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Reconstruction of Educational Institutions in Business Development of Indonesian Human Resources through Cooperation among ASEAN Countries

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Abstract: The high unemployment rate in Indonesia due to many factors lies mainly in the quality of human resources (HR) due to the output of educational institutions that are generated not reaching what is desired, therefore the need for reconstruction of educational institutions that are useful to reform the system or standards related to all forms of planning, organization, control, implementation and evaluation of activities to be undertaken by educational institutions so that sustainable development of HR to be professional, noble character and have high competitiveness under the vision, mission and objectives desirable well through the procedures has been established. Reconstruction of educational institutions is expected to achieve sustainable HR development (SDM). This article will discuss how to deal with the problem and seek solutions in reconstructing educational institutions in Indonesia sustainable HR development efforts through cooperation among school residents ranging from educators, education personnel, students, family, and community and getting support from countries and foreign, especially from ASEAN countries.

Keywords: reconstruction, educational institution, human resources.

通过东盟国家合作重建印尼人力资源业务开发教育机构

摘要: 印尼失業率高的原因很多，主要是由於教育機構產出達不到預期目標，導致人力資源質量不高，因此需要重建有助於體制改革或改革的教育機構。與教育機構開展活動的各種形式的規劃、組織、控制、實施和評估相關的標準，使人力資源在願景、使命和目標下具有專業、高尚和高競爭力的可持續發展理想的通過程序已經建立。教育機構的重建有望實現可持續的人力資源開發。本文將討論如何通過教育者、教育人員、學生、家庭、社區等學校居民的合作，以及得到國家和外國的支持，在重建印度尼西亞教育機構可持續人力資源開發工作中如何處理問題和尋求解決方案，尤其是東盟國家。

关键词： 重建, 教育機構, 人力资源。

1. Introduction

Human resources (HR) is one factor that is very urgent and even cannot be separated from an institution, even the institution, even the country though. For that country should have a concern about HR, which is the key in determining the development and progress of a nation. HR is not merely the main asset. However, the assets that have value and can be multiplied, but otherwise, if the HR cannot be expected to exist existence will cause problems and obstacles in

advancing a country that wants to become a country that wants to go forward and develop and vice versa if not get noticed and not cared for well will result will increase the unemployment rate of a nation, including Indonesia.

The high level of unemployment in Indonesia due to many factors mainly lies in the quality of HR. Among the problems of human character, if good it will underlie all human behavior is always to do the best, honest, fair, responsible, open, and try not to harm

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either himself or others so that his existence wherever they are will always be useful and not in vain, then professionals in the field means that HR must have skills, talent and skilled who can finish the job following expectations and targets that have been determined both in terms of time and quality, so the HR that have professionals will be very useful to produce quality goods and services, while the last is to have HR is a competitive power that is the power competitiveness is high, no longer just a necessity. However, a necessity because HR cannot perform a good business activity and survive, let alone win the competition without high competitiveness.

The demand becomes very strategic, especially if the existence is not an option taken, but winning the competition that is expected to be achieved, in the hope of having qualified HR in the right amount which cannot be separated from the planning process HR) (manpower planning) is well designed, based on the vision, mission, and goals established through cooperation among countries, especially ASEAN countries. Besides, the cooperation between ASEAN countries becomes important for a nation because, in the present, it is believed that no nation can stand on its own. Cooperation between ASEAN countries will make achieving the nation's goals easier to do well.

Thus no single nation in the world can free itself from engagement with other nations and countries. For a country, relations and cooperation between ASEAN countries are very important because of the needs caused by interdependence that occurs in sharing education, trade, culture, science, religion, social and sports, etc.

The urgency of alleviating unemployment is based on several considerations and trends concerning people's welfare, economic growth, political stability, security, and the demands and needs of world markets in ASEAN countries. Various Indonesian government programs have been widely implemented to improve Indonesian HR, hoping that unemployment problems can be minimized. One of them is through improving the quality of HR based on community participation that is considered important, in addition to the limited ability of the government to fund the development of quality HR.

