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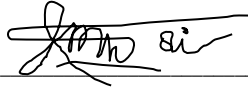
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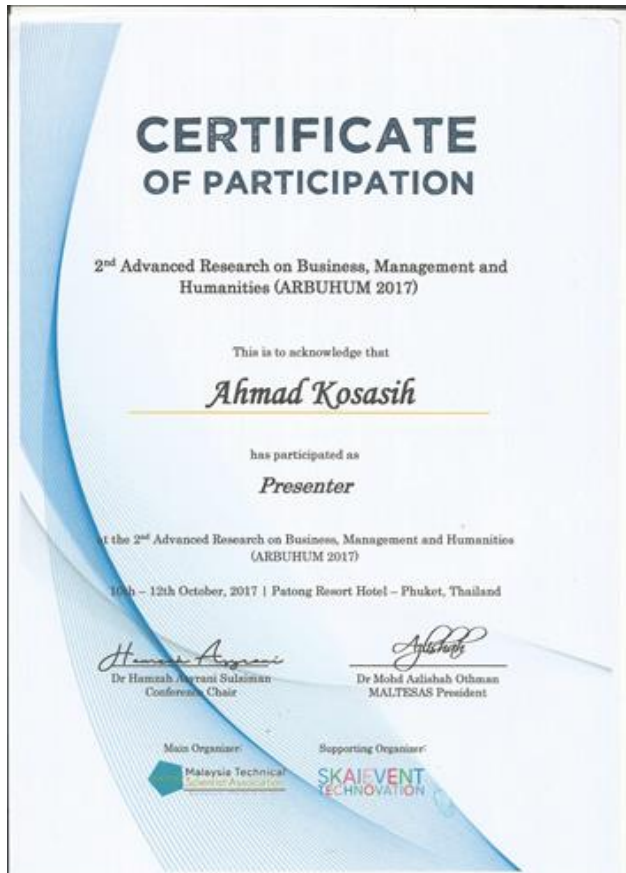
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LINK AND MATCH BETWEEN EDUCATION AND INDUSTRIES

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The purpose of this study is to bring education specifically universities closer to industries to produce graduation who are competitive and in accordance with the needs of the jobs market, thus to reduce the high unemployment rate, especially for university graduations. This research is done by using qualitative approach. Data is taken from observation, document analysis and interview tounemployed bachelor degree in Bekasi city, February 2017. The research found out that labor force in Bekasi city is 1,193,672 people (58,26%) from population, employees 1,081,936 (90.64%) of the total workforce. The number of unemployed in Bekasi city is 111,736 people (9.36%). The unemployment rate is higher than the Indonesian unemployment rate 7.010.000 (5%), and the unemployment rate from the university reaches 8.39%. This unemployment rate is quite high because the maximum unemployment rate is 3% ideally. This condition needs to be anticipated by reducing the unemployment rate. And the existence of universities as the main institution which responsible for producing competent human resources, must make improvements in order to be able produce competitive scholars. The efforts should undertake are: (1) reviewing the curriculum, (2) improving lecturer competence, (3) opening cooperation with industries in conducting tridarma college); (4) getting support from the government as regulator and facilitator.

Keywords: unemployment, Relevant Education

I. INTRODUCTION

The era of globalization has influenced all aspects of life. In this openness era the competition is increasing sharply, that also happen to education field. Universities are demanded to produce qualified and competitive human resources. The quality of college graduates currently is not only for local, regional or national level, but it has to be at international level. To meet the standart, relevant education is required. Conceptually, relevance in education can be defined as accordance or link and match of the curriculum and learning process with the students' needs, including of the jobs need or market needs.

The relevance or conformity of educational programs with the world of work is essential for education in order that education correspond with real life. The relevance of education can be done in various ways, among others: through the curriculum of educational units that provide learning programs according to the needs of students and the needs of industries; through a learning process, universities equip students with relevant soft skills; through high-quality lecturers performance, they will teach according to curriculum demands; and through the availability and adequacy of learning facilities, the learning process will enable students to gain learning opportunities that relevant to their potential future and their needs.

