

## TRAINING CENTER IN MADURA (PROBLEMS AND CHALLENGES)

Wispandono, Eni Sri Rahayu, Netty D.K and Deni Setya

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**ABSTRACT:** *The purpose of this research is to identify problems, challenges of Training Center and Department of Labor. In addition, to explore the reasons, the motive of society to become TKI. The method used in this research is qualitative. Techniques of collecting interview data and observation. The subjects of the study were the Training Center in Sampang. The results showed that the existing barriers in the Sampang BLK are lack of infrastructure, lack of facilities and infrastructure. There is no specific program done from BLK specifically for prospective TKI. Mayoritas prospective migrant workers do not have special skills related to their work in the destination country.*

**KEYWORDS:** Training Center, TKI, Madura

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## INTRODUCTION

### Preliminary

The vocational training center (BLK) has great potential to improve the quality of Indonesian workforce. The existence of BLK is increasingly a strategy with the support of the government. BLK functions include (a) preparation of plans, programs, budgets, evaluations and reporting; (b) implementation of labor training; c) implementation of pilot program trials, and labor competency tests; d) institutional cooperation and report preparation. The number of BLKs is spread across each provincial and district cities in Indonesia. However, BLK is now very poor condition. Based on the mapping Department of Manpower and Transmigration shows that almost 100 percent of BLKs in eastern Indonesia are poor, in Central Indonesia 3.8 percent good, 27.2 percent average and 75 percent bad and in kratasan Barat Indonesia 15.7 percent good, 37.3 percent moderate and 47 percent bad. Nationally BLKs are in good condition only at 11.1 percent, while 30.2 percent and poor condition of 58.7 percent. (Wispanono, 2016)

On the other hand, the condition and quality of Indonesian Migrant Workers (BMI) is very alarming. Some of the problems faced by BMI include culture, language and communication, BMI performance, violence, rape, unilateral contract termination, wage standard, overstay, pregnancy and have children and lesbian issues. This happens because the average quality (input) BMI is very low. Lack of knowledge, education and skills make them experience violence in the destination country. (Wispanono, 2016)

This BMI condition does not really need to happen if these BMIs are given skills in BLK each region. The vocational training center should be the responsible facilitator to take care of the needs of migrant workers who will go abroad. Services provided include administrative services and practical services. But the fact is ironic, BLK conditions in Indonesia is very alarming starting from the aspect of management, quality of human resources, facilities and infrastructure, curriculum, weak network to the lack of care of local government. Based on the above facts, this study offers a review of the revitalization of vocational training centers to improve the knowledge, education and skills of migrant workers with the concept of link and match. (Wispanono, 2016)

The revitalization research of the vocational training center is also very urgent because based on the fact, the labor conditions of Madura (migrant workers) are very alarming. Indonesian Workers Problems in East Java in 2014 is dominated by Madurese with about 3,519 people (metrotvnews.com). The four districts in Madura according to East Java Disnakertransduk note that five areas with the highest rate of migrant workers in East Java (Data Disnakertransduk Jatim 2015). Throughout 2014, there were 7,493 Indonesian migrant workers (BMI) from East Java who had problems, ranging from minor to severe law violations. "Of that amount, about 70% percent comes from Madura (Edi Purwinarto, 2015). TKI problematic include Sampang, Pamekasan and Sumenep. For Sampang there are 15.61 people, Pamekasan is 1129, Sumenep 829 TKI (Head of DKI Jakarta Provincial Government, 2015)

## **METHODOLOGY**

The method used in this research is qualitative. Data collection techniques are in-depth interview and observation. The subjects of this study were employees at the Sampang Training Center and the Labor Department of Sampang Regency. Also wawancaa done with informants who are interested in becoming TKI (prospective migrant workers)

## **RESULTS AND DISCUSSION**

The first informant was Mr. Bisrul Hafil, age 56 years. Mr. Bisrul Hafil served as Head of Manpower BLK Kabupaten Sampang.

Training Center in Sampang District was established in 2014. BLK was originally under the Department of Social Affairs, Manpower and Transmigration (Dinsosnakertrans). In this Office there is a field of Labor. The activities in this workforce are identical with training and job creation including Indonesian Migrant Workers (TKI). Because of its activities related to training, it is considered less effective if it was in the Social Service finally in 2013 began to design the Training Center (BLK), then in 2014 the official standing BLK. (interview with Pak Bisrul Hafil, Sampang BLK).

Initially BLK joined Dinsosnakertrans, but at the nomenclature of fiscal year 2016-2017, BLK was shaded by the Department of Cooperatives, Micro Enterprises and Manpower, precisely dated December 28, 2016. Based on interviews with informants, obtained some data such as strengths, weaknesses, opportunities and threats. (interview with Mr. Bisrul Hafil, Sampang BLK).