Efforts to empower people in improving HR to overcome unemployment are through the adequate budget, education, training based on the required competencies, empowering existing learning activities with various productive economic skills, improving the relationship between educational institutions and industry so that the relevance of education can be improved, strengthening the cultural foundation of education as a cultural therapy, and encouraging the growth of small and medium enterprises are tough, and generating initiative in the middle of ASEAN countries. The development of competent and competent HR is the responsibility and capacity of government and

society, including parents who should pay attention to the development and education of children as the next generation and not allow the growth of children to run without guidance or submitted to school teachers alone or housekeeper, this is the most common mistake in the reality of life [7-12].

Existing data that the Indonesian people are still unemployed, although the labor force in February 2017 as many as 131.55 million people, rose by 6.11 million people compared to August 2016 and up 3.88 million people compared to February 2016. Population working in Indonesia in February 2017 as many as 124.54 million people, up by 6.13 million people compared to the situation in August 2016 and up by 3.89 million people compared to February 2016. The open unemployment rate (TPT) in February 2017 was 5.33%, decreased by 0.28 percentage points compared to August 2016, and decreased by 0.17 percentage points compared to February 2016.

In February 2017, 58.35% of the working population in informal activities, and the percentage of informal workers rose 0.07 percentage points compared to February 2016. Over the past year, sectors that experienced an increase in the percentage of the working population were the Community Services Sector (0.42 percentage point), Transportation, Warehousing and Communication (0.27 percentage points), Agricultural Sector (0.12 percentage points); and Industrial Sector (0.07 percentage points). At the same time, the sectors that experienced a decline were the Construction Sector (0.64 percentage points) and the Trade Sector (0.25 percentage points).

In February 2017, 30.14 percent of the working population was not full (hours less than 35 hours a week), covering 7.62% of the unemployed and 22.52% of part-time workers. Half the unemployed fell by 1.05 percentage points in the past year, while part-time workers rose by 1.08 percentage points. The average monthly wage of laborers/employees/employees in February 2017 was 2.70 million rupiahs, the highest in the electricity, gas, and water sector at 4.43 million rupiahs, while the lowest in the agriculture sector was 1.75 million rupiahs. Compared to sex, the average monthly salary/wage of laborers/employees/male employees is higher than women, which is 2.95 million rupiahs and 2.27 million rupiahs [21].

In this case, unemployment is a cultural paradox of economic and structural that cannot be denied existence. Unemployment is a natural social fact. Of course, most result in poverty. Unemployment and poverty figures are very difficult to suppress up to their roots and become an irony if unemployment is a college graduate where university graduates are an educated society element that has a stigma as an intellectual actor, an agent of change or government opposition guarding the government on the right track in running the constitutional mandate.

Table 1 Poverty in regions

Region	Poverty Line (Rupiah)		2021			
	2020		Year	2021		
	Sem 1 (March 1)	Sem 2 (September)		Semester 1 (March 1)	Sem 2 (September)	Year
City	471,822.00	-	-	442,062.00	458,380.00	-
Village	433,281.00	-	-	404,398.00	418,515.00	-
City + Village	454,652.00	-	-	425,250.00	440,538.00	-

Note: The time reference for data for 1996 and 1999-2005 in February, while for 1998 in December and 2006-2010 is March. Data starts in 1999 without East Timor [20].

The percentage of poor people in March 2020 was 9.78 percent, an increase of 0.56 percentage points against September 2019 and an increase of 0.37 percentage points compared to March 2019.

The number of poor people in March 2020 was 26.42 million people, an increase of 1.63 million people in September 2019 and an increase of 1.28 million people in March 2019.

The percentage of poor people in urban areas in September 2019 was 6.56 percent, increasing to 7.38 percent in March 2020. Meanwhile, the percentage of poor people in rural areas in September 2019 was 12.60 percent, increasing to 12.82% in March 2020.

Compared to September 2019, the number of poor people in March 2020 in urban areas increased by 1.3 million (from 9.86 million people in September 2019 to 11.16 million people in March 2020). Meanwhile, rural areas increased by 333.9 thousand people (from 14.93 million in September 2019 to 15.26 million in March 2020).