In the context of this relevances, the relevancies of education in Indonesia is still low, especially for universities. The indicator that can be seen from the low of absorption of industries toward university graduations and the high unemployment rate for university graduations. That means that absorption university graduations in industries in still low (BPS, 2015). But on the other hand, many jobs vacancies offered by the world of work or business and industry are not occupied by the qualifications of the available graduates. That make many college graduates are unemployed. The data indicating that education in universities in Indonesia still not relevant can be seen by the existence of graduates that give high contributing for unemployment rate. The Central Bureau of Statistics (BPS) released the number of labor

force in Indonesia in February 2017. As many as 131.55 million, employed as many as 124.54 million people, and the number of unemployed was recorded at 7.01 million people (5%). The unemployment rate is 3% ideally. From the total unemployment, 11% is bachelor degree.

Based on the observation in several private universities in Bekasi show that many study programs still unable to apply the Indonesian National Qualification Framework (KKNI) curriculum, that match to industries demand the curriculum is still in conceptual level and not aplicable yet. that is justify the statement of Agus Riyanto, He said " from 4000 universities in Indonesia, less than 10% of the universities understand the need of the industries". During the discussion entitle Link and Match universities and Industries held by LP3I.¹ This is important to do effort to improve link and match between education and industry. Therefore, this research is made under the title "Tightening Between Education and Industries" with the formulation of the problems below:

1. Why there are many college graduations unemployed?
2. How do universities improve quality of education?
3. What factors affect the success of college education?

II. METHODOLOGY

This study uses a qualitative approach with descriptive-narrative. Data is taken through observation, interview and document analysis. The targets of ths study are bachelor degrees unemployed in city of Bekasi. The data analysis was done by: 1) Presentation of result of research in narrative form, 2) Organizing and reduction of data by classifying, summarizing, coding and interpreting so that the research finding is meaningful, 3) Conclusion / verification to draw conclusion which can describe the patterns about the events that occurred.

III RESULT OF RESEARCH AND DISCUSSION

1. The reasons why many university graduates are still unemployed

¹Forum Result: Education Institution and development of profession Indoensia in Jakarta, Wednesday (17/5).

Labor is a population that is of working age. According to Law no. 13 of 2003, Chapter I, Article 1, paragraph 2 stated that the workforce is every person capable of doing the work in order to produce goods or services, both for subsistence and for society. Broadly speaking, the population of a country divided into two groups, namely labor and not labor. Residents belonging to the labor force if the resident has entered the working age. Working age limit in force in Indonesia is 15 years old - 64 years. The concept of work is implemented by BPS as an activity to activity with the purpose of obtaining or helping to earn at least done for one hour in a row and not broken in the past week. Unemployment is people who do not or are not working or looking for work. Here, Unemployment is mean to be unemployed.²

Similarly, in Bekasi there are 1,193,672 workers (58.26% of the total population) and 1,081,936 (90.64%) total workforce. It is shown that the number of unemployed in Bekasi city is 111,736 people (9.36%). The unemployment rate is higher than the Indonesian unemployment rate 7.010.000 (5%), and the unemployment rate from the university reaches 8.39%.

This needs to be evaluated by the universities which are the most responsible institution for producing quality of human resources. If the education in campuses is relevant to industries, the quality the graduates certainly have competitiveness and will not cause a lot of unemployment. The ideal limit of graduate unemployment should be no more than 3%.

The result of observation, it is known that reasons why many unemployed college graduates, namely 1) Low Economic Growth, the growth of the economic is not good make industry and companies are reluctant to expand. It means the need of work force is also stagnant, that cause massive unemployed college graduates. 2) Too Many Social Graduates, many study programs that have been over supply so that cause many graduations are unemployed. 3) Stupid Graduates, these kind of scholars do not have intelligence in cognitive aspect 4) No Wow

Factor, the graduates have no work products.

Results from interviews from industry players that the competence of college graduates is not balance with the needs. And a similar opinion from the Professional Certification Institute (LSP) assessors that current universities still have common curriculum that is still common, has not been mapped based on recognitions of professions and less skills of the graduates that makes sense if the graduates are irrelevant.

