

ABSTRACT

The Impact of the Community Vocational Training Center on Creating Manpower (A Case of Al Hikmah El Ali Cinding Kresek Community Vocational Training Center)

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Abstract. To improve the quality of Indonesian manpower, the government has attempted to issue policies and programs to improve the access and quality of vocational training to prepare competent and competitive human resources. One of the government's programs is presenting the Community Vocational Training Center as a form of synergy between the government and the community in Non-Governmental Religious Education Institutions, Non-Governmental Religious Institutions, and Labor Unions in providing vocational skills according to the needs of the labor market. The Community Vocational Training Center is expected to become the foundation for the community as a provision of skills in work or entrepreneurship. Therefore, this research aims to determine the impact of the Community Vocational Training Center on creating manpower. This is quantitative research using a case study at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center. Methods of collecting data through interviews and document analysis. The limitation of this research is the number of samples taken from the graduates of the training participants. Data was obtained from 119 graduate trainees. As many as 114 people (95.79%) had worked, and 5 people (4.21%) were still not working. The results of this research indicate that the existence of the Community Vocational Training Center has had an impact on creating manpower in the community area. Furthermore, it is necessary to develop Community Vocational Training Centers in remote areas so that they can create manpower that is in accordance with the needs of the labor market.

Keywords: *Community Vocational Training Center; Manpower.*

INTRODUCTION

The era of disruption is a challenge for the Indonesian government to increase competence and competitive human resources. Especially after going through the COVID-19 pandemic, which greatly affected the state of employment in Indonesia. The impact on the transportation, accommodation, trade, and entertainment sectors is very high, especially for the types of work that are in the red zone. Many companies have been forced to lay off and even lay off their employees because the company's operations have been disrupted by the COVID-19 pandemic, which has had an impact on increasing unemployment rates and decreasing Indonesian people's income. If not handled effectively, this unemployment problem can have an impact on other social problems.

According to BPS-Statistics Indonesia data, from 2018 to 2020, the unemployment rate in the Banten Province has increased every year. Workers in the industrial sector since February 2020 have continued to decline due to the impact of the COVID-19 pandemic. However, since August 2021, the number of

industrial workers has increased again. In February 2022, the employment situation in Banten Province showed that unemployment conditions were getting better than in the early days of the COVID-19 pandemic. The unemployment rate fell 0.48 percentage points over the previous year, to 8.53 percent. However, Banten's open unemployment rate is the highest nationally, followed by Jawa Barat Province and Kepulauan Riau Province.[3]

The problem of employment in Indonesia is generally related to the limited absorption capacity of the economy compared to the size of the labor force, which continues to increase. Meanwhile, Indonesia with a large area has problems in improving the quality of human resources, especially in areas that are classified as frontier, outermost, and underdeveloped. Some of the problems that arise include the lack of instructors; inadequate infrastructure; difficulty in accessing education; and the mismatch between educational qualifications and regional potential. This problem can be overcome by developing potential skills in non-formal education, which consists of various programs that can generate interest in the community's talents in developing their skills. Vocational training is a form of non-formal education to improve one's skills and knowledge so that they can perform tasks and complete tasks effectively.

The Indonesian government itself has issued policies and various programs to facilitate this. One of the government's programs is presenting the Community Vocational Training Center as a form of synergy between the government and the community in Non-Governmental Religious Education Institutions, Non-Governmental Religious Institutions, and Labor Unions in providing vocational skills according to the needs of the labor market. The mission of the Community Vocational Training Center is competency-oriented, namely, to improve the quality and competence of the workforce in various fields of expertise and skills according to their respective professions. It is hoped that in the long term, it will reduce the unemployment rate. In addition to improving the quality of human resources, a community vocational training center is also needed to encourage underprivileged communities to become independent or to continue their education to a higher level. [1]

This research is a case study conducted at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center, which offers a Garment Apparel vocational program for the surrounding community. With the existence of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center, it is hoped that the community can develop their talents and potential, especially for women, so that they can train their sewing potential more widely and be of greater sale value, to reduce unemployment in the surrounding environment. Methods of collecting data include document analysis and interviews conducted on all trainee graduates from 2019 to 2021.

