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(RESEARCH ARTICLE)



## Effectiveness of worker apprenticeship programs for entering the world of work

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### Abstract

Human resources are ready to have a positive impact on development. One way to prepare prospective workers is to take part in an internship program. This research aims to analyze the effectiveness of apprenticeship programs in preparing workers to enter the world of work. This research design uses a qualitative descriptive research design. This research was conducted at the Manpower and Transmigration Service Kutai Barat Regency East Kalimantan Province Indonesia. Data was collected by in-depth interviews, observation and literature study. The data collected is primary data through key persons and secondary data. This research was carried out from July to October 2023. The results of this research are that the effectiveness of the apprenticeship program in preparing prospective workers to enter the world of work at the Kutai Barat Regency Manpower and Transmigration Service has not been effective. The recommendations submitted are; There needs to be a consistent socialization process, and the age limits set should be reviewed because there are still many productive, educated pre-workers who have the potential to work. The completeness of facilities in the form of adequate training facilities and infrastructure needs to be improved in quality and quantity.

**Keywords:** Apprenticeship program; Program objectives; Internship targets; Competencies; Infrastructure

### 1 Introduction

The readiness of prospective workers is very valuable initial capital in the world of work. Human resources are ready to have a positive impact on development. The preparation of prospective workers cannot be separated from the apprenticeship program carried out by the government, in this case, related agencies and companies. Apprenticeship programs in the context of preparing prospective workers are highly emphasized. Prospective workers who have competence in their fields are really needed. This condition is triggered by increasingly global developments so that reliable resources are needed. For this reason, in the future companies will be more selective in recruiting potential workers. Prospective workers must be highly professional in their field. It is also understood that global competition will provide opportunities for foreign workers to enter or dominate the world of Indonesian work.

Currently, prospective workers are faced with challenges in preparing themselves before entering the world of work. The government and private sector have implemented apprenticeship programs. This apprenticeship program hopes that prospective workers can apply the knowledge they have acquired during their education. The impact of the low quality of prospective workers is unemployment. The problem of unemployment is increasing due to; there are few job opportunities to accommodate job seekers; minimal expertise among job seekers, lack of information, uneven employment opportunities, and government efforts to provide training to improve skills are still not optimal [1]. To overcome the problem of prospective workers so that there is no increase in unemployment is to implement an apprenticeship program for prospective workers. Apprenticeship programs have been implemented, one of which is by the Kutai Barat Regency Manpower and Transmigration Service. This program is expected to run effectively.

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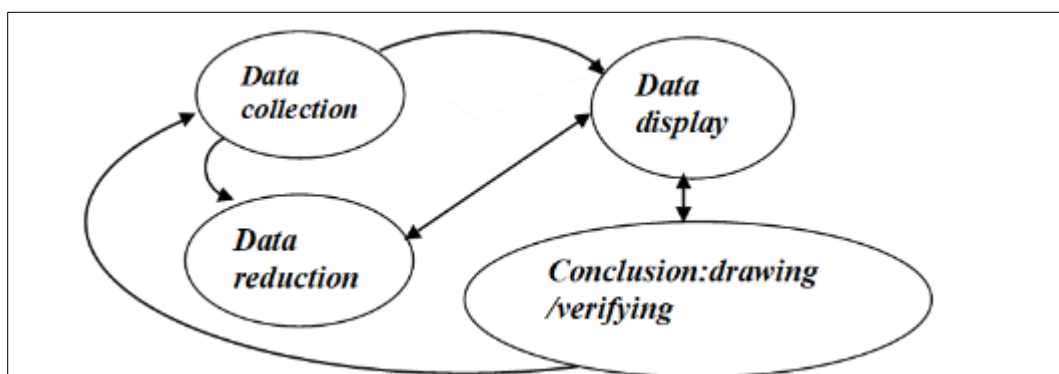
Effectiveness is related to the problem of how to achieve the goals or results obtained, the usefulness or benefits of the results obtained, the level of functional power of elements or components, as well as the problem of the level of user/client satisfaction [2]. Effectiveness is a measure of the success or failure of an organization in achieving its goals. If an organization achieves its stated goals, then it is running effectively. Effectiveness indicators describe the range of consequences and impacts of program output in achieving program goals.

The effectiveness of a program is measured by various factors. As Budiani said, the indicators for measuring effectiveness are: a) program objectives are the conformity between the results of program implementation and previously determined program objectives; b) accuracy of program targets, namely the extent to which program participants match the previously determined targets; c) program socialization is the ability of program organizers to carry out program outreach so that information regarding program implementation can be conveyed to the community in general and target program participants in particular; and d) program monitoring, activities carried out after the implementation of the program as a form of attention to program participants [3].

