

Digital Press Social Sciences and Humanities

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Proceeding of Non-Formal Education International Seminar 2021

Alim Harun Pamungkas, Jamaris, Solfema (eds)

The Readiness of Course and Training Agency (LKP) in Link & Match Program with Business and Industry Sector

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Abstract

The link and match program are a program that was restored by the Indonesian Ministry of Education and Culture in 2020 to harmonize education and industry with the term “mass wedding” package. Each package has its own scheme, for Vocational High School (SMK), Vocational Universities, and also Course and Training Agency (LKP) as non-formal education units. This study aims to understand the readiness of course and training agency in the link and match program with Business and Industry Sector (DUDI). A survey approach which is complemented by in-depth interviews is used to obtain information about readiness in the link and match program with DUDI that has been carried out by LKP so far. The research subjects were 158 LKP managers. The results of this study indicate that more than 50% of LKP have readiness to link and match with DUDI with several conditions such as (1) a more pro-active form of institutional cooperation between two parties; (2) preparing a plan for the form of cooperation involving all units in LKP such as training participants and instructors through internship programs and guest instructors; and (3) preparation of the formation of TUK in each LKP to meet the needs of DUDI.

Keywords

link and match; course and training agency; LKP; DUDI; vocational education; non-formal education

1 Introduction

The Link and Match program has been published since 1993-1998 by the then Minister of Education and Culture (Kementerian Pendidikan dan Kebudayaan—Kemendikbud) (Djojonegoro, 1999, 2016; Judisseno, 2008; Putranto, 2017). However, there are many notes in the implementation of this link and match program (Disas, 2018; Husein, 2019; Putranto, 2017). In 2020, the Indonesian Minister of Education and Culture, Nadiem Makarim, again used the term link and match to harmonize education and business and industry sector. However, in 2020, the Minister of Education and Culture of the Republic of Indonesia uses a new term called the “Mass Wedding” package. (Pengelola Web Kemdikbud, 2020; Sakarinto, 2020). This new slogan is expected to be a solution for the synergy between the world of education and industry with the initiation of several packages. The link and match program between Vocational High School and business and industry sector (Harususilo, 2020b), the link and match program between higher education/vocational education and business and industry sector (Sakarinto, 2020), and link and match program between course and training agency and business and industry sector (Harususilo, 2020b).

Each designed package is described in its own schema (Kementrian Pendidikan dan Kebudayaan Direktorat, 2020). The marriage package between vocational high school and business and industry sector consists of nine schemes (Harususilo, 2020b). This package is the responsibility of the Directorate of Vocational High School. Meanwhile, the link and match program between higher/vocational education consists of seven schemes, which are the affairs of the Directorate of Vocational and Professional Higher Education (Bandandjaja, 2020; Harususilo, 2020a). Likewise, the course and training agency link and match with business and industry sector under the coordination umbrella of the Directorate of Courses and Training consists of three schemes (Direktorat Jenderal Pendidikan Vokasi, 2020; Ikhsan, 2020).

Changes to Permendikbud Number 45 of 2019 concerning the organizational structure of the Ministry of Education and Culture to become Minister of Education and Culture of the Republic of Indonesia Number 9 of 2020 have had a direct impact on the governance of non-formal education institutions at every level (Pamungkas, 2020). Course and training education is one of those affected. The management of underweight and training, which was previously under the Director General of Course and Training Development, changed to being under the Director General of Vocational Education, which previously

only dealt with vocational colleges and vocational schools (Pamungkas, 2020). This change has an impact on the ability of course and training education as a non-formal educational institution to adapt to the conditions and situations of vocational high school or vocational universities that have been more advanced so far (Dardiri, 2012).

Adjustments that need to be made by course and training agency are facilities, personnel, governance, funding, curriculum and quality of graduates (Cahyanti et al., 2018; Rencana Strategis Direktorat Jenderal Pendidikan Vokasi Tahun 2020-2024, 2020). For example, so far the course and training agency is not too tied to the standardization of graduate competencies/SKL according to the Indonesian Qualification Framework/KKNI (Amri & Kurniawan, 2018), (Hadi, 2013), but after the change in organizational structure of the Ministry of Education and Culture (Pamungkas, 2020), LKP has become demanding to improve education management through the preparation of graduate profiles (NS, 2017), preparation of the standardization of graduate competencies/SKL according to the Indonesian Qualification Framework/KKNI (Yani, 2019), the National Professional Certification Board of the Republic of Indonesia/BNSP licensed graduate competency certification (BNSP, 2020; Frovihandika & Arifin, 2020; Nurtanto et al., 2020), to ensure the absorption of graduates in the world of business and industry sector (Sujanto, 2016).

The absorption of course and training agency graduates in industry and entrepreneurship is certainly not an easy thing because it has various consequences (Ariyandi et al., 2017; Sujanto, 2016). The course and training agency needs to ensure that its "people and goods" resources are in accordance with the standards desired by business and industry sector (Rencana Strategis Direktorat Jenderal Pendidikan Vokasi Tahun 2020-2024, 2020). Because only in that way, the planned link and match can run as expected.

