

# E-BOOK OF EXTENDED ABSTRACT

## THE 14<sup>TH</sup> INTERNATIONAL INVENTION, INNOVATION & DESIGN COMPETITION 2025



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# **COSKY (COLLABORATION SKILL): TECHNOLOGY-BASED COLLABORATIVE SKILL-SHARING PLATFORM FOR BOUNDLESS TALENT EMPOWERMENT**

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## **ABSTRACT**

During high unemployment and underemployment in Indonesia and the high cost of non-formal education, CoSky emerges as the first skill-sharing economy solution that converts skills into digital assets through a web-based exchange mechanism. The platform facilitates the exchange of services such as graphic design, programming, and language courses without involving cash transactions. Instead, CoSky uses the Co-Poin system as a unit of value that is dynamically calculated based on task difficulty and market demand. A key innovation is the inclusion of skill sharing, which differentiates CoSky from other transaction-oriented competitors. CoSky is aligned with SDGs Goals 4 (Inclusive Education) and 8 (Sustainable Employment) and supports a sustainable economy through reduced resource consumption. Through a strategy of expansion into specialised segments, CoSky aims to become a market pioneer in Indonesia as well as a global model for an equality-based digital economy. More than just a service marketplace, CoSky is designed as a driver of socio-economic transformation that combines collaboration, technology, and human empowerment. CoSky aims to address the challenges of the disruption era with an inclusive and sustainable approach.

**Keyword:** Collaboration, Education, Sustainable Economy, Freelance Platform, Digitalisation

## **1. INTRODUCTION**

In the midst of modern economic dynamics, people face complex challenges in accessing personal and economic development opportunities. Data from the Central Statistics Agency (BPS, 2023) shows that 4.91% of Indonesia's workforce is still unemployed, while 29% are underemployed, either working outside their field of expertise or receiving suboptimal working hours. Additionally, the high cost of formal courses (on average IDR 2-5 million per program) presents a barrier for students, freelancers, and housewives to improve their competencies. This creates a paradox in which many individuals have hidden skills that are not being utilised, but struggle to access resources to develop that potential in an inclusive manner.

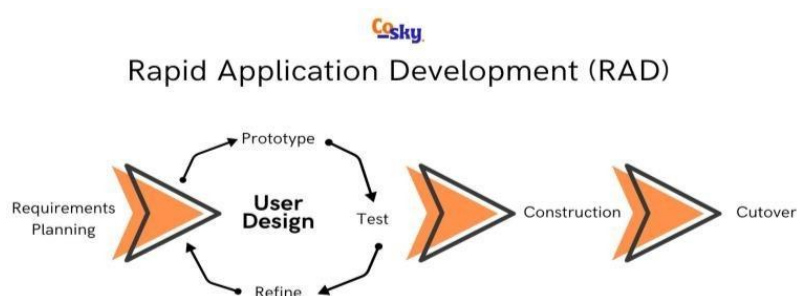
The global sharing economy trend, which is predicted to grow 25% per year (Bohne, 2024), indicates that society is shifting from ownership to collaboration. However, cash-based platforms still dominate, neglecting groups that have skills but lack financial capital. In addition, companies face challenges in improving employee engagement, with 67% of employees in Southeast Asia feeling less connected to their coworkers (Gallup, 2022).

CoSky emerges as a revolutionary solution by turning skills into “currency” through a web-based barter system. The platform not only addresses the need for affordable access to non-formal education but also encourages a sustainable economy where individuals can contribute without financial pressure. This innovation is in line with the hybrid learning trend, which increased 320% post-pandemic (World Economic Forum, 2023), and the principle of the Sustainable Development Goals (SDGs) on decent work and inclusive growth. By combining community collaboration, technology, and the value of mutual cooperation, CoSky is not just creating a service market but also building an ecosystem where knowledge becomes a collective asset for mutual progress.

## 2. METHODOLOGY

The website planning and development method used in this research is Rapid Application Development. The website development method is shown in the following figure.

:



**Figure 1** RAD (Rapid Application Development) Methodology (Martin, 1991)



**Figure 2** Prototype Model

## 3. FINDINGS

Based on an analysis of current socio-economic conditions and a review of comparable platforms, the development of CoSky reveals three significant findings. First, there is a major gap between the number of skilled individuals and their access to affordable, non-formal education and employment opportunities. BPS data show that 4.91% of Indonesia’s workforce is unemployed and 29% are underemployed. At the same time, formal courses remain expensive for many segments of the population. CoSky addresses this by introducing a barter-based skill-sharing platform that transforms skills into digital assets through Co-Poin. This currency enables individuals to trade expertise such as design, programming, or language skills without monetary transactions, thus removing the financial barrier that limits personal growth and economic contribution.

Second, findings from a competitor analysis highlight CoSky's unique position in the market. While platforms such as Skillshare and Fiverr focus heavily on cash-based transactions and charge high service fees, CoSky creates an inclusive environment for users with limited financial resources. Its innovative Co-Business feature also connects MSMEs with project-based skilled workers, making it not only a platform for individuals but also a collaborative hub for business engagement. Lastly, the product development process, from needs assessment to prototype testing, demonstrates that there is demand among students, housewives, freelancers, and small enterprises for a more equitable digital economy model. These findings affirm CoSky's potential to become a pioneering force in Indonesia's skill-sharing ecosystem while aligning with global Sustainable Development Goals (SDGs) for quality education and decent work.

#### 4. CONCLUSION

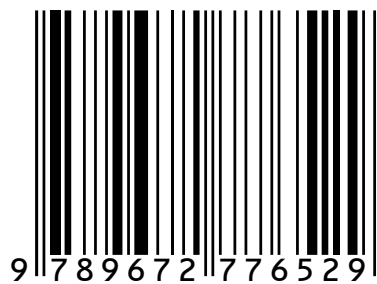
CoSky is revolutionising the collaborative economy by transforming skills into Co-Points, addressing the gap in access to education, and empowering hidden potential through technology and a sharing economy model. Committed to the principles of the Sustainable Development Goals (SDG 4 and SDG 8), CoSky delivers innovative, globally scalable solutions to provide quality education and decent work. As a partner to MSMEs and a pioneer in the skills-sharing economy in Indonesia, CoSky is building an open environment for all, where every skill is valued without being hindered by financial constraints. The platform encourages people to work together by valuing every role, while promoting sustainable growth and reducing social inequality.

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