The poverty line in March 2020 was recorded at IDR 454,652/capita/month with the composition of the Food Poverty Line of IDR 335,793 (73.86%) and the Non-Food Poverty Line IDR 118,859 (26.14%).

As of March 2020, poor households in Indonesia had 4.66 household members on average. Thus, the average poverty line per poor household is IDR 2,118,678/poor household/month [21].

Mongolia	7.3	6.6	2020-09
Indonesia	7.07	4.99	2020-09
India	6.5	7	2020-11
Maldives	6.4	6.1	2019-12
Hong Kong	6.3	6.4	2020-11
Lebanon	6.2	6.2	2019-12
Uzbekistan	5.5	5.2	2019-12
Sri-Lanka	5.4	5.7	2020-06
China	5.2	5.3	2020-11
Kazakhstan	5	5	2020-09
Bahrain	4.9	4	2020-12
Azerbaijan	4.8	5.2	2019-12
Israel	4.8	4.7	2020-11
Malaysia	4.7	4.6	2020-10
Bangladesh	4.2	4.3	2019-12
Pakistan	4.1	5.5	2019-12
South Korea	4.1	4.2	2020-11
Turkmenistan	3.9	3.8	2019-12
Taiwan	3.77	3.77	2020-11
Singapore	3.6	2.8	2020-09
Bhutan	3.4	2.4	2018-12
North Korea	3.3	3.3	2019-12
Nepal	3.2	3.4	2017-12
Oman	3.1	3.1	2019-12
East Timor	3	3	2019-12
Kyrgyzstan	3	3.1	2020-10
Japan	2.9	3.1	2020-11
Macau	2.9	2.9	2020-11
Viet Nam	2.73	2.22	2020-06
United Arab Emirates	2.64	2.57	2019-12
Kuwait	2.17	2.06	2019-12
Tajikistan	2.1	2.1	2019-11
Thailand	2	2.09	2020-11
Myanmar	1.6	1	2019-12
Cambodia	0.7	0.7	2019-12

Table 2 Unemployment rate – countries – asia [23]

Country	Last Before Reference		
Palestine	28.5	26.5	2020-09
Jordan	23.9	23	2020-09
Armenia	17.5	19.8	2020-06
Yemen	12.8	12.9	2019-12
Georgia	12.7	13.9	2018-12
Afghanistan	11.1	11.1	2019-12
Iran	9.8	10.6	2020-06
Brunei	9.1	8.9	2019-12
Saudi Arabia	9	5.7	2020-06
Philippines	8.7	10	2020-12
Syria	8.4	8.3	2019-12
Iraq	7.9	7.9	2019-12

Based on the survey, the survey results can be said that the world's population is more worried about unemployment, poverty, and social inequality than terrorism. This is fair because these three things are the source of various other social problems such as crime and security, even the Minister of Social Affairs says that terrorism is rooted and sourced from poverty and social inequality [17].

The Government of Indonesia has made efforts to eliminate unemployment to increase the readiness of HR in Indonesia. One of them is the establishment of the Funds Fund of Education Fund (LPDP). This is based on the mandate of the 1945 Constitution mandated that at least 20% of the State Budget (APBN) is used for education functions. Through Law No. 2 of 2010 on APBN-P 2010, the Government and the House of Representatives agreed that part of the funding of education functions was made as a National Education Development Fund managed by an endowment fund mechanism by a Public Service Agency (BLU).

As the country of Brunei has three types of higher education institutions that offer certificates, diplomas, and scholars. One of the systems introduced in Indonesia is the introduction of a 'Discover Year' in which each student must join a community-based program or international experience outside their institution for a semester. This allows the students to start a new business if the semester's practical training is conducted with a particular company or institution. At the same time, Malaysia also has two higher education institutions, i.e., institutions involving universities, polytechnics, higher education, and academy while private institutions also consist of private universities, college/private campuses, and university campuses abroad. The Malaysian Ministry of Education has created the Malaysian Education Development Plan 2013-2025 to achieve the aspirations of the state in which the plan is a major contributor to the development of the country's social and economic capital to help countries compete in the job market and create a skilled generation according to the needs of the capital market. The state of Myanmar also has a mission to create an educational system capable of giving birth to more scholarly communities that can face the challenges of education in the present. A new assessment system has been created to help identify students' levels of knowledge, creativity, and analytical skills. Myanmar also emphasizes more research activities conducted at the higher education level and prioritizes theoretical knowledge and exam.

