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Evaluation of Domestic Apprenticeship Programs as an Effort to Improve Competency of Job Seekers in Lampung Province

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Abstract

The domestic apprenticeship program in Lampung Province still encounters problems, such as the socialization process that is carried out less than optimally so that only a few companies are interested in collaborating. As a result, the company's recruitment implementation has not been able to achieve the specified target. This study aims to evaluate the implementation of the domestic apprenticeship program and identify the factors supporting and inhibiting the implementation of the domestic apprenticeship program in Lampung Province. The study was conducted with a qualitative descriptive approach using 4 program evaluation indicators consisting of input evaluation, process evaluation, outcome evaluation, impact evaluation (Wirawam, 2016). The results of this study indicate that the overall achievement of this domestic apprenticeship program is quite good so that this program can be continued by modifying or improving some that are less effective in order to achieve maximum results/targets for the coming year. Supporting factors in this domestic apprenticeship program are supported by complete facilities and infrastructure to support program implementation and are supported by competent instructors in training and guiding participants and inhibiting factors: lack of human resources, lack of commitment, domestic apprenticeship programs have not gone hand in hand with independent campus internship program and insufficient incentives.

Keywords: program evaluation, Domestic apprenticeship, Competence, Job seekers

INTRODUCTION

Unemployment is the most basic economic and social problem in employment that is owned by every country in the world, especially in developing countries, such as Indonesia. Lampung Province consists of 13 regencies and 2 cities with a population of 9,081,792 people in 2021. The large population is followed by the Open Unemployment Rate (TPT) of 4.69% and the Labor Force Participation Rate (TPAK) reaching 69.35% in 2021. TPT and TPAK Lampung continue to increase from the previous year, namely TPT increased by 0.02% and TPAK increased by 5.3 thousand people compared to 2020. In terms of education, the open unemployment rate of SMK graduates dominates compared to graduates of other education levels, which is 8.53% followed by SMA 3.64%, Diploma/University 4.98%, SMP 4.63% and SD 2.53% (Central Bureau of Statistics, 2021).

The current low quality of education makes it difficult for the community to penetrate the available job vacancies. The problem of unemployment is explained by Ishak (2018) because: 1) Fewer job vacancies accommodate job seekers; 2) lack of competence / skills possessed by job seekers; and 3) lack of information, where job seekers do not have access to information about companies that are looking for workers. 4) Less even distribution of job opportunities; 5) Government efforts to provide training to improve skills are still lacking. This problem requires special attention from various sectors, especially the government in responding to public services. One of the manifestations of public services in the employment sector is realized through apprenticeship-based training programs.

The realization of public services in the employment sector within the province is realized through the Lampung Provincial Manpower Office with a domestic apprenticeship-based training program as stated in the Minister of Manpower of the Republic of Indonesia Number 6 of 2020 concerning Implementation of Domestic Apprenticeships. Apprenticeship as understood in a technical sense, apprenticeship participants are not school students who are doing field work practices as part of the educational curriculum, but are intended for prospective workers who aim to gain work skills or expertise. The following is data on the number of companies and apprentices in Lampung Province:

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Table 1. Data on the Number of Companies and Participants in 2018-2021

Year	Company	Participant
2018	26	260
2019	28	350
2020	30	300
2021	28	350

Source: Manpower document processed by researchers, 2022

Based on table 1 above, the number of companies in 2018-2020 increased but the number of apprenticeship participants decreased from 2019 to 2020. Meanwhile in 2021 the number of companies decreased and only coordinated with companies in five districts/cities, amounting to 22 companies in Bandar Lampung, two companies in Natar and Metro and one company in Pringsewu and Central Lampung while the number of participants increased. The number of participants is based on the availability of the budget provided by the Ministry of Manpower so that the quota has been determined. For the number of companies that fluctuates every year, especially in 2021, this is because the socialization process carried out is still not optimal so that only a few companies are interested in collaborating in this apprenticeship program. In According to Wandasari's research, the relationship between training effectiveness and job readiness for prospective workers who have attended apprenticeship training has not been effective due to a lack of learning evaluation and facilities that support the training carried out (Wandasari, 2019). Previous research that has provided an overview of this research, namely the research of Handrian and colleagues concluded that the program to increase job opportunities so far has not had innovations in answering employment problems where the community's needs, especially in the employment sector, are the creation of decent jobs but in apprenticeship programs its activities are only oriented and focused on increasing individual competencies, not on creating and increasing job opportunities (Handrian et al., 2021).