1. Problem Formulation

The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center is in the Kresek district, Tangerang Regency. According on data from BPS-Statistics Indonesia for 2018-2020, the Tangerang Regency has a high Open Unemployment Rate. The peak is in 2020. Tangerang Regency has the highest open unemployment rate in Banten province. Banten's open unemployment rate is the highest nationally.[3]

The Community Vocational Training Center is one of the government's programs to overcome employment problems, including facilitating access to job training. Graduates of the training participants who have been trained by the Community Vocational Training Center will gain skills, knowledge, and work attitudes so that the graduates of the training participants are expected to be directly absorbed by the labor market. Then, how is the influence of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center in creating a workforce in the surrounding environment, the obstacles in implementing training activities, and the impact obtained by the training participants?

2. Research Objectives and Benefits

The purpose of this study is to identify the outputs of the implementation of garment apparel training activities that have been carried out at Al Hikmah El Ali Cinding Kresek Community Vocational Training Center and the obstacles to the implementation of these training activities. As a result, the influence of Al Hikmah El Ali Cinding Kresek Community Vocational Training Center in creating workers in the surrounding environment can be concluded. In the future, it could serve as an example for the government in developing community vocational training centers in remote areas.

LITERATURE REVIEW

1. Community Vocational Training Center

One of the priority development programs for the next five years in the government of Joko Widodo—Kh. Ma'ruf Amin focuses on improving the quality of Indonesian superior and advanced human resources who are tolerant, have noble character, and are loyal to the Pancasila ideology. In this case, the president has also emphasized the prototype of superior and advanced Indonesian people, namely the next generation of hardworking, skilled, Master of Science and technology, and dedicated. A series of efforts have been launched to realize this agenda, including several programs mandated by the Ministry of Manpower of the Republic of Indonesia. [1]

A series of innovations were carried out by the Ministry of Manpower of the Republic of Indonesia in preparing a competent and competitive workforce as an effort to realize the visions and missions of President Joko Widodo. This effort was made to respond to the demographic bonus and the era of disruption, which became a challenge for the government and the Indonesian people. It is related to the number of the workforce, which, according to data from the BPS-Statistics Indonesia, will continue to increase sharply. [1]

Improving the quality of human resources must be carried out in addition to the demographic bonus so that the quality of the workforce in Indonesia will also increase. With the increase in the quality of Indonesian workers, the opportunity to find work both at home and abroad is increasing so that it can reduce the unemployment rate. [1]

The Ministry of Manpower of the Republic of Indonesia is committed to continuing to prepare Indonesian workers to be able to adapt to and survive in the changing world of work and to be able to face increasingly fierce global competition. Therefore, the Ministry of Manpower of the Republic of Indonesia has issued various policies and programs to improve access and quality of vocational training to prepare competent and competitive human resources. This is in accordance with the government's direction in realizing the synergy between the government and the community in developing human resources competencies. [1]

The synergy between the government and the community, among others, is implemented through the development of the Community Vocational Training Center, which has been directly initiated by President Joko Widodo. The Community Vocational Training Center, hereinafter referred to as the Community Vocational Training Center, is a vocational training unit in a community at a non-governmental religious education institution, which includes Islamic Boarding Schools, Seminaries, Pasraman/Pesantian, Dharmasekka/Pabbaja Samanera and Shuyuan, and Non-Governmental Religious Institutions and Federations/Confederations of Trade Unions/Labor Unions, which have the duty and function to provide technical production skills or vocational skills according to market needs. [1]

The Government of Indonesia, together with the G20 countries, is determined to address skills mismatch and youth unemployment by revitalizing vocational training and education as a priority. It aims to improve and strengthen the skills of Indonesian workers in the face of globalization, structural changes in the economy, and technological changes. At the basic level, the availability of community vocational training centers has also become the focus of the government's attention with the development of over 1000 community vocational training centers spread throughout Indonesia. [2]

The Ministry of Manpower of the Republic of Indonesia involves the community in the development of this Community Vocational Training Center to jointly design, develop, and manage the types of training that can be carried out by the Community Vocational Training Center. The management of this Community Vocational Training Center is in accordance with the regional potential, the environment, and the talents possessed by students and the local community. In this case, the Ministry of Manpower of the Republic of Indonesia develops training modules that can be implemented by the Community Vocational Training Center, based on Indonesian national work competency standards. [1]

