

ABSTRAK

Yacob Juan Firmansyah, Implementasi Program Pelatihan Kerja Penyandang Disabilitas Di Dinas Tenaga Kerja Kabupaten Nganjuk. Di bawah bimbingan Prof. Dr. Mohtar Rasyid, S.E., M.Sc.

Tujuan penelitian ini untuk mengidentifikasi implementasi program pelatihan kerja penyandang disabilitas di Dinas Tenaga Kerja Kabupaten Nganjuk. Pendekatan penelitian yang digunakan kualitatif dengan metode studi kasus. Informan yang dipilih, yaitu Kepala Dinas Tenaga Kerja, Kepala Bidang PENTA, Staf Bidang PENTA, dua Fasilitator, dan tiga perwakilan peserta program pelatihan kerja penyandang disabilitas.

Hasil penelitian ini menunjukkan aktor yang terlibat dalam kebijakan publik program pelatihan kerja penyandang disabilitas yaitu Dinas Tenaga Kerja, Fasilitator, dan Penyandang Disabilitas. Program pelatihan kerja sudah sesuai dengan Komunikasi yang terjalin, Sumber Daya yang mencukupi, Disposisi yang berkelanjutan sebagai bentuk komitmen. Birokrasi yang ada untuk berjalannya pelatihan. Adapun perusahaan yang membuka lowongan terhadap penyandang disabilitas, dan bergunanya sertifikat sebagai bentuk signaling untuk screening.

Kata Kunci: Kebijakan Publik, Pelatihan, Disabilitas

ABSTRACT

Yacob Juan Firmansyah, *Implementation of Job Training Programs for Persons with Disabilities at the Manpower Office of Nganjuk Regency.*

Under the supervision of Prof. Dr. Mohtar Rasyid, S.E., M.Sc.

The purpose of this study is to identify the implementation of job training programs for persons with disabilities at the Manpower Office of Nganjuk Regency. This research employs a qualitative approach using a case study method. The selected informants include the Head of the Manpower Office, the Head of the PENTA Division, PENTA staff, two facilitators, and three representatives of training participants with disabilities.

The findings of this study indicate that the key actors involved in the public policy of the job training program for persons with disabilities are the Manpower Office, facilitators, and the persons with disabilities themselves. The job training program has been implemented in accordance with effective communication, adequate resources, and continuous disposition as a form of commitment. A supporting bureaucratic structure also contributes to the program's operation. In addition, several companies have opened job vacancies for persons with disabilities, and the certificates obtained from the training serve as a signaling tool in the screening process.

Keywords: *Public Policy, Training, Disability*