

INTISARI

Indonesia dihadapkan pada berbagai permasalahan Ketenagakerjaan salah satunya kualitas tenaga kerja. Dalam menjawab persoalan tersebut Balai Latihan Kerja (BLK) telah lama hadir dengan tujuan meningkatkan kualitas peserta pelatihan baik kompetensi serta keterampilan tenaga kerja. Namun, para lulusan BLK masih dihadapkan pada tantangan ketatnya persaingan serta ketersediaan lapangan kerja yang terbatas. Persoalan lain muncul yaitu arus bebas (*free flow*) tenaga kerja yakni tentu akan menjadi tantangan bahkan menambah persaingan yang semakin ketat bagi pasar tenaga kerja di Indonesia.

Penelitian ini menggunakan tinjauan pustaka mengenai kualitas dan sistem pelatihan yang berpedoman pada Pelatihan Berbasis Kompetensi (PBK/CBT) mulai dari analisis kebutuhan, perencanaan program pelatihan; penyusunan bahan pelatihan, pelaksanaan pelatihan dan penilaian pelatihan.

Jenis penelitian yang digunakan adalah penelitian deskriptif dengan pendekatan kualitatif. Teknik penentuan informan dalam penelitian ini yaitu menggunakan teknik *purposive sampling*. Teknik penentuan informan dengan mengambil informan hanya yang sesuai dengan tujuan penelitian. Teknik pengolahan keabsahan data menggunakan teknik triangulasi. Metode analisa yang digunakan dalam penelitian ini adalah: (1) pengumpulan data, (2) reduksi data, (3) penyajian data, (4) penarikan kesimpulan atau verifikasi.

Hasil penelitian bahwa proses penguatan kualitas peserta pelatihan mengacu pada Competence Based Training (CBT) dan mampu menjawab kebutuhan pasar kerja meski tidak mengarah secara langsung dalam menghadapi tantangan persaingan Arus Bebas Tenaga Kerja. Dalam mekanisme pelatihan, penempatan dan sertifikasi juga selalu dinamis dalam menjawab permintaan dunia usaha.

Kata Kunci: *BLK, Pelatihan, Tenaga Kerja, Arus Bebas*

ABSTRACT

Indonesia faces various employment issues one of which is the quality of labor. In answer to the question of the Vocational Training Center has long been present with the aim of improving the quality of training participants both competencies and skills of the labor. However, the graduates of the Training Center is still faced with the challenges of intense competition and limited availability of employment opportunities. Another problem appears that the Free Flow of labor that would be a challenge even add to the increasingly fierce competition for the labor market in Indonesia.

This study uses a literature review regarding the quality and training systems which are based on Competence Based Training (CBT) ranging from needs analysis, planning training programs, preparation of training materials, training delivery and training assessment .

This type of research is descriptive research with a qualitative approach. Mechanical determination of informants in this research is using *purposive* sampling. Informant determining by taking informants only in accordance with the purpose of research. The validity of data processing using triangulation. The analytical methods used in this study were: (1) data collection, (2) data reduction, (3) data presentation, (4) conclusion or verification.

The results of the study that the process of strengthening the quality of trainees refers to Competence Based Training (CBT) and able to answer the needs of the labor market even though it does not lead directly in the face of competitive challenges Free Flow of Labor. In the mechanism of training, placement and certification are always dynamic in responding to demand the business world.

Keyword: *BLK, Training, Labor, Free Flow*