Based on this phenomenon, it is interesting for a researcher to study and analyze further the achievements evaluation of domestic apprenticeships as an effort to increase the competence of job seekers in Lampung Province with use theory Wirawan (2016) about program evaluation consisting of from indicator *input evaluation, process evaluation, outcome evaluation* and *impact evaluation*

THEORETICAL STUDY

Program Evaluation

Evaluation is aimed at assessing the effectiveness of the policy and the extent to which the objectives have been achieved by following Dunn's opinion in Tresiana & Duadji (2019) evaluation can also be equated with *appraisal, assessment, and rating*. Evaluation is aimed at seeing the extent to which the level of effectiveness and efficiency in an implemented policy program can solve existing problems (Sulistiowati et al., 2012). According to Wirawan (2016) evaluation can be grouped based on the object which is divided into: 1) policy evaluation; 2) program evaluation; 3) project evaluation; 4) material evaluation; 5) and evaluation of human resources. However, the researcher only focuses on the object, namely program evaluation. Where one of the objects in the evaluation is the program. According to Jones (1996) in Shafiah (2013) the program is defined as a way to achieve goals. Based on this

understanding, the program is an activity or activity in order to realize a predetermined policy, which means that the program is an elaboration of a policy to achieve the goals that have been set.

In this study, researchers present information using program evaluation theory according to Wirawan (2016) which can be grouped as follows:

1. *Input evaluation*, which evaluates the resources needed to carry out a program such as (*man, money, material, technology, method*) available in terms of quality and quantity. In this case, the required resources can be described as follows;
 - a. *Man* (human) is the most valuable aspect in determining the course of a program, starting from designing goals, setting goals and humans who will carry out the process in achieving the goals to be achieved. In line with the opinion of Adhitya (2021), the element of *man* is an important *input* in the development of human resources in order to achieve high performance better
 - b. *Money* (money) is an element that cannot be ignored. Money is a medium of exchange and a measure of value. Money here is defined as all costs that are used or not used for the organization's operations (Hanifah, 2020). An activity or program is more or less influenced by budget management. If the budget is adequate then the implementation of a program will run well and vice versa
 - c. *Materials* (materials), in a program implementation process, humans need materials for the continuity of their activities. Therefore, these materials are important in the organization to achieve its goals. Material is what is related to facilities and infrastructure such as buildings, rooms, paper, and other facilities
 - d. *Technology* (technology), in running a program, the application of technology is certainly very important in providing a significant impact on program implementation, besides that technology is also very helpful in providing efficient information and helping the organization to be better. According to Hanifah (2020) technology can be categorized as facilities and infrastructure such as computers, wifi and so on
 - e. *Method* (method), the achievement of a program is related to the method, therefore the method can also be referred to as a strategy or organization's way of achieving success in achieving goals (Hanifah, 2020)
2. *Process evaluation* (process evaluation), assessing and researching whether program interventions or services have been implemented as planned and whether the planned target population has been served. The things that are assessed include; program implementation; stakeholders (stakeholders) and also identified the development of the influence of the program on program stakeholders, one of which is to measure the occurrence of deviations in program implementation or not. If there are deviations, it can be decided to control and restore the implementation of the program in order to achieve the expected performance.
3. *Outcome evaluation* (evaluation of benefits), determining, assessing, researching the implementation of a program has resulted in the expected social changes. Social change in question is all changes in social institutions in a society that can affect the social system including values, attitudes and behavior patterns among groups in society (Badu & Thomassawa, 2021).

4. *Impact evaluation*, namely the expected or unexpected changes that occur in the organization, society or system as a result of program activities within a certain period of time. With see the difference caused before and after existence of the program.

Apprenticeship

Government Regulation No. 31 of 2006 concerning the Establishment of a National Job Training System which is described in article 9 paragraph 3, namely the training method referred to is apprenticeship training activities which are then revealed through the Minister of Manpower of the Republic of Indonesia Number 6 of 2020 concerning Maintenance Internship in the Country that means that apprenticeship is part from training organized work _ by integrated in the institution training or work by directly guided by a competent instructor at the company To use dominate Skills or skill certain with provision participant is Indonesian citizen with age at least 18 years .

Domestic Apprenticeship Program can interpreted as one of form of government efforts to overcome labor problems (Hartanti, 2018) . Internships are considered effective as a means to improve HR competencies in responding to the needs of the company or the job market. (Hanifah, 2016). Apprenticeship is expected to produce competent human resources, and the workforce will be absorbed to overcome control. Companies certainly need experienced and skilled workers, so the apprenticeship program this can bridge the gap to meet the company's needs. (Hanifah, 2016).

