

Menyambut bonus demografi 2045 perlu diadakan ruang kolaboratif pemuda agar pemuda memiliki kegiatan yang positif. Yayasan Arah Pemuda Indonesia mengadakan kegiatan pemberdayaan masyarakat dengan tema pengabdian muda #5, kegiatan tersebut melibatkan relawan yakni pemuda pemudi Indonesia. Kegiatan pengabdian muda #5 mempunyai rangkaian kegiatan yang berfungsi untuk mengoptimalkan kapabilitas relawan agar memiliki bekal dalam melakukan pemberdayaan masyarakat.

Penelitian ini menggunakan teori 7 tahapan pemberdayaan masyarakat dari Isbandi Rukminto Adi yakni tahapan persiapan, pengkajian, perencanaan alternatif program, tahapan formulasi rencana aksi, pelaksanaan, evaluasi, dan terminasi. Teori kapabilitas hasil belajar dari Robert Mills Gagne yakni kapabilitas informasi verbal, kapabilitas intelektual, kapabilitas strategi kognitif, kapabilitas sikap, dan kapabilitas motorik. Teori Kapabilitas Individu dari Moenir mengenai yakni *Human Skill*, *Technical Skill*, dan *Conceptual Skill*. Teori tersebut akan membedah bagaimana proses pengembangan kapabilitas relawan pada Yayasan Arah Pemuda Indonesia.

Penelitian ini menggunakan pendekatan kualitatif deskriptif. Teknik pengumpulan data meliputi observasi partisipatif dan wawancara bersama 10 informan relawan pengabdian muda #5, 2 fasilitator tim arah pemuda Indonesia, 4 masyarakat Dusun Duwet dan kepala Dusun Duwet (tempat lokasi kegiatan pengabdian muda #5). Dengan menggunakan *thematic analysis*, peneliti akan memperhatikan proses pengembangan kapabilitas relawan pada setiap tahapan pemberdayaan masyarakat pada kegiatan pengabdian muda #5.

Studi ini menemukan bahwa kegiatan pemberdayaan masyarakat pengabdian muda #5 dengan rangkaian kegiatan pembekalan pra pengabdian, pembekalan penulisan paper, pembekalan seminar, survei lokasi, pemaparan data lokasi, pendampingan pembuatan program kerja, presentasi program kerja, seminar nasional, simposium nasional, *sharing session*, pengabdian masyarakat 4 divisi, *awarding* dan penulisan buku hasil simposium dapat mengoptimalkan kapabilitas relawan. Tahapan pelaksanaan merupakan tahapan paling utama yang dapat mengembangkan kapabilitas relawan yakni relawan memiliki kapabilitas merancang program kerja, kapabilitas untuk berkomunikasi dengan masyarakat, kapabilitas relawan untuk bekerjasama dengan tim, kapabilitas relawan untuk mengoperasikan alat dan bahan program kerja sesuai prosedur. Kegiatan Pengabdian Muda #5 belum layak disebut pemberdayaan masyarakat karena tidak memenuhi tahapan pendayaan dan pengkapasitasan hanya memenuhi tahapan penyadaran.

Kata Kunci: Pengembangan Kapabilitas, Relawan, Pengabdian Muda #5, dan Pemberdayaan Masyarakat

ABSTRACT

Welcoming the 2045 demographic bonus, it is necessary to hold a youth collaborative space so that youth have positive activities. The Indonesian Youth Direction Foundation held a community empowerment activity with the theme of youth service #5, this activity involved volunteers, namely Indonesian youths. The youth service activity #5 has a series of activities that function to optimize the capabilities of volunteers so that they are equipped to empower the community.

This study uses the theory of 7 stages of community empowerment from Isbandi Rukminto Adi, namely the stages of preparation, assessment, alternative program planning, action plan formulation stages, implementation, evaluation, and termination. The theory of capability learning outcomes from Robert Mills Gagne namely verbal information capability, intellectual capability, cognitive strategy capability, attitude capability, and motoric capability. Moenir's individual capabilities include Human Skills, Technical Skills, and Conceptual Skills. This theory will dissect how the process of developing volunteer capabilities at the Indonesian Youth Direction Foundation.

This study uses a descriptive qualitative approach. Data collection techniques included participatory observation and interviews with 10 pengabdi muda #5 informants, 2 Indonesian youth orientation team facilitators, 4 Duwet Hamlet Community, and the head of Duwet Hamlet (the location of pengabdi muda #5). By using thematic analysis, researchers will pay attention to the process of developing volunteer capabilities at each stage of community empowerment in pengabdi muda #5.

This study found that pengabdi muda #5 community empowerment activities included a series of pre-service training activities, paper writing briefings, seminar briefings, location surveys, location data exposure, assistance in making work programs, work program presentations, national seminars, national symposiums, sharing sessions, community service 4 divisions, awarding and writing a symposium result book can optimize the capabilities of volunteers. The implementation stage is the most important stage that can develop the capabilities of volunteers, namely the capability of volunteers to design work programs, the ability to communicate with the community, the ability of volunteers to work with teams, the ability of volunteers to operate tools and work program materials according to procedures. Pengabdi Muda #5 does not deserve to be called community empowerment because it does not fulfill the empowerment and capacity building stages, it only fulfills the awareness stage.

Keywords: Capability Development, Volunteers, Pengabdi Muda #5, and Community Empowerment