

THE ROLE OF APPRENTICESHIP JOB TRAINING INSTITUTIONS IN THE COUNTRY ACCORDING TO PERMENAKER NO. 6 OF 2020 IN KARAWANG REGENCY

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Abstract

Amid the rapidly evolving economic landscape, challenges in the labor market are becoming increasingly apparent. One major issue faced by many graduates of vocational high schools (SLTA/SMK) and universities is the difficulty in obtaining employment that aligns with their skills and expectations. This study aims to examine the role of Job Training Institutes (LPK) in implementing domestic internship programs in accordance with Minister of Manpower Regulation No. 6 of 2020, with a focus on Karawang Regency. Internships are viewed as a strategic solution to enhance workforce competence and competitiveness while simultaneously reducing unemployment rates. This research employs a qualitative approach designed to understand phenomena within their social context, emphasizing in-depth interaction and communication between the researcher and the subjects studied. The method is structured to collect, analyze, and interpret qualitative data. The findings indicate that internship programs contribute significantly to improving participants' skills, expanding professional networks, and creating employment opportunities. However, implementation challenges remain, including limited human resources, weak regulatory oversight, and the prevalence of illegal brokerage practices. Therefore, strong collaboration among the government, training institutions, and industry stakeholders is essential to building a sustainable and regulation-compliant internship ecosystem.

I. Introduction

In the midst of rapidly developing economic dynamics, challenges in the world of work are increasingly real. One of the big challenges experienced by many graduates at the high school/vocational and university levels is the difficulty of getting a job that is in line with their skills and expectations. Many new graduates have to deal with the fact that the work experience required by the company is often a major barrier in the hiring process. This has led to an increasing number of educated unemployed who have difficulty getting a job despite having adequate education.

In addition, other problems also come from the company side, the number of companies, one of which is small and medium companies, which have difficulty paying the increasingly high City Minimum Wage (MSE). This increasing cost pressure has led some companies to limit the number of permanent employees and prefer to reduce budgets for training or development of new employees. This situation makes job opportunities even more limited, and the situation becomes even more difficult for people looking for work, namely those who have just graduated and need experience to strengthen their competitiveness in the job market.

However, one solution that can help both job seekers and companies is apprenticeships. The apprenticeship program provides an opportunity for job seekers to gain hands-on experience in the world of work without having to meet high work experience requirements. On the other hand, companies can reduce costs by providing training to interns, while evaluating the employee's potential to become permanent employees in the future. In this way, apprenticeships are a win-win solution that not only provides benefits for job seekers who need experience, but also companies that want to get skilled labor without having to bear too heavy a cost burden.

Through this apprenticeship program, it is hoped that more job opportunities can be created that can reduce the unemployment rate, as well as help companies develop human resources in an efficient and affordable way.

One of the strategic efforts to improve workforce competence is apprenticeship. This allows them to compete in the job market. The apprenticeship program gives participants the opportunity to learn and work in the company first-hand, allowing them to apply their knowledge in real life. The government issued Regulation of the Minister of Manpower (Permenaker) Number 06 of 2020 to regulate the implementation of apprenticeships in the country. This

regulation regulates the rights, obligations, and mechanisms that must be fulfilled by the organizer and apprenticeship participants.

The Job Training Institute (LPK) is one of the institutions that actively organizes apprenticeship programs. This organization is responsible for matching the needs of the industry with the needs of skilled labor.

Job training institutions face many problems during their implementation, such as ensuring apprenticeship programs are in line with industry needs, improving participants' abilities, and ensuring the quality of training. In addition, this institution is also responsible for protecting apprentices, such as providing job safety guarantees and other rights that are regulated by law. In addition to adding value to the company where the internship is located, this goal is to have an experience to learn that has benefits for the participants. The success of the implementation of Permenaker Number 06 of 2020 can be measured through the success rate of the apprenticeship program organized by Monas Edukasi Indonesia. Increasing participant competence, labor absorption, and satisfaction of apprenticeship partners are some of the evidence of this success. The organization of good apprenticeships helps development.

