

# The Effectiveness of Job Training Institutions in Reducing Unemployment in Lamongan Regency

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## ABSTRACT

This study seeks to examine the implementation of a job training program, measure its effectiveness, and analyze the challenges encountered in its execution as part of efforts to decrease unemployment rates. The research employed a qualitative approach using a case study design. Informants were selected through purposive sampling, involving institutional administrators and members of the community who took part in the training activities. Data were gathered through observation, interviews, and documentation, while the analysis applied a qualitative descriptive technique that included data reduction, data display, and conclusion formulation. The findings reveal that well-implemented job training programs can enhance participants' competencies, work readiness, and employment opportunities through alignment with labor market demands and collaboration with industry partners. Nevertheless, the program's impact remains less than optimal due to limited community participation, restricted access to information and training services, and insufficient work experience among participants. In addition, structural issues such as the scarcity of employment opportunities continue to limit the effectiveness of training programs in addressing unemployment.

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## INTRODUCTION

Unemployment has become a strategic issue facing many developing countries, including Indonesia, driven by high population growth and an imbalance between labor supply and demand in the labor market (Adam et al., 2025; Yoana et al., 2024). Economic transformations driven by globalization and technological advancements have also shifted the need for workforce competencies to become increasingly specific and skills-based (Dwii, John & Bassey, 2024; Sairmaly, 2023). However, the increase in the workforce is not always accompanied by adequate job availability, contributing to high levels of open unemployment, particularly among the productive age group (Rimanto et al., 2022; Valentina et al., 2024). This situation is further exacerbated by the impact of the COVID-19 pandemic, which has disrupted economic activity and increased layoffs. Therefore, efforts are needed to align workforce skills with industry needs through more targeted policy interventions based on human resource development (Sunarsi, 2018).

Although various employment programs have been implemented, their effectiveness in reducing unemployment remains a matter of debate, particularly regarding the alignment of training materials with industry needs and the sustainability of these programs. Several studies have shown that vocational education and job training can increase productivity and job readiness, but results vary depending on the quality of the training, learning methods, and participant characteristics (Sutiman et al., 2022). One of the main obstacles is the mismatch of skills (skill mismatch) between the workforce and industry needs, which is exacerbated by weak synergy between training institutions and the business world and minimal post-training evaluation (Mumtahanah et al., 2025; Sauddin et al., 2021; Zulfirman, 2022). This condition highlights the importance of comprehensive evaluation of the effectiveness of job training institutions as a public policy instrument, particularly in areas with relatively high unemployment rates (Desrinelti et al., 2021).

Theoretically, the relationship between job training and unemployment reduction can be explained through human capital theory, which emphasizes the importance of investing in education and training to increase individual productivity (Nurdiawati & Atiatunnisa, 2018). Vocational and technical training plays a role in improving specific competencies needed by industry, while accelerating the workforce's transition from unemployment to employment. Furthermore, an experiential learning approach is also considered capable of improving skills, practical skills and job satisfaction through the integration of theory and practice. From a public policy

perspective, the effectiveness of training programs can be measured through indicators such as efficiency, adequacy, responsiveness, and accuracy of targeting (Gustiana & Pohan, 2023; Shofia et al., 2020).

Thus, job training institutions function not only as skill providers but also as strategic instruments in improving the quality of human resources and reducing unemployment, although their success is largely determined by the relevance of the curriculum, the quality of teaching, and the linkages with the industrial world (Sasongko, 2023; Alicia & Rani, 2022). Based on this conceptual framework, this study aims to analyze the effectiveness of job training institutions in reducing the unemployment rate in Lamongan Regency through a case study of LPK Aclasindo Inti Persada.

This study comprehensively examines the implementation of job training programs in Lamongan Regency, focusing on LPK Aclasindo Inti Persada as the primary case study. It analyzes the effectiveness of job training institutions in reducing unemployment, particularly by improving workforce competency and readiness in line with industry needs. Furthermore, this study systematically identifies various obstacles that arise in the implementation of training programs, thus providing a scientific contribution to increasing effectiveness in addressing the challenges of inhibiting factors.

The approach used is a qualitative case study method, which allows for in-depth exploration of the phenomenon through observation, interviews, and documentation techniques (Hidayat, 2018; Janah & Tampubolon, 2024). Scientifically, this research is expected to fill the gap in the literature regarding the effectiveness of job training institutions at the micro level, which has previously been studied more at the macro level. By focusing on LPK Aclasindo Inti Persada as a case study, this research provides a more specific picture of the effectiveness of job training institutions in reducing unemployment and the obstacles in implementing job training in reducing unemployment in Lamongan Regency.

