

DEVELOPING TRAINING QUALITY THROUGH PARTNERSHIP AT PKBM SAFARI SERANG CITY

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ABSTRAK

Improving the quality of training at PKBM Safari Serang City is very much needed because the available training continues to develop. Training at PKBM Safari establishes partnerships with various companies or institutions. The focus of this study is the steps in developing the quality of training at PKBM Safari Serang City through partnerships. Therefore, researchers conducted a study aimed at identifying steps in developing the quality of training through partnerships at PKBM Safari. The subjects of this research include training organizers/PKBM managers and partners. This research uses qualitative methods with data collection techniques in the form of observation, interviews, and documentation and uses data analysis techniques in the form of data reduction, data display, and verification. The research results show that developing the quality of training through partnerships is carried out using steps including needs analysis, evaluation of training implementation and promotion. It is hoped that by developing the quality of training, students will be able to obtain quality skills from PKBM Safari and make it easier for students to work or create their own businesses thanks to the knowledge and skills gained from training at PKBM Safari. In this way, it can reduce the unemployment rate in Indonesia. This study highlights the importance of partnerships in developing training quality. Partners make significant contributions in providing equipment, trainers or instructors and training venues. Thus, through collaborative efforts between PKBM Safari and partners, the training program can continue to develop and provide greater benefits for learning residents.

Keywords: *Partnership, PKBM, Training*

INTRODUCTION

Continue to be improved in terms of quality in order to achieve optimal results and provide maximum contribution in its implementation. To achieve this, an active role is needed from the government and all levels of society in creating quality education. Education is the main indicator in creating the quality of human resources (HR). Implementation of training in the education sector will have a positive impact in terms of quality. Quality human resources will help reduce the level of unemployment which is still a problem in Indonesia.

To overcome the problem of high levels of unemployment, it is necessary to increase quality human resources (HR) in order to reduce the overall number of unemployed. This problem provides opportunities for all educational institutions, including the Community Learning Activity Center or known as PKBM. According to Ariefianto & Rahayu (2020) PKBM is a place of learning that is outside the formal education system and is found in villages or cities. Non-formal education organized by PKBM plays a crucial role in providing alternative education. According to Astikaningtyas et.al (2022), one of the main missions of PKBM is to bridge communities in suburban areas with educational opportunities. PKBM is an educational institution that provides a complete learning program starting from training and learning. According to Desmawati et al., (2020) PKBM provides educational opportunities for children in suburban areas who may not be accessible to the formal education system (Desmawati et al., 2020).

PKBM provides training that can help the community or residents learn to develop their skills. According to Azhari (2023), training is a series of activities designed to improve a person's

abilities, insight, experience, or change behavior. Training is an action or procedure designed to shape or change abilities and insights through the learning experience of the training. Meanwhile, according to Tamsuri (2022), training includes comprehensive education and training management functions, including planning, management, supervision and evaluation of education and training activities. In ensuring the quality of training, it must be measured carefully in order to obtain optimal benefits. Through this training activity, individuals and institutions can gain many benefits. According to Nurhayati (2021), by participating in training, individuals can gain insight, hone skills, increase competence and gain experience.

In line with today's progress and the high number of people who do not have jobs, it is hoped that people will not depend on the work of other people. They need to have skills that can be used to set up their own business amidst people's busy lives looking for work. PKBM (Community Learning Activity Center) is a formal partnership or agreement involving several educational institutions, both private and public, uniting to support the development of learning needs of families and community welfare. In implementing every program at PKBM, it requires not only internal support, but also depends on external support to ensure the success of the program. PKBM must collaborate with various entities, both individuals and institutions. This collaboration or partnership is a form of formal collaboration between individuals, groups, organizations to achieve the desires of both parties. According to Browning (2021), collaboration built to support and maintain the sustainability of PKBM is very important, supported by research evidence which shows that this collaboration has positive impacts such as increasing access to health and welfare services, providing individually tailored assistance in education and development, expanding opportunities for enrichment and choice for students, as well as creating a more socially and culturally inclusive learning environment.

