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VOL 4, NO 1 (2022)

doi: <https://doi.org/10.17509/ijace.v4i1>

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MOBILE TRAINING UNIT MANAGEMENT IN YOUTH EMPOWERMENT IN MUSHROOM CULTIVATION TRAINING AT UPT WORK TRAINING CENTER, JEMBER

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First draft received: Jul 18, 2022

Date Accepted: Aug 02, 2022

Final proof received: Aug 24, 2022

Abstract

In this modern era, there are many problems that arise in the community, one of them is the difficulties to find a job because of lack experience. Training is very important to our lives. Nowadays, there are a lot of training institutes. However, the majority of the training institutions are located on the town while Therefore, come up a innovation that is Mobile Training Units (MTU) that will be an innovation for them who are still got difficulties to reach the training location. This research used a qualitative. UPT BLK Jember is a research area using purposive area, observations, interviews, and documentations. The technique of determining the research participants is using a snowball sampling, then the informant is the management and participant . The data analysis is done by using Miles and Huberman models i.e. data collection, data reduction, data percentration, and conclusions. The conclusion of this research is management that is conducted by the instructor of UPT BLK has been effective and efficient in empowering the trainees.

Keywords: Management, Mobile Training Units, Youth Empowerment, Training Mushroom

To cite this paper (in APA style):

Rakadewa, E. (2022). Manajemen Mobile Training Unit Dalam Keberdayaan Pemuda Pada Pelatihan Budidaya Jamur Di Upt Balai Latihan Kerja Kabupaten Jember. *Indonesian Journal of Adult and Community Education*, 4(1), 46-48. doi:

INTRODUCTION

In modern times, there are many problems that arise in society, one of which is the difficulty in finding a job due to a lack of provisions or experience. In carrying out its role, non-formal education can solve problems that are a burden to society. One of them is training, training is very important for our life. Currently, there are many training institutions that have started to emerge, from training institutions for computers, automotive, screen printing, delivery, and many others. However, the majority of training institutions are located in cities, and there are still no remote villages.

Therefore, the MTU (Mobile Training Unit) appeared which was an innovation for those who had difficulty reaching training locations. MTU has been carried out by an institution in Jember called UPT BLK. Maysaratul (2018) stated that the Mobile Training Unit program is often referred to as MTU, MTU is a training program that grows from the bottom (bottom-up) whose management is from, by and for the community. Similar to what was disclosed by Miftahul (2016) the implementation of mobile training (Mobile Training Unit) is aimed at job seekers and unemployed people in remote areas of the village to be empowered and improve the competencies that the community has, which previously could not be maximized. The MTU program functions to train job seekers and the unemployed in remote areas. The essence of empowerment includes three things, namely development (enabling), strengthening potential or power (empowering), and creating independence. According to Mardikanto (2010: 40) empowerment is the ability to build independent human resources in managing the resources in it.

In implementing the MTU program, one important component is management. The basic functions of management are planning, organizing, implementing, supervising, evaluating so that the set goals can be achieved. Management of the Mobile Training Unit is carried out to find out whether the ongoing management process is efficient in empowering young people participating in the training.

METHODS

This study uses a qualitative research approach to explore descriptive information. This research was conducted for 6 months, starting from December 2018 to May 2019 with details of 1 month of preparation, 2 months of research and revision, 3 months of completion. UPT Vocational Training Center of Jember Regency as a place of research using purposive areas, observations, interviews, and documentation. The technique for determining research informants used snowball sampling. according to Sugiyono (2012: 85) snowball sampling is a data sampling technique by selecting certain people who are considered to provide the necessary data. The key informants in this study were the Mushroom Cultivation MTU program managers, while the supporting informants were Mushroom Cultivation MTU participants.

RESULTS AND DISCUSSION

The management carried out by the UPT Vocational Training Center is very well structured so that it can facilitate the achievement of the objectives of the mushroom cultivation training, namely that young trainees become empowered after attending the training. Based on this, participants who have participated in the training have received improvements in vocational skills and academic skills so that they are empowered before attending the training.

The planning that has been carried out by the UPT Vocational Training Center is that those who wish to hold an MTU must send a proposal which includes four elements, namely the formulation of a vision and mission, internal environmental assessment, external environmental assessment, and strategy formulation. Before the training begins, the party who will conduct the training must prepare a warehouse where the baglogs are stored, this is intended so that it does not take up set training time or hours, so that the training can run as expected.

