

# Effectiveness of Competency-Based Training Programs in Addressing Unemployment at the Amuntai Vocational Training Center (BLK), North Hulu Sungai Regency

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DOI : <https://doi.org/10.61796/ijeirc.v1i12.440>

## Sections Info

### Article history:

Submitted: November 10, 2024  
Final Revised: November 30, 2024  
Accepted: December 16, 2024  
Published: December 31, 2024

### Keywords:

Competency based training program  
Unemployment reduction  
Training program effectiveness  
Vocational Training Center (BLK)  
Training Facilities and Funding

## ABSTRACT

**Objective:** A competency-based training program is an activity intended to improve and change attitudes, behavior, skills and knowledge. However, the effectiveness of competency-based training programs is less effective because they are not carried out directly, lack of time for implementation, inadequate facilities and infrastructure. This study aims to determine the effectiveness of competency-based training programs in efforts to overcome unemployment and the factors that influence it. **Method:** This research method uses descriptive qualitative, with data collection techniques namely interviews, observation and documentation. Then the withdrawal of informants by purposive sampling amounted to 16 people. After the data is collected, it is then analyzed using techniques including data reduction, data presentation, drawing conclusions, and testing the credibility of the data including extending observations, increasing dedication in research, triangulation, using reference language, member check. **Results:** The results of this study indicate that the effectiveness of competency-based training programs in efforts to tackle unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara District is less effective. This can be seen from: The indicators of socialization of the training program have not been effective. Indicators of the implementation of the training program have not been effective. Indicators of availability of training funds have not been effective. Indicators of the availability of training facilities and infrastructure have not been effective. The quality indicators for alumni training participants have not been effective. Factors influencing the effectiveness of competency-based training programs in efforts to tackle unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara, namely: lack of training funds, limited job training. **Novelty:** To increase the effectiveness of competency-based training programs in efforts to tackle unemployment, it is suggested to the Amuntai Vocational Training Center (BLK) to carry out training program socialization directly to the community, extend the training program implementation time in each existing department, improve facilities and infrastructure supporting training programs, increasing the discipline of competency-based training participants at the Amuntai Vocational Training Center (BLK).

## INTRODUCTION

The Vocational Training Center (BLK) is one of the Competency-Based Training Programs created by the government, offering job skills specifically designed to address labor issues in combating unemployment or improving the quality of human resources. The target participants for the competency-based training at the Vocational Training Center (BLK) are 48 (forty-eight) participants, divided into 3 (three) specializations: Garment Apparel with 16 participants, Automotive Engineering with 16 participants, and Electrical Engineering with 16 participants. As for the funding source for competency-based training, it comes from the allocation of the Regional Revenue and Expenditure Budget (APBD) and the National Revenue and Expenditure Budget (APBN),

with a total of 3 (three) training packages currently underway. The local government in North Hulu Sungai Regency has formed this thru competent and productive labor, specifically thru job training processes. The Vocational Training Center (BLK) is based on Regional Regulation Number 47 of 2016 concerning the position, organizational structure, main tasks, functions, and job descriptions, as well as the work procedures of the Hulu Sungai Utara District Investment, Integrated One-Stop Service, and Manpower Agency. As for the things the researcher found based on the results of observations at the Amuntai Vocational Training Center (BLK) that make competency-based training programs less effective in efforts to overcome unemployment, they are:

1. The socialization of the competency-based training program conducted at the Amuntai Vocational Training Center (BLK) has not been effective. The socialization was not done directly to the community, but only thru social media such as Instagram, WhatsApp, and Facebook. Many people are unaware of the competency-based training program.
2. The lack of time for implementing the competency-based training programs conducted by the Amuntai Vocational Training Center (BLK), which are carried out for approximately one month or 33 days, necessitates a training duration of about 2 or 3 months for each program so that participants can master the learning and easily operate in the industrial world or start their own businesses.
3. The facilities and infrastructure for training aids at the Amuntai Vocational Training Center (BLK) are inadequate, such as industrial sewing machines, automotive practice tools, and electrical engineering practice tools. Consequently, the practice carried out at the Amuntai Vocational Training Center (BLK) was not completed to its full potential.