In contrast to Myanmar, Vietnam also began to make various reforms, especially from improving the quality of educational programs and teaching techniques to developing teaching staff and research [11, 12]. So also the country of Thailand provides a weighting in the income of more students who can compete in the international market. The existence of

'Cooperative Education' and 'Work Integrated Learning for New Generation workforce' serves as a bridge between higher education institutions and Thailand's state labor market, while Singapore adheres to a standardized education policy international in shaping their education system. Singapore invites more international universities to open more campuses in their country. The education system in Cambodia is also only 30 years old and still new compared to other countries and has the influence of French, Soviet and Vietnamese countries [14].

Thus, the problem of HR becomes crucial in improving the competitiveness of graduates [10]. The quality of educators and education is the main thing to improve the competitiveness of graduates of educational institutions. For that reason, speakers are interested in discussing how to reconstruct the development of sustainable Indonesian HR through cooperation among ASEAN countries.

Based on the above problems, the authors conclude several problems in the reconstruction of educational institutions in the development effort HR Indonesia through cooperation among ASEAN countries, among others is To know the problems faced in reconstructing educational institutions in the business Human resource development (SDM) Indonesia and look for solutions and find out what strategies can be done in Indonesia's sustainable HR development through cooperation among ASEAN countries.

2. Reconstruction of Educational Institutions

Renewal or reconstruction in terminology has various understandings, in national development planning often known as reconstruction. Reconstruction means that "re" means renewal while construction "as the above explanation means a system or form. Some scholars define reconstructions in various interpretations Marbun [1] defines simply the compilation or redistribution of existing materials and reconstructs as they were or where they were. In contrast, according to Chaplin [5], Reconstruction is the interpretation of psychoanalytical data in such a way as to describe personal developments that have occurred, along with its material meaning now there is for the individual concerned. According to Qardhawi [15], the reconstruction includes three important points: first, maintaining the core of the original building while maintaining its character and characteristics. Second, fix things that have collapsed and reinforce the already weakened joints. Third, incorporate some updates without altering the nature and characteristics of the original. From this, it can be understood that the renewal is not to display something completely new but rather reconstruct and then apply it to the current reality [15]. In educational institutions, there are things that need to be reconstructed among them is the re-

arrangement of existing educational programs and curricula and innovation in the development of educators and education personnel in educational institutions in the form of vocational, academic professions in the hope of making improvements and improvements and even increased sources HR in accordance with the experts (professional), highly competitive and have a noble character so that educators and educational staff appointed in accordance with the standardization of education quality is marked by the empowering academic culture with the management of educators and staff of appropriate education good and proper regulatory and regulatory procedures and get supervision and support from the government nationally by fulfilling all the educational institution needs in the form of facilities and infrastructure, training activities, teaching school, as well as adequate financing in efforts to improve HR in the hope of learning to be innovative, developing, progressing and in accordance with the development of the times. Based on the above description, the authors can conclude that the purpose of reconstructing educational institutions in this paper is to renew the system or form. Related to the reconstruction is the renewal of all forms of planning, organization, control, and evaluation of the implementation of activities that have been done by educational institutions so that HR is expected to be achieved properly through established procedures. Reconstruction of this educational institution will guide planning design in developing HR.

3. Continuous Development of HR

HR is a fact of dynamics that requires appropriate attention and processing, so it becomes an important factor in development. Also, HR is the goal of sustainable development in human development. In reconstructing, HR is determined by the nature of HR itself is always growing both in number and quality. In reconstructing HR, HR should balance the quantity and quality with the needs or needs in sustainable national development.

The development of HR is a continuous and sustainable process that covers all aspects of community life, including social, economic, political, and cultural aspects, with the main objective of improving the welfare of nationals. In the development process, the role of educational institutions is very strategic. Educational institutions should be able to create quality HR. Therefore, the quality of HR must be improved because the quality of HR quality can provide a multiplier effect to sustainable community development in a nation.

