
Community Empowerment Training Program for Employment in the Maritime World (Case Study: North Sulawesi Shipping Polytechnic)

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Abstract: The goal of this research is to learn more about how the community empowerment training program (ETP) is implemented at the North Sulawesi Polytechnic. To describe data, facts, and conditions, this study employs qualitative research methodologies and a case study approach. Observation, interviews, and documentation were utilized to obtain data. In addition, the data analysis technique employs data analysis techniques based on the Miles and Huberman model, namely data reduction, data presentation, and conclusion drafting. According to the findings of this study, the method for executing the ETP program at the North Sulawesi Polytechnic is one of President Joko Widodo's policies in the development of community-centered marine human resources, particularly in North Sulawesi. Meanwhile, the variables that influence the policy of adopting ETP include the need to raise the community's capability in conditions where it is less capable economically and in terms of human resources. Meanwhile, it can encourage the community to acquire and expand their knowledge in both theory and practice as part of the process of strengthening maritime human resources in general. In addition, the intended impact of this ETP Program policy is the ETP program that is supplied to the community, namely Basic Safety Training (BST), Security Awareness Training (SAT), Advance Fire Fighting (AFF), and BST-KLM (Motorcycle). Sailing Boats). Each of these trainings aims to equip and sharpen competences, abilities, gain insight, and learn how to operate safely, so that they can then give value to the community when they enter the work force.

Keywords: Community Empowerment Training (ETP), Program, Maritime.

INTRODUCTION

Indonesia is the largest archipelagic country in the world which is dominated by territorial waters. The ocean area is so vast that Indonesia has a lot of marine resources. Seeing this strong potential, the government is trying to make Indonesia the world's maritime axis. The concept of a maritime state has a very broad scope, as reported from Darmawan's book *Breaking the Waves Towards the Matirim State* (2018), a maritime state is a country that uses and controls all strategic forces in the ocean as a sea power which includes political, economic, and defense aspects. security.

The number of human resources in the coastal areas, especially fishermen who do not have a certificate of competence regarding the importance of implementing safety. The causes of accidents on ships, namely low awareness of ship crews about safety on voyages, low mastery of shipping safety competence, ships not equipped with safety equipment as they

should be, bad weather such as big waves. Therefore, the knowledge and skills of the ship's crew as well as the ship's safety and seaworthiness equipment should be a concern for the ship's crew.

Community Empowerment Education and Training (DPM) is one of the government's programs to create superior human resources in the maritime field, especially in areas whose characteristics require special handling from safety and security aspects in the transportation sector. To implement competent maritime human resources, of course, they must go through the education and training stages, the North Sulawesi Shipping Polytechnic is a state university within the Ministry of Transportation which organizes vocational education programs in the shipping sector that prepares students to become professionals with high work skills or abilities.

Training Community Empowerment is an effort to make the community able to participate actively in all aspects of development and development. Conceptually, the provision of education and training for community empowerment is an effort to increase the capability of the layers of society who are currently unable to escape the trap of poverty and underdevelopment. Meanwhile, broadly, community empowerment is an effort to invite the community to learn and increase knowledge both in terms of theory and practicum in the context of the community's intellectual process and to develop the community's ability to understand and solve various life problems objectively.

Community empowerment carried out at the North Sulawesi Polytechnic not only develops the economic potential of the community, but also gains knowledge and skills related to the importance of shipping safety culture. Empowerment as a socio-cultural concept that is implemented in the development of community-centered maritime human resources, not only grows and develops economic added value but also adds value to competence in the safety and security of transportation services through education and training.

The DPM programs provided to the community are Basic Safety Training, Security Awareness Training, Advance Fire Fighting, and BST-KLM (motor sailing boat) training for each training to equip and hone competencies, abilities, add insight, know how to work safety, which later it can become an added value for the community when they enter the world of work.

Through maritime power, Indonesia is trying to realize a strong and reliable maritime security defense capability in facing regional and global challenges. Meanwhile, in maritime civilization, a strategy is carried out by creating superior quality maritime human resources, maritime technology innovation, and a strong maritime culture as the basis of maritime civilization.

With the background stated above, the North Sulawesi Shipping Polytechnic located in South Minahasa Regency, North Sulawesi Province is one of 12 UPTs under the auspices of the BPSDM for Sea Transportation which is given the mandate and responsibility to carry out Community Empowerment Training (DPM) to support the program. strategic plan, namely Indonesia towards the world maritime axis.

