

Work Training Strategies and Policies to Reduce Open Unemployment in Ogan Komering Ulu Regency

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Abstract

Purpose: This study aims to assess the impact of vocational training programs on reducing the Open Unemployment Rate (TPT) in Ogan Komering Ulu Regency from 2020 to 2024. It examines the challenges faced in implementing these programs and proposes policy recommendations to enhance their effectiveness in the future.

Research Methodology: This study uses a qualitative approach, analyzing data from regional development reports, training participation rates, and interviews with local officials and training providers to assess the success and challenges of existing vocational programs.

Results: The findings show that while Ogan Komering Ulu Regency's TPT was generally lower than South Sumatra's provincial and national rates until 2024, there was a significant increase in 2024. The analysis highlights that limited training options, inadequate funding, and low worker participation are key factors that hinder the success of these programs.

Conclusions: Vocational training programs have the potential to significantly reduce unemployment in the region, but their effectiveness is constrained by various factors. Policy recommendations include increasing funding, expanding training options, enhancing job placement initiatives, and improving communication and outreach for vocational training programs for people with disabilities.

Limitations: The study is limited by the availability of data, particularly in terms of detailed tracking of vocational program graduates and their post-training employment outcomes. Further studies are needed to measure the long-term impact of vocational training on employment sustainability.

Contribution: This study enhances the understanding of labor development policies in Ogan Komering Ulu Regency and provides recommendations for improving vocational training programs to reduce unemployment and support local workforce development.

Keywords: *Vocational Training, Unemployment Rate, Workforce Development.*

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1. Introduction

Labor development is carried out to improve the quality of the workforce and its participation in development, as well as to enhance the protection of workers and their families in accordance with human dignity. According to Minister of Manpower Decree No. 206 of 2017 on guidelines for measuring the labor development index, labor development, as an integral part of national development, has four main objectives (Sapariati, Widnyani, & Dewi, 2025):

1. Utilization of the entire national workforce in national development or the economy
2. Equal job opportunities across Indonesia.
3. Labor protection throughout Indonesia; and
4. Welfare of all workers and their families.

One of the indicators for assessing labor development is the Open Unemployment Rate (TPT). Furthermore, Suryanto, Mukhlis, Makhya, and Rosalia (2025) used TPT as a macro indicator and a key performance indicator (KPI) for development at the regency/city level. The convergence of TPT as an indicator to assess the success of labor development (evaluated using the Labor Development Index (IPK) against the achievement of Sustainable Development Goals (SDGs)) is as follows:

Table 1. Integration of Indicators in SDGs with Sub-Indicators in IPK

SDGs Target	SDGs Indicator	Sub-Indicator in IPK
8.5. By 2030, achieve full and productive employment and decent work for all women and men, including youth and persons with disabilities, and equal pay for equal work	8.5.2. Open Unemployment Rate by gender and age group	2.3. Open Unemployment Rate (TPT)

Source: Labor Development Index 2021 (Ministry of Manpower, 2022)

The motivation for this Policy Paper is based on the achievement of the Open Unemployment Rate (TPT) in Ogan Komering Ulu Regency, which over the last 4 years has been lower than that of South Sumatra Province and the National rate, as shown in the following chart: Comparison of TPT (%) Ogan Komering Ulu Regency, South Sumatra, and National (2020-2024)

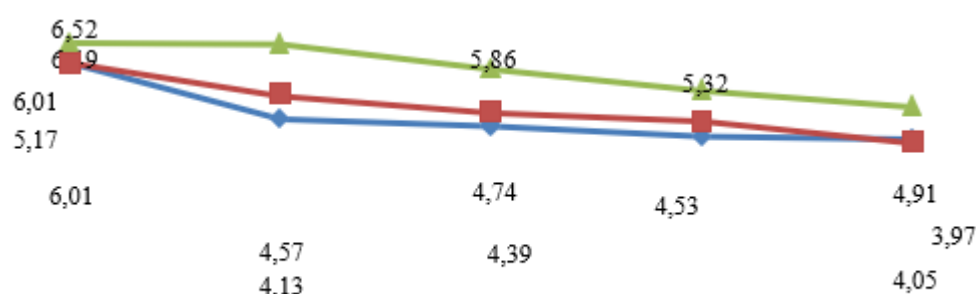


Figure 1. Comparison of TPT Targets and Achievements in Ogan Komering Ulu (2020-2024)