The scholars who are seeking job in city of Bekasi complained about the lack of vacancies open and tight competition in getting jobs among the job seekers. Bachelor is awarded degree that given to someone who made through Strata one in college. After becoming a scholar, college graduates are expected to start looking for their true identity, but they are confused to determine what should they do, no clear direction and eventually they become unemployed. And to engage in entrepreneurship they are constrained with capital and they do not have the courage to bear any risk. It must be admitted that the opportunities for the uptake of undergraduate workers are low.

From the description above shows the relevance between the quality of universities and the needs of the industrial still need improvement even though the public access to higher education keep increasing. These conditions require serious action to increase the relevance studies and quality of education in Indonesia, more specifically universities in city of Bekasi as Fasli Jalal stated, that Indonesia needs to redesign the concept of higher education so that their graduates will be absorbed by the industry easily.

2. The colleges' strategies in improving the quality of education

Jessup said: "The first function of education in human society, in point of time, is to direct and accelerate learning in such a way that the rising generation will be well prepared for adult life"³ John Dewey introduces progressive education that criticizes traditional education. Progressive education is a learning activities that must be experienced by learners.⁴ The essence of this education is: pay attention to the dynamics lives of learners and emphasize on the creativity and

²Bekasi Government, Bekasi in numbers, 2016, p 36

³Jessup, FW 1969, lifelong learning. A symposium on continuing Education, London, Pergamon Press, Ltd, p:4

⁴www.eurekapedidikan.com/2014/12/pemikiran-filsafat-dan-pendidikan-john.html

involvement of students in discussion and problem solving. University is an educational unit that carries out higher education, can be academic, polytechnic, high school, institute or university which is obliged to organize "Tridharma" (education, research and community service). The University has to be relevant, that is said Peter McPhee.⁵ UNESCO describe the relevant education, it was learning to be. So under graduate has to be employ in industry. He has to get job that suits educational background. Relevant education suits industry needs, in order to under graduate of university able get job in job field.

Most of colleges in Bekasi has no relevance to the needs of the job market. The efforts should be undertaken are: (1) reviewing the curriculum, (2) improving lecturer competence, (3) opening cooperation with industry in conducting tridharma college; (4) getting support from the government as regulator and facilitator. The demands of the working world should give motivations for colleges to adapt. Base on the principle of quality of equality and the understanding about qualifications of various fields of work and profession in global era, it needs qualification parameter with international standard of educational graduation in Indonesia. Beside the demands reason of the new paradigm of global education, curriculum needs to change colleges in Indonesia internally.

Actually there is already determined curriculum to answer the importance of graduates competence so that when they graduated later they can work according to the needs of the job market, which is known as the Indonesian National Qualification Framework (KKNI), the curriculum composed by six main parameters: (a) Science, (b) knowledge, (c) know-how, (d) skill, (e) affection and (f) competency. From the results of interviews with Professors of UNJ who live in Bekasi, He stated that "Universities are not ready to implement KKNI due to limited facilities and limited competence lecturer". From the observation, it is known that KKNI which is chanted in curriculum still conceptual, it is not fully

reach the substance yet. If universities want to improve the quality of graduation they have to apply the KKNI curriculum. And to appeal to the relevance of conformity with the world of industry / employment, universities must cooperate with industry players. To improve lecturers' competence by supervising Tridharma universities' duties in conducting education, research and community service. Lecturer observation is trapped in campus environment that is focus on teaching courses. Lecturers' weaknesses are lack of research and community service. Colleges should be research-based. In learning, lecturers are still trapped in conventional style and difficult to change to adjust with the development that occurred.

