

ABSTRAK

Putri Erliana, NPM : 2022545, Judul “OPTIMALISASI FUNGSI BALAI LATIHAN KERJA (BLK) KABUPATEN BALANGAN DALAM PENINGKATAN KOMPETENSI MASYARAKAT” dibawah bimbingan Ibu **Siti Raudah, S.Sos., M.A.P., CHCM., CELM.** sebagai Pembimbing I dan Ibu **Sri Agusmila Aneta Herlinda, S.Pd., M.A.P.** sebagai Pembimbing II.

Balai Latihan Kerja (BLK) sebagai lembaga pelatihan pemerintah memiliki mandat strategis untuk menyelenggarakan pelatihan berbasis kompetensi guna membekali masyarakat dengan keterampilan kerja yang produktif dan adaptif. Adapun permasalahan yang dihadapi seperti kesenjangan antara kompetensi lulusan pelatihan dengan kebutuhan dunia usaha dan industri masih menjadi persoalan mendasar, rendahnya penyerapan lulusan, terbatasnya data terukur, serta belum optimalnya kerja sama dengan sektor industri. Penelitian ini bertujuan untuk mengetahui optimalisasi fungsi BLK Kabupaten Balangan dalam meningkatkan kompetensi masyarakat serta faktor-faktor yang mempengaruhinya.

Penelitian ini menggunakan pendekatan kualitatif dengan tipe deskriptif. Informan penelitian dipilih secara *purposive sampling* berjumlah 13 orang. Teknik pengumpulan data dilakukan melalui wawancara mendalam, observasi langsung terhadap kegiatan pelatihan dan kondisi sarana prasarana, serta dokumentasi administrasi dan laporan kegiatan. Analisis data meliputi reduksi data, penyajian data, dan penarikan kesimpulan. Uji kredibilitas data dilakukan melalui perpanjangan pengamatan, peningkatan ketekunan, triangulasi sumber dan teknik, serta *member check*.

Hasil penelitian menunjukkan bahwa optimalisasi fungsi BLK Kabupaten Balangan belum optimal. Berdasarkan lima indikator optimalisasi yang dikemukakan oleh Siagian (2018), hanya indikator menekankan mutu hasil kerja yang berjalan optimal, ditandai dengan kesesuaian pelaksanaan program terhadap Standar Operasional Prosedur (SOP) serta kompetensi instruktur yang dinilai memadai dalam membimbing peserta pelatihan. Sementara itu, empat indikator lainnya masih menghadapi kendala signifikan. Keberhasilan tujuan terhambat oleh ketidaksesuaian beberapa program pelatihan dengan kebutuhan industri lokal dan rendahnya minat masyarakat. Indikator fokus pada sumber daya belum tercapai karena penyerapan lulusan yang rendah dan keterbatasan sarana prasarana praktik yang sudah tua dan jumlahnya terbatas. Hubungan antara input dan output pelatihan belum tercipta secara langsung karena program pelatihan belum sepenuhnya relevan dengan kebutuhan pasar kerja. Sementara itu, kepuasan masyarakat sebagai peserta pelatihan masih rendah akibat keterbatasan fasilitas, durasi praktik yang singkat, serta kurangnya tindak lanjut pasca pelatihan.

Disarankan kepada Kepala BLK agar meningkatkan relevansi program pelatihan melalui keterlibatan aktif dunia usaha dalam perancangan kurikulum, penguatan kemitraan dengan industri untuk perluasan magang dan penempatan kerja, serta perbaikan sistem monitoring dan evaluasi yang berkelanjutan untuk memastikan dampak program yang terukur dan bermanfaat bagi masyarakat.

ABSTRACT

Putri Erliana, Student ID: 2022545. “Optimizing the Function of the Balangan Regency Balai Latihan Kerja (BLK) in Enhancing Community Competence.” Supervised by **Siti Raudah, S.Sos., M.A.P., CHCM., CELM.** as Supervisor I and **Sri Agusmila Aneta Herlinda, S.Pd., M.A.P.** as Supervisor II.

The Job Training Center (Balai Latihan Kerja BLK), as a government vocational training institution, has a strategic mandate to provide competency-based training aimed at equipping the community with productive and adaptive workforce skills. However, several challenges persist, including the mismatch between graduates' competencies and the needs of the business and industrial sectors, the low employment absorption of training graduates, limited measurable performance data, and suboptimal collaboration with industry partners. This study aims to examine the optimization of the Balangan Regency Job Training Center's functions in enhancing community competence and to identify the factors influencing its implementation.

This study employed a qualitative approach with a descriptive research design. Thirteen informants were selected using purposive sampling. Data were collected through in-depth interviews, direct observation of training activities and training facilities, and documentation of administrative records and activity reports. Data analysis consisted of data reduction, data display, and conclusion drawing. Data credibility was ensured through prolonged engagement, persistent observation, source and technique triangulation, and member checking.

The findings indicate that the optimization of the functions of the Balangan Regency Job Training Center has not yet been fully achieved. Based on the five optimization indicators proposed by Siagian (2018), only the indicator emphasizing the quality of work outcomes was found to be optimal, as reflected in the implementation of training programs in accordance with the Standard Operating Procedures (SOPs) and the adequate competence of instructors in guiding trainees. Meanwhile, the remaining four indicators continue to face significant constraints. Goal attainment is hindered by the mismatch between several training programs and the needs of local industries, as well as the low level of public interest in participating in the training. The resource-oriented indicator has not been achieved due to the low employment absorption of graduates and the inadequacy of training facilities and equipment, many of which are outdated and limited in quantity. The relationship between training inputs and outputs has not been effectively established because the training programs have not been fully aligned with labor market demands. Furthermore, trainee satisfaction remains relatively low due to inadequate facilities, limited practical training duration, and the lack of post-training follow-up.

It is recommended that the Head of the Job Training Center improve the relevance of training programs by actively involving business and industry stakeholders in curriculum development, strengthening partnerships with industries to expand internship opportunities and job placement, and enhancing the monitoring and evaluation system to ensure that program outcomes are measurable and provide tangible benefits to the community.