It is hoped that the apprenticeship program, through various trainings, can run effectively. The apprenticeship program can be categorized as successful because it is effective in preparing workers who are ready to be used by industry [4], [5], [6], [7], [8], [9], [10], [11], [3], and [12]. Likewise, the contribution of internship programs has a significant effect on the ability to compete in the world of work [13]. However, not all training programs implemented by an organization can run effectively. As research results show there is no significant relationship between the effectiveness of training and work readiness [14]. Likewise, not all of the apprentices through training are absorbed by the industrial world [15] and [16]. Efforts are made to continuously increase prospective workers' abilities and competencies, namely through apprenticeships. However, not all of these efforts are able to increase the competency of prospective workers [17]. Referring to theory and previous research, the aim of this research can be formulated as analyzing the effectiveness of the apprenticeship program in preparing workers to enter the world of work at the Kutai Barat Regency Manpower and Transmigration Service.

## 2 Material and methods

The research design used is a qualitative descriptive method, namely a method that seeks to find and obtain in-depth information rather than breadth or amount of information. Research design is a plan and structure of investigation that is structured in such a way that answers to research questions can be obtained [18]. The sources in the research are grouped into two, namely; primary and secondary data sources. Primary data is data collected directly from key person. Meanwhile, secondary data is data sourced from libraries. Data was collected through in-depth interviews, observation and literature study. The research was carried out at the Manpower and Transmigration Service, Kutai Barat Regency, East Kalimantan Province, Indonesia. The research time is from July to September 2023. Data analysis uses qualitative analysis. Qualitative data analysis is the process of systematically searching and compiling data obtained from interviews, field notes and documentation by organizing data into categories, describing it into units, synthesizing it, arranging it into patterns, choosing what is important and what will be studied, and make conclusions so that they are easy to understand [19].



Source: Sugiyono [19]

**Figure 1** Components in Data Analysis

According to Miles and Huberman, activities in qualitative data analysis are carried out interactively and continue continuously until completion so that the data is saturated. Activities in data analysis include data reduction (summarizing data, selecting the main things and focusing on important things, looking for themes and patterns), data

display (presenting data with narrative text), and conclusion drawing/verification (drawing out conclusions and verification which are findings in research with a qualitative approach [19]. Next, activities in data analysis are as presented in Figure 1.

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### **3 Results and discussion**

The government's hope is that with the internship program, it will be able to overcome unemployment, increase the competency of apprentices, improve work skills and grow productivity, increase work ethic, improve skills, increase knowledge, and be the first step in opening up new jobs through independent entrepreneurship. The Kutai Barat Regency Manpower and Transmigration Service hopes that when the internship program is completed it can provide enthusiasm and readiness when competing in the world of work. Likewise, the aim of implementing this apprenticeship program is to prepare job seekers Kutai Barat Regency to get jobs or at least increase existing human resources who are able to compete in the world job market. Apart from that, it can also reduce the unemployment rate. In this discussion, the effectiveness of the internship program is analyzed from the aspects of the existence of objectives, targets, competencies, and the existence of facilities and infrastructure for the internship program.

#### **3.1. There are objectives for the internship program**

There are several aspects of the effectiveness of a program, one of which is the objective of the internship program. In this aspect, a program or activity can be said to have achieved effectiveness seen from the results, namely; if ideal conditions or program objectives are achieved well. Goals are mission targets that must be fulfilled by an organization in the future and it is up to the leadership to direct the organization to achieve these goals. The general objectives of the work program are:

- Helping achieve the vision and mission;
- Help answer organizational needs; And
- Helps organizations work systematically and structured.

Based on the results of the research conducted, it was found that the objectives of the apprenticeship program, describing the mission and targets, had not been fulfilled by the Kutai Barat Regency Manpower and Transmigration Service. The aim of the Apprenticeship Program is to prepare as many job seekers as possible and reduce the unemployment rate, especially residents of Kutai Barat Regency, to take part in internships with various skills provided by the Kutai Barat Regency Manpower and Transmigration Service.

Referring to the results of research on the effectiveness of apprenticeship programs based on the objectives of the program, the following can be explained:

- The aim of the program is to assist the Kutai Barat Regency Manpower and Transmigration Service in achieving its vision and mission. The vision is to create an advanced and prosperous workforce and transmigration. The missions include; improving the quality and productivity of the workforce through training. Thus, it can be said that the aim of the apprenticeship program at the Kutai Barat Regency Manpower and Transmigration Service is one of the programs that supports the achievement of the vision and mission of this office.
- The aim of the apprenticeship program is also to assist the Kutai Barat Regency Manpower and Transmigration Service in responding to needs in realizing the vision and mission of this office.
- The aim of the apprenticeship program at the Kutai Barat Regency Manpower and Transmigration Service is to help organizations work systematically and structured in achieving the vision and mission of this office.

#### **3.2. There are goals/targets for the internship program**

Objectives are benchmarks or milestones to meet. Objectives specify goals and targets, which can be applied to the entire organization or to individual elements of it. Work targets are objectives that are formulated to be accomplished through a sequence of tasks performed at work. Based on the research results, it is known that the goals of the apprenticeship program and special requirements are outlined in the objectives and can be applied to the entire organization as well as the formulation of something that must be achieved through a series of activities at work. The following targets or goals for the apprenticeship program, especially at the Kutai Barat Regency Manpower and Transmigration Service, are the people of Kutai Barat Regency who have original Kutai Barat Regency ID cards and at least a high school diploma or equivalent and are of productive age who are physically and mentally healthy. These targets are appropriate to achieve the objectives of the apprenticeship program at the Kutai Barat Regency Manpower and Transmigration Service and are in accordance with the vision and mission of this office.