Must be able to comply with and implement these regulations regularly so that the apprenticeship program can provide the best benefits for all parties. Compliance with these regulations is also one of the main indicators in evaluating how well the institution is running the apprenticeship program. Job training institutions also play an important role in supporting the government's plan to reduce the unemployment rate. The organization also helps participants improve their employability skills by providing relevant and quality apprenticeship programs. This makes them better prepared to work in the world of work. One of the keys to the success of this program is cooperation with various companies, especially in providing a learning environment that suits the needs of the industry. In addition, it is expected to teach participants about the importance of work ethics, professionalism, and adaptability to the apprenticeship program that has been implemented is also an important step to ensure that the program will survive and succeed in the future.

Job training institutions as apprenticeship organizers in the country are increasingly important to produce proficient and professional employees with all the challenges and opportunities that exist. This organization is expected to be a model for the implementation of apprenticeships in Indonesia if it is done well in accordance with Permenaker Number 06 of 2020.

In addition, governments, companies, and communities must work together to build a safe and sustainable apprenticeship ecosystem.

This study examines the role of Job Training Institutions (LPK) in the implementation of apprenticeship programs in Karawang Regency in accordance with Permenaker No. 6 of 2020. To understand this role, several theoretical approaches are used as the basis for analysis: Human Capital Theory – Gary Becker. This theory explains that the skills, knowledge, and experience that a person has is a form of capital that can increase his productivity in the job market. In this context, apprenticeships facilitated by LPKs such as Monas Edukasi Indonesia are a form of investment in human capital development, as participants receive practical training and work experience that increases their competitiveness.

Then, Institutional Theory. This theory emphasizes the importance of the role of institutions in creating structures, norms, and regulations in society. LPK as a training institution plays a role not only as a training facilitator, but also as an institution responsible for the implementation of apprenticeship programs in accordance with regulations, such as Permenaker No. 6 of 2020. Compliance with this regulation is an indicator of the success of LPK in carrying out its institutional functions. Then there is the Skills Gap Theory. This theory illustrates the mismatch between the skills possessed by the workforce and the needs of the industrial world. Apprenticeships serve as a bridge to overcome this gap, where participants are trained directly in the relevant work environment, so that the skills gained are in accordance with the company's needs.

Triple Helix Model. This model describes the synergy between three parties: government, industry, and educational/training institutions. In the context of this study, the success of the apprenticeship program in Karawang depends on the collaboration between the Manpower Office (government), partner companies (industry), and LPK (vocational education). All three must support each other to create an effective and sustainable apprenticeship system.

The previous research that became a reference and reference is as follows: a). Increasing the competency of the workforce in North Kalimantan (Silviani, 2023) shows that the apprenticeship program has improved the competence of the workforce. This success is supported by the existence of Job Training Institutions through good communication between the government and companies; b). Implementation of Permenaker No. 6 of 2020 concerning domestic apprenticeship programs in the field of Training and Productivity of the East Java

Manpower and Transmigration Office (Andriyani Kristina, et al, 2024) This study shows that the implementation of the apprenticeship program in East Java has gone well with the role of the Job Training Institute in collaboration with related agencies to reduce the unemployment rate in East Java province.

From the explanation of the background above, the author then limits the formulation of the problem in this research, namely: first, how to regulate apprenticeship job training institutions in the country according to Permenaker No. 6 of 2020 in Karawang Regency. And second, what are the challenges and obstacles faced by domestic apprenticeship job training institutions in Karawang Regency and the factors that affect them.

Research Method

In this study, the researcher uses a research method with a qualitative approach that aims to understand a phenomenon in social contact naturally by prioritizing the process of in-depth communication between the researcher and the phenomenon to be discussed. This method is also designed to collect, analyze, and understand qualitative data. According to (Arikunto, 2006) qualitative research is relatively new or young research compared to quantitative, and of course these two studies have weaknesses, advantages or disadvantages. The researcher in this study used qualitative data as the type of information used. Qualitative data refers to information that cannot be measured directly, but through observation and interpretation (Hadi, 2015:91). In addition, according to Muhadjir (1998:29), qualitative data is data that is conveyed in the form of narratives or words, not in numerical format. Therefore, qualitative data is generally in the form of verbal descriptions and does not use numbers as measurements. In the context of this study, the examples of qualitative data analyzed include an overview of the object being studied, which describes important aspects of the observed phenomenon, which include: Job Training and Apprenticeship Institute, explanation of the effectiveness of the institution according to Prmenaker No. 6 of 2020.