Source: BPS Ogan Komering Ulu (2024) and RPJMD Ogan Komering Ulu Regency (2021-2026)

2020	2021	2022	2023	2024
	Ogan Komering Ulu	South Sumatra	National	

The 1945 Constitution of the Republic of Indonesia states that “Every citizen has the right to work and live decently for human dignity.” The government, regional governments, and society are responsible for addressing the issue of unemployment. Therefore, one of the goals of labor development is to achieve equitable job opportunities and provide a workforce that meets national and regional development needs.

1.1 Vocational Training for Reducing Unemployment.

One of the steps to address unemployment is to expand job opportunities and improve the competencies of the workforce. According to research conducted by Sudrajad, Sawitri, and Farhan (2021) in Malang City, job opportunities have a positive and significant impact on reducing unemployment. Another study by Mauliddah, Mochklas, and Rosmaniar (2022) found that job fairs are an alternative to reducing

unemployment rates. Similarly, Yoana, Auwalin, and Rumayya (2024) showed that vocational training significantly reduces unemployment in Semarang City.

According to Suleman, Azizurrohman, and Pramuja (2024), since workers are the primary resource in an economy, keeping them employed should be the primary concern for policymakers. One effort to achieve this is through labor efficiency. Labor efficiency increases with advancements in technology, health, education, and worker skills. Mauliddah et al. (2022) mentioned that there is high competition for job vacancies, which makes it essential for the public to gather information. Therefore, Wahyudi and Khotimah (2022) argue that government intervention is needed to reduce unemployment by providing labor market information and preparing workers with the competencies and specifications required by the labor market. According to Keynesian theory, government intervention is necessary to create full employment and economic stability.

Government policies to reduce unemployment are required in labor placement services and vocational training, as stated by Rahmatutik and Laksmono (2023). According to Rahmatutik and Laksmono (2023), government labor placement services require time to meet demand. The government's role in vocational training programs is also needed because these programs can reduce frictional unemployment, which occurs due to the time it takes for job applicants to find work. Based on the various theories above, the implementation of vocational training to support the reduction of TPT in Ogan Komering Ulu Regency is illustrated in the conceptual framework as follows:

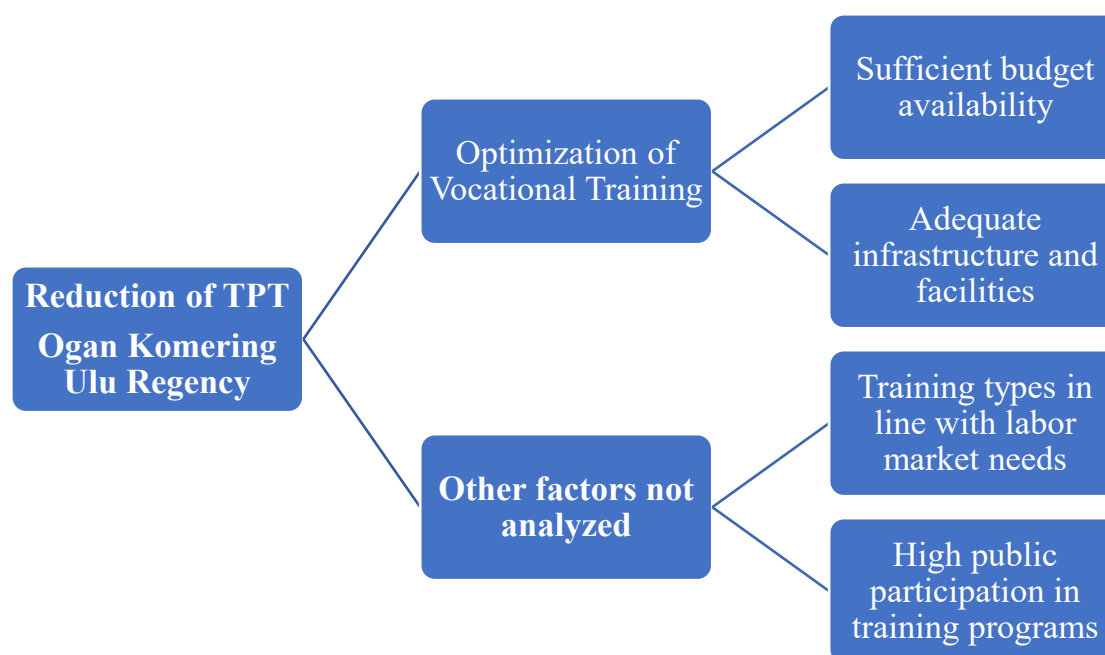


Figure 2. Conceptual Framework
Source: Author's analysis

1.1.1 Review of Vocational Training Strategies and Policies.

1. Strategy 1: Increasing the Quantity and Types of Vocational Training.

The policy to achieve this strategy is to increase the participation of the community and business sector in organizing vocational training. As stated in Government Regulation No. 31 of 2006 on the National Vocational Training System, one of the basic principles of training is that it is a shared responsibility between businesses, the government and the community. The limitations in training resources, including budget, human resources, and infrastructure owned by the Ogan Komering Ulu Regency Labor Office, can be addressed by increasing community and business sector involvement.

2. **Increasing the Number of Certified Workers.**
Increasing the number of certified workers can be achieved through enhanced cooperation with the Ministry of Manpower, the National Professional Certification Agency (BNSP), and other relevant institutions. Cooperation with the Ministry of Manpower and BNSP is particularly important to address the limitations of training budgets that affect the number of certified workers.
3. **Increasing the Number of Workers Participating in Internships.**
It is important to increase the role of the business sector in internship programs. Internships should be conducted to improve the knowledge and skills of potential workers and graduates of vocational training programmes. Through internships, workers learn skills that go beyond academic knowledge and vocational training; they also acquire the technical and interpersonal skills required in the labor market.

1.2 Issues

The issue under review is the suboptimal contribution of vocational training programs in reducing the open unemployment rate in Ogan Komering Ulu Regency, as the targets set in the RPJMD Ogan Komering Ulu Regency for 2021-2026 have not been achieved. From 2020 to 2024, the average percentage of workers trained by the Ogan Komering Ulu Regency Labor Office compared to the number of unemployed individuals in the region was 12.15%, with 10.72% of the funding from the Ogan Komering Ulu Regency APBD and 1.43% from the Ministry of Manpower's APBN. This reflects that the contribution of vocational training programs to reducing TPT is not optimal.

The suboptimal contribution of vocational training programs is caused by several factors, including:

1. Limited budget.
2. Limited training facilities and infrastructure are available.
3. Limited types of training are available.
4. Low participation of the workforce in training programs.

1.3. Purpose and Objectives of the Study

The purpose of drafting this Policy Paper is as follows:

1. Provide an overview of the issues and labor development outcomes in Ogan Komering Ulu Regency, particularly from 2020 to 2024; and
2. This study analyzes the implementation of vocational training programs conducted to reduce open unemployment in Ogan Komering Ulu Regency during 2020-2024 and offer recommendations for policy improvements to reduce unemployment in Ogan Komering Ulu Regency.

The objectives of this activity are as follows:

1. To serve as input for the development of future labor development program planning.
2. This study serves as a foundation for preparing a more in-depth study of labor development in the future.