The role of sustainable HR is very urgent and important. The role of HR will be maximized if managed properly. HR integrates the power of thought and physical power owned by individuals [4]. Further explained that the power of thought is the birth of intelligence (basic capital), while the ability is obtained

from educational efforts. Physical power is the strength and endurance of a person to do the work or carry out the task it carries. Thus, HR in education is the functional competence of educators and educational personnel in performing their duties.

HR development in educational institutions provides the widest opportunity for the population to participate in the development process actively. In essence, HR is not only important to note the problem of expertise (professional) as which has been commonly understood, but must have high competitiveness means having an above-average intelligence compared with other HR other, but also not less important is the problem character or morals pertained personality such as having the nature of honest, fair, responsible Amanah, so hope to make high-quality HR with the high level of expertise (Professional), and have high competitiveness and have noble character. According to the concept of educational objectives in Indonesia, this is to form a whole human being reflected from the faith and taqwa, personality, intelligence, healthy, and responsible for that. Education in practice needs to apply appropriate principles [10].

3.1. Cooperation between ASEAN Countries

Cooperation (teamwork) is very important because these capabilities will be a potential power for an organization or institution, even a nation. Indeed, the era of globalization is a potential that requires the ability to select and utilize it to actualize what is desired so that HR owned has a practical and useful value. One attempt to re-align the potential is through cooperation. HR that can work together must be balanced to develop networks (network). The importance of cooperation network to be a catalyst for effectiveness and work efficiency. The capabilities required in the collaboration are to develop the ability to integrate self-capabilities with the ability of partners to work orientation. To that end, developing dedication, discipline, and honesty is essential in a partnership, including honesty of self-ability. Fukuyama has put forward the importance of an honest attitude in cooperation that without honesty, a person cannot work well together. The development of HR (SDM) in education improves the ability to find a network of cooperation and carry out cooperation based on dedication, discipline, honesty, and moral-ethical. Thus, HR has an identity by the vision and mission of the institution [3].

In addition to the ASEAN countries, the concept of Link and Match is also required. According to Nursyamsi [13], the Link and Match Concept (Link and Match) between the world of education and the work of the former Minister of National Education Wardman. This concept was triggered to suppress the number of unemployed college graduates who increased every day. Soemarso, Chairman of the Polytechnic Board of Trustees and lecturer at the University of Indonesia, said that the concept of Link and Match between educational

institutions and the world of work is considered ideal, so there is a link between suppliers of labor with users [13].

Hopefully, graduates from educational institutions are expected to be useful and capable of being competitive and accepted wherever they are with a wide range of skills and ideas, the need for continued cooperation between educational institutions, government, and the world of work.

There are several important steps that an educational institution should take to make the Link and Match program a success. Educational institutions should be willing to research the world of work. The goal is to know what competencies (expertise) are the most needed world of work and what competencies the world needs most. Educational institutions should begin to make the necessary competencies of the world of work as teaching materials in these educational institutions. Thus, it is expected that graduates of educational institutions already know, at least in theory, what competencies are required after they graduate.

Nevertheless, educational institutions do not have to adjust all teaching materials with the needs of the world of work because there should be teaching materials that are useful for learners who want to continue their studies to a higher level. Another important step is that educational institutions must establish relationships and create links with many companies to become a learning arena (internship) for graduate students. With an on-the-job apprenticeship to the world of work, graduates are prepared theoretically and practically ready. If the Link and Match program work well, the government also benefits from reduced unemployment (educated) burden. Therefore, the government should seriously maintain a climate of interconnectedness and implementation mechanisms.

3.2. Issues in Reconstructing Education Institutions

In the world of education certainly, many problems in reconstructing educational institutions, especially in HR development efforts among them are:

3.2.1. The Quality of Graduates is Still Low

The quality produced by educational institutions has not been maximized. Looking at the reality of current educational outcomes/outcomes, graduates generated from the educational process tend to be dominated by dependence. This condition challenges educational institutions to produce independent graduates ready to compete globally. To renew the quality of education, educational results should print quality human beings [11, 12].