The source of information used in this study did not go through a manipulation process as is common in filling out questionnaires, and was not arranged in a specific experimental group. The elements involved in the research, such as the object being studied, the information collected, as well as the tools used to collect the data, may change or adjust according to the needs of the ongoing research. The qualitative data analyzed is generally in the form of sentence snippets or conversations, interview results, and direct observations made in the field. In other words, this

approach emphasizes flexibility and the ability to adapt the method according to the conditions that exist during the data collection process. In this study, the researcher will also take data from research sources, namely job training and apprenticeship institutions. There are various methods that are often applied in qualitative data collection, including in-depth interviews, direct observations, focus group discussions (FGD), and document analysis. Each of these techniques is used to obtain more in-depth and contextual information, with interviews that focus on direct conversations with individuals, observations that rely on observations of behaviors or events, FGDs that gather opinions from groups of people in discussions, and document studies that analyze relevant written sources. The location of the research conducted by the researcher is at LPK Monas and companies that collaborate with LPK. As for the research time, it was from February to April.

2. Results and Discussion

The regulation of apprenticeship job training institutions in the country according to Permenaker No. 6 of 2020 in Karawang Regency.

Internship programs provide several benefits for companies, especially in the aspects of increased productivity, human resource development, and cost efficiency. Here are the main benefits of apprenticeships for companies:

1. Getting a trained and potential workforce. Interns can be prospective employees who already have work experience in the company, so it is easier to adapt if recruited as a permanent employee.
2. Reduced recruitment and training costs. With the internship program, companies can save costs in finding and training new employees because interns have received coaching during the program.
3. Increase productivity and Work efficiency. Interns can assist in completing operational work, so employees can stay more focused on their core tasks

With this benefit, the apprenticeship program not only provides for participants, but also becomes an effective strategy for companies to build a more competent and quality work team.

Permenaker No. 6 of 2020 ensures that apprenticeships are not just cheap labor, but really become a learning and job training program for participants to improve their competence.

The apprenticeship program in Karawang Regency has helped improve the skills and

knowledge of interns in several ways:

1. **Direct Work Practice:** The internship program allows interns to do hands-on work practice in the company, so they can gain experience and skills that are appropriate to the type of job they want to achieve. These skills include practical knowledge and abilities that support performance in a given position, enabling individuals to meet the demands of the job effectively and efficiently.
2. **Mentorship and Supervision:** Companies that accept interns typically provide adequate guidance and supervision, so that interns can obtain constructive direction and feedback to enhance their skills and knowledge.

Challenges and obstacles faced by domestic apprenticeship job training institutions in Karawang Regency and the factors that affect them.

There are challenges and obstacles in the implementation of Law No. 13 of 2003 and Permenaker No. 6 of 2020.

i. **Permenaker of the Republic of Indonesia No. 6 of 2020**

The challenges and obstacles in the implementation of Permenaker No. 6 of 2020 in Karawang Regency are:

- **Low Human Resources:** There is still a large number of local workers who lack sufficient skills and insight to be able to compete effectively in the job market. This is due to limited access to relevant training or lack of opportunities to develop skills needed by industry. As a result, many local workers are finding it difficult to adjust to the increasingly complex and dynamic demands of work.
- **Lack of Supervision and Regulatory Enforcement:** Weak supervision and enforcement of regulations allows companies to violate applicable provisions.

To overcome these challenges and obstacles, some of the ways that can be implemented are:

- **Improving the Quality of Human Resources:** The Karawang Regency Regional Government has the opportunity to encourage the improvement of the quality of the workforce by organizing training programs as well as the development of technical and non-technical capabilities. Through this step, local people will have the opportunity to deepen their competencies, both in terms of practical skills and soft skills, so that they are better prepared to face competition in the modern world of work. These efforts are also expected to be able to

create human resources that are adaptive, innovative, and in line with current industrial needs.