In connection with this, the North Sulawesi Shipping Polytechnic is one of the service providers and regulators who carry out their duties and functions according to the mandate given by the Central Government, so in this case the author chooses the title "THE PROGRAM OF COMMUNITY EMPOWERMENT EDUCATION IN THE JOBS IN THE MARITIME WORLD (case study). : North Sulawesi Shipping Polytechnic)" to make it easier to obtain information and data accuracy related to the DPM program in order to find variables that match one of the government's main visions, which is to make Indonesia the

world's maritime axis. This training refers to the provisions in CHAPTER VI *Safety Of Life At Sea*(SOLAS) and *Standards for Training, Certification, and Watch keeping*(STCW) 2010 Code section A-VI/1.2 Where the curriculum is designed to meet the above provisions and addressed in order to produce seafarers who are capable in their duties on board the ship, especially on work safety and relations among crew members (ABK) on board.

The implementation of the Basic Safety Training (BST) training is intended to serve the needs and demands of the community / prospective seafarers who do not yet have a marine certificate in accordance with the provisions of STCW 2010 Section A-VI/1.2.

This education and training educates and trains the training participants to better understand basic knowledge about safety and be able to use safety equipment and be able to act in dealing with future and current hazards, in order to achieve the safety of everyone on board and the marine environment. In order to achieve competency standards, the implementation of the training is carried out with face-to-face activities in the classroom and practical implementation in the laboratory room and in the swimming pool that has been provided at the Training Center and to support the implementation of the Basic Safety Training (BST) training process, the implementation of the training is supported by teaching staff who have experience in the professional field with Certification of Training of Trainer (ToT) 6.09 and 3.12.

In an effort to achieve the training objectives, each participant is equipped with teaching materials and books reference and equipment that supports the achievement of the implementation of the Basic Safety Training (BST) curriculum, referring to the Standard of Training Certification and Watchkeeping for Seafarers (STCW 2010) Sections A-VI/1.2,

METHODOLOGY

The research approach used in this study is a qualitative approach (qualitative research). The approach used in this research is a qualitative approach, which is a research procedure that produces descriptive data in the form of speech or writing and observable behavior from the person (subject) itself. With this qualitative research approach, the researcher will make a description of the description of the object that is studied systematically, both regarding the facts, characteristics and various things related to the research theme..

Bogdan and Taylor (Moleong, 2007: 4) define qualitative methodology as a research procedure that produces descriptive data in the form of written or spoken words from people and observable behavior. This qualitative research is specifically more directed at the use of the case study method. As the opinion of Lincoln and Guba (Sayekti Pujosuwarno, 1992: 34) which states that a qualitative approach can also be called a case study or qualitative, namely in-depth and detailed research on everything related to the research subject.

Furthermore, Sayekti Pujosuwarno (1986: 1) expressed the opinion of Moh. Surya and Djumhur who state that case studies can be interpreted as a technique to study an individual in depth to help him get a good adjustment. The type of research used in this research is case study research. Case Studies come from the translation in English "A Case Study" or "Case Studies". The word "Case" is taken from the word "Case" which, according to the Oxford Advanced Learner's Dictionary of Current English (1989; 173), is defined as 1). "instance or example of the occurrence of sth.", 2). "actual state of affairs; situations", and 3). "circumstances or special conditions relating to a person or thing". Sequentially the meaning is 1). an example of something happening, 2). the actual condition of the state or situation, and 3). certain environment or conditions about people or things.

DISCUSSION

The implementation of DPM can be carried out in collaboration with third parties and/or

independent activities of the Education and Training Unit in the process of preparing the facilities and infrastructure for the implementation of DPM carried out by the North Sulawesi Poltekpel. The implementation of the North Sulawesi Poltekpel DPM collaboration with other stakeholders is carried out through a Joint Agreement (MoU).

All forms of DPM financing are borne by the government as stipulated in the Regulation of the Minister of Transportation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance, as well as Scholarships in the Transportation Sector. In the implementation of DPM, there are rules and regulations that apply as implementation guidelines and the legal umbrella for organizing DPM which is located at the North Sulawesi Polytechnic. The DPM learning process carried out by the North Sulawesi Poltekpel is in accordance with the sailor competency training curriculum. Prior to the implementation of the DPM, which was organized by the North Sulawesi Poltekpel, of course in the Training section/unit first formed a committee team and determined the decision of the implementation committee.