### **Some of the strengths that exist in the Training Center (BLK), among others:**

First, the facilities at BLK Sampang are adequate and complete. Each room is used for one training, the room is also adequate, starting in 2016/2017 there is a dormitory for trainees as well as dining room, prayer room, bathroom.

Secondly, the programs are also quite good and there are additional programs in this year that is batik.

Third, the place is also strategic because in the middle of the city and the edge of the highway.

Fourth, according to the researcher's analysis, the service is good enough, seen from the reception service. When we visited there it was served well.

In addition to strength, there are some weaknesses in the Training Center (BLK). The weaknesses include:

First, the human resources (employees) at around 14:45 pm. when the researchers arrived at the Training Center (BLK) the hall seemed quiet, only a few employees were still in place until the hours back home. Second, the facilities and infrastructure of office space is not adequate. Because one room size standart occupied by 6 employees. And also part of the computer training room door broken. Thirdly, the programs of BLK lack the TKI program. There is no special training from BLK for prospective migrant workers. Fourth, there is no special instructor for each district. So it slows the implementation of training activities. Fifth, there is no Department of Manpower in Sampang Regency. The existence of manpower field shaded by cooperative office of micro business and employment. Feel less aligned, so the programs adjust to the BLK program. There are no special programs in the field of labor.

### **Opportunity**

First, it is located beside the highway and in the middle of the city so easy to reach the community. Second, the community is enthusiastic with the programs of BLK. Proved with each training must be full 20 participants. Third, there is support from the district and sub-district governments, so the program runs smoothly.

### **Threatment**

According to kabit. Employment "Bisrul Hafi" Most of the Sampang people, especially in the North region, they do the business of buying and selling drugs. So it makes them lazy to work well.

### **Existing program at Training Center (BLK) Sampang**

The training programs at the Training Center are diverse. The training programs that exist in this BLK include embroidery and sewing, there are 3 cars, there are cars, motorcycles, boats, carbide welding and electric welding and batik. (interview with Mr. Bisrul Hafil, Sampang BLK).

Some programs that have been held Training Center (BLK) is manjahit, border, automotive (car, motorcycle, ship), carbide welding, electric welding and batik. The training objectives are the general public with the criteria: the poor, the failing workers, the unemployed, the productive age (17-40 years). (interview with Mr. Bisrul Hafil, Sampang BLK).

Information dissemination mechanism that is BLK gives socialization in every sub-district attended by Head of Village from each sub-district. So most of the trainees are recommended from the village head. There is also a list of their own here, but rarely.

The target after the training, the community is able to create jobs with the skills they get. Because after completion of training they are equipped with equipment in accordance with the training program they take. Suppose sewing, they get a sewing machine. Motorcycle training, participants get motorcycle and car repair equipment. The equipment is free. Starting from registration, consumption, equipment residence, certificate and transport money.

In connection with the Special Training Center for Indonesian Workers Candidates, there is no such program. Because the special program BLK handled by PT. CTKI. BLK cooperation with PT. CTKI. The following is an official excerpt of an interview with Mr. Bisrul Hafil

Until now no. Because it is handled by PT. CTKI. We also cooperate with them. Most of the prospective migrant workers apply directly to PT. CTKI, then from PT. CTKI requested a recommendation to us and also reported the prospective migrant workers who enroll in the PT. Someone signed up directly to us, but only a few. Sometimes only 15 people registered, but who can reach to another country can hundreds hundred. Yes it is illegal mbk. Until now there are about 90% of illegal TKI for Kab. Sampang own. (interview with Pak Bisrul Hafil BLK Sampang)

Based on the above data, most prospective migrant workers apply directly to PT CTKI. PT CTKI requests recommendations to Dinas and reports prospective migrant workers applying to the PT.

Some migrant workers are registered directly to the Office, but very few. Sometimes the register only 15 people, but that can reach to other countries can be hundreds (illegal). Up to now, approximately 90% of illegal workers are from Sampang.

The Dinas does not provide specific trainer programs for prospective migrant workers, because PT CTKI has handled the problem of TKI training. The role of the Office only provides socialization-socialization of the Indonesian labor market in the sub-district to the public about illegal workers.

Related to the revitalization of the Training Center other than the human resources aspect, public awareness about the importance of certificate of expertise is very less. People who have a certificate of expertise from BLK do not function as good as possible. The following is an official interview with Mr. Bisrul Hafil Sampang.

In addition to human resources yes mbk, awareness of the community is still lacking. Like migrant workers, they are still many who are illegal. They just come along when there is an invitation without taking care of the letters and other requirements. Even if they have a certificate of expertise provided by BLK, they do not function as good as possible. (interview with Mr. Bisrul Hafil, Sampang)

In addition to interviews with BLK, researchers also conducted interviews with the Office of Cooperatives, Micro Enterprises, and Manpower, namely Mr. Agus Sumarso (53 years). Mr. Sumarso serves as Head of Industrial Relations, Manpower Placement and Transmigration.