The training method has been selected and uses lecture and practical methods. In the mushroom cultivation training conducted by the UPT Vocational Training Center, it emphasizes direct practice. Without good and structured planning, the training process will not run optimally so that in the end the objectives of the initial planning will not be achieved. In line with what was expressed by Barnawi and Arifin (in Farhurohman, 2017) explaining planning is a result-oriented process to be achieved within a certain period of time by taking into account the potential, opportunities and constraints that may arise.

The implementation of the training that has been carried out is the training process for five days starting from Monday to Friday for six to eight hours in each meeting. The instructor as part of the UPT Work Training Center has maximized the time for the training so that it is finished on time with all the practices that have been carried out without missing anything. The use of free learning media has also been maximized. The implementation carried out must be in accordance with the initial plan, so that it is in accordance with the initial objectives to be achieved. The UPT Work Training Center has carried out the implementation according to the initial plan, so that the results are as expected.

Implementation is an effort for all group members to carry out efforts to achieve a goal with their own awareness and still be guided by planning. According to Sutomo (2012: 14) defines implementation as the whole effort, ways, techniques and methods to encourage members to be willing and sincere to work as well as possible in order to achieve goals effectively, efficiently and economically.

Assessment or evaluation by the instructor from the UPT Training Center is carried out after each stage is completed, the time is also flexible according to the schedule of the participants, making it easier for all participants to take part in the evaluation. In carrying out the evaluation, the instructor collects data from the results of the participants' activities and processes it so that it becomes a value which will eventually be presented in the form of a certificate. Certificates will be given to participants after the training is complete.

With the results of this research, the UPT Vocational Training Center has carried out an assessment or evaluation in accordance with the theory presented by Sudjana (2010: 9) which suggests that, assessment is an activity of collecting, processing, and presenting data for input in making decisions regarding programs that are currently or have been implemented. implemented. The assessment action aims to find out whether the activity process was successful or not. With this assessment it will be known which ones need to be improved, and then to improve future activities.

So that the management process carried out by the UPT Vocational Training Center has been effective, making the trainees understand and have new knowledge which makes the young trainees empowered from previously not understanding the cultivation process to understanding and understanding what processes and materials will be used in mushroom cultivation.

Vocational skills are a form of specific skills that lead to individual abilities in working or realizing a work. These skills are more suitable for individuals who will pursue jobs that rely more on psychomotor skills.

Supriyanto (2012) explains that vocational is known only in a narrow sense, which means work so that its implementation is only temporary or when individuals need it. In other words, vocational skills are the ability and courage to face life's problems, then proactively and creatively seek and find solutions to overcome them.

They managed to find money and make their own money. Young people participating in the training succeeded in solving their life problems who were previously unemployed. Judging from the overall progress of the youth participating in the training, the UPT Vocational Training Center has succeeded in empowering the youth participating in the training.

Youth empowerment in mushroom cultivation training towards thinking or academic skills. These two aspects are related to one another. Judging from the progress of the youth training participants as a whole, it was very clear that the difference was visible when the first time the young participants participated in the MTU program they still did not have insight or knowledge about mushroom cultivation after attending the training the participants were able to understand how to cultivate mushrooms in detail and structure, and the young participants also managed to grow their entrepreneurial spirit by opening their own mushroom cultivation business. So the empowerment of youth in mushroom cultivation training has been successful.

Overall, the empowerment of participants in mushroom cultivation training at UPT BLK Jember Regency is appropriate if it is linked to the theory from Kindervatter (in Anwar, 2007: 77), namely viewing empowerment as a process of giving strength or power in the form of education that aims to raise awareness, understanding and sensitivity of citizens. learn about social, economic and political developments so that in the end he has the ability to improve and increase his position in society. The training participants have developed and have abilities that were not previously possessed after participating in the training, and going through stages that make the participants rise from their powerlessness.

CONCLUSION

The conclusion of this study is that the management carried out by the MTU program manager has been effective and efficient in empowering training participants, the planning that was prepared from the start has been achieved as desired, the 120-160 hours of training hours are used optimally so that all material and practice in its implementation does not some were wasted, the intensive practice which was carried out for 6 days also made the participants have new provisions for living life in the future. Participants have skills that are ready to be used to compete in the world of work. An assessment or evaluation has also been carried out to overcome the deficiencies experienced by the youth participating in the training, the instructors are also still responsible after the participants have finished attending the training, by supervising all former participants. Suggestions For training managers, managers should better direct instructors and assistant instructors to be able to guide training participants when opening a business. For other researchers, they can research coaching after attending training.

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