

ABSTRAK

Evaluasi Program Pelatihan Tenaga Kerja oleh Lembaga Pelatihan Kerja Swasta (LPKS) merupakan salah satu upaya pemerintah Kota Lhokseumawe dalam menanggulangi pengangguran dan meningkatkan kualitas sumber daya manusia. Penelitian ini bertujuan untuk mengevaluasi pelaksanaan program pelatihan tenaga kerja serta mengetahui hambatan dalam pelaksanaannya. Penelitian menggunakan pendekatan kualitatif dengan metode deskriptif. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi. Hasil penelitian menunjukkan bahwa program pelatihan tenaga kerja telah berjalan cukup baik pada aspek input dan process, seperti tersedianya instruktur dan pelaksanaan pelatihan sesuai jadwal. Namun, pada aspek output dan outcome program belum mampu menurunkan angka pengangguran secara signifikan di Kota Lhokseumawe. Jumlah peserta pelatihan masih terbatas dibandingkan jumlah pengangguran yang ada, serta belum semua peserta memperoleh pekerjaan setelah mengikuti pelatihan. Teori evaluasi IPO (Input, Process, Output, Outcome) oleh Bushnell digunakan sebagai kerangka analisis penelitian. Faktor pendukung program meliputi kerja sama antara pemerintah dan LPKS serta adanya instruktur yang kompeten. Sementara itu, faktor penghambat meliputi minimnya sosialisasi program, rendahnya motivasi masyarakat mengikuti pelatihan, keterbatasan anggaran, dan belum tersedianya Balai Latihan Kerja (BLK) di Kota Lhokseumawe.

Kata Kunci: *Evaluasi Program, Pelatihan Tenaga Kerja, LPKS, Pengangguran.*

ABSTRACT

The Evaluation of the Job Training Program conducted by Private Job Training Institutions (LPKS) is one of the efforts made by the Government of Lhokseumawe City to reduce unemployment and improve the quality of human resources. This study aims to evaluate the implementation of the job training program and identify the obstacles encountered during its implementation. The research used a qualitative approach with a descriptive method. Data collection techniques were carried out through interviews, observations, and documentation. The results of the study indicate that the job training program has been implemented quite well in terms of input and process aspects, such as the availability of instructors and the implementation of training according to schedule. However, in terms of output and outcome aspects, the program has not been able to significantly reduce the unemployment rate in Lhokseumawe City. The number of training participants is still limited compared to the total number of unemployed people, and not all participants obtained employment after completing the training. The IPO (Input, Process, Output, Outcome) evaluation theory by Bushnell was used as the analytical framework in this study. Supporting factors of the program include cooperation between the government and LPKS, as well as the availability of competent instructors. Meanwhile, inhibiting factors include the lack of program socialization, low public motivation to participate in training, limited budget, and the unavailability of a Job Training Center (BLK) in Lhokseumawe City.

Keywords: *Evaluation program, Job Training, LPKS, Unemployment.*