4.3.2 Outputs and Results Received After Implementing the DPM Program

Community Empowerment Education and Training (DPM) for the 2019 period there were 3,478 participants where the DPM participants for commercial ships (BST, SAT, AFF) which were held at the North Sulawesi Poltekpel campus were 1,700 participants and the DPM specifically for motor sailing boats or fishermen was carried out at a predetermined location as many as 1,700 participants. 1,778 participants. All certificates have been given to DPM participants who have carried out 14 days of training and have passed the assessment/exam conducted at the North Sulawesi Poltekpel campus.

4.3.3 Availability of Facilities and Infrastructure during the implementation of the DPM program at Poltekpel North Sulawesi

Educational facilities and infrastructure are a resource that becomes a benchmark for school quality and need continuous improvement along with the development of advanced science and technology. Educational facilities and infrastructure are things that really support the achievement of a goal of education as an educational person we are required to master and understand the administration of facilities and infrastructure, to increase effective and efficient work power and be able to respect the work ethic of fellow educational personnel, so as to create harmony, comfort that can lead to pride and a sense of belonging from both the school community and the surrounding community. One of the elements of implementing DPM is the availability of complete facilities and infrastructure, noted that the facilities and infrastructure for the implementation of DPM at the North Sulawesi Polytechnic have met the standards and criteria, including:

- a. Class Facilities
- b. Practice Facilities, including:
 - 1) Laboratory;
 - 2) Workshop work;
 - 3) Simulators; and
 - 4) Waterpit/training pool.
- c. Other Supporting Facilities, including:
 - 1) Polyclinic;
 - 2) Canteen; and

3) Library.

4.3.4 DPM certificate that has been used in the field of work in the Maritime industry

The outputs of the Community Empowerment Training Program are mandatory certificates owned by ship operators which are regulated in STCW 1970 amendments to Manila 2010, and traditional ship operators have been regulated in Ministerial Regulation No.61 Year 2021

Certificate of result from Program training Community empowerment held by North Sulawesi Poltekpel is as follows;

- 1) BST
- 2) BST KLM
- 3) AFF
- 4) SAT

above certificate, is certificate base which must be owned by the crew, because if the crew does not have the certificate, then the crew can get criminal sanctions

4.3.5 Expectations achieved in the related Maritime Potential Development Program DPM

In the Development of Indonesia's maritime potential, Community Empowerment Education and Training activities are one of the Strategic Plans to improve the quality and quantity of human resources in the Development of Indonesian Maritime Potential. Increase Public Awareness of Documents/Certificates that must be owned as Traditional Ship Operators and Commercial Ships, so that fishermen/ship operators are not subject to criminal sanctions so that the Government has slowly brought order to regulations in accordance with the legislation. With this Empowerment Education and Training, it is hoped that the quality of human resources for marine transportation service operators will gain more in-depth knowledge about safety competencies on board ships as a form of the Government's efforts to reduce ship accidents at sea which can harm users / actors of sea transportation services. The availability of superior sea transportation services and protected by law because it has certification in accordance with national and international regulations so that it is expected to increase Indonesia's maritime potential by encouraging maritime connectivity, logistics, and maritime tourism. Community Empowerment Education and Training is a training and education which requires advice and supporting infrastructure, therefore the implementation of DPM is carried out by providing lodging facilities to the community,

4.4.1 The Process of Implementing the DPM Program carried out at the North Sulawesi Shipping Polytechnic

The Interpretation Stage in policy implementation is a more detailed explanation of the contents of Education policies so that they are more easily understood and accepted by policy implementers. Such as the policy of the DPM Program implemented at the North Sulawesi Polytechnic which has a goal according to the aspirations of President Joko Widodo, namely: improve the quality and quantity of human resources in the Development of Indonesian Maritime Potential. According to Anderson (1979: 4) in Tjilen (2019:13), 'that public policy is a direction of action that has a purpose set by an actor or a number of actors in overcoming a problem or problem'. The policies to be implemented must have clear objectives in order to achieve success. Tilaar (2016: 146), 'Education policy is concerned with elaborating the mission of Education in achieving certain goals'. The suitability of the objectives and benefits of each policy is an important instrument for the success of policy implementation. This is in

accordance with the opinion conveyed by Tjilen (2019: 31), 'the extent to which the policy can be implemented properly in accordance with the policy objectives is an important instrument for the success of policy implementation'.

