BTF**

**-MAYA**



## COPYWRITING AND MARKETING SKILLS HELP IBROHIM TO IMPROVE HIS BUSINESS

**Ibrohim (25)**  
Participant of BTF Batch 4

Ibrohim is an employee and an owner of nasi kuning business who is willing to develop his business after facing difficulties in sales. He directly faces challenges in building a business and it motivates him to upgrade his soft skills. In his opinion, soft skills are important for business development.

“Culinary business is growing rapidly during COVID-19 pandemic time, so I have to improve my competencies among this strict competition,” said Ibrohim.

This is what motivates him to participate in Bridges to the Future training. Ibrohim, who holds a bachelor’s degree in metallurgy, said that through this community, he learned many new skills, such as marketing, business management, sales, and copywriting which helped to elevate his business by soft selling.

Only through a few training, Ibrohim figured out customer’s orientation and ways to improve customer’s interest and that is his starting point to move ahead.

He experienced a major change since he participated in Bridges to the Future. The sales of his nasi kuning business expanded rapidly. “Before I participated in the training of Bridges to the Future, the sales of my nasi kuning was 0

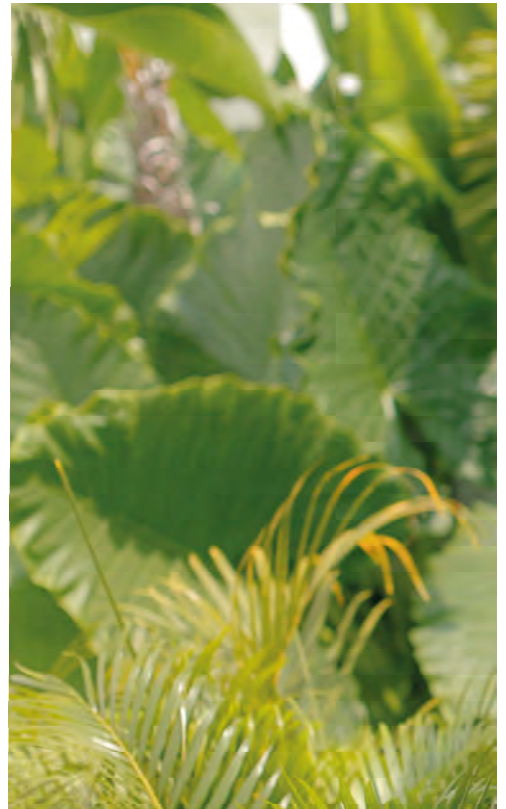
percent. In these six months, I could sell 7,000 portions of nasi kuning and I had catering orders in Jakarta. I even had an order of more than 200 portions in a day,” explained him.

Another positive thing he had after becoming a Brightee is that his business won a competition and it was awarded by Kumparan with IDR 50 million.

According to this entrepreneur who looks up to Sandiaga Uno as his role model, these training sessions such as those provided by Bridges to the Future are far more applicable rather than merely looking for information on Google which can only be absorbed with limited knowledge.

Ibrohim would like to suggest this program to university students and his juniors so that they will have distinctive experiences besides working in a company.

Literally means yellow rice; rice cooked with turmeric to give it yellow color, along with other spices, and served with various side dishes.





“I want them to understand that life is not confined around the office, we should learn and have other competencies and experiences. For example, when we think that office work is just not for us, we have other experiences and capacity to become an entrepreneur,” said Ibrahim.

In his opinion, we could seek abundant opportunities from the internet, including opportunities to find a suitable community such as Bridges to the Future. In addition, during the COVID-19 pandemic, life has changed 100 percent due to technology.

Ibrohim also said, if he has a chance, he is willing to assist SME owners in Jakarta. “I want to help those who want to be more serious in running their businesses while sharing experiences of marketing products in elegant and affordable ways.”

Besides, Ibrohim wants to encourage business owners to not give up. He said that it is okay to complain, as long as they do not stop and give up in facing the challenges.