Based on the above phenomenon, the researcher is interested in conducting a study titled "The Effectiveness of Competency-Based Training Programs in Addressing Unemployment at the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency." Research Focus This research focuses on "The Effectiveness of Competency-Based Training Programs in Combating Unemployment at the Amuntai Vocational Training Center in North Hulu Sungai Regency."

### **Problem Formulation**

1. How effective is the competency-based training program in addressing unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency?
2. What factors influence the effectiveness of competency-based training programs in addressing unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency?

### **Research Objectives**

1. To determine the effectiveness of the Competency-Based Training Program in addressing unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency.

2. To determine the factors influencing the effectiveness of competency-based training programs in efforts to combat unemployment at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency.

### **Theoretical Review**

1. Human Resource Management According to [1], [2], [3], [4], [5], [6], [7], [8], [9], in her book on human resources (HR), "it is one of the important factors in development." On a macro level, factors in development inputs, such as natural, material, and financial resources, will not provide optimal benefits for improving people's welfare without the support of an adequate supply of human resources, both in terms of quality and quantity.
2. The Concept of Effectiveness Effectiveness comes from the verb "effective." According to the Great Indonesian Dictionary, the word "efektif" means effect, influence, consequence, or capable of producing results. So, effectiveness is the activity, usefulness, and suitability of a person's actions in carrying out a task with the intended goals.
3. Competency-Based Training Competency-based training (CBT) is one form of non-formal education. The training program is part of human resource planning. The training program is implemented to meet the need for competent workers in specific fields.
4. Unemployment Unemployed people are those who are part of the workforce aged 15 to 64, are actively seeking employment, and have not yet found it. People who are not currently looking for work, such as housewives, middle school, high school, and university students, and others who, for some reason, do not or have not yet needed a job.
5. Vocational Training Center The Vocational Training Center (BLK) is a container that houses training activities to provide, acquire, improve, and develop skills, productivity, discipline, work attitude, and work ethic, with a greater emphasis on practice than theory. Balai Latihan Kerja, often referred to by the abbreviation BLK, is an infrastructure and facility for training to acquire skills or to deepen expertise in one's respective field.

## **RESEARCH METHOD**

### **Research Approach**

The approach used in this study is a qualitative approach, which examines the Effectiveness of Competency-Based Training Programs in Efforts to Overcome Unemployment at the Amuntai Labor Training Center in North Hulu Sungai Regency.

With this approach, emerging and occurring problems can be identified and analyzed in greater depth.

### **Research Type**

The research uses a descriptive qualitative research design. Qualitative research is defined as a research procedure that generates data, while descriptive data consists of written or spoken words from observed individuals and behaviors.

### **Data and Data Sources**

#### **1. Primary Data**

This data is sourced directly from informants; in practice, it was obtained thru direct interviews with informants in the field. An informant is a person who is considered to be well-informed about the issue being researched.

#### **2. Secondary Data**

According to [10], [11], [12], [13], [14], [15], [7], secondary data is defined as a source that indirectly provides data to the data collector. In other words, secondary data is supporting data related to the issues of this research.

#### **3. Data Source**

In this study, data was obtained from 16 informants consisting of the Head of the UPTD BLK Amuntai, Administrative Staff, Instructors, training participants, and community members at the Amuntai Vocational Training Center (BLK). Operational Design of the Research Regarding research on the effectiveness of competency-based training programs in efforts to combat unemployment at the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency, a research operational design was created to measure the effectiveness of a concept.

## **RESULTS AND DISCUSSION**

### **1. Program Understanding**

#### **a. Socialization of the training program**

Based on the results of interviews and observations, it can be concluded that the socialization of the competency-based training program at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency is not yet effective because direct socialization has not been carried out. Instead, socialization is done thru social media such as Instagram, Facebook, and banners, which means the public receives information late.