Referring to the research findings, it can be said that the effectiveness of the apprenticeship program based on the goals of the apprenticeship program is not in accordance with the goals/targets of the apprenticeship program and the vision and mission of the Kutai Barat Regency Manpower and Transmigration Service. Efforts to improve the quality and preparation of prospective workers are of course appropriate targets for this apprenticeship program are people of productive age.

### **3.3. Existence of internship program competencies**

Competency is a set of levels of responsible ability that a person must have as a condition for being considered capable of carrying out tasks in a particular field. Competency relates to abilities in the form of knowledge, skills, abilities, attitudes and behavior required to carry out the main tasks, authority functions and responsibilities mandated to them. In this internship program, after graduating, interns can improve their competency. Likewise, employees who provide training must also have competence, namely the ability to communicate well and correctly so that interns can understand what is being conveyed. Trainers for this internship program are also expected from graduates of this program.

Based on the research results, it can be seen that the competencies that must be possessed by employees appointed as trainers for apprenticeship participants must have good language and communication skills, attitudes and behavior in carrying out certain tasks. Likewise, participants who take part in the internship selection must also have competencies and skills in certain fields so that participants are able to carry out internships during the existing contract and are expected to be able to open up employment opportunities after the contract period is completed. Based on the results of this research, it is concluded that the effectiveness of the competency factor aspect program is not adequate.

### **3.4. Existence of facilities and infrastructure for internship programs**

Other factors that influence effectiveness are equipment and facilities. Equipment and facilities are tools and equipment provided by the leadership for someone's work to achieve the goals or expected results. Effectiveness is the utilization of facilities and infrastructure resources in a certain amount to achieve goals or results that are in accordance with the desired and satisfactory.

Based on the research results, it can be said that the effectiveness of the facilities and infrastructure factors for the apprenticeship program available at the Kutai Barat Regency Manpower and Transmigration Office is inadequate. This is due, among other things, to the facilities and infrastructure provided by the province. As the results of the interview with the following key person:

The Kutai Barat Regency Manpower and Transmigration Office does not provide any facilities and infrastructure at all. So, in supporting the implementation of this training, the Kutai Barat Regency Manpower and Transmigration Office is collaborating with several existing LPKs to provide the necessary facilities and infrastructure. "Furthermore, with the budget provided by the province, the Kutai Barat Regency Manpower and Transmigration Office rented certain adequate places to carry out training or socialization of apprenticeship programs." (Interview with key person 2, July 11, 2023).

According to the research findings, the apprenticeship program's efficacy in terms of infrastructure and amenities has not yet achieved its peak. The achievement of the objectives of the apprenticeship program at the Kutai Barat Regency Manpower and Transmigration Service is not optimal and impacts the effectiveness of the program, as evidenced by the provision and utilization of facilities and infrastructure that are not yet optimal.

Based on an analysis to assess the effectiveness of the apprenticeship program at the Kutai Barat Regency Manpower and Transmigration Service, which is measured based on the factors of apprenticeship program objectives, apprenticeship program goals/targets, apprenticeship program competencies, and apprenticeship program facilities and infrastructure, it shows that this program has not been effective. This finding is different from the research results of Azwita, et al [3] which examined the effectiveness of the Internship Program at the Hikari Gakkai Japanese Language Job Training Institute. The findings of this research are also in line with the findings of Fitri and Jamna [4], Abdi [5], Daud and Mobonggi [6], Alfiani and Nawawi [7], Putra et.al [8], Zulfadli et al. [9], Ponamon et al. [10], Nikmah et al. [11], and Amelia et al. [12]. The findings of this study are in line with the results of research [14], [15], [16], and [17].

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## **4 Conclusion**

Based on the results of the research and discussion, it was concluded that in general the effectiveness of the apprenticeship program in preparing prospective workers to enter the world of work at the Kutai Barat Regency

Manpower and Transmigration Service has not been effective. This ineffectiveness can be seen from the aspect that the objectives of the apprenticeship program have not been met. The effectiveness of the target factor aspect of the apprenticeship program is in accordance with the aims of the apprenticeship program and the vision and mission. The effectiveness of the competency factor is inadequate. Effectiveness is seen from the aspect of the facilities and infrastructure of the apprenticeship program provided by the Kutai Barat Regency Manpower and Transmigration Service, which is inadequate. The recommendation made based on the findings of this research is that a socialization process needs to be held. The age limit set should be reviewed, because there are still many productive, educated pre-workers who have the potential to work. Completeness of facilities in the form of adequate training facilities and infrastructure needs to be improved in quality and quantity.

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## Compliance with ethical standards

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### *Disclosure of conflict of interest*

The authors declare no conflict of interest in respect to this article.

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