

ABSTRACT

Rangga Dwi Bastara, 210231100035 " Questioning The Role Of The Tuban Regency Government In Improving The Skills Of The Workforce: An Institutional Approach Through Vocational Training" Under the supervision of Norita Vibriyanto, SE., M.Si.

This study aims to analyze the role of the Tuban Regency Government in enhancing workforce skills through an institutional approach in the job training programs organized by the Department of Manpower and Industry. This program is designed to improve the skills, knowledge, and attitudes of the workforce to compete in the labor market, particularly for high school graduates and job seekers without specific expertise, with curricula collaboratively developed alongside industry and professional associations based on national competency standards. The research findings indicate that job training in Tuban effectively strengthens the competitiveness of the local workforce, although the implementation of post-training job placement still faces challenges such as limited local job vacancies, insufficient mentoring, and suboptimal synergy among institutions. Expected follow-up strategies include increasing training frequency, strengthening partnerships with companies, and providing internship programs, while the Department has established formal cooperation with companies to channel trained graduates according to industry needs. The study recommends the need for continuous mentoring policies and transparent job vacancy information to optimize the government's role in skill development and workforce absorption in Tuban Regency..

Keywords: *Job training, Institutional, Skill improvement*

ABSTRAK

Rangga Dwi Bastara, 210231100035 “Mempertanyakan Peran Pemerintah Kabupaten Tuban Dalam Meningkatkan Skill Angkatan Kerja : Sebuah Pendekatan Kelembagaan Melalui Pelatihan Kerja” Di bawah bimbingan Norita Vibriyanto, SE., Msi

Penelitian ini bertujuan untuk menganalisis peran Pemerintah Kabupaten Tuban dalam meningkatkan keterampilan angkatan kerja melalui pendekatan kelembagaan pada program pelatihan kerja yang diselenggarakan oleh Dinas Tenaga Kerja dan Perindustrian. Program ini bertujuan meningkatkan keterampilan, pengetahuan, dan sikap angkatan kerja agar mampu bersaing di dunia kerja, dengan kurikulum yang disusun kolaboratif bersama industri dan asosiasi profesi sesuai standar kompetensi nasional. Hasil penelitian menunjukkan pelatihan kerja di Tuban efektif memperkuat daya saing tenaga kerja lokal, meskipun implementasi penyaluran tenaga kerja pasca pelatihan masih menghadapi kendala seperti keterbatasan lowongan kerja lokal, kurangnya pendampingan, dan sinergi antarlembaga yang belum optimal. Strategi lanjutan yang diharapkan meliputi peningkatan frekuensi pelatihan, penguatan kemitraan dengan perusahaan, serta penyediaan program magang, sementara Dinas telah mengembangkan kerja sama resmi dengan perusahaan untuk penyaluran alumni pelatihan sesuai kebutuhan industri. Penelitian ini merekomendasikan perlunya kebijakan pendampingan berkelanjutan dan keterbukaan informasi lowongan kerja guna mengoptimalkan peran pemerintah dalam peningkatan keterampilan dan penyerapan tenaga kerja di Kabupaten Tuban.

Kata Kunci : Pelatihan kerja, kelembagaan, peningkatan skil