

# Evaluation Of 3 In 1 Training Program (Training, Certification, Work Placement) At Padang Industrial Training Center

Dina Nurvita Sari, Ambiyar, Fahmi Rizal

**Abstract** :This study aimed to evaluate the reaction of participant satisfaction, the learning process, behavior changes, and the results of the 3 in 1 Training Program (Training, Certification, Work Placement) at Padang Industrial Training Center. This research was an evaluation study with the Kirkpatrick evaluation model (Reaction, Learning, Behavior, Result). The method used was a mixed method by sequential explanatory. Quantitative data have been obtained by questionnaire to 104 training participants and analyzed by descriptive analysis using Achievement Level Respondents. Qualitative data have been collected by interviewed to 4 informants and observed, and analyzed with data reduction, data display, and make decisions/verification. The final stage of the findings of the study was The Evaluation of 3 in 1 Training Program (Training, Certification, Work Placement) at Padang Industrial Training Center was at sufficient category. Reaction level (learning material indicators provided and modules) and result level (work replacement indicator) should be improved to make a 3 in 1 Training Program (Training, Certification, Work Placement) at Padang Industrial Training Center could be optimally organized. Based on the findings is 3 in 1 Training Program (Training, Certification, Work Placement) at Padang Industrial Training Center can proceed by making improvements at each of its levels.

**Index Terms** :Evaluation Program, Kirkpatrick Model, 3 In 1 Training Program

## 1. INTRODUCTION

According to Permenperin Article 2 No. 40/M-IND/Per/5/2014, the Industrial Training Center has the role to organize education and training for industrial human resources. Therefore, the Padang Industrial Training and Educational Center, which previously held civil apparatus training and training, turned into training for the community. The scope also changed from regional II to national, but because it was new, there were still many participants from cities/ regencies in West Sumatera, South Sumatera, and surrounding areas. Padang Industrial Training and Education Center specialized in embroidery and fashion in 2014. It has 9 competency schemes of training that can be followed and certified after following the training, then placed to work. There are 2 certificates obtained, namely, certificates for attending the training and competency certificates from BNSP when graduated. The government hopes, especially from the Ministry of Industry after the participants' skills are trained in the Industrial Training Center, they can reduce unemployment and increase the growth of new Small and Medium Enterprises (SMEs) by forming Joint Group Enterprises (KUB) in areas where the participant alumni live. The implementation of the 3 in 1 training program has several problems that are often found during these years. Some of these problems are the age of participants who exceed the maximum age limit of 18-35 years, the modules used are from each instructor so that they are not standardized, and differences in educational backgrounds that make a variety of differences in absorption in learning, differences in attitudes and thoughts. In the past few years, there has never been an in-depth evaluation of the 3 in 1 training program (Training, Certification, Work Placement) at the Padang Industrial Training Center. Monitoring and

evaluation is only limited to the participants' alumni working or not after the training. Then a more in-depth evaluation was conducted to find out how participants reacted to the implementation of education and training, changes in knowledge and skills, changes in attitudes and achievement of training programs in the results of certification and work placement results.

## 2 METHOD

There are many evaluation models in evaluating programs, one of them is Kirkpatrick's evaluation model. Evaluation of this model was originally introduced by Donald L. Kirkpatrick in 1959 by using 4 levels to classify the results of training, they are Reaction Level, Learning Level, Behavior Level, and Result Level. The advantage of using Kirkpatrick's evaluation model is that this model is more comprehensive which includes aspects of reasoning, skills and feelings, which are not only learning outcomes but also process, short-term results, and results after the implementation of the program as an object of evaluation but are also easier to implement because few parties involved during the evaluation. Mixed-method is a method used in this study with quantitative and qualitative approaches in a sequential explanation. In this study, the quantitative approach uses numbers scores that are worked out statistically and to show events that occur and are taken from reality in a normal way, not the conditions set by a qualitative approach. Qualitative data is used to confirm the description of quantitative data obtained from interviews, documentation or observations of research subjects.