In globalization era where the competition is very tight and the industrial world as the user of graduations emphasizing on the competence of graduates, it is considered the important of certificate of diploma for graduates. However, lecturer should have professional certification too. One of the most important for the lecturer certification is the instructor profession, the certificate is issued by the National Agency for Profession Certification (BNSP). With this certification the learning will be held by using standard according to Indonesian National Work Competence Standards (SKKNI); namely the formulation of work ability that includes aspects of knowledge, Skills and attitudes that relevant to the implementation of duties and requirement of office that established in accordance with the provisions of applicable legislation. Current material or knowledge that students get from universities is often different from that requirement by the industry. "Therefore, universities and industries need to collaborate in conducting research, so that the result of academic research can be utilized by the industry," said Ophirtus.⁶

According to him, there still few little academic researches results that can be utilized by the industry because it is considered less profitable for the company. Due to the results of research in universities are mostly successful on a laboratory scale but not applied in the broader sense of the community. "for that reason we need to change mindset so that since the beginning of the research must be done together with the industry to develop it. Thus the results of research can be enjoyed by

⁵A Handbook for Teaching and Learning in Higher Education Enhancing Academic Practice, Third edition, Routledge, New York 2009, p. xviii

⁶Result of Meeting Collaboration and Innovation Network (Coin) held by USAID Higher Education Leadership and Management (HELM) at Swissbell Hotel Medan, Wednesday (27/4)

many people, "said Sumule in front of academics who came from 27 universities in Indonesia. Then colleges must open themselves as wide as possible in cooperation and collaboration with the industry.

Colleges are not the only strong element to achieve educational goals, the power possessed will not have much to say without the support of the government. The government as a regulator has many laws and regulations related to education. It only needs commitment to carry out in a discipline and full of responsibility. Similarly, as a facilitator function, the government can provide both moral and physical support to universities to improve the relevance and quality of education. With this support, universities will be better and able to synergize with all stake holders. Such as issuing the industry's readiness to do commitment for education in the region by providing opportunities to cooperate and collaborate with universities, such as internships, collaborations by having guest lecturers from industry practitionership in learning and conduct joint activities in community service.

3. Affecting Factors for the success of college education

The quality of education in Indonesia itself, especially colleges have a very high disparity. To fix this requires:

- 1) The substance of the Indonesian National Qualification Framework (KKNI) curriculum must be relevant to the industrial world. Tripathy in Pramudi Utomo (2011) explains that all workers in the world of international industry require mastery of the foundations of competence and skills with high performance. The competencies expected by industry are hard skills competence (a skill used to work in the field of expertise) and soft skills competence (used to support the worker to complete the task). And according to Patric S O'Brien (1997) soft skills include communication skill, organizational skill, leadership skill, logic skill, effort skill, group skill and ethic.
- 2) Education and training opportunities for educators and education personnel at universities so that the quality of higher education is increasing.

- 3) Increasing skill competence besides intellectual competence hence require laboratory.
- 4) Improvement of college management Deming comprises four main components: 1) labor market research, 2) education process design, 3) operational educational process, and 4) produces competitive and acceptable graduates of the labor market. Therefore, the management of education, especially universities in Indonesia should immediately reorient and redefine the purpose of the college, not just to produce graduates as much as possible without regard to the users' satisfaction of the graduates, but also the university must be responsible to produce the output (graduates) with competitive and qualified graduation to satisfy the needs of the user.
- 5) Agreement of cooperation with various industrial world. Universities must have a strategy that accommodates its interests in order to cooperate with industry. The importance of equalizing the vision of cooperation in various forms of activities is by providing graduates in accordance with the world of work.
- 6) Government support to apply the KKNI curriculum and certify various professions and competencies through BNS (National Agency for Professional Certification) to lecturers

IV. CONCLUSION

The real steps that universities can take to minimize the gap between universities and industries by producing competitive graduates and in accordance to the needs of the labor market. Through the efforts of: (1) reviewing the curriculum, (2) increasing lecturer competence, (3) opening cooperation with industry in conducting university tridarma), (4) getting support from government as regulator and facilitator. And to achieve the objectives of educational and industrial approach are the things to note are: 1) the Indonesian National Qualification Framework (KKNI) curriculum substance, 2) Profession certification of lecturers and educational staff, 3) laboratotium for the improvement of skills competence, 4) Reliable college management, 5) Cooperation with various industries.

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