Based on the data in the field, the policy for implementing the DPM program is contained in the Regulation of the Minister of Transportation of the Republic of Indonesia Number PM 63 of 2018 concerning Amendments to the Regulation of the Minister of Transportation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance and Scholarships in the Transportation Sector for good realization steps. from the aspect of financing and planning. Meanwhile, in its implementation, it is published in the Decree on the Determination of DPM Participants in accordance with the Regulation of the Head of the Transportation Human Resources Development Agency Number PK.03 / BPSDMP-2018 concerning Guidelines for the Implementation of Education and Training for Community Training Empowerment. Furthermore, the implementation between the Ministry of Transportation and the UPT appointed to carry out the implementation of the DPM program. Guidelines for the Implementation of Education, Training and Empowerment Public Within the Ministry of Transportation, hereinafter referred to as the DPM Guidelines are prepared as a reference in the implementation of DPM that can be accounted for in accordance with the goals and objectives of the community empowerment program. This is in accordance with the opinion expressed by Widjaja (2003:169) 'Community empowerment is an effort to increase the ability and potential of the community, so that the community can realize their identity, dignity and worth to the maximum in order to survive and develop themselves independently in the economic, social, religious and cultural fields'. Based on field data, resources in implementing policies from the Ministry of Transportation under the Transportation Human Resources Development Agency have completed safety and life skill training in the shipping sector for the general public and vocational students in supporting the Vocational Revitalization program according to Presidential Instruction No. 9 of 2016. Horn and Meter (1978:465) in Tjilen (2019:44) that 'resources that deserve attention in supporting the successful implementation of policies include funds or other incentives that encourage and facilitate effective implementation'. Horn and Meter continued that '... staff or personal is an essential resource in policy implementation...'. It can be concluded that in achieving the success of policy implementation, it is very dependent on the human resources involved and the budget that will be used. The Organizing Stage of the Community Empowerment Education and Training Program held at the North Sulawesi Polytechnic requires resources to support the success of the program. The Community Empowerment Training Program is carried out by the Transportation Human Resources Development Agency through the North Sulawesi Polytechnic UPT. In addition, there are several stakeholders involved in the implementation of the DPM program. Based on the data in the field, it is the Ministry of Transportation that carries out the DPM program policy, in addition to the involvement of the relevant agencies that have the responsibility for the needs of the revitalization of Vocational High Schools. SOPs are documents that contain instructions or technical steps taken by implementers to achieve policy objectives. In implementing the DPM program, the Transportation Human Resources Development Agency issues standard SOPs regarding the applicable implementation rules. Based on data in the field, that in carrying out the program, it is necessary to form a committee and determine the Decree of the DPM Organizing Committee to monitor and compile reports on the implementation of DPM by UPT Diklat through the DPM information system. According to Wahab (2004) in Syahrudin (2018:42) that 'the implementation of policies developed is relatively abstract, and some are operational depending on the purpose of using the model which will then be heavily influenced by the complexity of policy problems as well as the objectives and analysis itself'.

4.4.2 Factors influencing the improvement of Maritime Human Resources through the DPM program

Wibawa (1992: 14) in Hasbullah (2016: 92) says that "policy implementation is the embodiment of decisions regarding basic policies usually contained in a law, but can also take the form of important executive instructions or statutory decisions". The Vocational Revitalization Program is in accordance with Presidential Instruction No. 9 of 2016 and Regulation of the Minister of Transportation of the Republic of Indonesia Number PM 63 of 2018 concerning Amendments to the Regulation of the Minister of Transportation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance and Scholarships in the Transportation Sector. Empowerment public carried out at the North Sulawesi Polytechnic not only develop the economic potential of the community, but also got knowledge and skills related to the importance of shipping safety culture. Empowerment as a socio-cultural concept that is implemented in the development of community-centered maritime human resources, not only grows and develops economic added value but also adds value to competence in the safety and security of transportation services through education and training. The DPM programs provided to the community are Basic Safety Training, Security Awareness Training, Advance Fire Fighting, and BST-KLM (motor sailing boat) training for each training to equip and hone competencies, abilities, add insight, know how to work safety, which later it can become an added value for the community when they enter the world of work.