METHOD

Approach used is approach study qualitative. Study qualitative is procedure research that produces descriptive data in the form of saying or writing, as well as behavior that can observed of people (subjects). Study this is study descriptive. Whereas for focus study about achievements program evaluation in theory the hero consisting of from *input, process, outcome, impact* on the implementation of the apprenticeship program domestically. Study this using primary data and secondary data. Primary data obtained direct from the source through interviews and observations. Secondary data obtained from books and materials related writing with destination research.

RESULT OF THE STUDY

Input Evaluation

Input *evaluation* is an evaluation stage regarding the resources needed to implement a program (Wirawan, 2016). The *input* indicators in this study include human resources (organizing committee, instructors, participants), budget, facilities and infrastructure in the implementation of domestic apprenticeship programs. Based on the results of interviews with various informants, it was found that there was an organizing committee that was specially formed based on the Decree of the Head of Manpower Office of Lampung Province with the number KEP.188.4 /0514/V.08/03/2021 Regarding the Preparation of the Internship Network Communication Forum Team (FKJP) to organize domestic apprenticeship programs. The committee consists of 12 members from the Manpower Office, Apindo,

HRD, and LPK chaired by representatives from Apindo. The research findings stated that the members of the organizing committee or members of the FKJP team had not been effective in carrying out their duties and responsibilities. This is reinforced by *the statement of the* Head of Apprenticeship Section, Mr. Roswandi, who explained that the forum members did not contribute much in recruiting companies to cooperate, only two to three companies were captured by FKJP from a target of 35-40 companies (interview results April 1, 2022). This is due to the insufficient honorarium for the FKJP committee/team and the absence of a *job description* that must be borne by each representative of the team. In fact, if there is a *job description* , the performance of each individual will be directed, this is in line with the opinion of Mustikawati & Kurniawan (2014) that a job description will help in organizing work so that the steps to complete the task will be clearer.

The number of instructors in the domestic apprenticeship program is sufficient. For participants who are involved in the implementation of the apprenticeship program in 2021, there are 350 participants who will be placed in 28 companies with a minimum of 10 participants for one company. As well as all financing starting from the preparation stage namely (socialization and recruitment participants), stage implementation (training and monitoring) until with the reporting stage is the responsibility of the government, namely the Lampung Provincial Manpower Office. Regarding the resources of the facilities and infrastructure provided so far in good condition and have been fulfilled, this is in accordance with the facilities and infrastructure provided by the Lampung Provincial Manpower Office including:

1. Get health and safety facilities work during the apprenticeship
2. Get incentive
3. Get insurance protection in the form of death and work accidents
4. Get a certificate competence
5. Training materials processed by the company
6. Modules / materials created by the company
7. Supplies (pen book bag)
8. Work uniform.

Through the facilities and infrastructure when the training that took place in the company has met the needs, all facilities and infrastructure such as classrooms, books, laptops, teachers, blackboards and even gallons of drinking water have been provided by the company to support the training of participants during the domestic apprenticeship training process. take place. The facilities and infrastructure provided are sufficient and make participants feel comfortable.

Wirawan (2016) mentions that the *input evaluation elements* consist of *man, money, material, technology, method* but the most important element is *man*, the man in question is human resources. Even if the other elements are met, but if the human resources cannot run it then it will feel useless. Human resources (HR) is the main key in every implementation of a policy or program. HR is an important component in implementing pre-determined policies; without human resources to implement a policy, the policy is just a policy that cannot be used as an alternative in overcoming public problems (Sulistiwati et al., 2012) .