The available vocational training includes: welding, automotive, agroindustry, fishery industry, wood working, culinary arts, batik arts, crafts, shipping engineering, vocational informatics engineering, garment apparel, refrigeration, languages, arts, cosmetology, traditional healing, robotics, industrial relations, electronics, communication design and visual, hospitality, multimedia, telecommunication infrastructure installations (VSAT, fiber optic, and BTS), care worker, and vocational skills in health equipment. [1]

The Ministry of Manpower of the Republic of Indonesia also helps institutions that have established community vocational training centers with training equipment, institutional operations, and training programs for trainees, instructors, and managers. This effort has been massively implemented by the Ministry of Manpower of the Republic of Indonesia from 2017 to 2021, resulting in the birth of 2,912 community vocational training centers, whose models and types of training continue to be developed. In 2022, the Ministry of Manpower of the Republic of Indonesia is committed to accelerating the acceleration of job training by establishing a community vocational training center as part of the participatory human resources program for increasing Indonesian employment. [1]

2. Employment Conditions in Indonesia

Reported from BPS-Statistics Indonesia, the total population of Indonesia in February 2022 based on interim population projection from Population Census 2020 (SP 2020) estimated at 274.74 million people, with the working age population amounted to 208.54 million people, increased by 1.83 million people (0.88 percent) compared to previous six months (206.71 million people) and increased by 3.18 million people (1.52 percent) compared with the previous year (205.36 million people). The number of economically active population in February 2022 reached 144.01 million people, increased by 3.86 million people (2.68 percent) compared to the condition in August 2021 (140.15 million people), and increased by 4.20 million people (2.91 percent) compared to the condition in February 2021 (139.81 million people). [3]

The total number of working people in February 2022 was 135.61 million people, increased by 4.56 million people (3.36 percent) compared to the condition in August 2021 (131.05 million people), and increased by 4.55 million people (3.36 percent) compared to the condition in February 2021 (131.06 million people). The total amount of unemployment in February 2022 reached 8.40 million people, decreased by 700 thousand people compared to the condition in August 2021 (9.10 million people), and decreased by 350 thousand people compared to the condition in February 2021 (8.75 million people). Indonesia's unemployment rate in February 2022 reached 5.83 percent, decreased by 0.66 percent points compared to the condition in August 2021 (6.49 percent) and decreased by 0.43 percent points compared to the condition

in February 2021 (6.26 percent). In February 2022, the highest unemployment rate was in Banten Province, reaching 8.53 percent, meanwhile the lowest was in Sulawesi Barat Province, at 3.11 percent. [3]

The unemployment rate in the Banten Province has increased every year. Workers in the industrial sector since February 2020 have continued to decline due to the impact of the COVID-19 pandemic. After more than a year hit by the pandemic, the industrial sector is now starting to rise again. Many industrial workers who have been laid off have started to return to work, as well as cases of layoffs that have decreased a lot. However, since August 2021, the number of industrial workers has increased again. In February 2022, the employment situation in Banten Province showed that unemployment conditions were getting better than in the early days of the COVID-19 pandemic. The unemployment rate fell 0.48 percentage points over the previous year, to 8.53 percent. However, Banten's open unemployment rate is the highest nationally, followed by Jawa Barat Province and Kepulauan Riau Province. [4]

To prevent the spread of COVID-19, at the beginning of the pandemic, many public places were closed, such as tourist attractions, shopping centers, and other public facilities. This, of course, also has an impact on the reduction in the number of employees, which causes an increase in the number of unemployed. Many companies have been forced to lay off or even lay off their employees because their operations have been disrupted by the COVID-19 pandemic. [4]

Around 70 percent of Banten's population lives in urban areas, so it is only natural that the working-age population and labor force in urban areas are higher than those in rural areas. However, the rural population is more economically active than the urban population. The labor force participation rate in urban areas is lower than in rural areas. The urban Labor Force Participation Rate was 64.03 percent, while the rural Labor Force Participation Rate was 67.69 percent. [4]

The unemployment rate in urban areas is lower than in rural areas. The urban open unemployment rate is 8.44%, while the rural open unemployment rate is 8.76%. This situation is possible because there are more jobs available in urban areas than in rural areas, so the absorption of the labor force in urban areas is higher and the unemployment rate is lower. The level of education completed is one way to assess the workforce's quality. Until now, most of the people working in Banten had only basic education or first-middle school level and below (basic education). In February 2022, around 53.22 percent of the working population had only basic education. Secondary education (equivalent to high school) accounts for 35.74 percent of the working population, while higher education (diploma and above) accounts for 11.03 percent. This situation is not much different from the condition of the previous year. However, if we look more closely, the percentage of the working population with basic education increases and the percentage of the working population with higher education decreases. [4]

