

THE RELEVANCE OF EMPLOYABILITY SKILL IN VOCATIONAL EDUCATION IN THE FIELD OF MECHANICAL ENGINEERING TO THE MANUFACTURING INDUSTRY NEEDS IN THE INDUSTRIAL ERA 4.0

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ABSTRACT

The high number of unemployed, both in underdeveloped, developing and developed countries, indicates that the problem of unemployment cannot be solved only with an economic approach, but must also be balanced with increasing competence in accordance with industry needs. This study aims to: (1) map the profile of employability skills needed by the manufacturing industry and examine their implementation; (2) measuring the level of employability skills implemented in vocational learning; (3) analyzing the level of relevance of employability skills in vocational learning to the employability skills needed by the manufacturing industry. This research is a qualitative research. The subjects of this research are manufacturing industry staff and vocational program lecturers. The validity of the data is guaranteed by triangulation of data collection using focus group discussion (FGD) techniques, observation and documentation. namely interviews, documentation and observation. The results of the research show that: (1) The practice of employability skills in industry is integrated into the work implementation process. Real problems in the field stimulate employees to apply their employability skills. Employability skills are needed by employees as the basic capital for job improvement. There is an assessment from superiors on the achievement of employee employability skills. The results of this assessment are used as guidelines in determining the promotion of an employee; (2) Habituation of employability skills in vocational program students is carried out by each lecturer. There is no employability skills cultivation program set by the study program for all practical courses; (3) Implementation of employability skills of vocational students in mechanical engineering with employability skills required by the manufacturing industry in Indonesia is not yet relevant. Embedding employability skills from planning, implementation, to evaluation needs to be integrated into practical courses as the industry instills employability skills directly in the work area.

Kata Kunci: *employability, unemployment, vocational, industry*