Process Evaluation

Based on the results of interviews and documentation conducted by researchers with several informants, it can be described that the stages of the procedure for the domestic apprenticeship program in Lampung Province are as follows. The first step is to do socialization. This socialization was carried out by inviting various companies or senior employees from various companies in Lampung Province, HRD, Manpower Offices throughout Lampung Province and UPTD BLK including FKJP with the aim of introducing and disseminating information about programs and implementation of domestic apprenticeships, registration times, until the completion of the apprenticeship program, besides that, so that companies are interested in collaborating, the socialization team also encourages the Regency/City Office to provide information on the apprenticeship program organized by the Provincial Government of Lampung Province Manpower Office to the public, especially job seekers and companies in the Regency/City area through other information media. However, after the end of the socialization event the no many interested company _ for cooperate because have not received new employees, there have been no activities due to covid-19, and because the company has accepted independent campus interns so they no longer accept domestic apprentices. Less than the maximum socialization this is also caused, as already mentioned on the indicator *input evaluation* related source power man ie FKJP does not could contribute with good in operate tupoksinya. Finally party Disnaker also does socialization independent with servei direct for To do offer will but Thing it 's still no could achieve recruitment target company as targeted _ 35-40 companies _ Thing this because the human resources from the internal Manpower Office are still not enough as well as actor other should be play a role for help implementation of apprenticeship programs in this country in Thing this is Manpower Districts / cities that are still passive for spread information apprenticeship domestically in the region as a result only five companies in the district / city were netted in the apprenticeship program this of 13 regencies /cities in Lampung Province .

The participants were given various material and practical training in accordance with the syllabus or curriculum of their respective companies. During the apprenticeship process, the Manpower Office also carried out monitoring activities. During the monitoring process, the researchers found that the Manpower Office approached by *lobbying* the company to require participants to become permanent employees and encourage companies to increase the acceptance of participants to become employees from the previously planned recruitment plan. The last stage is the closing stage which ends with a ceremonial closing which is attended by the company and also the participants by giving a certificate of appreciation to the company.

During the implementation of the apprenticeship program until the closing of the apprenticeship program there was no special evaluation carried out by the Manpower Office, the company and the participants, only a few companies carried out evaluations of the participants showing the results of the training obtained, namely the participants were asked by the company based on company policy to make a final report on the results of their activities during the training period. internships and areas of interest during the internship process. This is based on the initiative of a few companies only. Even though if you look at the Minister of Manpower Regulation No. 6 of 2020 in article 21, it is stated that apprenticeship participants have completed

the entire series in the apprenticeship process can take a competency test in order to obtain a work competency certificate in line with Tampubolon (2016) the training provided must be able to ensure that training participants get full competence in each skill being taught, this of course requires the application of evaluation of training results which is a review of the training process and assessing the results of the training and the impact of the training provided. Seeing the benefits of evaluation, it is very important to carry out (Hanifah, 2016).

Outcome Evaluation

Internship program Domestic workers are very beneficial for companies to find it easy to find or recruit additional workers because they have been trained with the skills and experience needed by the company, companies benefit more from the cost of training new employees because there are already apprentices who are given training with government funds. In addition, the company also received a certificate of appreciation given by the Lampung Province Manpower Office. In addition to the benefits felt by the company, participants

Interns also experience the benefits of apprenticeship programs such as; get a job, new friends that make it easy to adapt this according to writing Aryand et al (2020) , the adaptation process is built by interacting with friends, this also makes it easier for participants to be able to receive materials and practice well. In addition, it can be easier to work with the team because during the training the provision of material is partly done by direct practice with the team, gaining useful knowledge or competencies that have never been obtained at school. Useful knowledge that has never been obtained at school becomes experience and the addition of new knowledge that can be mastered, this is certainly very useful as a provision to do everything related to competence or knowledge possessed in other activities. And also participants get facilities and infrastructure both from the Manpower Office and companies such as : incentives , materials training , modules / materials made _ company , get Health and safety facilities work During by activity apprenticeship , get guarantee protection in form accident work , earn certificate competence , equipment (pen book bag), work clothes, classrooms, books, laptops, teachers, blackboards and even gallons of drinking water , as well as obtaining a competency certificate that can be used to apply for work in similar companies in accordance with the contents of the Minister of Manpower Regulation No. Article 13, the rights received by apprenticeship participants are:

- a. Get guidance from teacher / instructor from company
- b. Get fulfillment of rights in accordance with the apprenticeship agreement
- c. Obtaining occupational safety and health facilities while participating in the apprenticeship
- d. M get pocket money
- e. included in the social security program
- f. Obtain an apprenticeship certificate or a certificate of having participated in the apprenticeship.

In line with this, the Minister of Manpower of the Republic of Indonesia No. 6 of 2020 concerning the implementation of domestic apprenticeship programs also states that the objectives or *goals* of holding this apprenticeship program contained in article 23 are as follows:

1. Absorbed directly as a worker by the company that carries out the apprenticeship;

2. Can work in similar companies;
3. or do self-employment or self-employment

This thing in accordance with apprenticeship program objectives in the country in article 23 point 1 where participant could recruited as employees at the company the place they apprenticeship where acceptance/absorption of domestic apprenticeship participants in 2021 reached 64.50%.