As the term "mass wedding" is used, where both parties, both course and training agencies with business and industry sector must have parallel standards and an understanding of goals. Therefore, this research will contribute to providing the results of the analysis of the real conditions of course and training agency which have almost never been studied by other academics. Specifically on the condition of 158 course and training agencies in West Sumatra (Kementerian Pendidikan dan Kebudayaan, 2021).

2 Methods

A survey approach is used to obtain information about the link and match that has been done by course and training agencies with business and industry sector so far. The survey was complemented by in-depth interviews with key informants to obtain information on the readiness of the link and match between course and training agencies with business and industry sector. The research subjects are parties related to the link and match between course and training agencies with business and industry sector in West Sumatra Province with the unit of analysis being the course and training agencies with business and industry sector managers. Respondents amounted to 158 course and training agencies and informants are people who are considered to understand the characteristics of the implementation of link and match between course and training agency with business and industry sector, namely course and training agencies managers. The interview guide instrument was made open and closed. The open interview guide instrument was used to provoke respondents so that they could respond openly which was then recorded in a field note.

Data on course and training agencies in dealing with the link and match program, was analyzed using the Delphi technique which consisted of: (1) identifying experts in the field of link and match; (2) asking the expert to identify the link and match characteristics of the link and match program; (3) asking experts a number of questions about the characteristics of course and training agencies's link and match with business and industry sector; (4) discuss it within the internal research team; (5) developing various questions to answer about the characteristics of course and training agencies's link and match program with business and industry sector; and (6) identify the characteristics of course and training agencies's link and match program with business and industry sector. Some of the data from the interviews were analyzed using the percentage formula. Data from the results of open interviews, both through respondents from course and training agencies managers and experts, were sorted and arranged according to the research objectives, then narrated to enrich the data analyzed using the percentage technique.

3 Results and Discussion

3.1 Link & Match's Declaration and Purpose

Ensuring the effective transition of all youth into the labor market is a target in the fourth goal of the Sustainable Development Goals (SDGs) consisting of 17 achievements (Boeren, 2019). Education is at achievement 4 (Lawer et al., 2009; Ramachandra et al., 2017). This achievement is a consequence of the availability of non-formal education services that can ensure adults and graduates of education, especially vocational education through the course and training agency so that they can be absorbed in the industry and entrepreneur sector (Chinedu et al., 2018; Lambini et al., 2021; McGrath et al., 2020).

Link and match is no longer a new program, but the link and match program launched by the Minister of Education and Culture in 2020 has its main novelty after the issuance of the Minister of Education and Culture of the Republic of Indonesia Number 9 of 2020 and the publication of a new concept of link and match, which is called "mass wedding". It between vocational high school, vocational universities, and course and training agencies with business and industry sector (Pangestu & Sukardi, 2019). This also has an impact on course and training agencies which was originally the responsibility of the Director General of Course and Training Development who was required to improve the quality of services, one of which was the link and match scheme with business and industry sector (Baitullah & Wagiran, 2019).

Researchers conducted a survey of 158 course and training agencies in West Sumatra about the knowledge possessed by course and training agencies organizers in relation to the link & match program launched by the Ministry of Education and Culture of the Republic of Indonesia. Information about the knowledge and understanding of course and training agencies Managers regarding the declaration and purpose of the link & match program between course and training agencies with business and industry sector, is explained through the following four) criteria. Based on the answers from 158 course and training agencies who became respondents, it can be seen that as many as 58.1% of respondents stated that they knew and understood the course and training agencies link & match program with business and industry sector and the objectives of the program. Meanwhile, 16.3% of respondents stated that they knew the program, but did not understand its purpose; 11.6% of respondents stated that they knew the program but did not understand its purpose; and 14% of respondents stated that they did not know the program and did not understand its purpose. So, it can be concluded that most of the course and training agencies managers already know and understand the purpose of the course and training agencies link & match program with business and industry sector.

3.2 Link & Match Program Planning

Information about business and industry sector's response and follow-up to the link & match program between course and training agencies with business and industry sector, is explained through four criteria, namely: (1) business and industry sector is very responsive and follows up with high commitment; (2) business and industry sector responds with certain conditions; (3) business and industry sector responds but is passive or does not follow up; and (4) business and industry sector has not responded to the link & match program. According to the answers from the total number of course and training agencies as respondents, it can be seen that as many as 34.9% of respondents stated that business and industry sector was very responsive and followed up on the mass wedding program with high commitment. Meanwhile, 25.9% of respondents stated that business and industry sector responded to the program with certain notes or conditions; 18.6% of respondents stated that business and industry sector gave a passive response and did not follow up on the program; and 20.9% of respondents stated that business and industry sector had not responded to the program. So, it can be concluded that most of the course and training agencies have received a response and follow-up from the business and industry sector regarding the mass marriage program between course and training agencies with business and industry sector.

