

## ABSTRAK

**ALFI ALFIAN, NPM: 2022173. “Efektivitas Program Pelatihan Balai Latihan Kerja (BLK) Pada Kejuruan Menjahit Dasar Di Kabupaten Hulu Sungai Utara”. Program Studi Administrasi Publik, Sekolah Tinggi Ilmu Administrasi (STIA) Amuntai. Pembimbing I: Bapak Fakhri, S.Sos., M.AP., Pembimbing II: Ibu Eka Santi Agustina, S.Sos., M.M., CIQaR., CIQnR.**

Kemajuan pesat teknologi menuntut calon tenaga kerja memiliki keterampilan mumpuni agar dapat bersaing di pasar kerja global maupun lokal. Kabupaten Hulu Sungai Utara menghadapi tantangan berupa tingginya tingkat pengangguran (mencapai 4.816 jiwa pada tahun 2025). Balai Latihan Kerja (BLK) Amuntai menyelenggarakan Pelatihan Berbasis Kompetensi (PBK) pada Kejuruan Menjahit Dasar untuk membekali masyarakat usia produktif dengan keterampilan siap pakai guna menekan angka pengangguran tersebut.

Penelitian ini menggunakan jenis penelitian deskriptif kualitatif dengan pendekatan. Datadikumpulkan melalui teknik observasi, wawancara mendalam terhadap 12 informan (Kepala BLK, Kasubag TU, Instruktur, Asisten, dan Peserta), serta dokumentasi. Teknik analisis data meliputi reduksidata, penyajian data, dan penarikan kesimpulan. Uji kredibilitas dilakukan menggunakan Teknik triangulasi sumber dan perpanjangan pengamatan.

Hasil penelitian menunjukkan bahwa Efektivitas Program Pelatihan BLK pada Kejuruan Menjahit Dasar di Kabupaten Hulu Sungai Utara secara umum tergolong dalam kategori cukup efektif. Pada indikator keberhasilan program dan ketepatan sasaran, program dinilai sangat baik karena proses rekrutmen peserta sesuai kriteria serta penyusunan kurikulum telah menerapkan analisis kebutuhan pelatihan (*Training Needs Assessment/TNA*). Selain itu, tingkat kepuasan peserta terhadap kualitas instruktur dan ketersediaan sarana fasilitas teknis tergolong tinggi. Kendati demikian, efektivitas program mengalami penurunan signifikan pada tahap output jangka panjang, khususnya aspek kelancaran magang dan penempatan kerja pasca-pelatihan. Hal ini disebabkan oleh masih sangat terbatasnya kemitraan formal (MoU) antara pihak BLK dengan dunia usaha dan dunia industri (DUDI) lokal, keterbatasan durasi jam pelatihan teknis, serta ketiadaan skema pendampingan wirausaha dan bantuan modal bagi lulusan. Faktor pendukung utama meliputi kesesuaian kurikulum dengan standar industri dan semangat belajar peserta yang tinggi, sedangkan faktor penghambat dominan mencakup minimnya daya serap tenaga kerja industri di daerah, keterbatasan anggaran operasional, serta belum optimalnya jaringan kerja sama dengan sektor swasta.

Disarankan bagi BLK Amuntai untuk memperluas kerja sama kemitraan formal (MoU) dengan industry menjahit lokal maupun regional untuk pemagangan dan penempatan kerja, mengevaluasi potensi penambahan durasi waktu pelatihan agar pemahaman peserta lebih matang, serta menyediakan program pendampingan wirausaha mandiri dan akses bantuan modal pasca-pelatihan bagi lulusan.

## ABSTRACT

**ALFI ALFIAN, NPM: 2022173. “The Effectiveness Balai Latihan Kerja (BLK) Program in Sewing Vocational Stream in Hulu Sungai Utara Regency”. Public Administration Study Program, School of Administrative Sciences (STIA) Amuntai. Advisor I: Fakhri, S.Sos., M.AP., Advisor II: Eka Santi Agustina, S.Sos., M.M., CIQaR., CIQnR.**

Rapid technological advancements require prospective workers to possess robust skills to compete in both the global and local job markets. Hulu Sungai Utara Regency faces the challenge of a high unemployment rate (expected to reach 4,816 by 2025). The Amuntai Vocational Training Center (BLK) is conducting Competency-Based Training (PBK) in Basic Sewing Vocational Skills to equip productive-age individuals with ready-to-use skills to reduce the unemployment rate.

This study uses a qualitative descriptive research type with a deductive. Data were collected through observation techniques, in-depth interviews with 12 informants (Head of BLK, Head of TU Sub-Division, Instructor, Assistant, and Participants), and documentation. Data analysis techniques include data reduction, data presentation, and conclusion drawing. Credibility testing was carried out using source triangulation techniques and extended observations..

The results of the study indicate that the overall effectiveness of the BLK training program in the Basic Sewing stream in Hulu Sungai Utara Regency falls into the moderately effective category. Regarding program success and target precision indicators, the program performed remarkably well as participant recruitment met the criteria and curriculum design integrated Training Needs Assessment (TNA). Furthermore, participant satisfaction regarding instructor quality and facility availability was high. However, program effectiveness significantly decreased in long-term output dimensions, particularly regarding internship placements and post-training job absorption. This was driven by highly limited formal partnerships (MoUs) between BLK and the local business and industrial sector (DUDI), restricted practical training duration, and the absence of post-training entrepreneurship mentoring and capital support schemes. Key supporting factors include curriculum alignment with industry standards and high participant motivation, while dominant inhibiting factors include low local industrial labor absorption, operational budget constraints, and underdeveloped private-sector networks.

It is recommended that the Amuntai Vocational Training Center (BLK Amuntai) expand formal partnerships (MoUs) with local and regional sewing industries for internships and job placement, evaluate the potential for extending the training duration to further deepen participants' understanding, and provide independent entrepreneurial mentoring programs and access to post-training capital assistance for graduates.