4.4.3 The impact of the DPM program carried out by the North Sulawesi Poltekel

Based on the findings obtained in the field that the North Sulawesi Shipping Polytechnic is located in a very strategic geographical position in the Northern Region of Indonesia, precisely in North Sulawesi and is the only State Shipping Higher Education owned by the Ministry of Transportation in the northern part of Sulawesi. Withheld DPM which is held by the North Sulawesi poltekel, the improvement in the quality of human resources has increased. The increase can be seen from the areas where DPM training has been held and the number of training participants and graduates of DPM training, with these data the Government can ensure that the local community has been given Training and Education. The above findings are in line with the research by Adenathera L Dewa, et al. (2021) regarding the Role of Sea Transportation on the Maritime Axis in Reducing Disparities between regions in Indonesia, that the steps in developing sea transportation are, among others, by 1) Improving the quality of port services for users so as to increase comfort, security and safety for both passenger and cargo ships.; The level of awareness of transportation safety is low, due to the lack of supervision and guidance on transportation safety from the regulator, and due to a lack of competence and implementation of safety for operators. According to Tuerah (2015) there are several factors that play a role in supporting the success of education, namely infrastructure, participant materials (materials), methods, learning objectives and a supportive environment. From this statement, if it is related to the impact of implementing DPM, it can be concluded that the infrastructure and environment of educational institutions is a positive impact of implementing DPM programs that can support success. Several things that have happened in the field of sea transportation related to ship accidents and accidents and security disturbances at sea/maritime indicate the weakness of four devices involved in the world of transportation in general, namely hardware (hardware), software (software), hardware and software. life (life ware) and organizational devices (organoware). Therefore, in order to explore why this happened, there is a relevant theoretical basis to explore this, namely: Van der Schaff (Eindhoven University of Technology, 1992), explains that dangerous situations that lead to accidents are the result of a combination of technical, human and organization. By creating defense systems, such as automated safety

systems, standard safety procedures, will prevent this situation from leading to an incident and allow the system to return to its normal state. Based on the description above, the North Sulawesi Polytechnic is demanded to be able to develop the potential of maritime human resources through the implementation of the DPM program in order to minimize the number of accidents, especially in the sea transportation sector.

CONCLUSION

After conducting research on the Empowerment Training Program Public (DPM) in improving services and evaluating the implementation of DPM, which is contained in the previous chapters, it can be concluded that the implementation of the Community Empowerment Education and Training program (DPM) at the North Sulawesi Polytechnic is generally quite good. Where is the Community Empowerment Education and Training program (DPM) at the North Sulawesi Polytechnic with the following results:

1. The process of implementing the DPM program carried out at the North Sulawesi Shipping Polytechnic

In the implementation of Community Empowerment Training, the leadership carried out by the North Sulawesi Poltekpel must first form a committee and determine the decision of the DPM implementation committee.

The implementation of Community Empowerment Education and Training as referred to includes the following activities:

- 1) Preparation of schedule and time for DPM implementation;
- 2) Preparation of DPM facilities, both facilities and infrastructure;
- 3) Implementation of acceptance of DPM Participants;
- 4) The implementation of DPM learning is in accordance with the budget, types, and targets of DPM Participants;
- 5) Implementation of DPM exams or assessments;
- 6) Provision of DPM Certificate of Completion; and
- 7) Provision of competency certificates through UPT Education and Training.

The implementation of DPM can be carried out in collaboration with third parties in collaboration and/or independent activities of the Education and Training UPT/swakelola in the process of preparing the facilities and infrastructure for the implementation of DPM in terms of implementation outside the Education and Training UPT. The implementation of DPM can be carried out through cooperation with third parties in the validation process of supporting data for DPM Participants in order to ensure the validity and correctness based on the criteria for DPM participants as stipulated in the Regulation of the Minister of Transportation regarding the provision of scholarships and educational assistance.

2. Outputs and results received after implementing the DPM program

Curriculum program Seafarer skills education and training (DKP), is a guideline in the implementation of education and training for educational institutions and training sea transportation which aims to equip and hone competencies, abilities, add insight, know how to work safety, which can later become added value for the community when entering the world of work.

Community Empowerment Education and Training (DPM) for the 2019 period there are 3,478 participant where DPM participants for commercial vessels (BST, SAT, AFF) were held

at the North Sulawesi Poltekel campus as many as 1,700 participants and DPM specifically for motorized sailing boats or fishermen held at predetermined locations as many as 1,778 participants.

Whole certificates have been given to DPM participants who have carryout Training and has been declared to have passed the assessment/exam conducted at the North Sulawesi Poltekel campus.

In conclusion, with the holding of the DPM program carried out by the North Sulawesi Poltekel, of course, encourage the public to increase and increase knowledge both in terms of theory and practicum in order to minimize work accidents on ships and which can later become added value for the community when entering the world of work.

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