1.4 Methodology

This Policy Paper was developed as an input regarding the implementation of policies and strategies for vocational training and labor placement programs aimed at reducing open unemployment in the Ogan Komering Ulu Regency. This study used a qualitative research method. According to Prasetya (200), one qualitative research method is a literature review, with content analysis from various sources, especially those directly related to the planning and achievements of vocational training and labor placement programs implemented by the Ogan Komering Ulu Regency Labor Office from 2020 to 2024. In addition, data were collected through interviews with relevant OPDs involved in vocational training programs, such as:

1. The Ogan Komering Ulu Regency Bapelitbangda (Regional Planning, Research, and Development Agency)

2. The Ogan Komering Ulu Regency BPKAD (Regional Finance and Asset Management Agency)
3. The Ogan Komering Ulu Regency Labor Office, including the UPT (Technical Implementation Unit) for Workforce Training
4. Ogan Komering Ulu Regency Cooperative Office
5. Ogan Komering Ulu Regency Trade and Industry Office
6. The Ogan Komering Ulu Regency Youth and Sports Office
7. The Ogan Komering Ulu Regency BPS (Central Statistics Agency).

1.5 Structure of Writing

The remainder of this policy paper is organized as follows:

Chapter I: Introduction

This chapter presents the background, issues, objectives, methodology, and structure of the study.

Chapter II: Analysis and Discussion of Issues

This chapter discusses the issues based on the available data and information.

Chapter III: Policy Options

This chapter presents policy options to address the issues identified.

Chapter IV: Conclusions and Policy Recommendations

This chapter presents the conclusions and proposed policy recommendations.

2. Literature Review and Hypothesis Development

The implementation of vocational training is one of the core tasks, functions, and authorities of the regional government in carrying out labor affairs at the regency/city level. The local government of Ogan Komering Ulu Regency, especially the Ogan Komering Ulu Regency Labor Office, faces several challenges in fulfilling its duties and responsibilities regarding vocational training.

2.1 Budget Limitations.

From 2020 to 2024, the percentage of the Ogan Komering Ulu Regency Labor Office's budget compared to the Ogan Komering Ulu Regency's Regional Revenue and Expenditure Budget (APBD), excluding employee expenses, was minimal. During this period, the percentage of the target and realized budget of the Ogan Komering Ulu Regency Labor Office allocated for vocational training from 2020 to 2024 was very small compared to the APBD of the Regency. Percentage of Labor Affairs Budget to APBD Ogan Komering Ulu Regency



Figure 3. Labor Affairs Budget

Source: Bappelitbangda Ogan Komering Ulu Regency (2024); processed data

The minimal budget for labor affairs does not correspond to the tasks entrusted to the Ogan Komering Ulu Regency Labor Office, which is to reduce TPT in the regency, as stated in the Ogan Komering Ulu Regency Labor Office's Strategic Plan (Renstra) and the Ogan Komering Ulu Regency Mid-Term Regional Development Plan (RPJMD). According to the Ogan Komering Ulu Regency in Figures

published by the BPS of Ogan Komering Ulu Regency (2024), the number of open unemployed in Ogan Komering Ulu Regency in March 2024 was 11,400. This number is lower than the previous year's number of 12,750 people in March 2023.

According to Agustina and Muchriana Muchran (2025), a budget is a statement of performance estimates to be achieved during a certain period, expressed in financial terms. In the logical framework of a program, the budget serves as an input. Therefore, the budget as an input determines the output of the activity. For vocational training programs, the budget required for each participant is quite large, depending on the type of training and the number of hours of study. For example, Mack (2024) states that for vocational training in welding held by the UPT of the Ogan Komering Ulu Regency Labor Office in 2024, 210 teaching hours over 35 working days are required for one cohort, starting from registration to competency testing. Four cohorts are held annually. If the available budget is small, the number of participants who can join the training will also be limited to a small number.

The table below shows the number of vocational training sessions held by the Ogan Komering Ulu Regency Labor Office from 2020 to 2024.

Table 2. Recapitulation of Vocational Training Data (2020 – 2024).