Programs from Dinas have nothing to do with improving worker skills, as the program adapts to the BLK program. In connection with a special program to improve the skills for prospective migrant workers abroad, there is no program conducted by the Office, because there are already PT CTKI that handles skills training for prospective migrant workers. (interview with Pak Agus Sumarso).

Related to BLK's knowledge, according to Mr. Agus, BLK is a training ground to develop community knowledge and skills. The following is an excerpt from an interview with Mr. Agus Sumarso

Yes the training center is a training ground for developing the community. And in Sampang the BLK and employment are in one Head of Division, namely Head of Manpower under the auspices of the Office of Cooperatives, Micro Enterprises, and Manpower.

There are many programs that are in the Training Center (BLK). There is automotive training, electric welding, carbide, sewing, building or trading and computers. Here's the interview with Mr. Agus.

Many mbk. There is automotive training, divided into 3 branches, namely motorcycles, cars, and boats are often called outboard motors. Continue to have electric welding and carbide welding, embroidery and sewing, building or carpentry, batik, also never used any computer training. (interview with Mr. Agus Sumarso)

Initially, BLK was under the auspices of the Department of Social Affairs and Employment, but starting from the new budget year 2016, BLK was under the auspices of the Department of Cooperatives, Micro Enterprises and Employment.

Starting the new budget year 2016 BLK is under the auspices of the Department of Cooperatives, Micro Enterprises and Employment. But previously BLK was under the auspices of the Office of Social Affairs and Labor (interview with Mr. Agus Sumarso)

BLK conditions in Sampang Regency is adequate, both facilities and buildings. In the year 2016-2017 there is a dormitory as a place of lodging participants during the training. Equipments are also sufficient sepeeri masin sewing, computer, welding, carpentry, automotive etc.

Needs that needed in Sampang BLK is instructor. Because of the 4 existing districts in Madura that there are only instructors Sumenep. The following interview with Mr. Agus Sumarso:

Researcher: What are the necessary requirements at the Training Center?

Agus Sumarso: Instructor mbk. Because it is gini, from 4 districts in Madura, the only instructor is Sumenep, because he is directly shaded by Surabaya. Well, one instructor was shared with the other districts, so that was not effective. (interview with Agus Sumarso)

### **Motivation, Public Interest Being TKI**

The next data is to explore the motivation, interest of the community to become TKI. Informants of this research are Siti Zainab (35 years), Suryadi (37 years) and Muhammad (30 years).

According to informants, the reasons for becoming migrant workers vary. Some of the reasons are to seek experience, seek the economy, and help the parents. Motivation to become a TKI (prospective migrant workers) comes from yourself. Here's an interview quote with the informant:

What are the reasons for encouraging migrant workers?

Informant: "Looking for experience " (Siti Zainab)

Informant: "What is clear Economy" (Suryadi)

Informant: "help the parents" (Muhammad)

Who encourages to become a TKI?

Informant: "None, want to be alone" (Siti Zainab)

Informant: "Self" (Suryadi)

Informant: "myself" (Muhammad)

Countries of interest as migrant workers destination are Brunei Darussalam and Saudi Arabia. Jobs that are of interest to TKI (prospective labor migrants) if women are as housewives. If the man in Saudi Arabia as a driver (driver). The following is a direct interview quote with the informant:

Which country is the destination?

Informant: "Brunei" (Siti Zainab)

Informant: "Saudi Arabia" (Suryadi)

What work will be done in that country?

Informant: "Housemaid, Nothing" (Siti Zainab)

Informant: "Driver, driver may yes, (Suryadi)

The majority of TKI (prospective migrant workers) do not have skills related to their work. The following is a direct interview quote with the informant:

What previously had knowledge (skills) about the job?

Informant: "Nothing" (Siti Zainab)

Informant: "Gk no skills" (Suryadi)

Informant: "If the skill does not exist, then we just help the job, clean up, wash the car" (Muhammad)

Informant: "Nah" (Muhammad)

The majority of informants said that procedures for handling documents submitted by others (brokers or brokers). No one takes care of themselves.

## CONCLUSION

Based on the analysis of the Training Center, it was found that the function of the Training Center which should be a training ground for prospective migrant workers can not work properly. This is because there are no programs that exist in the BLK specifically intended for prospective migrant workers. On the other hand, migrant workers themselves prefer to directly register to PT CTKI rather than report to the relevant Office. Related to this matter, the input for Dinas (BLK) is a special program to equip prospective migrant workers and socialization of safe and legal migration.

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