Impact Evaluation

Impact *evaluation* is an expected or unexpected change that occurs in an organization, community or system as a result of program activities within a certain period of time. One of the impacts of the implementation of this domestic apprenticeship program is that it can reduce the unemployment rate in Lampung Province as well as the Open Unemployment Rate in February 2016. 2022 by 5.83 % , down by 0.43 % points compared to February in 2021. Although this percentage will not decrease significantly, considering that this domestic apprenticeship program is one of the many programs to reduce unemployment. In addition, for companies the impact that is felt is that participants who take part in apprenticeships are much more efficient at work if apprenticeship alumni become direct employees of the company where they are interning compared to new employees , companies do not need to add more time to recruit new employees and the work system is understood by participants so that the system fewer errors so that the completion of the work becomes faster. The impact felt for the participants is that they can get a job with a fixed salary and can help the family economy.

Factor Supporters and Factors Inhibitor

Every program that is running or already running certainly has supporting and inhibiting factors in the implementation of a program. One of the supporting factors in the implementation of this domestic apprenticeship program in Lampung Province is sufficient and adequate training facilities and infrastructure so that participants feel comfortable taking part in the training which takes place in line with Hartanti's (2018) article related to the implementation of the domestic apprenticeship program by the Pekanbaru City Manpower Office which writes about the successful implementation of similar programs is supported with adequate facilities and infrastructure. *Input* of adequate facilities and infrastructure and make participant feel comfortable is very important in the ongoing training process in the company, because the training process carried out cannot run well without the support of adequate facilities and infrastructure and or adequate. In addition, the implementation of this domestic apprenticeship program is supported by instructors who are competent in their fields, this can be seen in the implementation of training accompanied by experienced instructors in their fields, one of which is an instructor appointed by the company directly from a vocational high school teacher.

In the implementation of this domestic apprenticeship program in addition to supporting factors that support the implementation of the program, of course there are also inhibiting factors in the implementation of this domestic apprenticeship program, the most important of which is the lack of human resources. This is an important factor for the sustainability of organizational performance, HR is a driving factor for organizations, especially in domestic apprenticeships. Lack of technical and functional resources in the internal environment of the Lampung Provincial

Manpower Office which resulted in a lot of overlapping work so that the implementation was less than optimal, especially in offering company cooperation, lack of commitment from the FKJP committee team which led to recruitment of companies that were not on target. Furthermore, the domestic apprenticeship program carried out by the Indonesian Ministry of Manpower and implemented by the local government, in this case the Lampung Provincial Manpower Office, has not yet run hand in hand with the Merdeka Campus Internship Program promoted by the Ministry of Education and Culture so that it becomes an inhibiting factor in the implementation of the domestic apprenticeship program which some companies that refuse to cooperate with the Manpower Office on the grounds that they have accepted interns from independent campuses. As well as the lack of incentives for participants and the organizing committee considering that many participants from outside the Bandar Lampung city area make the costs received insufficient to meet their transportation.

CONCLUSIONS

Based on the results of the discussion research that has been done in chapters and sub- chapters previously related to the evaluation of the domestic apprenticeship program as an effort to increase the competence of job seekers in Lampung Province, it can be concluded that the overall achievement of this domestic apprenticeship program is quite good so that this program can be continued by modifying or improving some of the less effective ones in order to achieve maximum results/targets for next year.

1. The domestic apprenticeship program in Lampung Province is seen from the *input evaluation*, especially human resources. The implementation of this domestic apprenticeship program has not been maximized in achieving the desired target/outcome so that the *input indicators* in this focus can be said to be less effective. The researcher also saw the ineffective process *evaluation* by looking at existing problems such as less than optimal socialization and the evaluation of participant learning had not been brought to the attention of the organizers and implementers, the researchers also saw that the program implementation from the *outcome evaluation* was quite good, this is evidenced by the purpose of the apprenticeship program This with the number of participants becoming employees of 64.50% and the *impact evaluation* program has been able to have a fairly good impact on the company and also the domestic apprenticeship participant.
2. The supporting factors in the implementation of this domestic apprenticeship program are the supporting factors: adequate facilities and infrastructure and competent instructors in their fields. Inhibiting factors: lack of human resources, the domestic apprenticeship program has not gone hand in hand with the independent campus internship program and insufficient incentives for the committee and participants.

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