

## **The Effectiveness of Implementation of Competency-Based Training at the UPTD Vocational Training Center (BLK) of West Sulawesi Province**

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### **ABSTRACT**

The purpose of this study was to determine the effectiveness of competency-based training in improving skills and human resources in West Sulawesi Province. This study uses qualitative research methods, the data used are primary data obtained from interviews with UPTD employees of West Sulawesi Province instructors, assessors/competence test examiners through professional certification institutions/LSP Makassar and training participants in vocational fashion and vocational computer/ICT, secondary data obtained from agencies related to research in this case the UPTD Vocational Training Center of West Sulawesi Province, observation and documentation methods, data analysis method used is descriptive qualitative. The results of this study indicate that the role of the UPTD BLK in West Sulawesi Province in improving the skills and human resources of the community in West Sulawesi has not been maximally effective in reducing unemployment. This can be seen from the analysis of the data in table 2.4 and the explanation of the results of the research. It turns out that in 2020-2022 the number of participants UPTD BLK training in West Sulawesi Province has not been fully absorbed in the world of work. Keywords : Improvement of skills and human resources greatly influences the effectiveness of competency-based training.

**Keywords:** Vocational Training Center; Competency-Based Training; Work Training Center.

### **INTRODUCTION**

The Manpower Service (Defraeye & Van Nieuwenhuyse, 2016; Dey et al., 2012; Lester, 2015; Weishaupt, 2011) at the UPTD Vocational Training Center (BLK) is a regional institution that is expected to be able to develop a regional mission in order to increase competent Human Resources (HR) to create a just and prosperous society so that it can assist the government in fighting high levels of unemployment and poverty. in our current environment through Competency-Based Training. in order to achieve a government goal on regional development, especially the area of West Sulawesi Province, the indicator is that the region is able to create a more prosperous society by improving the quality of education in the area of West Sulawesi Province so that one day it is able to create a generation of Human Resources who are ready to use in all aspects and fields along with current developments and technological developments.

The UPTD Work Training Center (BLK) of West Sulawesi Province is one of the regional government institutions/institutions that was formed based on West Sulawesi Governor

Regulation Number 1 of 2013 concerning Organizational Formation and Work Procedures of Service Technical Implementation Units in Regional Offices Scope of West Sulawesi Provincial Government . UPTD Work Training Center (BLK) West Sulawesi Province , One of the education and training programs for the community organized by the Central Government and Regional Governments, namely through the Central Technical Implementation Unit (UPTP), Regional Technical Implementation Units (UPTD) and other job training institutions. Competency-based training is held at these institutions or institutions, namely job training that focuses on mastering work skills which include knowledge, skills and attitudes in accordance with established standards and requirements in the workplace (Berthi et al., 2018; Nani & Ali, 2020; Pamungkas et al., 2018; Zhao et al., 2014).

So far, the community, stakeholders and the business world still feel that job training is being held by the Central Technical Implementation Unit (UPTP), Regional Technical Implementation Unit (UPTD) and other job training institutions that have not met standards and are still not optimal and not in accordance expected. After the reform and regional autonomy, the Vocational Training Center owned by the Ministry of Manpower was shifted and managed by the local government. The Vocational Training Centers managed by the region are expected to be able to catch up with global economic growth, but in reality some local governments are unable to manage them. even this hall is often identified with a museum where obsolete equipment is displayed (Rijal & Rijal, 2020; Stewart, 2015; Yip et al., 2012).

## **METHODS**

The type of research used in this study is a type of qualitative research (Kyngäs, 2020; Starman, 2013; Stenius et al., 2017). The research design used in this study is descriptive in nature, namely making systematic, factual, and accurate descriptions of the facts and characteristics of certain populations. In other words , this study aims to describe the nature of something that was taking place at the time of study. The time of this research was conducted for one month, starting from February to March 2022. The research locus was carried out at the UPTD Vocational Training Center of West Sulawesi Province because this institution has the authority and responsibility for organizing competency-based training activities in the province of West Sulawesi.

## **RESULTS AND DISCUSSION**

### **Results**

#### **1. Participant Selection Preparation Stage**

After registering and fulfilling the requirements requested by the West Sulawesi Province UPTD BLK, all prospective participants must take part in the selection (Capili, 2021; Kirkby et al., 2012; Trinidad et al., 2010). held to screen prospective training participants who have registered so that participants meet the criteria both in terms of number and ability standards. Based on an interview in the field by one of the informants stated that: "In the selection of participants there are several stages, namely written exams and interview tests. This is done so that the suitability between the educational background and the types of requirements that will be

followed quickly for prospective trainees so that in practice later based on the results of the interviews, it can be concluded that in the selection of training participants the West Sulawesi Province UPTD BLK has several stages, namely written tests and interviews. This is done so that the abilities and skills of the trainees are in accordance with the selected program.

## **2. Training Stage (Training Method)**

The training method used in this training process is theoretical learning using the question and answer lecture method and shop talk, followed by deepening the material using discussion and practice methods. During the training process at the work training center, an evaluation is certainly held, in order to find out the level of absorption of the participants' ability to understand and implement the learning that has been delivered, the evaluation system used in this training is a comprehensive final test using a written test and practicum using a practical exam.

## **3. Evaluation and Budget Stage**

Based on the results of the interviews, it can be concluded that the training costs are borne by the government, divided into two sources, namely the APBN and APBD. The amount of the allocated budget affects the number of training programs organized by the West Sulawesi Province UPTD BLK.

## **Discussion**

The effectiveness of UPTD BLK West Sulawesi Province in reducing unemployment there are several aspects to improve the quality of resources

### **1. Selection of participants**

The selection of participants carried out by the West Sulawesi Province UPTD BLK was carried out in several stages, namely tests and interviews, this was done so that the abilities and skills along with the training were in accordance with the selected program. This is in line with what was stated by Fajar As Siddiq. S that the selection of participants is carried out by means of written tests and interviews so that they are right on target and have a good impact on the training participants.

### **2. Training Methods**

More practice than theoretical exploration, this is in line with what was stated by M. Fajar As Siddiq. S that the training method provided is in the form of knowledge in various matters, most of which are direct practice

### **3. Training Fees**

The training costs come from the government budget, namely the APBN and APBD, this is in line with Arwani Ahmad Sari's statement that the training costs for the UPTD BLK Wonogiri come from the APBN APBD.

## **CONCLUSION**

The results achieved through the competency-based training program implemented by UPTD BLK West Sulawesi Province were in the form of a very good quantity pass rate of participants but not yet in terms of quality because these achievements had not been supported by the availability of adequate training facilities and reliable and qualified trainers. Good response to the training program only based on community awareness to develop their potential to be better and not yet supported by the existence of a well-designed training system starting from training to post-training if the training program at UPTD BLK West Sulawesi Province is well designed including post-training planning for graduates to be promoted to companies or given business capital, the program will be very beneficial for the local community of West Sulawesi as the majority of training participant presentations. Some of the obstacles and at the same time become a weakness factor in the training program implemented, among others, the lack of training facilities available for trainers who have limited instructor licenses and the educational level of trainers. Still dominated by SMA/SMK graduates there is no monitoring activity for graduates so that the outcomes of the training program cannot be known in real terms and there is no assistance program for graduates thus based on the achievement of training objectives and deficiencies that become weaknesses. At the planning and implementation stages it shows that the training program implemented in the UPTD BLK West Sulawesi Province is quite effective.

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