In addition, the implementation of Permenaker No. 6 of 2020 also needs to be supported by effective policies and good coordination between the government, companies, and the community. Thus, employment opportunities for local workers can be increased and the unemployment rate can be minimized.

ii. Law No. 13 of 2003

The challenges and obstacles to the implementation of Law No. 13 of 2003 in Karawang Regency are:

1. - Regulatory Dynamics: The enactment of Karawang Regency Regional Regulation Number 11 of 2011 concerning Manpower Management, which stipulates provisions regarding the proportion of absorption of labor from the region and outside the region, has given rise to various dynamics in the practice of regulation. This rule not only has implications for efforts to expand access to employment for local residents, but also raises debates regarding the application of the principle of justice without discrimination. In practice, this regulation must be carried out by considering the balance between the protection of the rights of local citizens and respect for the rights of workers from outside the region, so as not to cause social inequality and industrial tensions in the region.
2. - Limited Employment Opportunities: Karawang Regency has the highest Regency Minimum Wage in Indonesia, thus attracting a lot of workers from outside the region, which can limit employment opportunities for local workers.
3. - Discrimination: The implementation of local labor placement can potentially discriminate against non-local workers.
4. - Supervision and Regulatory Enforcement: Weak supervision and enforcement of regulations can allow companies to violate applicable provisions.
5. - Limited Human Resources: Local workers have the potential to face limitations in terms of mastering the skills and understanding needed to compete optimally in the world of work. This condition can be caused by a lack of access to quality education, a lack of vocational training, or delays in keeping up with the development of industrial needs. Without sustained capacity building, local workers are at risk of falling behind in increasingly intense competition, both at the regional and national levels.

To overcome these challenges and obstacles, several ways that can be implemented include:

1. - Improving the Quality of Human Resources: The Karawang Regency Government Authority has a strategic role in strengthening the capacity of human resources through the implementation of training programs and skill development. By conducting various competency development activities, local communities will gain technical expertise and adaptive capabilities that are relevant to the needs of modern industries. This initiative not only aims to increase job opportunities, but also strengthen the competitiveness of local workers so that they can contribute more optimally to regional economic growth.
2. - Stricter Supervision and Enforcement of Regulations: The Karawang Regency Government needs to increase supervision and enforcement of regulations to ensure that companies comply with applicable regulations.
3. - Expanding Employment Opportunities: The Karawang Regency Government can expand employment opportunities for local workers through cooperation with companies and training institutions.
4. - Supervision and Monitoring: The Karawang Regency Government needs to supervise and monitor the implementation of Law No. 13 of 2003 to ensure that the rights of local and non-local workers are protected.

Factors Factors that affect the apprenticeship program.

The factors that affect the apprenticeship program in Karawang Regency are:

i. Internal Factors

1. - Commitment and Trust: Commitment and trust between actors, such as governments, companies, and communities, greatly influence the success of apprenticeship programs.
2. - Quality of Human Resources: The quality of human resources, including skills and knowledge, affects the ability of interns to compete in the job market.
3. - Work Motivation: The work motivation of interns also affects the success of the internship program.

ii. External Factors

1. - Supervision and Regulatory Enforcement: Weak supervision and enforcement of

regulations can allow companies to violate applicable provisions.

2. - Limited Employment Opportunities: Limited employment opportunities in Karawang Regency can affect the success of apprenticeship programs.
3. - Regulatory Dynamics: Regulatory dynamics, such as changes in policies and regulations, can affect the implementation of apprenticeship programs.^{1 2}

iii. Other Factors

1. - Cooperation with the Company: Cooperation with the company can affect the success of the apprenticeship program.
2. - Supervision and Monitoring: Effective supervision and monitoring can ensure that the apprenticeship program is running well.