According to the Minister of Research and Technology, Higher Education M Nasir, some things make the quality of higher education graduates in Indonesia low. Among these are soft communication skills, low critical power, low problem-solving skills, and low tolerance and according to which Indonesia's

human development index is still 0.68, compared with Singapore, which reached 0.9 percent, Brunei 0.85, Malaysia 0.77, and Thailand 0.72 [22].

3.2.2. The Level of HR Education Still Low

With the low level of an HR education, there are hopes that the Government opens the greatest opportunity for the poor or less able to get an education. Currently, the Indonesian government has issued a nine-year learning obligation, but the ability to implement this is still limited. According to Barizi [2], education is still regarded as a major force in the social community to offset the rate of development of Science and Technology [22].

3.2.3. The Curriculum Not yet in the Expectation

In this case, the curriculum is very important in an educational institution. It is expected that the curriculum in the ASEAN countries become part of the barometer, like a road map, how to step and where to go and how to achieve the desired goals. The existing curriculum in educational institutions is expected to follow market needs because the curriculum will be the basic capital for the ability to dominate and develop science and technology (IPTEK) following the desired expectations so that HR produced has a noble character, able to be independent, as with the purpose of national education in Indonesia is the intellectual life of the nation, forming an independent nation and faithful. This is related to the issue of the quality of education being very diverse and multi-dimensional. For that, the curriculum determination should be considered carefully. The main emphasis should be a universal impact material [6].

3.2.4. The Weakness of Foreign Language Mastery

HR Indonesia does not have foreign language mastery, lack of mastery of foreign languages, including English as the language of international communication, although Indonesian has become the language of ASEAN. English as a means of communication in the face of the ASEAN free market, although the English language has started taught from basic education to higher education and even there are courses. However, the interest and ability of generations are still lacking to try to master foreign languages. This is not meant to "kill," but at this time, English is very instrumental in improving the quality of education [9]. The government is expected to provide assistance and services in infrastructure, regulations, and a good curriculum, especially in improving language skills.

3.2.5. Lack of Skills and Expertise in HR

Lack of HR skills is not mastering the skills required by employment providers. Resource a human who does not have the skills will not compete to get a job required by the company. Skill or expertise is a very important factor that must be possessed by HR, with a special skill

and expertise so he will easily get a job under his expertise.

3.2.6. *Lack of New Science and Technology*

HR will be left behind if not new science and technology, although Technology is an object created by humans, but useful for human survival.

3.2.7. *Lack of Training Activities and Skills of HR*

With the lack of training and HR skills, there will be limited employment due to the lack of knowledge and training in mastering certain skills or skills.

4. Solution to Reconstruct Indonesian HR

Several things should be done by educational institutions so that HR can be developed and developed, among others are:

1. HR owned by graduates of educational institutions in Indonesia are not yet capable and are still low quality, it is expected that the quality of graduates in schools or universities can produce HR that can be competitive [7, 8], it is expected that the competence of graduates produced by educational institutions must be tailored to the needs of the world of work, the quality comprehensive in thinking and always anticipate future demands with a positive attitude, behave commendably, and insightful, and have the skills, skills, and expertise following the needs in various fields and development sectors.

The level of human resource education is still low can be overcome or resolved by providing facilities pre-educational institutions minimal education at the ASEAN level more complete and evenly in all regions in 1. Indonesia. So that Indonesia can catch up with developed countries in manpower.

2. Improving the ability of foreign languages, such as attending courses and training in business mastery and foreign language mastery, especially language recognized by the International such as English.

3. The Government provides an opportunity for Higher Education to cultivate education or courses whose curriculum is oriented to the world of work. However, it does not mean the curriculum is important because the educational problem lies not in its most important curriculum but the human source. How often if the curriculum is often changed, but if an increase does not follow it in HR, the curriculum changes will not achieve good results and changes [7, 8].

4. Improving the quality of teachers (lecturers and lecturers) in government and private educational institutions in cooperation with ASEAN countries by providing opportunities to follow short courses, training, workshop, etc.

5. Provision of training programs for teachers and job seekers.

6. To pioneer new research and discoveries in science and technology in government institutions, private and ASEAN countries improve HR.