There is a significant difference in the working population based on the level of education in urban and rural areas. Most workers have a secondary education, which is around 43.56 percent. Workers with higher education in urban areas reached 13.40 percent. Meanwhile, most of the population working in rural areas have basic education (77.14 percent) and only 5.47 percent are college graduates. This condition shows that the quality of the working population in rural areas is still lagging compared to urban areas. [4]

Education is one of the basic requirements to get a decent job. Available job vacancies are always accompanied by educational qualifications. In the job market, educational qualifications are a determining condition for getting a job. Limited education makes it difficult for people with low education to compete in the job market. They only get jobs without educational qualifications and even become manual laborers. Limited education also causes the unemployment rate for those with elementary school education and below to be relatively low. The labor force with elementary school education and below has low bargaining power, so they are willing to work in anything, which explains the low rate of unemployment. When compared to

the conditions in February 2021, the open unemployment rate of the population with primary school education and lower secondary school education has increased, while the open unemployment rate for other education has decreased. [4]

The labor force with a high school education or equivalent seems difficult to compete with in getting a job because they must compete with the workforce with an education level below theirs. They are also unable to compete with the workforce with higher education (diploma and university). The open unemployment rate of the population with a higher education is relatively lower when compared to the population with low and middle education. This situation indicates that the highly educated workforce has high competitiveness in obtaining jobs. The open unemployment rate of residents with a low diploma and university education indicates that people with a higher education level have an easier time finding work. Therefore, it is one of the government's programs to overcome the open unemployment rate for residents with elementary school education and below and high school education who have limited skills to be provided at the job training center. Participants who have been equipped with expertise while attending training at the Job Training Center They can be directed to become entrepreneurs rather than employees so that they do not depend on the availability of job vacancies. The vocational selection of the Job Training Center should also be adjusted to the type of employment available and the potential of the area it has. [4]

3. Profile of Al Hikmah El Ali Cinding Kresek Community Vocational Training Center

The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center is located on Kh. Abdurrahman Street, Number 1, Kresek District, Tangerang Regency, Banten Province. The existence of this community vocational training center is quite strategic considering its position in an industrial area and the wide-open space for employment in the surrounding area, so that graduates of this training center have a very important role in providing manpower needs as well as improving community skills to work independently and develop the skills they already have. [5]

The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center is a competency-based training center to train all elements of society to have superior skills. This workshop was created in 2019 with the consideration of the low skills of the community, especially in the area where the hall is located, resulting in low employment absorption. To solve these problems, this training center was created as a job training institution that is provided to facilitate local communities in competency-based training activities so that community skills can be improved. [5]

The existence of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center has obtained an operational permit from the Tangerang Regency Manpower Office with a training program, namely garment apparel. The work of this workshop is to alleviate poverty and unemployment in the Al Hikmah El Ali Cinding Kresek Islamic Boarding School, Kresek district, Tangerang Regency, and its surroundings by providing encouragement for the community, especially those who are still of working age, to improve their quality and skills so that they can compete and be accepted in the world while working and being independent. The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center is in the public spotlight with the trust given by the government, in this case, the ministry of manpower. The issuance of a decree from the manpower office to become a Vocational Training Center that can operate for the greater community has increased trust. All of this will make other job training institutions burdensome with the existing trust because considerations in terms of the quality of the training output are at stake for the existence of the institution. And at the beginning of 2019, it was a happy year on the part of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center by fully handing over all the assets from the ministry to the manager/foundation to be managed and developed independently. The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center, supported by personnel who are truly reliable in

their fields, makes the institution increasingly active in providing services to the community, especially competency-based training activities and job placements in companies. With the activities carried out by the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center, this institution is better known by the public, especially among job seekers. So, the position of this institution is quite strategic and can be a place for the community to improve the work skills of the community. [5]