PKBM Safari is one of the places that carries out training and establishes partnerships in the training program. Therefore, this research aims to determine the steps taken by PKBM Safari in developing the quality of its training programs through partnerships. At PKBM Safari, partner training programs include: scout training, Tahsin or Koran study, Entrepreneurship, public speaking, horse riding and archery, as well as craft making training. Most of the training participants are residents studying the equality program at PKBM Safari.

Judging from the problems above, the author examined this study in depth and created the research title "Development of training quality through partnerships at PKBM Safari Serang City".

RESEARCH METHODS

This research uses a qualitative method with a descriptive approach. According to Fadli (2021:50), Qualitative research focuses on in-depth understanding of different relationships, activities, situations or materials. In contrast to quantitative research which assesses effectiveness or describes attitudes and behavior statistically, qualitative research aims to explore the meaning, perceptions and experiences of individuals or groups related to the topic under study. This research was carried out at PKBM Safari, which is located on Jl. Taman Widya Asri No.8, Lontarbaru, Kec. Serang, Serang City, Banten. The main subjects of this research are the training organizers or managers of PKBM Safari, as well as partners as research subjects. According to Roosinda et.al (2020:73) stated that to collect qualitative data, this research used various techniques such as observation, interviews and documentation. The observation technique in this research was carried out by directly coming to PKBM Safari to observe the implementation of the training. The interview technique in this research was carried out by creating questions that had been designed by previous researchers, while the observation technique in the research was carried out to assist in collecting additional data from sources such as the internet and related articles. This research uses data analysis techniques in the form of data reduction, data display and verification. The data analysis technique in this research is carried out through activities including, data reduction, namely the researcher carries out steps to collect important information, sort it, and focus attention on key elements that can reveal relevant patterns and themes. Thus, the data summarization process will produce a more focused picture in data analysis by researchers. Then displaying the data, the researcher carries out the process of compiling core information in a structured way to describe significant things in detail and orderly. Verification, the final step is to draw conclusions. Although the conclusions at this stage are temporary and may change if there is no strong evidence during subsequent data collection, if they are

supported by substantial and consistent evidence when the researcher returns to the field to collect additional data, the conclusions are considered reliable.

RESULTS AND DISCUSSION

Result

PKBM Safari organizes various training programs with the main aim of improving the skills of students, so that they are ready to enter the world of work or start their own business. Through this training, it is hoped that learning residents can develop their competencies which will help reduce the unemployment rate in Serang City. The training program organized by PKBM Safari collaborates with several partners, such as the Serang City Scout Organization, the Tahsin or Koran Study program, Entrepreneurship, Public Speaking, Horse Riding and Archery, as well as training in making furniture crafts.

The explanation of learning activities in each training at PKBM Safari is:

The Scout Training Program, scout training for PKBM Safari students focuses on developing leadership skills, teamwork and independence, which aims to form a strong and responsible character for each student. Training equipment and facilities are provided by partners, including the procurement of quality equipment and trainers.

This Tahsin or Koran study program aims to teach techniques for reading the Al-Qur'an according to the science of recitation and deepen students' understanding of the contents of the Al-Qur'an. The main goal is to improve the quality of recitation for every student. Equipment for training is provided by partners, as well as trainers or instructors who are provided directly by partners.

Entrepreneurs, in this training are taught the knowledge and skills necessary to start and manage their own business. The main goal is for students to become successful and economically independent entrepreneurs. Equipment for training is provided by partners, who also provide trainers or instructors.

Public speaking, this training program includes instructions on effective public speaking techniques, how to increase self-confidence, so that students can speak fluently and without hesitation in front of an audience. The equipment needed during the training will be provided by the partner, as well as the trainer or instructor who will guide the activity.

Horse riding and archery, where residents learn to be trained in basic skills in both fields. The aim of this training is to increase the students' courage and physical strength, as well as develop their abilities in horse riding and archery. All equipment required for training is provided by partners, who also send trainers or instructors to lead the training sessions.

Furniture crafts, this training program organizes learning activities that focus on making furniture such as tables and chairs. Through this training, students gain skills in making furniture and have the opportunity to enter the furniture industry. The equipment required for training is provided by the partner, including trainers or instructors who are also prepared by the partner.