# MUGHNIY PURSUED THE OPPORTUNITY TO LEARN PUBLIC SPEAKING

## Mughniy (21) Participant of BTF Batch 3

The COVID-19 pandemic economically impacted Mughniy (21) and her family, and it required her to find a support system to keep her strong. From a broadcasted information on WhatsApp, Mughniy immediately visited Plan Indonesia's Instagram page. At that time, she was in doubt as the account's followers number was still thousands. Her high curiosity brought her to dig deeper and she found out that Plan Indonesia is a pretty large NGO.

Mughniy then learned about Bridges to the Future program and enrolled with a motivation to get a job. Joining this community, this woman from Bogor had benefited positively and she got more than what she expected. Mughniy was able to build a broader network and for the first time, she had hands-on experience in the professional world. She wanted to improve her confidence as well. "I joined Youth Champion and I had a chance to become a moderator in a webinar. I had to adapt in a short period of time and I must be confident," told Mughniy.

As a youth, Mughniy is desiring a change and in particular, she wanted to hone public speaking and designing skills. For instance, in the webinar, she started to develop an interest in design and she met some friends who professionally work in the design field. According to this woman who likes playing games, being a Brightee brings a lot of intangible benefits. Mughniy hoped that her friends could have them too, although they are not yet interested as the activities are conducted online.

However, it did not stop her to share links of Bridges to the Future activities with the hope that it will help people connect with her. "Even though the activities were online, I explained the benefits. Moreover, most of them are looking for jobs," she said.

As a student and worker, Mughniy confessed that she learned new vocabulary from the training and it is useful for public speaking and her future job search.

Not only listening to it, Mughniy also looked for the meaning of the newly acquired vocabulary. It challenges her to find the meaning of new words in public speaking.

As a woman, Mughniy also said that the soft skill training gives impact for other women as it also discusses gender equality which should be implemented in all environments. This sentence hasn't finished.





*"Opportunity does not come for us; we chase the opportunity ourselves"*







## IT IS WORTH TO LIVE AND STAY SANE

### Satria (24) Participant of BTF Batch 2

The restriction of face-to-face meetings during COVID-19 pandemic triggered Satria Indra Permana to find new friends and experience on social media. In such a situation, many people are more active in social media, so was Satria. At that time, he saw that his friend attended a webinar on soft skills, gender, and feminism held by Plan Indonesia.

Being curious, this man from North Jakarta found information about it and he enrolled the Bridges to the Future program in a hope to have broader knowledge and network. After joining the community, Satria found new things impacting him in a positive way. For him, this experience is very precious as it was quite difficult for him to make friends and now he has people supporting each other in his surroundings.

"I learned to understand others, and it turned out the way to do it is to understand myself first. I also improved my skills and I got a chance to have some talks, especially these days in the pandemic when I have a few friends to see," said him.

This man who holds a bachelor's degree in history education admitted that he became more diligent as his surroundings were so and supported him to be. Further, as a teacher who loves intellectuality, Satria would like to improve himself. "I am a vocational high school teacher and I have to upgrade myself, as I often said to my students: learn new things," told Satria.

Prior to joining the Bridges to the Future, Satria revealed that he did not have much expectations on this training program.

Turned out now he sees this program as a good learning facility. Some of the training sessions he attended were storytelling and meditation, "I just knew that I could do all things I never thought before," said Satria.

He wants to make a change in the working world, especially for people with disabilities and women. Satria would like to develop his planning skills for his job. With the new spirit he got, he wanted to suggest this program to his college friends who have graduated but not yet found a job and are confused on what to do. Additionally, he saw that some of his friends who live in Jakarta have not known BTF. "I want them to know and I hope they can have a better life."

A teacher who admires Mohammad Hatta, Gusdur, and Raditya Dika holds to this mantra for his life now.

*"Today is a bad day,  
but it will not happen every day."  
Whenever I remember  
this sentence, I am not easily  
stressed out and I can stay sane,"  
he shared.*



Satria also hopes that women and people with disabilities will fight for their rights to be more empowered and continue moving.