The apprenticeship program in Karawang Regency has helped improve the skills and knowledge of interns in several ways:

Improving Skills and Knowledge

1. Direct Work Practice: Apprenticeship programs allow interns to do hands-on work practice in the company, so they can gain experience and skills relevant to the desired job sector.
2. Mentorship and Supervision: Companies that accept interns typically provide adequate guidance and supervision, so that interns can obtain constructive direction and feedback to enhance their skills and knowledge.
3. Training and Development: Apprenticeship programs often include training as well as development designed to enhance the skills and knowledge of interns, such as technical training, communication training, and leadership training.
4. Cooperation with Companies: Internship programs allow companies to work closely with interns on relevant projects, so that interns can gain experience and skills that are aligned with the desired job sector.

The results achieved include:

1. Skills and Knowledge Enhancement: Apprenticeship programs have helped to improve the skills and knowledge of interns, so that they can become more competent and ready to enter the workforce.

2. Increased Employment Opportunities: The apprenticeship program has helped increase employment opportunities for interns, as they have acquired skills and knowledge that are aligned with the desired field of work.
3. Improving the Quality of Human Resources: The apprenticeship program has helped to improve the quality of human resources in Karawang Regency, because the interns have gained skills and knowledge that are in line with the desired field of work.

Comparison of the Effectiveness of Apprenticeships from Law No. 13 of 2003 with Permenaker No. 6 of 2020.

i. Permenaker No. 6 of 2020

The advantages of Permenaker No. 6 of 2020 regarding apprenticeships are as follows:

1. Clearer arrangements: Permenaker No. 6 of 2020 provides clearer arrangements on apprenticeships, making it easier to implement and supervise.
2. Improving the quality of apprenticeships: Permenaker No. 6 of 2020 aims to improve the quality of apprenticeships, so that apprentices can gain better skills and knowledge.
3. Protection of interns: Permenaker No. 6 of 2020 provides protection to interns, so that they can feel safe and comfortable during the internship process.
4. Increasing public awareness: Permenaker No. 6 of 2020 can increase public awareness of the importance of apprenticeships, so that more people can understand the benefits of apprenticeships.
5. Better supervision and evaluation: Permenaker No. 6 of 2020 provides regulations regarding supervision and evaluation of apprenticeships, so that the implementation of apprenticeships can run better and efficiently.

The benefits for Interns are as follows:

1. Improving skills and knowledge: Apprenticeships can improve the skills and knowledge of interns, so they can become more competent and ready to enter the workforce.
2. Increase employment opportunities: Apprenticeships can increase employment opportunities for interns, so they can get better jobs.
3. Increase income: Apprenticeships can increase the income of interns, so they can earn better income.

In addition to the benefits for the interns, there are also benefits for the Company:

1. Improving the quality of the workforce: Apprenticeships can improve the quality of the workforce, so that companies can get a more competent workforce and are ready to work.
2. Increase productivity: Apprenticeships can increase the company's productivity, so that the company can produce better results.
3. Raising the company's reputation: Apprenticeships can improve the company's reputation, so that the company can gain a better image in the eyes of the public.

ii. Law No. 13 of 2003

Law Number 13 of 2003 concerning Manpower is a legal instrument designed to regulate various aspects of industrial relations, including the rights and obligations that must be fulfilled by workers and companies. This regulation was prepared with the main purpose of providing guarantees for the protection of labor rights, as well as requiring companies to submit to and comply with labor standards that have been set nationally. With the existence of this law, it is hoped that fair, balanced employment relationships will be created, and support an employment climate that is conducive to economic growth and common welfare.

Advantages of Law No. 13 of 2003

1. Wider Scope: Law No. 13 of 2003 has a wider scope compared to Permenaker No. 6 of 2020, because it discusses general employment.
2. More Comprehensive Employment Principles: Law No. 13 of 2003 provides more comprehensive employment principles, such as the principles of equality, justice, and worker protection.

The shortcomings of Law No. 13 of 2003 include:

1. More Complicated Procedures: Law No. 13 of 2003 has a more complicated procedure compared to Permenaker No. 6 of 2020, because it requires other regulations to support its implementation.
2. Less Strict Sanctions: Law No. 13 of 2003 has less strict sanctions for companies that do not comply with labor regulations, so that it can reduce the effectiveness of this law.

