

ABSTRACT

This study aims to analyze SMK revitalization program associated with the development of employability skills at tourism vocational schools, analyze the factors that cause the employability skills-gap between tourism vocational graduates and industry, and provide recommendations related to program in to reduce the employability skills-gap among graduates of tourism vocational school with the needs of the tourism industry and support SMK revitalization program. This study uses a qualitative-methods approach with a Logical Framework Approach (LFA) as an analysis tool. The results show that some of the factors that led to the employability skills-gap between tourism vocational school graduates and the needs of the hospitality industry are as follows: school education program provide less experience in working in the field, student participation on organizational activities in schools are lacking, technical training that supports work is still lacking, the limited number of teachers and education personnel in productive subjects, practical activities in school are not yet following the dynamic needs of the industry, and students' physical activity quality in school is still lacking. Recommendations for tourism vocational schools to develop employability skills that are of good quality and following the needs of the hospitality industry include: 1) Curriculum development and other activities in schools, such as designing teaching factory programs that are under the conditions of the hospitality industry, meeting the needs for the additional workforce in hotels by students, study tours to the hospitality industry, collaborating with related organizations in developing student character, practical activities in class X are carried out permanently, regular grooming training, involving students in every activity at school, enriching learning through case studies, and health-related education; 2) improvement of teachers and education personnel, such as adjusting the number of teachers and education personnel according to the needs and workloads, and developing the competence of teachers and education personnel.

Keywords: logical framework approach, tourism vocational school, employability skills, tourism human resources

INTISARI

Penelitian ini bertujuan untuk menganalisis program revitalisasi SMK yang terkait dengan pengembangan *employability skills* di SMK pariwisata, menganalisis faktor-faktor yang menyebabkan *employability skills-gap* antara lulusan SMK pariwisata dengan industri, dan memberikan rekomendasi terkait program di sekolah untuk memperkecil *employability skills-gap* antara lulusan SMK pariwisata dengan kebutuhan industri pariwisata dan mendukung program revitalisasi SMK. Penelitian ini menggunakan pendekatan metode kualitatif dengan *Logical Framework Approach* (LFA) sebagai alat analisisnya. Hasil penelitian menunjukkan bahwa beberapa hal yang menjadi faktor timbulnya *employability skills-gap* antara lulusan SMK pariwisata dengan kebutuhan industri perhotelan adalah sebagai berikut: program pendidikan sekolah kurang memberikan pengalaman bekerja di lapangan, siswa kurang berpartisipasi dalam kegiatan keorganisasian di sekolah, pelatihan teknis yang menunjang pekerjaan masih kurang dalam meningkatkan keterampilan dan pengalaman, terbatasnya jumlah guru dan tenaga kependidikan mata pelajaran produktif, kegiatan praktik di sekolah belum sesuai dengan kebutuhan industri yang dinamis, dan kegiatan olah fisik siswa masih kurang efektif dalam membentuk fisik yang prima. Rekomendasi untuk sekolah kejuruan pariwisata agar dapat mengembangkan *employability skills* yang berkualitas dan sesuai dengan kebutuhan industri perhotelan antara lain: 1) pengembangan kurikulum dan kegiatan lainnya di sekolah, seperti mendesain program *teaching factory* yang sesuai dengan kondisi industri perhotelan, pemenuhan kebutuhan tenaga kerja tambahan di hotel oleh siswa, studi wisata ke industri perhotelan, bekerjasama dengan lembaga pemerintah dalam pengembangan karakter siswa, kegiatan praktik di kelas X dilaksanakan secara permanen, pelatihan *grooming* secara rutin, melibatkan siswa dalam setiap kegiatan di sekolah, memperkaya pembelajaran melalui studi kasus, dan edukasi terkait kesehatan; 2) pengembangan guru dan tenaga kependidikan, seperti menyesuaikan jumlah guru dan tenaga kependidikan sesuai dengan kebutuhan dan beban kerja, dan pengembangan kompetensi guru dan tenaga kependidikan.

Kata kunci: *logical framework approach*, SMK pariwisata, *employability skills*, SDM pariwisata