Furthermore, in relation to information about the course and training agencies manager's initiative in realizing the link & match marriage program between course and training agencies with business and industry sector, according to the survey conducted, it was found that 46.5% of respondents stated that they always actively contacted business and industry sector regarding the realization of the course and training agencies link and match program with business and industry sector. Meanwhile, 34.9% of respondents stated that they had contacted business and industry sector through other course and training agencies networks; 0% of respondents stated that they contacted business and industry sector through the ministry; and 18.6% of respondents stated that they had difficulty in approaching business

and industry sector regarding the realization of the program. So, it can be concluded that most course and training agencies managers are always actively contacting business and industry sector regarding the realization of the course and training agencies' link and match program with business and industry sector.

3.3 Program Realization

From the aspect of policy intent, course and training agencies has the same demands as Vocational Schools or Polytechnics in terms of creating certified competent education graduates. This means that the implementation of the link and match program also applies to course and training agencies (Purnomo, 2020). However, based on research conducted on the readiness of non-formal education institutions, it is known that many non-formal education institutions, including course and training agencies, are not prepared to face the organizational structure change policy, which has implications for the implementation of this link and match. (Siswandoko & Suryadi, 2013).

Course and training agencies in West Sumatra Province generally has various types of programs offered. Skills and skill programs such as language, automotive, computer and information technology, culinary skills, office work, make-up, and convection. In addition, there are also other program service variants that show cultural characteristics such as skills programs in the arts (dance and music). In general, the total number of course and training agencies has collaborated with business and industry sector which is realized by having an agreement (Memorandum of Understanding/MoU). Based on the survey results, there are 70% of course and training agencies that have entered into an MoU with business and industry sector, and 7% of them even have certain agreements with business and industry sector in the context of developing services and the quality of the expertise and skills programs offered.

However, of all course and training agencies in West Sumatra, there are still 9% of the total course and training agencies that do not conduct competency tests. This means that the course and training agencies do not have quality services based on the license stipulated by the National Professional Certification Agency, because graduates from the training program are not qualified. This number is relatively small when compared to the 62% of course and training agencies in West Sumatra that have competency test services, either through their own competency test centers or conducting competency tests for graduates in other places through program collaborations.

The scope of the link & match program between course and training agencies with business and industry sector is in the form of internships for training instructors, practicums for training participants, or guest instructors from business and industry sector who assist learning at course and training agencies. The following information is obtained. As many as 46.5% of respondents stated that the collaboration was carried out within the scope of instructor internships, training participants' practices in course and training agencies, training participants' practices in industry, and guest instructors. While 14% of respondents stated that the collaboration was carried out within the scope of instructor internships, training participants' practices at course and training agencies, and guest instructors; 9.3% of respondents stated that the collaboration was carried out within the scope of the instructor's internship, and the trainees' practice at course and training agencies; and 30.2% of respondents stated that the collaboration was carried out within the scope of practice of the trainees in course and training agencies. So, it can be concluded that most course and training agencies collaborate with business and industry sector in the scope of instructor internships, trainees' practices at course and training agencies, training participants' practices in industry, and guest instructors.

Follow-up activities carried out on the link & match program by course and training agencies with business and industry sector in general are in the form of practicum activities carried out by training participants at course and training agencies in industry and internship programs for course and training agencies instructors in industry. In detail, from the survey results, it is known that as many as 34.9% of respondents stated that they had carried out instructor internships, training participants in industry, and guest instructors as a follow-up to the course and training agencies link & match program with business and industry sector. Meanwhile, 7% of respondents stated that they had carried out instructor internships, training participants' practices in industry, and guest instructors; 25.6% of respondents stated that they had carried out instructor internships, and trainees' practices in industry; and 32.6% of respondents stated that they had carried out the practice of training participants in the industry as a follow-up to the program. So, it can be concluded that the activities that have been carried out by most of the course and training agencies as a follow-up to the course and training agencies link and match program with business and industry sector are instructor internships, training participants' practices in industry, and guest instructors as a follow-up to the course and training agencies link & match program with business and industry sector.

Substantially the "old" link and match is oriented to vocational education (in the form of SMK) (Djojonegoro, 1999) with the concept of Dual System Education (Sujanto, 2016). In this case, link and match relates to community needs and market demand, so that vocational education is oriented towards shifting supply driven to demand driven and from school based programs to Dual System Education based programs (Gasskov, 2000). Meanwhile, the "new link and match" scheme is oriented towards involving the role of business and industry sector in participating in vocational high schools, so that it do not stop at apprenticeships as in the Dual System Education concept. Business and industry sector participation in question is (1) the preparation of an industry-based curriculum; (2) guest instructors; (3) apprenticeship; (4) competency certification; (5) teacher training and apprenticeship by business and industry sector; (6) business and industry sector's commitment to absorb vocational high school graduates (Harususilo, n.d.; Pengelola Web Kemdikbud, 2020).

4 Conclusion

There more than 50% of course and training agencies have readiness to link and match with business and industry sector with several conditions such as (1) a more pro-active form of institutional cooperation between the two parties; (2) preparing a plan for the form of cooperation involving all units in course and training agency such as training participants and instructors through internship programs and guest instructors; and (3) preparation of the formation of TUK in each course and training agency to meet the needs of business and industry sector.

Acknowledgment The authors would like to thank Lembaga Penelitian dan Pengabdian Masyarakat Universitas Negeri Padang for funding this work with a contract number: 828/UN35.13/LT/2021.

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