# BRIDGES TO THE FUTURE HELPS ANIK

# TO BE MORE CONFIDENT AND TAKES

# INITIATIVES IN PROFESSIONAL ENVIRONMENT

## Anik (30)

Participant of BTF Batch 4

As a person with physical disability, Anik (30) found Bridges to the Future employment training for marginalised people helpful. She felt BTF is very inclusive in facilitating people with disabilities.

Anik was first introduced to Plan Indonesia when she caught COVID-19 in July 2021. When she was in self-isolation, Anik was isolated longer for a month.

She felt bored and had nothing to do in her room. This woman who respects Ustaz Adi Hidayat found Instagram stories on Bridges to the Future.

Her reason to participate as a Brightee was to gain insight and build a network. Up to now, she stays in touch with her friends she met in the community and will see them soon.

"Since I joined the program, I no longer felt insecure in public speaking. I can talk and communicate with colleagues, supervisors, and people I just met," she said.

Anik admitted that what she gained since being a Brightee is in line with her expectations. Not only developing soft skills, Anik also saw that speakers in the webinars are experts in their fields.

"I was like an empty glass, filled with new knowledge shared by the speakers.", she noted.

The most interesting and memorable subject for her was financial management. This subject helped her to manage her personal finance.

"I am 30 years old, I have my own family, and I have a 2 years old kid. I also have my own needs and family needs.

"Usia saya 30 tahun, sudah berkeluarga, dan punya anak usia 2 tahun. Saya juga punya kebutuhan lain atau keluarga lainnya. Atas materi yang diberikan ini memberikan dampak luar biasa



bagaimana saya menyikapinya dan mengaplikasikannya di kehidupan sehari-hari," kata Anik.

Bridges to the Future program facilitates herself in psychosocial where Brightees had a chance to consult psychologists about their problems, such as in career, life, and family.

"As humans, we definitely have problems. A schedule was made for me to solve the problems I have and how to respond when an issue occurs," told Anik.

Bridges to the Future training inspires Anik a lot. She hopes that in the future, communities like this will continue to exist to be introduced to her child.

For Anik, this program helps her to be someone who takes the initiatives in work, no more waiting for orders, and changing her mindset in the professional settings.

.....

**"I NO LONGER FELT  
INSECURE  
IN PUBLIC SPEAKING.."**

**-Anik**



# DEVELOPING SKILLS IN LIMITATION TO COMPETE IN THE WORKING WORLD

## Danu (24) Bandung Batch Dnetwork

As a person with hearing disability, Danu does not stop developing himself and his skills to compete in the working world.

It motivates Danu to join Bridges to the Future community with a hope to improve his capability in administrative and employability skills.

Danu found this program from his friends in a disability community in Bali, and he joined in February 2022.

According to Danu, the Bridges to the Future program and the training materials it presents took him to the world of work.

“By participating in this training, it drives me to improve my potential and capabilities. The delivered training met my expectation, so from 1 to 5, I give 4 for its practicality in the professional world,” Danu commented.

Danu, whose hobby is volunteering, said that he would like to invite his friends with disabilities to join this program.

For Danu, by being a Brightee, so many benefits he enjoyed.

“The benefits for me are personal branding and skills, especially for an employee to compete in the industry,” answered Danu who admires Surya Sahetapy.

In addition, another positive impact for him is supporting nature of the community and he could unleash many potentials, in particular developing the limitations he bears.

Bridges to the Future program, for Danu, helps him in the professional world as the materials are applicable in real life, for instance, job applications to help him land a job in a company, such as preparation of a job interview, daily time management, and self capability management in professional settings.

As a person with a disability, he found the training helpful and positively impacted other people with disabilities.

“A lot of disability friends are able to compete in the working world and industry, mainly due to the job application prepared,” he said.

After participating in this training, Danu sees changes in his friends who are working that they support an easily accessible and sustainable work environment.