**Table 1.** Sources of Quantitative Research Data

No Responden	Population	Sampling
3 In 1 Training For Making Clothing Decoration With Hand Sewing Tools Batch I	70	70 ----- x 104 = 52 140
3 In 1 Training For Making Clothing Decoration With Hand Sewing Tools Batch II	70	70 ----- x 104 = 52 140
Jumlah	140	104

- Dina Nurvita Sari, Ambiyar, Fahmi Rizal
- Vocational Technology Education, Padang State University, Padang, Indonesia, [deechacha85@gmail.com](mailto:deechacha85@gmail.com), [ambiyar@ft.unp.ac.id](mailto:ambiyar@ft.unp.ac.id), [fahmi.rizal81@gmail.com](mailto:fahmi.rizal81@gmail.com)

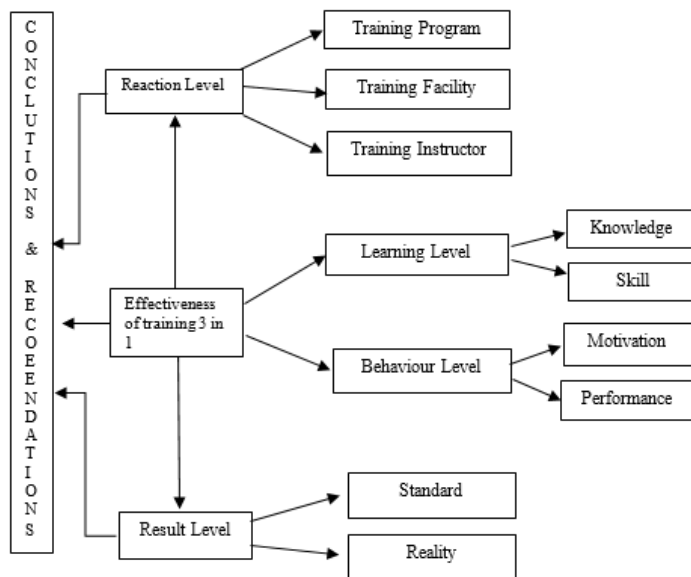


Fig 1. Conceptual Framework

### 3 FINDINGS AND DISCUSSION

Some evaluation research objectives are by the opinion of program evaluation, Sukardi believes (2014: 3) evaluation is about programs in an institution consists of the curriculum, human resources, education program organizers and research projects within an institution. Mardapi (2012: 34) states that program evaluation is comparing the targets to be achieved with the results that have been achieved to assess the effectiveness of a program. Kirkpatrick (2008) in Ambiyar and Muharika (2019: 190-191) said that the evaluation of reaction components is the same thing as assessing customer satisfaction. The effectiveness of the training will be achieved if the participants react well, but if on the contrary participants are not motivated to learn. Evaluate at the level of learning to assess the extent to which the training material that has been given is absorbed by the training participants, and can also see the effect of the training program that participants participate in increasing their knowledge, skills, and behavior related to the things learned during the training. The level of behavior to see and assess new knowledge, skills and behavior that influences, is used, is implemented in daily work behaviors/attitudes and significant influence on work performance/competence increases after attending a training program. At the level of results, the target of program implementation is the actual results that will be given to the institutions/agencies concerned, although in the short term it does not provide actual results for the institution/agency, does not indicate the program is not going well. Several kinds of factors that might affect, and in fact it can be found as soon as possible so that it can be renewed as soon as possible. The 3 In 1 Training Center at the Padang Industrial Training and Education Center is an activity to provide skills in the field of embroidery and fashion to the community to develop their potential and regional potential to increase productivity and the economy so that they can reduce the unemployment rate in a short amount of time. The aim of the 3 in 1 training program at the Padang Industrial Training Center is to improve skills for UMKMs and competency-based workers. RI Regulation No 71/2001 Article 1 states: "Work training is the overall activity to

obtain, improve and develop productivity, discipline, work attitudes and work ethics at a certain skill level based on certain job requirements which implementation prioritizes practice over theory". Wirawan (2011: 7) states "evaluation as research to collect, analyze and present useful information about the object of evaluation, assess it by comparing it with evaluation indicators and the results are used to make decisions regarding the object of evaluation". The object in the evaluation is the program. The term program can be interpreted as a "plan" in general. The program is a plan that includes units that contain policies/regulations and a series of activities that must be carried out within a certain period. Defined Arikunto and Jabar (2014: 4) "A program is a unit or unit of activity, then a program is a system that has a series of activities carried out not once but continuously".

