

Traditional Apprenticeship Patterns in Improving Entrepreneurial Community

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Abstract - The problem of unemployment and poverty that plagued the community is a crucial issue in the lives of the people of Indonesia. Unemployment was increasing, from year to year resulted in a growing number of Indonesian workers who are not absorbed in the world of work. The purpose of this study to determine how effective the activity patterns of the traditional apprenticeship in the life of the Indonesian people. The pattern of the traditional apprenticeship is a method of learning work that taught from one generation to the simple as well as knowledge transformation efforts within the family, community, and environment. This study uses a qualitative method in collecting data, with the subject apprentices, facilitators and tutors. The research result reflects the improvement of the entrepreneurial community in the garment business, especially in the knowledge of sewing, sewing skills, and mental attitude of entrepreneurship. In addition to improving insights in managing businesses confection as an effort to open their own business at home.

Keywords: Unemployment, Traditional Apprenticeship Patterns, Entrepreneurial Community.

1. Introduction

The quality of human resources is a determining factor in the development of a nation. The nation that have qualified human resource is the main capital in development. Indonesia is a country which is rich in human resources, but the unemployment rate year after year increasingly and are not absorbed in the workplace.

Through education is expected to an increase of knowledge and skills that can be a means of supporting human resource development such as adults in improving human resources in various ways including through training and courses. Courses and training is organized for people who need a stock of knowledge, skills, life skills, and attitudes for self-development, professional development, work, independent business, and / or continuing education to a higher level [1].

Probolinggo regency in Indonesia is one of the districts with extremely high illiteracy rates when compared with other regions. Besides that there are a lot of early marriage, and school dropout rates relatively high. This is due to the lack of

educational facilities, access roads are still far from the city, and the lack of government support in improving the welfare of society. Probolinggo is located on a mountain slope that stretches from West to East which is adjacent to the Tengger Mountains, Mount Lamongan and Mount Argopuro. The total area of Probolinggo is approximately 1696.16 km² that consists of a residential area 147.74 km², rice fields 373.13 km², the plantation 32.81 km², the forests 426.46 km², the ponds 13.99 km², and etc. [2].

With the condition that the majority of rice fields and fewer jobs cause the unemployment rate from year to year increase. Besides these conditions led to high crime rates, many children drop out of school because of economic pressures. So that people prefer to work than the continuing higher education. To overcome these problem need a job training. Job training is to give the overall activities, acquire, improve and develop job competence, productivity, discipline, attitude and work ethic at a certain level of skills and expertise according to the level and qualification of position or employment. [3]

Education and skills is one of the measures to reduce the deterioration of society with social condition below average. Through a community effort that occupied confection hereditary than generation to generation. It is a concrete step that traditional apprenticeship pattern generation to be carried on to drive the entrepreneurial community. Reasons for the selection of business confection because Probolinggo District is in its early stages of development, namely the establishment of government buildings and building formal schools from kindergarten to high school made in a complex in the District Kraksaan, so the need for school uniforms, work uniforms and daily wear increased. While investors have yet intensely handle those needs.

In this study to assess how the implementation pattern of traditional apprenticeship, how to increase entrepreneurship, advantages and disadvantages of the pattern internship in improving the entrepreneurial community.

2. The Research Method

Researcher uses a qualitative research approach. Qualitative research is a study that indicated to describe and analyze the phenomena, events, social activation, attitudes, beliefs, and perceptions, thoughts of people as well as individuals or groups [4]. Techniques used in collecting data by interview, observation and documentation [5]. Researcher uses the data to support the validity of the criteria that this study has a credibility, transferability, dependability and confirmability [6]. Analysis of the data by making corrections to the data,

simplification of data, presentation of data and making conclusions and verification [7].

3. Results and Discussion

Implementation of traditional apprenticeship pattern on convection in terms from four aspects of a) identification of the type skills, b) the implementation phase, c) apprenticeship assessment phase, and d) follow-up of apprenticeship.

Identify the types of skills, is an early stage in the determination of an apprenticeship program in accordance with the needs of apprentices, from this stage will bring up the recruitment process in accordance with the apprentices that skill area. In the process of recruitment of apprentices aged 18-45 years, with minimal education junior secondary schools as well as from lower income families and have convection in a small scope. The results of the recruitment of apprentices for three apprentices, namely Z. Andrianto 28 years, Siti Halimah 36 years and Ali Wafa 32 years. This is in accordance with the recruitment of trainees, including application and selection of participants, registration and reception of participants based on predetermined criteria and adapted to the needs and the quality and carrying capacity available [8].