Danu hopes that there will be many people with disabilities to be able to compete in the industry



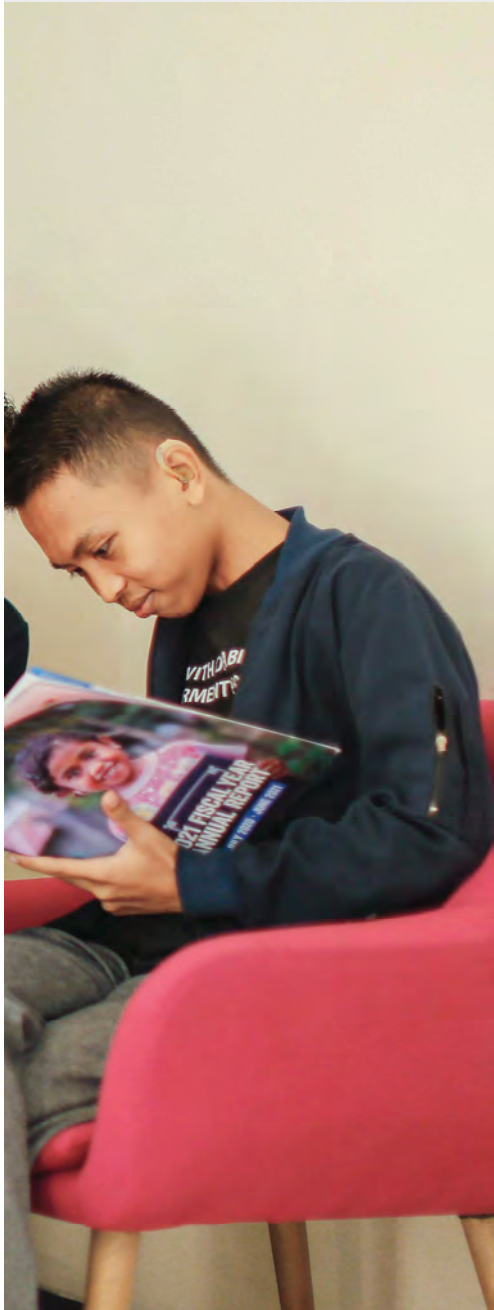




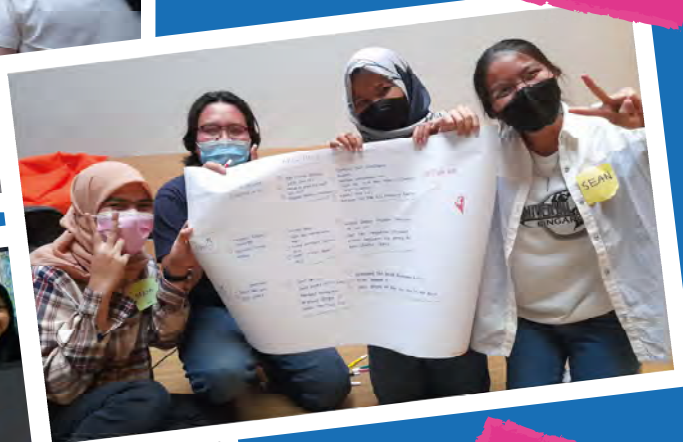




## BRIGHTNESS IN PLAN INDONESIA OFFICE



# ACTIVITIES OF BRIDGES TO THE FUTURE





**MECHANICAL ENGINEERING TRAINING  
WITH PPKPI JAKARTA**



**DESIGN THINKING WORKSHOP OF  
BTF'S YOUTH CHAMPION**



**TWO-WHEELS VEHICLE REPAIR TRAINING  
WITH PPKD EAST JAKARTA**



**JAKPRENEUR TRAINING**



**OPENING CEREMONY OF PASTRY TRAINING BY HEAD OF EMPLOYMENT,  
TRANSMIGRATION, AND ENERGY DEPARTMENT OF WEST JAKARTA**

# TEAM OF BRIDGES TO THE FUTURE PROGRAM



**YAYASAN PLAN  
INTERNATIONAL  
INDONESIA**

*Affiliated with:*



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