Discussion

Steps to Develop Training Quality Through Partnerships

The success of PKBM Safari training is greatly influenced by quality. Superior quality and carrying out quality development can provide great hope for the community and learning citizens to obtain quality education. When quality can be maintained and developed in accordance with the expectations and needs of learning citizens, institutions or companies that partner with PKBM Safari will automatically achieve the goals they have set. Steps to develop the quality of training carried out by PKBM Safari so that the quality of training through partnerships continues to develop can be carried out in several steps including:

Needs analysis, needs analysis at PKBM Safari to develop training quality involves several key steps that need to be considered thoroughly. First, is to analyze the learning needs of learning residents who are training participants at PKBM. This can be done through surveys or interviews to understand their learning goals, the challenges they face, and their expectations for the training programs offered. Second, it is important to analyze effective learning methods. This includes evaluating methods that have been previously used in PKBM Safari, as well as finding out about the latest trends and practices in adult education. These methods must be in accordance with previously

identified learning needs, and support the achievement of learning objectives effectively. The third step is to design the implementation of the planned improvements or developments. This includes preparing a clear action plan, adequate resource allocation, and ensuring the involvement of all stakeholders involved in the learning process at PKBM Safari. Good implementation will ensure that all improvement or development efforts can be carried out effectively and efficiently. Overall, by analyzing learning needs, effective learning methods, and implementing well-designed plans, PKBM Safari can develop the quality of existing training and provide maximum benefits for its students. These steps can also help in maintaining the relevance and competitiveness of PKBM Safari in the field of adult education and training.

Evaluation of training implementation Evaluation of training implementation at PKBM Safari is carried out with the aim of ensuring that the program runs according to plan and achieves the objectives that have been set and aims to develop the quality of the training program. One important aspect of this evaluation is identifying various factors that hinder program implementation. Identification of these inhibiting factors begins with collecting data and information related to training implementation. This data collection can be done through surveys, interviews and direct observation during the training. The data collected is then analyzed to find factors that indicate the existence of certain obstacles. After the inhibiting factors have been identified, the next step is to evaluate the impact of each obstacle. This evaluation includes an assessment of how much these obstacles affect the effectiveness of the training, both in terms of the quality of the material delivered, the participation of students learning, and the achievement of learning outcomes. By carrying out evaluation analysis, the quality of training at PKBM Safari can be developed so that it continues to develop.

Promotion, to develop the quality of PKBM Safari training, this is by promoting the training via social media. This strategy involves using various social media platforms such as Instagram, YouTube, TikTok and others to reach a wider audience. By utilizing social media, PKBM Safari can effectively communicate information about the training offered, including schedules, benefits and registration requirements. Additionally, promotions on social media allow for direct interaction with potential participants, providing the opportunity to answer questions and provide clarification. Through this step, PKBM Safari hopes to increase public awareness about its training, attract more participants, and ultimately improve the quality of human resources in its community.

CONCLUSION

The conclusion from the title "Developing Training Quality through Partnerships at PKBM Safari" shows that improving the quality of training at PKBM Safari is carried out through collaboration with various parties. The main objective of this partnership is to increase the effectiveness and positive impact of the training provided to students. Several steps taken by PKBM Safari in developing the quality of training through partnerships include needs analysis, comprehensive evaluation of training implementation and promotion of training programs to a wider audience. This evaluation is carried out to identify areas that require improvement and to ensure that the training provided is always relevant and meets the needs of participants.

In addition, promotions are carried out to increase public awareness about the existence and benefits of the training programs offered. Thus, more individuals can be involved and benefit from the training provided. It is hoped that developing the quality of training through this partnership can provide in-depth skills and knowledge to students. With the skills and knowledge they gain, it is hoped that students will be able to find work more easily or even create an independent business after completing the training. Overall, the partnership established by PKBM Safari aims to ensure that the training programs they offer are not only of high quality but also relevant to the needs of the job market and able to provide a real positive impact on the lives of students. Thus, the training provided can help students become more competent and ready to compete in the world of work or in their independent business.

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