Year	Open Unemployment (Persons)	Number of Workers Trained (Persons)			Percentage of Workers Trained		
		APBD Kab. OKU	APBN Ministry of Manpower	Total	APBD Kab. OKU	APBN Ministry of Manpower	total
2020	11.644	-	112	112	0.00	0.96	0.96
2021	8.912	64	64	128	0.71	0.89	1.43
2022	8.677	112	112	224	9.03	1.29	2.58
2023	12.750	96	96	336	0.75	1.88	2.63
2024	11.400	128	128	400	1.12	2.12	3.50
Average					10.72	1.43	12.15

Source: Ogan Komering Ulu Regency Labor Office (2024); BPS Ogan Komering Ulu (2024).

2.2. Limitations in Training Facilities and Infrastructure

Regarding the vocational training program, the facilities for carrying out training activities owned by the Labor Office through the UPT of Vocational Training are limited. For instance, in welding training, there are only three active welding machines (Maulana 2023). Although the three welding instructors at UPT Workforce Training have the competence to train welding techniques up to 6G, the available welding machines only support up to 3G welding. Due to this limitation, according to information from the UPT Latihan Tenaga Kerja and the labor placement office, there are job offers for welding training graduates that cannot be fulfilled because the required competency is 6G (Handayani et al., 2025).

2.3. Limitations in the Types of Training Offered

The types of training conducted so far have not fully matched the potential in the Ogan Komering Ulu Regency area and the labor market needs. The vocational training programs offered vary widely, with a large number of participants, as presented in Table 3.

Table 3. Recapitulation of Vocational Training Types Conducted (2020-2024)

No	Workforce Training Unit				
	2020	2021	2022	2023	2024
APBN Ministry of Manpower					
1	Welding	Welding	Welding	Welding	Welding

	Techniques	Techniques	Techniques	Techniques	Techniques
2	Sewing	Sewing	Sewing	Sewing	Sewing
3	Automotive Techniques	-	Automotive Techniques	Automotive Techniques	Automotive Techniques
4	Beauty and Cosmetology	Beauty and Cosmetology	Beauty and Cosmetology	-	Beauty and Cosmetology
5	Processing	Processing	Processing	-	Processing
6	Electricity	-	Electricity	Electricity	Electricity
7	Audio Video	-	Audio Video	Audio Video	Audio Video
APBD Ogan Komering Ulu					
1	-	Processing	Processing	Processing	Processing
2	-	Beauty and Cosmetology	Beauty and Cosmetology	Beauty and Cosmetology	Beauty and Cosmetology
3	-	Sewing	Sewing	Sewing	Sewing

Source: Ogan Komering Ulu Regency Labor Office (2024)

3. Methodology

3.1. Identification of the Strategic Environment

Identifying strengths, weaknesses, opportunities, and threats is essential to understanding the factors that influence the planning of future vocational training and determining the policies that need to be adopted in this regard. The SWOT analysis identifies strengths (S), weaknesses (W), opportunities (O), and threats (T), followed by the development of a TOWS matrix as follows:

Table 4. SWOT Analysis Matrix

Internal Factors (Strengths & Weaknesses)	External Factors (Opportunities & Threats) and Strategies
Strengths (S)	Opportunities (O)
1. Labor affairs are mandatory affairs implemented by the Regional Government ¹ . 2. It already possesses a Labor Training Technical Implementation Unit (UPT) equipped with training instructors ² . 3. It already possesses an Integrated Manpower Information System ³ . 4. Possesses official social media accounts ⁴ .	1. Policy on the use of General Allocation Funds (DAU) according to Minister Regulation No: 212/PMK.07/2022 ⁶ . 2. Incentive policy for organizing apprenticeships according to Minister of Finance Regulation No: 128/PMK.010/2019 ⁷ . 3. Existence of stakeholders ready to collaborate in providing facilities, infrastructure, apprenticeships, job information, and funding for training implementation ⁸ .