From the results of the recruitment of apprentices, then held formulating objectives and teaching materials apprentice to adjust to the needs of apprentices. The purpose of apprenticeship is apprentices acquire the knowledge of sewing, sewing, raises mental attitude of entrepreneurs, and broaden the confection business. This is consistent with the purpose of learning is a statement about the acquisition of learning to be achieved learners through learning, the learning gain can be the knowledge, skills and values that become part of the lives of learners. [9].

Apprentice teaching materials tailored to the needs of apprentices among others, by the way to operate the sewing machine, cutting the shirt and pants, knit shirts directly, how to sew shorts and long pants, how to sew a pocket, collar, pants tires, and how to attach buttons. This is in accordance with the identification of learning needs or the identification of the types of skills is an activity search, find, record and manage data on the learning needs of the desired or expected by a trainee or organization [10].

The implementation phase of the internship activities, the implementation of an internship at Sanggar Kegiatan Belajar in cooperation with the Government of Probolinggo, for two months. The learning method used is participatory methods and demonstrations, so the facilitator emphasizes learning by doing 80% continuously and little theory 20%. Participatory learning will encourage apprentices to be increasingly active in participating in the internship activities, because it emphasizes the involvement of apprentices. It corresponds to participatory learning, initially facilitators play an active role and the participants play a passive role, but the next time tend to use an indirect approach that emphasizes "based training participants",

putting more servings, so the role of the facilitator becomes passive otherwise apprentices tend to be active [11].

Allocation of time in apprenticeship activities implemented through prior learning contract, between apprentices with the facilitator. Allocation apprenticeship implemented for 2 months with one formal meeting every Saturday and informal meetings in accordance with the needs of apprentices. On the pattern of the traditional apprenticeship is also using the internship module, but the module does not describe the overall internship, because the internship in the garment business more emphasis on practices that are in accordance with the needs of apprentices. This is in accordance with "... a learning contract is an agreement among the participants to the facilitator of the course of the training process of beginning to the end of training, the agreement covers the discipline during training activities, training schedules, division of tasks and etc." [11].

The fund of apprenticeship for apprentices entirely drawn from the program's budget Sanggar Kegiatan Belajar Kraksaan. During the apprenticeship trainees learn and obtain funds from operations of IDR. 500,000, - (five hundred thousand rupiah) for each of the apprentices. The funds were used for working capital post-internship in the garment business. And to improve the garment business apprentices from their homes. Besides the funds used for learning purposes apprentice apprenticeship, internship transportation to the place, and the cost of allowances during the internship.

Internships held at Mother's house Holifah. With the apprenticeship area of seven square meters (7 M²) property itself, which is equipped with the infrastructure of ten sewing machines with various functions, an ironing machine, the fabric cutting machines, machine obras, buttonhole machines, and machines making shirts. In addition to the internship facilitator on the pattern of the traditional apprenticeship are people who are competent and have the skills as tailors, including Mrs. Holifah. During the apprenticeship learning Mrs. Holifah provide learning more directly with 80% practical and 20% theory. It corresponds to the existence of a learning tool also influence the selection of methods and techniques of learning, as well as the establishment of learning material requires tutors choose the right learning tools that can help tutor to transmit information to the residents learn skills [12].

Learning that emphasizes the practice of the traditional apprenticeship sew then trainee participation in learning is in need, such as the facilitator provides plots of the customer to be done by apprentices as learning materials and train apprentices to be proficient in sewing.

Rate apprentice through the apprenticeship evaluation will be undertaken by tutors, by coming directly to the place to see firsthand apprentice learning activities apprenticeship, apprentices and home visit. While the facilitator evaluate apprentices to monitor the attendance of apprentices, the level of proficiency in sewing, and stewardship are completed by apprentices. This is in accordance with the evaluation of

learning is the process of determining the value of the attitude of participants in before attending, when followed, and or after training [13].

Follow-up apprenticeship in traditional apprentice pattern which apprentices can have the sewing skills that can be applied at home apprentices. Besides the post-internship agreement between the apprentices with the facilitator, the facilitator providing estimates claim that the apprentices to do at home in each of them claim to sew shirts, clothes, trousers, school uniforms, and sew gloves chairs.

Results and expectations of post-apprenticeship trainees have good sewing skills and can be accepted by the neighbors and nearby schools. And with this activity makes apprentices gain new insights in the field of confection good way of making up the way the marketing of products confection. So the post-apprenticeship apprentices can increase entrepreneurial apprentices in their homes and a growing number of customers who use the services of sewed.