In addition, practically, the results of this study are expected to be the basis for developing training programs that are more relevant to industrial needs and strengthen synergy between the government, training institutions, and the private sector, so as to be able to produce more adaptive and responsive employment policies in reducing unemployment rates.

## **METHODS**

This This research uses a qualitative approach with a case study strategy that focuses on an in-depth study of the effectiveness of job training institutions in reducing unemployment rates. This type of approach was chosen because it allows direct involvement of the researcher with the study subjects and provides a comprehensive understanding of the social phenomenon being studied. The data sources used in this study are primary and secondary data. Primary data were obtained from key informants, namely job training institution managers and training participants. Secondary data were obtained from institutional documents, activity reports, and related scientific literature. The research was conducted from February to April 2026. Informants were selected using the purposive sampling based on the level of involvement and understanding of the job training program. Data collection techniques used were semi-structured interviews, direct observation, and documentation studies. Interviews were used to gather information related to program implementation, achievements, and obstacles encountered. Observations were conducted to observe the training process and interactions between participants reports, and various other document evidence of activities.

The research instruments consisted of interview guidelines and observation sheets compiled based on program effectiveness indicators. Data validity and reliability were maintained through source and method triangulation techniques. This study also adhered to ethical principles by maintaining the confidentiality of informants' identities and ensuring data use was solely for academic purposes. The data analysis process was conducted interactively through the stages of data reduction, data presentation, and inductive conclusion drawing. The collected data were grouped based on relevant themes, then presented in descriptive narrative form, and subsequently interpreted to draw conclusions. Finally, thematic analysis was used to strengthen the interpretation results, thereby uncovering patterns, relationships, and dynamics that emerged in the overall implementation of the job training program.

## **RESULTS AND DISCUSSION**

### **1. Portrait of Job Training Program in Reducing Unemployment in Lamongan Regency Case Study at LPK Aclasindo Inti Persada**

Based on the results of research conducted through interviews, observations, and documentation at the Aclasindo Inti Persada Job Training Institute (LPK) in the

Regency Lamongan, a number of findings substantively answer research questions about job training programs, their effectiveness in reducing unemployment, and various problems that arose during its implementation. The research findings show that job training program organized through collaboration between the Department of Manpower Lamongan Regency Work and Industry and LPK Aclasindo Inti Persada are focused on increasing human resource capacity, especially in terms of skills technical and work readiness.

This program aims to address the mismatch between the competencies of the workforce work and job market needs are one of the main causes of the high unemployment rate. unemployment. This training program is not only about improving skills It's also about helping people get jobs. The importance of cross-sector synergy sectors to reduce unemployment and encourage regional innovation.

During the training, participants get a first-hand view of the world of work. through simulations and real-life situations. This is an added value that makes graduates are better prepared for work. There is also a clear orientation about goals after graduation. training, namely getting a job with a partner company or starting a business LPK plays a big role in helping participants find jobs. LPK not only functions as a training organizer, but also as a bridge between graduates and the industrial world.

Interviews with informants revealed that information about the training program had been disseminated through several different channels, both directly and indirectly. However, the effectiveness of this information dissemination remains uneven, particularly in rural areas. This has resulted in suboptimal community participation rates. The need for employment is a key reason why people want to participate in training. Most participants stated that training is a strategic way to improve their chances of finding employment. The training materials have also been tailored to industry needs, particularly in welding, a key focus of LPK Aclasindo Inti Persada. The materials are not only theoretical; they also focus on hands-on practice so participants can gain relevant work experience.

2. Effectiveness of Job Training Institutions in Reducing Unemployment The effectiveness of LPK Aclasindo Inti Persada in reducing unemployment can be analyzed based on several relevant indicators, including graduate quality, employment rate, competency alignment with industry needs, and sustainable collaboration with companies. The study results indicate that the industry perceives

the quality of training graduates as quite good. This is demonstrated by the fact that companies trust LPK Aclasindo Inti Persada graduates and recruit them as employees.

Examples of several large companies that partner with training institutions include PT Laksana Semarang, PT Tentrem Malang, PT Bahtera Bersaudara Sidoarjo, PT Karya Usaha Surabaya, PT Piala Mas, PT INKA Lamongan, PT ASUKA Gresik, and IMS Lamongan. Graduates are assessed as possessing adequate technical skills and adapting to the work environment. These findings indicate that the training provided meets the competency standards required by the workforce. In terms of employment, there is a positive trend, with several graduates successfully securing employment after completing the training.