5. It possesses functional HR related to manpower ⁵ .	
Weaknesses (W)	Threats (T)
1. Budget allocation for labor affairs from the Ogan Komering Ulu Regency Budget ⁹ . 2. The condition of facilities and infrastructure is largely damaged, and specifications do not match labor market needs ¹⁰ . 3. An inventory of job types and companies has not been conducted ¹¹ . 4. Post-training evaluations of labor have not been conducted ¹² .	1. Impact of budget efficiency policies ¹³ . 2. Unclear land ownership status acts as an obstacle to training infrastructure development ¹⁴ . 3. Migration of labor from other regions into the Ogan Komering Ulu Regency ¹⁵ . 4. The participation of job seekers in job training activities is not yet optimal ¹⁶ .
Strategic S-O	Strategic W-O
(S1, O4) Increased Cooperation ¹⁷ .	1. Optimization of labor affairs budget through education budget and incentives ¹⁸ . 2. Organization of apprenticeships (W3, O3, O4) ¹⁹ . 3. Preparation of Training Needs Assessment (TNA) (W4, O5) ²⁰ . 4. Development of the Manpower Information System ²¹ .
Strategic S-T	Strategic W-T
(S3, S4, T4) More intensive publication and promotion of training implementation ²² .	(S4, T4) Continuity between labor training activities and labor placement ²³ .

3.1.1. Selected Operational Strategies and Policies.

Based on the SWOT analysis results above, the chosen strategies are as follows.

1. Optimizing the labor affairs budget through education and internship incentives
2. Enhance cooperation;
3. Prepare a Training Needs Assessment (TNA);
4. Develop a Labor Information System
5. More extensive promotion and publicity of vocational training programs
6. Ensure the continuity of vocational training activities aligned with labor placement; and
7. Stimulate interest in labor participation.

Regarding these strategies, the proposed policies are as follows:

1. Strengthen the labor affairs budget within the regional development funding framework of the Ogan Komering Ulu Regency;
2. Increased cooperation in training, including internships and labor placement.
3. Prepare a Training Needs Assessment (TNA) document.

4. Develop a website;
5. Improving publicity and information on vocational training
6. Provide pre- and post-training assistance; and
7. Expanding career counseling services is also recommended.

3.2. Analysis of Alternative Policies

3.2.1 Strengthening Labor Affairs Budget in Regional Development Funding of Ogan Komering Ulu Regency.

Labor affairs are a mandatory government responsibility that is not related to basic services for the regional government of Ogan Komering Ulu Regency, as stated in Law No. 23 of 2014 on Regional Government. In the same law, Article 24, paragraph (4), and Article 217, paragraph (3) mention that the projection of labor absorption is one of the bases for mapping government affairs and determining the workload of the agency to be formed. Based on this, efforts by the regional government to increase labor implementation in the region should be a priority for the local government, Ogan Komering Ulu Regency, including the determination of budget priorities.

In addition to being mandated by Law No. 13 of 2003 on Manpower, vocational training is also mandated by Law No. 20 of 2003 on the National Education System (Sisdiknas). Article 26 of this law mandates that vocational training is a part of non-formal education organized by training institutions, as stated in Article 31, paragraph (4) of the 1945 Constitution, which mentions that at least 20% of the APBN and APBD must be allocated for education, meaning the regional government is obligated to organize education, including vocational training.

According to the Minister of Finance Regulation No. 212/PMK.07/2022 on Regional Performance Indicators and General Provisions for the Use of General Allocation Funds in the 2023 Budget Year, the supporting sub-activities from DAU for Education in Regency/City areas include the following:

1. 2.07.03.2.01.01 Implementation of Education and Training for Job Seekers Based on Competency Clusters.
2. 2.07.03.2.01.03 Procurement of vocational training facilities for regencies/cities.
3. 2.07.03.2.02.01 Guidance for Private Vocational Training Institutions.

Based on the TPT data of Ogan Komering Ulu Regency, the labor affairs budget, and the explanation of the regulations above, it is important for the regional government of Ogan Komering Ulu Regency to strengthen the labor affairs budget as part of regional development funding, making it a funding priority. Of course, this should be supported by an improvement in the quality of planning by the Ogan Komering Ulu Regency Labor Office, including data-driven planning and addressing the issues to be solved (Zubir, Naz'aina, & Ratna, 2022).