Increased entrepreneurial society seen from three aspects namely: (a) confidence, (b) task-oriented and results, (c) the future-oriented. From the three aspects of the above as follows:

a) Confidence

The confidence is high after following study internship in the garment business apprentices ventured to open their own business from their homes. In addition apprentices also had confidence that through the sewing business can meet his family life. And the higher the confidence apprentices because apprentices obtain models of learning new stitches and get orders from customers in large numbers, such as sports shirts, clothes, pants, and gloves booking seats.

Through this belief gave rise to optimistic apprentices in tailoring activities to pursue, because the intern can exchange information, insights sewing, and increase in working relationships. So the lack of dependence on the garment to pursue business in the field through a tailoring business at home and seek relationships as much as possible.

b) Task-Oriented and Results

Entrepreneurship is an income generating activities, in this case the achievement motive is needed in following the internship activities according to the learning needs of apprentices, the apprenticeship aiming can improve family life then apprentices had to profit oriented, with profit-oriented that it will raise the spirits of participants apprenticeship in learning. Not just a profit-oriented material, but also non-material. As with post-apprenticeship trainees get jobs in internships, gain knowledge, skills made stitching pattern and mental attitude in managing the business confection.

Initiatives in reading the market opportunities is a step that must live by apprentices. Always want to find and start

namely that an entrepreneur should be able to seek business opportunities and start immediately and take advantage of these opportunities for entrepreneurship. With entrepreneurship accept orders seats gloves, bags festivity and stitches of praying clothes, sewing canvas shelters and creating new models that are more unique and interesting as well.

The spirit of hard work interns are apprentices in the following study internship, and is supported with diligence in operating their businesses at home confection apprentices, maintaining harmony with customers confection and always meticulous in his work.

c) Future-Oriented

Entrepreneurial persistent in the work, has a future orientation in planning efforts. Future orientation can be ideals apprentices in developing businesses at home confection respectively. Through the efforts of the convection hoped to be the fulfillment of compliance family life through cooperation with the facilitator gives claim to work at home apprentices. With so many job sewing it will increase self-actualization apprentices in developing the knowledge and skills sewing more innovative and acceptable to society at large. It is appropriate that an entrepreneur must perspective, has a vision of the future, what he wanted to do, and what you want to achieve [14].

In the course of a garment pattern internships in business there are always advantages and disadvantages, therefore in this traditional apprenticeship through the pattern will explain the advantages and disadvantages of traditional patterns of apprenticeship in enhancing the entrepreneurial community. Excess first visible pattern for traditional apprenticeship of learning methods are practical internships with 80% practical and 20% theory, because according to the facilitator in the garment business activities apprentices must be proficient in sewing properly and quickly, so that sewing skills an asset in the garment business.

Excess material that both namely internship, apprenticeship material on traditional apprenticeship pattern is adapted to the needs of apprentices and market needs confection business. Therefore, the material is applicable internships and in accordance with the needs of society. The advantage is namely the results and benefits of increasing self-employment, namely apprentices gain the knowledge, and skills sew a more modern, have the mental attitude of entrepreneurship and knowledge in the management field confection business.

Disadvantages pattern of traditional apprenticeship in improving that entrepreneurial community first carrying capacity is not optimal, namely carrying capacity of the local government has not been up, often request assistance facilities and infrastructures realized minimal sewing tools. Lack of both the lack of government assistance, namely visible when activity patterns ranging apprenticeship lasts until the end of the

learning activity, the local government has not been able to facilitate the public to channel the results of the garment in public.

4. Conclusion

Implementation patterns of traditional apprenticeship in the confection business activities begins with the identification of learning needs of society, appropriate skills with that is community in the garment business, as well as the formulation of objectives apprenticeship and internship teaching materials appropriate to the apprentices. The implementation stage begins with the process of learning activities apprenticeship, apprentices gain knowledge of sewing, sewing skills as well as the mental attitude of entrepreneurs in the field of business confection.

Internship assessment phase, by evaluating the learning process so that apprenticeship as a measure of how much the apprentices apprenticeship absorbing material in the garment business. Follow-up of the internship, an agreement between the stages of apprentices with a facilitator in an internship with the responsibility of managing tasks of the facilitator, as apprentices to master sewing skills that can be used to open a sewing business at home apprentices.

Increased entrepreneurial society looks of apprentices have knowledge of sewing, sewing skills well and good, entrepreneurial mental attitude, and insight in the field of business confection.

The advantages patterns of traditional apprenticeship learning method is practice so that the apprentices are learning more adept at sewing, and materials related to the job apprenticeship apprentices as well as the results of an apprentice tailor apprentices have the sewing skills that can be developed to improve their business. Weakness lack the carrying capacity of local governments and a lack of government assistance to develop the garment business.

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