However, Law No. 13 of 2003 still has advantages in several aspects, such as:

1. Wider Scope: Law No. 13 of 2003 has a wider scope compared to Permenaker No. 6 of

2020, because it discusses employment in general.

2. More Comprehensive Employment Principles: Law No. 13 of 2003 provides more comprehensive employment principles, such as the principles of equality, justice, and worker protection.

Overall, both Permenaker No. 6 of 2020 and Law No. 13 of 2003 Each regulation has its own superior characteristics and limitations. Therefore, it is crucial to understand in depth and apply the two legal provisions in an appropriate and optimal way. This approach aims to maximize the benefits of each regulation, while minimizing potential weaknesses, resulting in fair, effective legal enforcement that supports the achievement of the expected regulatory objectives.

Improvements made from Law No. 13 of 2003 to Permenaker No. 6 of 2020

The improvements made from Law No. 13 of 2003 to Permenaker No. 6 of 2020 include several important aspects in employment. Here are some of the significant changes:

1. Clearer arrangements: Permenaker No. 6 of 2020 provides clearer arrangements on apprenticeships, making it easier to implement and supervise.
2. Improving the quality of apprenticeships: Permenaker No. 6 of 2020 aims to improve the quality of apprenticeships, so that apprentices can gain better skills and knowledge.
3. Protection of interns: Permenaker No. 6 of 2020 provides protection to interns, so that they can feel safe and comfortable during the internship process.
4. Better supervision and evaluation: Permenaker No. 6 of 2020 provides regulations on supervision and evaluation of apprenticeships, so that the implementation of apprenticeships can run more effectively and efficiently.

The changes and additions of substances made are also listed as follows:

1. Definition of apprenticeship: Permenaker No. 6 of 2020 provides a clearer and more specific definition of apprenticeship.
2. Apprenticeship objectives: Permenaker No. 6 of 2020 provides clearer and more specific apprenticeship objectives.
3. Apprenticeship process: Permenaker No. 6 of 2020 provides clearer and more specific arrangements for the apprenticeship process.

- a) Regulations on the rights and obligations of interns: Permenaker No. 6 of 2020 provides regulations on the rights and obligations of interns.
- b) Regulations on supervision and evaluation of apprenticeships: Permenaker No. 6 of 2020 provides regulations on supervision and evaluation of apprenticeships.

The Other Improvements are also explained as follows:

1. Use of clearer and simpler language: Permenaker No. 6 of 2020 uses clearer and simpler language, making it easier to understand and implement.
2. More flexible arrangements: Permenaker No. 6 of 2020 provides more flexible arrangements, so that they can be adjusted to different needs and conditions.

4. Conclusion

Permenaker No. 6 of 2020 is a better and more effective regulation in regulating employment in Indonesia compared to Law No. 13 of 2003. In addition, Permenaker No. 6 of 2020 also has a wider scope and more comprehensive employment principles. Thus, it can be concluded that Permenaker No. 6 of 2020 is a better and more effective regulation in regulating employment in Indonesia. Therefore, it is hoped that this regulation can be implemented properly and effectively to increase worker protection and increase legal certainty in employment. The government needs to carry out stricter supervision and regulatory enforcement to ensure that companies comply with applicable regulations. Companies need to increase awareness and compliance with labor regulations to improve worker protection. Workers need to increase awareness and knowledge of their rights and obligations in employment. Thus, it is hoped that Permenaker No. 6 of 2020 can be implemented properly and effectively to increase employment in Karawang district in particular.

Permenaker No. 6 of 2020 is more effective to be used as a reference in the implementation of apprenticeships because it is more specific and applicable. Meanwhile, Law No. 13 of 2003 remains important as a legal umbrella that provides legitimacy and basic principles of employment in Indonesia. In the context of apprenticeships, Permenaker No. 6 of 2020 is more effective and relevant because its content is more detailed, operational, and practical to be applied by apprenticeship organizers such as LPK and Companies. This Permenaker contains things such as program structure, rights and obligations of participants, legal protection, evaluation, and reporting procedures. On the contrary, the Law. No. 13 of 2003 is not detailed

enough if it is used as a direct reference for the technical implementation of apprenticeships in Karawang Regency.

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