This shows that the training program has indeed helped reduce unemployment, although it hasn't yet employed all of its graduates. Graduates' ability to perform their jobs is also an important indicator of the program's effectiveness. According to Suhendro, Director of the LPK, graduates of the Aclasindo Inti Persada LPK are considered to possess good skills, particularly in technical areas. However, there were some concerns about improving soft skills, such as communication and work ethic.

The partnership between LPK and its partner companies is well-established and long-lasting. Companies not only recruit graduates but also provide feedback on required competency needs. This allows LPK to dynamically modify the training curriculum as the industry changes. The program's effectiveness is also demonstrated by how well LPK can adapt the training materials to meet job market needs. This flexibility is one of the most important factors that can make training more relevant.

Furthermore, partner companies stated they have seen benefits from the partnership, both in terms of recruitment efficiency and the quality of their workforce. From the instructors' perspective, the quality of the instructors is sufficient to deliver the training material. This has a positive impact on the learning process and participants' ability to achieve their goals. The ongoing collaboration between the LPK and the companies also demonstrates a high level of trust in the quality of the training offered. When linked to the theory of public policy effectiveness, the training program This program has met several criteria, such as adequacy in meeting workforce needs, responsiveness to industry needs, and accuracy in achieving program objectives. However, from a justice perspective, inequalities in access to information and public participation remain.

## **2. Obstacles in the Implementation of Job Training in Reducing Unemployment in Lamongan Regency Case Study at LPK Aclasindo Inti Persada**

Although the training program has yielded some positive results, several issues have made it less effective. One major issue is that people are largely unaware of the existence and benefits of the job training program. This has led to low participation, especially among people living in remote areas. The lack of publicity for the program is a contributing factor.

Another reason why it is difficult to reach more potential participants is that people who need the program have not fully utilized it because information has not been shared evenly. Another problem identified is the ability of participants to develop non-technical skills (soft skills) they are limited. Although technical skills are quite good, communication, discipline, and work adaptability still need to be improved so that graduates can compete more optimally in the job market.

From an institutional perspective, there are also challenges in continuously adapting the curriculum to changing industry needs. While efforts have been made to adapt, rapid changes in the workplace require more responsive innovation. Furthermore, limited collaboration networks with certain industries also hinder the expansion of job placement opportunities for graduates. This means that the employment rate after training is less than optimal. Empirically, the job training program run by LPK Aclasindo Inti Persada plays a key role in improving workforce quality and reducing unemployment in Lamongan Regency.

These findings align with the notion that competency-based training can improve workforce employability by developing skills relevant to industry demand. The results of this study demonstrate a similarity in the importance of matching training programs to the needs of service users (Tiana et al., 2025). However, this study also highlights that socialization and accessibility remain issues that need to be addressed for the program to be more effective overall. Data interpretation indicates that program effectiveness is determined not only by the quality of training but also by external factors such as industry support, community participation, and government policies on workforce development. The government, training institutions, and the industrial sector need to collaborate more closely.

Although job training programs have helped reduce unemployment, they still need to be improved in terms of outreach, strengthening soft skills, and expanding partnership networks with the business world.

This is crucial so that this program not only produces skilled workers but also ensures that job absorption continues optimally (Firmansyah & Anisykurlillah, 2023). Although job training programs have helped reduce unemployment, they still need to

be improved in terms of outreach, strengthening soft skills, and expanding partnership networks with the business world. This is crucial so that this program not only produces skilled workers but also ensures that job absorption continues optimally.

## **CONCLUSION**

Based on the research conducted, it can be concluded that the job training program in Lamongan Regency, implemented in collaboration with LPK Aclasindo Inti Persada, plays a strategic role in reducing unemployment. This program focuses on improving workers' skills and knowledge by providing relevant training materials, motivation, and opportunities to become familiar with the world of work. In theory, the training provided is not only a way to improve individual skills but also a way to connect workers' needs with industry demands. Therefore, the existence of training institutions is an important tool in reducing the gap between labor availability and existing job opportunities. In addition, the effectiveness of LPK Aclasindo Inti Persada in reducing unemployment can be assessed through various indicators, including the quality of graduates, the level of acceptance by companies, and the alignment of competencies to industry needs, and sustainable collaboration with the business world.

However, several issues remain in the implementation of this program, the most important of which is that people do not understand or care enough about the importance of job training. The results show that the effectiveness of job training institutions is determined not only by the institution's internal quality, but also by external factors such as community participation and perception. To build a sustainable and impactful job training model that will significantly reduce unemployment, it is important to strengthen the synergy between training institutions, the government, and the industrial sector, as well as improve communication with the community.

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