3.2.2. Increasing Cooperation in Training, Including Internships and Labor Placement.

The importance of cooperation is also related to the integration of labor training with internships and labor-placement services. This is necessary to improve workers' competencies and their absorption into the labor market. In addition to strengthening the integration of activities within the Ogan Komering Ulu Regency Labor Office, this integration also requires cooperation with many stakeholders, including companies as internship providers and employers of training alumni (Muharam, Ulfa, & Sudarma, 2025).

As previously mentioned, one of the basic principles of vocational training is that it is a shared responsibility between businesses, the government, and society. Therefore, public-private partnerships should be strengthened. Moreover, through the issuance of Minister of Finance Regulation No. 128/PMK.010/2019, the government provides tax deductions for expenses related to work practice, internships, and/or learning activities held according to the provisions of this regulation. The regional government of Ogan Komering Ulu Regency should increase socialization to companies, including SMEs, about the importance of involving the business sector in increasing the number of internships and the employment of training alumni (Smith et al., 2025).

3.2.3. Preparation of a Training Needs Assessment (TNA) Document

The TNA document is prepared as a guideline for the regional government of Ogan Komering Ulu Regency, especially the Ogan Komering Ulu Regency Labor Office, in organizing vocational training activities, whether conducted by UPT Latihan Tenaga Kerja, the Vocational Training and Placement Division, or by private companies. The TNA document is developed after conducting an inventory of job types and companies, including SMEs, to identify the training needs and competencies required by the labor market (Banuwa & Susanti, 2021). It also includes identifying job requirements and descriptions for each sector, enhancing effective partnerships with companies, and serving as a reference for the preparation of training programs (Nugraha & Permana, 2025).

3.2.4. Enhancing Publicity and Information on Vocational Training

So far, the publicity for vocational training information has been conducted through the Facebook and Instagram accounts of the Ogan Komering Ulu Regency Labor Office (@karirhub). kemnaker.go.id). However, publicity through other media outlets should also be conducted, such as through print media, local radio stations, or partnerships with networks, such as the Family Hope Program (PKH). PKH facilitators, mediators, and advocates assist PKH beneficiaries in changing their behavior and developing an independent and productive mindset. This aligns with efforts to increase unemployed individuals' interest in participating in vocational training, especially for job seekers with limited access to information technology and the Internet (Jewed et al., 2025).

In the medium term, specially trained staff are needed to conduct outreach efforts to bridge the gap in service provision, offer information about training, and fulfill motivation to the public, especially those with limited access to training information (Aprilia, Adhitama, & Kustiani, 2023). Given the large area of Ogan Komering Ulu Regency, this staff member could be placed in the 13 districts, with one staff member per district, preferably chosen from the Civil Servants (ASN) at the Ogan Komering Ulu Regency Labor Office. This effort aims to increase publicity and information dissemination to reach more prospective training participants and inform them about the available vocational training programs (Marzana et al., 2023).

3.2.5. Pre- and Post-Training Assistance.

Pre-training assistance can be provided by a Mapping and Harmonization Analyst of the Indonesian Workforce Competency, who is a psychology graduate or psychologist (Saputro & Syaebani, 2024). Pre-training assistance may include simple psychological tests or interviews to ensure that training participants are physically and mentally prepared to follow the training properly so that they can acquire the required competencies and be job-ready, meeting the necessary criteria. Post-training assistance aims to connect training alumni with employment opportunities. By utilizing Employment Placement Functional Officers within the Ogan Komering Ulu Regency Labor Office, alumni can find jobs that match their skills and competencies, thus increasing labor placement and reducing TPT (Nafia, 2025).