The Al Hikmah El Ali Cinding Kresek Community Vocational Training Center has been supported by open management and provides opportunities for institutional partners to collaborate by providing the widest possible opportunities for mutual giving and receiving. The highest institutional partners come from users of skilled workers who are trained and educated, including garment apparel companies in the Semarang, Solo, Ungaran, and Salatiga areas. Apart from partner companies, other institutions include the local district manpower office and non-garment companies. This trust makes the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center increasingly struggle to increase the output of its graduates so that trust values will be obtained from users (companies). It is not just a promise, but evidence that also motivates the manager of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center to become a credible job training center and gain trust in the community. [5]

The capabilities and strengths, as well as the support of training facilities and infrastructure owned by Al Hikmah El Ali Cinding Kresek Community Vocational Training Center, have made this job training center more stable in developing the work skills of its students to continue to be trained to produce quality graduates who are ready to compete in the world of work in accordance with their given skill area. Meanwhile, many students also come from various community areas and the wider community in the Kresek district and its surroundings. The students are trained to have skills and can meet the standards of needs required by the company, so that after graduation they have quite a few open job opportunities. [5]

METHOD, DATA, AND ANALYSIS

1. Research Design

This research uses a descriptive method in the form of a case study to assess the influence of a community vocational training center on the presence of workers in its scope. In this case, the community vocational training center has been established for 3 years at Al Hikmah El Ali Cinding Kresek Community Vocational Training Center. This method was chosen because it examines a group of people or focuses on one object and examines it as a case. Case studies incorporate data collection methods such as archives, interviews, questionnaires, and observation. The evidence obtained is in the form of quantitative evidence (numbers). With the descriptive method, a systematic, actual, and accurate picture can be obtained of the facts, nature, and relationships between the phenomena being observed. [6,7]

The research began by collecting data on graduates of training participants at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center from 2019 to 2021 as a research sample. Then sample validation was carried out by matching the participant data in the training implementation report document. A direct interview was conducted, which was facilitated by the management of Al Hikmah El Ali Cinding Kresek Community Vocational Training Center. The data from the interviews was collected and then processed in the form of a table, which was then calculated in the form of a percentage between the graduates of the training participants who worked and those who did not work. The data for this research were gathered through interviews with all trainee graduates and an examination of training report documents from the previous three years.

2. Research Sample

This includes all graduates of training participants at Al Hikmah El Ali Cinding Kresek Community Vocational Training Center. The inclusion criteria are in the form of training participants who have completed garment apparel vocational training with 240 hours of training hours and attended training in 2019, 2020, and 2021. Exclusion criteria for trainees who did not complete all training within 240 hours of training and trainees after 2021.

3. Time and Place

The research was conducted during June 2022 at Al Hikmah El Ali Cinding Kresek Community Vocational Training Center. located on Kh. Abdurrahman Street, Number 1, Kresek District, Tangerang Regency, Banten Province.

4. Data Collection

4.1. Interview

The interview includes the identity of the participants, their years of training, information on whether they have worked or not, and their place of work.

4.2. Training Document

This includes reports on the implementation of training in 2019, 2020, and 2021 in the form of attendance lists, documentation of training implementation, and training certificates to validate the suitability of the sample interviewed with data from training graduates.

5. Data Measurement

Calculations were carried out on all samples, which were divided into two categories, namely: already working and not working. Then, from each category, a percentage is given to the total number of graduates participating in the training.

6. Research Data

Attached are the results of interviews with garment apparel training graduates at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center from 2019 to 2021:

Table 1. Interview Result Recapitulation

Year	Respondent	Working		Unemployment
		Employee	Own Account Worker	
2019	16	16	0	0
2020	48	40	8	0
2021	55	45	5	5
Total	119	101	13	5

RESULT AND DISCUSSION

1. Result

Interviews were conducted with graduates of training participants at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center from 2019 to 2021. The results showed that in 2019, there were 16 training participants, of whom all those who had passed the training or as many as 100% had worked in garment apparel companies, and no one was idle. Furthermore, there were 48 training participants in 2020, with all participants who passed the training, or as many as 100% have worked; as many as 40 people, or as many as 83.3%, working in garment apparel companies; and eight other people, or as many as 12.7%, working as own-account workers. In 2021, there will be 55 training participants, of which 50 participants, or 90.9%, have worked. 45 people (90%) have worked in garment apparel companies, and five people (10%) have worked as own-account workers. This year, there are five people, or 9.1% of graduates, who have not worked.