### 4 CONCLUSION

Based on the analysis and discussion, the research evaluation of the 3 in 1 Training Program (Training, Certification, Work Placement) at the Industrial Training Center in Padang with the Kirkpatrick model can be concluded as follows.

1. Reaction Level: Objectives reaction of the 3 in 1 Training Program (Training, Certification, Work Placement) at the Industrial Training Center in Padang is quite sufficient, meaning that the program has not been running optimally and still needs to be improved in aspects of the prospective participant's reaction to the education and training program owned by BDI Padang, education and training provided to improve the knowledge and skills of training participants, and the modules used so that they can be revised to accommodate the participants learning independently.
2. Learning Level: Participants' learning indicators in improving knowledge and skills are classified as good, meaning that participants have followed the training well. Participants are able to apply, analyze, evaluate, create and understand how the process of making a fine, neat and beautiful hand embroidery.
3. Behavior Level: changes in the behavior of the participants from before and after attending the training are classified as good, meaning that the training participants' attitudes can be seen improved; Participants learn to think more critically, take responsibility in completing the tasks given, able to make decisions to solve problems that occur during the learning process and in socializing, be more creative in making embroidery products and independent learning.
4. Level of Results: the results of the achievement of the 3 in 1 Training Program (Training, Certification, Work Placement) at the Industrial Training Center in Padang are classified as very good for Certification meaning that many participants are recommended competent by the examiner assessors rather than recommended incompetent. Work Placement is classified as minus means that not many people work in KUB, but some people are self-employed.

#### 4.1 IMPLICATIONS

Based on the results of the study showed that the 3 in 1 Training Program (Training, Certification, Work Placement) at the Industrial Training Center in Padang was in the good category, the program was continued and expected to be further improved at the dissatisfactory parts. This is done

because the purpose of this program is very good to produce industrial human resources to improve the economy. This program is continued with improvements in each component of the 3 in 1 Training Program (Training, Certification, Work Placement) at the Padang Industrial Training Center. The implication of this research is the need for BPSDMI to make adjustments at the Work Placement for participants in the 3 in 1 Training Program because there is no large industry for embroidery in West Sumatra and its surroundings. Work Placement is difficult to do if the concept of placement cooperation with regions that have large industries such as garments for example. It is necessary to do some improvement in teaching ability to improve activities that support the implementation of teaching and learning in this program well. Organizers of the Education and Training and Education Cooperation need to improve their services and provide the needs of participants to minimize the obstacles encountered in implementing this program. Participants who attend the training need to be selected more carefully so that there are no participants older than 35 years, no one is on college break or only 'specialization' in the training, so an enrollment application is needed to register participants.

#### 4.2 RECOMMENDATIONS

Based on the conclusions and implications of the research, several recommendations can be made to help to improve the 3 in 1 Training Program (Training, Certification, Work Placement) at the Padang Industrial Training Center, namely:

1. Recommendations for BDI Padang :
  - a. BDI Padang can carry out massive branding using various media so that BDI Padang can be known by the wider community.
  - b. Not only participants are required to learn and to be competent, but instructors who teach also need to be given training or in-house training to improve their teaching competencies.
  - c. Training facilities in the form of tools need to be more updated and added according to the existing scheme. Facilities and infrastructure's cleanliness need to be maintained, so cleaning services personnel need to improve their performance.
2. Recommendations for Education and Training Organizers:
 

When organizing training, they should coordinate to monitor instructors to follow the curriculum and modules that have been prepared. The Training Provider provides training facilities and facilities that support the needs of participants and instructors to achieve the objectives of the training being held.
3. Recommendations for the Development and Cooperation of Education and Training:
 

The Development and Cooperation of Education and Training should ensure that the cooperation with the district/city industry service runs well according to the cooperation agreement that has been signed, then ensure that participants sent from the industry service or KUB are by the stipulated age and not participants who have been trained in BDI Padang before.
4. Recommendations for Participants:
 

Participants in the 3 in 1 Training Program (Training, Certification, Work Placement) at the Industrial Training Center in Padang should also have soft skills

or entrepreneurial character, mindset of creating job opportunities, mature readiness to carry out entrepreneurship, following each mechanism well and be more enthusiastic about participating in this program, because the purpose of this program is good to create industrial workers who are ready to work, who have skills and are competent in embroidering, so they can work immediately or be entrepreneurs so that they are not unemployed and can reduce unemployment when their businesses are running.

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