3.2.6. Expansion of Career Counseling.

To date, career counseling for job seekers has been provided to those who visit the Ogan Komering Ulu Regency Labor Office (Kuswanti & Yulia, 2023). Given the low participation of the workforce in vocational training, career counseling needs to be expanded to include students from Junior High Schools (SMP) and Madrasah Tsanawiyah (MTS) through collaboration with the Ogan Komering Ulu Regency Education Office and the Ogan Komering Ulu Regency Ministry of Religious Affairs, including students in non-formal education. The mental preparation of potential workers for entering the workforce should begin early to prevent a mismatch with the labor market and help students recognize their potential (Nisa, 2025).

4. Results and Discussions

The unemployment rate in Ogan Komering Ulu Regency from 2020 to 2024 was lower than the TPT of South Sumatra Province and the National TPT. One of the efforts to reduce TPT is through vocational training to decrease the Open Unemployment Rate in Ogan Komering Ulu Regency. This effort is hindered by several factors, including (Mahendra, 2026).

1. Budget limitations;

2. Limitations of training facilities
3. Limited types of training; and
4. Low workforce participation in training.

Based on the issues above, the proposed policy options are as follows.

1. Strengthening the labor affairs budget as part of the regional development funding of the Ogan Komering Ulu Regency.
2. Enhancing cooperation in training, including internships and labor placements.
3. Preparing a Training Needs Assessment (TNA) document is also recommended.
4. Developing a Labor Information Website.
5. Increasing publicity and information on vocational training.
6. Providing pre- and post-training assistance.
7. Expanding career counseling services is also recommended.

Several recommendations are proposed.

1. There should be a shared understanding of the percentage of APBD allocated for education, which should be at least 20%, including vocational training. This will ensure that the budget for vocational training becomes a priority for development in the Ogan Komering Ulu Regency.
2. Considering the importance of labor absorption, including determining government affairs priorities and poverty alleviation, it is essential for the Ogan Komering Ulu Regency Development Planning, Research, and Development Agency to include the reduction of the open unemployment rate (TPT) as a strategic issue to be addressed in regional development planning, whether it be long-term, medium-term, or short-term. Thus, programs aimed at reducing TPT, including vocational training programs, should become development priorities.
3. The Ogan Komering Ulu Regency Labor Office should immediately draft a Regent's Regulation on the vocational training system in Ogan Komering Ulu Regency, including the implementation of internships as part of the vocational training program.
4. The local government of Ogan Komering Ulu Regency, through the Ogan Komering Ulu Regency Labor Office, should promptly draft a formal legal agreement through a joint agreement with relevant stakeholders, such as companies, training institutions (LPK), community-based BLKs (vocational training centers), and other stakeholders in vocational training and labor placement programs. Joint agreements should be followed by cooperation agreements.
5. The Ogan Komering Ulu Regency Labor Office, through UPT Latihan Tenaga Kerja, should immediately establish a cooperation agreement with the private sector.
6. When determining training achievement targets, the Ogan Komering Ulu Regency Labor Office should base these targets on the number of unemployed individuals, TNA results, and the available budget. This ensures alignment between the achievement of training targets and the reduction of unemployment.
7. In organizing vocational training, the Ogan Komering Ulu Regency Labor Office should conduct an integrated training approach, including classical training, practical sessions, internships, and placements, through to training alumni employment.

5. Conclusions

The unemployment rate in Ogan Komering Ulu Regency was lower than both the South Sumatra Province and national averages from 2020 to 2024. However, efforts to reduce the open unemployment rate are hindered by budget limitations, insufficient training facilities, limited training options, and low workforce participation in vocational training programs. To address these challenges, the following policies are proposed: strengthening the labor affairs budget, enhancing cooperation in training and job placement, preparing a Training Needs Assessment (TNA), developing a labor information website, increasing publicity, and providing pre- and post-training assistance. Expanding career counseling services is also vital for bridging this gap.

The local government should allocate at least 20% of the regional development budget for education, including vocational training, and prioritize the reduction of unemployment in regional development plans to achieve this. Collaborating with stakeholders through formal agreements for training and job

placement will help align vocational training with labor market needs. By adopting these policies and fostering cooperation, Ogan Komering Ulu can improve the effectiveness of vocational training, reduce unemployment, and better prepare the workforce for employment opportunities.

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