#### **b. Understanding the Training Program**

Based on the results of interviews and observations, it can be concluded that the understanding of the competency-based training program at the Amuntai Vocational Training Center (BLK), North Hulu Sungai Regency, is already effective. Training participants are able to understand the program being implemented and it is already in accordance with the community's needs regarding the program, allowing them to operate it easily in the industrial world.

## **2. Target Achievement**

### **a. As per Training Target**

Based on the results of interviews and observations, it can be concluded that the competency-based training program at the Amuntai Vocational Training Center (BLK), North Hulu Sungai Regency, is effective and meets the set targets, with an age range of 18 to 30 years and a total of 16 training participants per program specialization. b. In accordance with SOP Based on the results of interviews and observations, it can be concluded that the standard operating procedure (SOP) for the competency-based training program at the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency is effective and in accordance with the training program being implemented, and is working to address unemployment.

## **3. Satisfaction with the Program**

### **a. Implementation of the Training Program**

Based on the results of interviews and observations, it can be concluded that the competency-based training program at the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency is not yet effective, as it is conducted for approximately 33 days with policies determined by the central government.

### **b. Results experienced**

Based on the results of interviews and observations, it can be concluded that the perceived results are not yet effective regarding the competency-based training program implemented by the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency, because the observed practical results are still imperfect due to limitations in facilities and infrastructure.

## **4. Input and Output Levels**

### **a. Availability of Training Funds**

Based on the results of interviews and observations, it can be concluded that the availability of training funds at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency is not yet effective, due to limitations in the APBD and APBN funds allocated for training.

### **b. Availability of Facilities and Infrastructure**

Based on the results of interviews and observations, it can be concluded that the availability of facilities and infrastructure at the Amuntai Vocational Training Center (BLK) is not yet effective. Because it can be seen that the practice tools they use are insufficient, their condition is old, and this hinders practical activities. The building for soft skills classes still uses workshops, and there is no building available to support this learning.

## **5. Achieving Comprehensive Goals**

### **a. Quality of Training Alumni**

Based on the results of interviews and observations, it can be concluded that the quality of alumni participants from the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency is not yet effective. Some training participants have been able to open their own businesses, while others have entered industrial jobs.

### b. Impact felt

Based on the results of interviews and observations, it can be concluded that the impact felt regarding the competency-based training program at the Amuntai Vocational Training Center (BLK) in Hulu Sungai Utara Regency is that it is effective and beneficial for training participants, enabling them to acquire the skills to work.

## CONCLUSION

**Fundamental Finding :** The competency-based training program at the Amuntai Vocational Training Center (BLK) in North Hulu Sungai Regency has not been fully effective in addressing unemployment, as several indicators show uneven performance, where participant understanding, alignment with training targets, compliance with SOPs, and impact in terms of skill acquisition are considered effective, while program socialization, implementation duration, outcomes, funding availability, facilities and infrastructure, and alumni employment quality remain less effective. **Implication :** These findings indicate that although the program is capable of equipping participants with relevant skills for employment or entrepreneurship, structural and managerial weaknesses reduce its overall contribution to reducing unemployment, particularly in ensuring sustainable job absorption after training completion. **Limitation :** The effectiveness of the program is constrained by limited training funds, inadequate and outdated practice equipment, insufficient training duration, limited employment opportunities, and incomplete program outreach, which collectively hinder optimal learning outcomes and post-training employability. **Future Research :** To enhance program effectiveness, it is recommended that the Head of the Amuntai Vocational Training Center conduct direct program socialization, extend the training implementation period, improve and modernize facilities and infrastructure, introduce new and attractive competency-based training programs, and strengthen participant discipline, so that the competency-based training program can function more optimally in supporting workforce readiness and reducing unemployment in the region.

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