The total of all graduates of garment apparel training participants at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center from 2019 to 2021 is 119 people, with details as many as 114 people (95.79%) have worked and five people (4.21%) have not worked. Of the 114 graduates who have worked, as many as 101 people (88.59%) have worked in garment apparel companies, and 13 people (11.41%) have worked as own-account workers.

2. Discussion and Analysis

Vocational education and training are required to be able to prepare qualified, competent, and professional human resources to support national development. Good vocational education, from an ecosystem point of view, is connected with the private sector in all stages of the training process, from curriculum design to distribution to the job market. This is intended so that the workforce has the skills needed by the labor market. Based on data from the Ministry of Industry of the Republic of Indonesia, there are 17 garment factories and 26 textile factories in Banten province, where almost all of them (the majority) are in Tangerang, Banten province.[2,8]

The Al Hikmah Al Hikmah El Ali Cinding Kresek Community Vocational Training Center was established to take part in reducing the unemployment rate in Banten Province. Based on data from the BPS-Statistics Indonesia, the open unemployment rate of Banten Province is the highest ranked nationally, followed by Jawa Barat Province and Kepulauan Riau Province. Garment apparel training was chosen as an area of specialization at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center because it pays attention to the potential of the area, which has many developing garment apparel companies, so that the absorption of labor from the training results at the Community Vocational Training Center can be maximized. Until now, there are around 3 companies that have become partners of the Al Hikmah El Ali Cinding Kresek Vocational Training Center in distributing ready-to-work training graduates. [3,4].

At the beginning of the establishment of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center in 2019, it held training for 16 participants, which was attended by students and the community around the Al Hikmah El Ali Cinding Kresek Islamic boarding school. The training produced good outputs where all participants who had passed the training applied the knowledge, they had gained by working in various garment apparel companies. In 2020, the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center held a training with more interested participants than the previous year, which was 48 participants. This year, the graduates of the training program not only work in garment apparel companies but also try to work as their own-account workers by providing their own sewing services. There

were quite several graduates who worked as own-account workers, amounting to eight people (12.7%) of the total participants in that year. Meanwhile, in 2021, not all training graduates will be able to work because the industrial sector has not been spared the impact of COVID-19, where many workers have been laid off. This has an impact on reducing the availability of job vacancies during the COVID-19 pandemic so that the number of unemployed training graduates is five (9.1%) of the 55 trainees. Limited funding during the pandemic has also become an obstacle for some graduates who are ready to work for entrepreneurship. However, over time, the industrial sector began to improve. Of the 50 graduate trainees, as many as 45 people (90%) who have worked in garment apparel companies, and five (10%) worked as own-account workers.

After 3 years of establishment, the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center has trained 119 people and created 114 new workers, both as employees in garment apparel companies and as own-account workers. This amount is equivalent to 95.79% of the achievements of the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center in carrying out training and empowering the community. These graduates are scattered among various garment apparel companies. This figure can be a benchmark for the success of the program that has been carried out by the Al Hikmah El Ali Cinding Kresek Vocational Training Center, where the success of the vocational education program can be seen from its output in the form of whether or not graduates are ready to work professionally and/or able to become entrepreneurs.

CONCLUSION

The Community Vocational Training Center is one of the government programs and a form of synergy with the community in facilitating access to job training for the surrounding community. The Community Vocational Training Center was established to create job-ready trainee graduates. Graduates of the training program are not only equipped with skills and knowledge, but they are also equipped with work attitudes and the ability to become entrepreneurs. Graduates of this training can be directed to become entrepreneurs rather than become workers or employees so that they do not depend on the availability of job vacancies. However, in practice, the selection of vocational training centers for community work must be in accordance with the potential of the region so that the graduates of the training participants can be absorbed optimally. A case study at the Al Hikmah El Ali Cinding Kresek Community Vocational Training Center shows that 95.79% of the trainee graduates are employed. The results of this research indicate that the existence of the Community Vocational Training Center has had an impact on creating manpower in the community area. Furthermore, it is necessary to develop Community Vocational Training Centers in remote areas so that they can create manpower that is in accordance with the needs of the labor market.

IMPLICATION/LIMITATION AND SUGGESTIONS

More research subjects are needed to represent the influence of community work training centers spread throughout Indonesia on the number of workers.

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