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NEW VENTURE SCHOOL, PENGEMBANGAN KOMPETENSI PEKERJA BERDASARKAN PRINSIP ESG

NEW VENTURE SCHOOL, EMPLOYEE COMPETENCE DEVELOPMENT WITH ESG PRINCIPLES

IC... NEW VENTURES



Dalam memaksimalkan kinerja keberlanjutan, Pertamina menetapkan 10 Fokus Keberlanjutan beserta target jangka panjang yang mengacu pada standar Lingkungan, Sosial, dan Tatakelola (LST) global. Salah satu dari 10 Fokus Keberlanjutan yang digulirkan Pertamina adalah Menghormati dan Memberdayakan Karyawan (Respecting and Empowering Employees).

Salah satu implementasi dari point keenam dari Fokus Keberlanjutan tersebut, Pertamina meluncurkan New Venture School, yakni platform kurikulum edukasi penciptaan inovasi bisnis bagi Pekerja Pertamina. Program ini menjadi salah satu peran Pertamina dalam memberi pengembangan kompetensi bagi sumber daya manusia (SDM) Pertamina, sehingga kualitas pekerja terus meningkat.

For optimizing the sustainability performance, Pertamina had set the 10 focuses on sustainability with the long-term goal referring to the global environment, social, and governance (ESG) standard. One of the 10 Focuses on Sustainability from Pertamina is Respecting and Empowering Employees.

One of the implementation from the sixth point of the Sustainability Focus is the launch of New Venture School by Pertamina, the educational curriculum platform for business innovation by Pertamina employees. The program is part of Pertamina's contribution for developing the competence for Pertamina human capital for improving the human capital quality.

Direktur Strategi, Portofolio, dan Pengembangan Usaha Pertamina Salyadi Saputra menjelaskan, pihaknya membuka kesempatan yang sama bagi seluruh pekerja untuk terus meningkatkan keahliannya. Upaya ini dijalankan dengan berbagai cara seperti pelatihan soft maupun hard skill, eksposur pengalaman, termasuk membentuk kurikulum pembelajaran yang spesifik seperti New Venture School. Peningkatan kompetensi ini merupakan salah satu concern perusahaan terhadap SDM, sejalan dengan visi Pertamina sebagai perusahaan berkelanjutan.

Program New Venture School akan mendorong pekerja untuk menciptakan beragam riset dan inovasi, sebagai langkah business acumen guna menghadapi tantangan bisnis dan transisi energi ke depan.

“Banyak Perwira muda Pertamina yang haus untuk menuangkan idenya menjadi sebuah produk atau layanan yang berguna untuk Pertamina dan Indonesia. Ke depan, adanya

Director of Strategy, Portfolio, and Business Development of Pertamina Salyadi Saputra explained that the opportunity is equally open for all employees to improve their capabilities. Several measures are including through soft and hard skill training, exposure of experience, and establishing teaching curriculum specific for New Venture School. The competence improvement is part of the company's concern on human capital, align with Pertamina's vision to be the sustainable company.

The New Venture School program will encourage the employees to be creative on bringing the research and innovation as the acumen business measure to face the business challenges and energy transition in the future.

"There are lots of young Pertamina officers who would love to initiate their ideas for the products and services beneficial for Pertamina and Indonesia. Moving forward, the energy transition will make the ideas and research

Secara simbolis Direktur Strategi, Portofolio, dan Pengembangan Usaha Pertamina Salyadi Saputra meluncurkan New Venture School, yakni platform kurikulum edukasi penciptaan inovasi bisnis bagi pekerja Pertamina. *Symbolically, Pertamina's Director of Strategy, Portfolio and Business Development, Salyadi Saputra, launched the New Venture School, which is an educational curriculum platform for creating business innovation for Pertamina workers.*



ENERGI ANDRIAN TO AB DURRAHMAN

transisi energi membuat ide-ide dan riset sangat penting untuk meningkatkan kinerja Pertamina sebagai perusahaan migas, terutama pada energi baru dan terbarukan. Inovasi ini juga diharapkan dapat berkembang ke industri lainnya," jelas Salyadi saat peluncuran New Venture School, pada acara "Ignite Unleashing New Ventures Pertamina", di Jakarta, Senin 26 Juni 2023.

New Venture School dijalankan oleh Tim New Venture, yang merupakan tim khusus inkubator Pertamina. Sebagai platform edukasi, New Venture School akan membentuk soft skill dan hard skill dalam rangka memahami dasar-dasar pengembangan inovasi bisnis. Diharapkan, pekerja Pertamina dapat mempelajari konsep idenya secara maksimal, sebelum dikembangkan menjadi produk bisnis baru. "Melalui Pertamina New Venture School, Pertamina mendorong bertumbuhnya Inovator dan ekosistemnya dari lingkungan SDM Pertamina sendiri," ujar Salyadi.

New Venture School juga menjadi salah satu implementasi perusahaan dalam ESG, antara lain Environment, melalui pengembangan pekerja untuk berinovasi menciptakan produk-produk energi transisi serta pengurangan karbon emisi. Seperti pengembangan sumber energi baru terbarukan, seperti solar EV, hidrogen, panas bumi, dan sebagainya, untuk mendukung program Net Zero Emission (NZE).

Lebih lanjut, melalui kurikulum edukasi ini, Pertamina juga memperhatikan aspek Social, yakni concern perusahaan pada pengembangan kompetensi pekerja

to be important for the new and renewable energy. Innovation is also expected for the development of other industries," Salyadi explained at the launch of New Venture School event of "Ignite Unleashing New Ventures Pertamina" in Jakarta, Monday, 26 June 2023.

New Venture School is led by New Venture team, the special team dedicated for Pertamina incubator. As educational platform, New Venture School will train the soft skill and hard skill on understanding the basics on business innovations. It is expected that Pertamina employees will learn the concept idea optimally before further development as new business product. "Through Pertamina New Venture School, Pertamina encourages the new innovators and the ecosystem at Pertamina's own human capital environment," said Salyadi.

New Venture School is also part of ESG implementation of Pertamina, including the Environment through the development for employees to innovate the create the products on energy transition to reduce the carbon emission. The developments are including the renewable energy sources, such as solar EV, hydrogen, geothermal, and others to support the Net Zero Emission (NZE) program.

Further, through the educational curriculum, Pertamina also has concern on social aspect for the development of employee competence for equal opportunity. The benefits might be disseminated through the





dan kesempatan yang sama. Tentu saja, manfaatnya dapat diterapkan melalui program Tanggung Jawab Sosial Lingkungan (TJSL) perusahaan dan keterlibatan pekerja di masyarakat.

Aspek Governance pun tak luput, yakni penerapan bisnis berkelanjutan melalui ketaatan dalam regulasi dan kebijakan energi dan soft skill pekerja dengan budaya AKHLAK.

"New Venture School merupakan salah satu program komprehensif untuk menghasilkan pekerja yang tidak saja ahli, terampil, dan berdaya, namun juga memiliki karakter yang menjunjung tata kelola dan melaksanakan nilai-nilai perusahaan," tegas Salyadi. ▀

company's corporate social responsibility (CSR) and employees participation in the community.

The governance aspect is also covered with the sustainable business on compliance on regulation and energy policies, as well as the soft skill of the employees with AKHLAK culture of the state-owned enterprises.

"New Venture School is one of comprehensive program to generate employees with expertise, capability, and empowered, as well as embodied the charater on governance for the company's values," Salyadi explained. ▀