7. Following the development and information about the activities that exist in and outside the country to know what is needed so that existing HR can be absorbed as a workforce by the field.

8. Educational institutions have shared responsibility between educators, families, communities, and government to improve HR is reliable and competent in coaching and future generations, and not allow the growth of children run without guidance or submitted to school teachers alone or housekeeper. This is a big mistake in the reality of life [7, 8].

9. Educational institutions in the recruitment of prospective educators and education personnel should be done through a written test course and test interviews and performance performances, hoping to find out whether the educators have talents, interests, and expertise.

5. Strategy in the Business Development of HR through Sustainable Cooperation through ASEAN Countries

A country cannot live alone. Every country needs relationships and cooperation with other countries in various ways. This is especially true if the countries are close to each other in their region, as in Southeast Asia. For example, trade cooperation (for the fulfillment of economic needs), the exchange of HR, necessitates the cooperation of education, security and order, international political support, etc., the strategy undertaken in sustainable human resource development efforts through cooperation among ASEAN countries, among others are:

1. Increase the state budget for education.

The state budget allocated for education is still small, and of course, the budget in Indonesia will always increase from year to year. It is ironic. Indeed, the budget is always rising, but the quality of HR or graduates remains low, and more expensive education is felt. This results from an inadequate and inadmissible lack of infrastructure, manpower, and management facilities for ASEAN countries.

2. To support the learning process between countries through inter-state relations, it is necessary for government support in the mastery of foreign languages, especially international languages such as English, German, etc.

3. Have a research institute in the business world that specially discuss human resource and education to build networking with another country so that there are plan, direction and process, development and follow up in human resource development) that is sustainable to meet the needs of all parties including the business world.

4. Trying to keep allowing the nation's generation in improving science, skill, and technology to study to other countries by giving scholarship or ease so that it can give birth to a reliable workforce in the face of free trade, accompanied by the early mentality of entrepreneurship. The competition will be tight and high. The company will look for employees or workers who are experienced and seek a workforce with a complete ability and educational background appropriate to their work.

5. The Government of Indonesia is expected to assist in training and research facilities in education, profession, engineering, and administration to other countries, especially ASEAN countries.

6. Accelerate National Development.

One of Indonesia's steps to accelerate national development is borrowing funds from Banks in ASEAN countries. Banks in ASEAN countries can become donors to countries experiencing financial problems and provide financial assistance to the state in accelerating HR development. Besides, Indonesia has opened many new ports, new airports, and inter-island sea tolls. It is aimed to accelerate the distribution process and facilitate the reach so that all people can feel the equality of national development. It can touch the remote areas whose people have never enjoyed state facilities without equitable development.

7. The need to continue to implement the commitment of ASEAN countries in enhancing the protection and fulfillment of the rights of migrant workers and their families. During which ASEAN countries are quite committed to cooperation in improving ASEAN instruments on the protection and promotion of the rights of migrant workers. One of these is realized through the joint treatment of migrant workers and the prohibition of sending minors as migrant workers. On that basis, it is important that the ASEAN Committee on Migrant Workers (ACMW) place increased protection and promotion of migrant workers' rights to exploitation and improper treatment into the work agenda. Similarly, increased regional cooperation to combat human trafficking. Thus, in the spirit of ASEAN as a unit, in the hope that there is no distinction between receiving and sending countries of migrant workers. Because the presence of migrant workers makes a positive contribution to social-economic development in each country [19].

6. Conclusion

HR is the most important asset and the barometer of the progress and development of a nation. All this stems from the existing educational institutions, of course, many problems faced to improve skills and skills such as education is still low, not mastering science and technology and lack of mastery foreign languages, lack of skills and the like, it is necessary to reconstruct and support the school, community, government and state citizens through the provision of grants/scholarships

and budgets adequate to advance and improve existing human resource skills, training, provision of means of pre-facilities, cooperation with ASEAN countries, etc. Otherwise, if HR cannot be expected its existence, it will cause problems and obstacles in advancing a country that wants to become a country that wants to go forward and develop and vice versa if not get noticed and not cared for properly will lead to will increase the level unemployment, and the state will fall below the poverty line.

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