

CAUSES AND SOLUTION TO REDUCE UNEMPLOYMENT VOCATIONAL SCHOOL GRADUATE IN INDONESIA

Nur Anita Yunikawati*, Putra Hilmi Prayitno, Magisty P Purboyo, Ni'matul Istiqomah, and Emma Yunika Puspasari

Fakultas Ekonomi, Universitas Negeri Malang, Indonesia

**Corresponding Author: nur.anita.fe@um.ac.id*

Abstract

This study aims to determine the causes and ways to provide solutions to reduce unemployment of vocational graduate students. The method used in this study using qualitative methods of descriptive. Data collection comes from primary data and secondary data. Primary data from this research comes from interviews with respondents is (unemployed graduate vocational students, vocational students who have not graduated, classroom teachers, parents of vocational students, employers, education offices). While secondary data obtained from documents related to the research. From this research found that SMK graduates are the biggest contributor to unemployment in Indonesia from year to year. The cause of SMK graduate students is difficult to accept work is a skill that is not in accordance with the needs of job seekers, vocational graduate students only competent one field, the curriculum used in SMK only print workers, not entrepreneurship, and the increasingly mushrooming SMK with a uniform major. There are two ways to reduce unemployment, the first is by promoting a creative economy with local wisdom and with strengthening and synergy between government, school, and industry in accordance with Triple Helix theory.

Keywords: reduce unemployment, vocational school graduate

INTRODUCTION

Youth unemployment becomes homework in many countries. Many factors that cause youth unemployment one of them is the role of government in making regulations on manpower. [1] - [3] found that adolescent unemployment rates were higher in countries governing the labor market than with more loose countries in labor market settings. As in Germany, France, and Spain entrepreneurs are limited in making decisions to recruit and dismiss workers. This is in contrast to Ireland and United Kingdom countries that are loosening employers to make decisions in recruiting and dismissing workers.

Next is no less important to the other cause is that most young people work in industry sector sensitive to economic cycles such as manufacturing industry, they are vulnerable to economic decline. Besides the problem of incompatibility between the skills, they have with the level of work they are asking for because they tend to lack work experience. Because of this problem, youth unemployment rates are consistently higher than the adult population in different countries. So the problem of youth unemployment becomes a new social problem.

Based on data from BPS August 2017, 121.02 million Indonesians work and as many as 7.04 million are unemployed. While viewed from the level of education in August 2017, TPT for Vocational High School (SMK) is highest among another education level that is equal to 11.41 percent. This number increased when compared to August 2016 which increased by 0.3 points. August 2016 the number of unemployed SMK by 11.11 percent. Alumni SMK is unemployment of young age that is between age 15-25 years.

SMK is a school established by the government with a view to the alumni of this school can be directly accepted in the world of work. With this goal, the vocational schools are increasingly loved by the lower middle-class people on the grounds that if the school is in vocational school it is not necessary to continue the school to a higher level. This is true if the SMK as a professional and ready labor printers can compete with job seekers from alumni who are not from SMK (SMA equivalent). However, the data shows that the alumni of SMK cannot easily be accepted to work even the alumni of SMK as the contributor of unemployment in Indonesia. From year to year, the number is increasing. So it can be said that SMK failed to become a high school that prints the workforce.

Vocational High School in Malang City has a variety of majors that have knowledge of theory, practical experience, and different skills. The departments include Travel Business, Hospitality Accommodation, Culinary, Computer and Networking Engineering, Nursing, Social Workers, and so forth. In addition to getting the provisions in accordance with the department, the alumni also get the provision of practice on the job field. After getting enough skill for three years and has been declared graduated, many alumni who have been recruited for the field work they do in their work practices field.

Some alumni are waiting to find work, but some of the work they earn does not match their education or skills. The type of work of the alumni turns out to be relevant and some are irrelevant to the education pursued. The alumni who do not open their own businesses also need different time to find employment in the field of work. Alumni who do not take advantage of opportunities to open or start a business while waiting or getting a job is actually an act that wastes time and opportunity. Given the importance of the data then the researchers wanted to get a picture of the condition of alumni who are unemployed SMK and what are the causes they are unemployed along with the solution to overcome the unemployed alumni SMK.

Based on the above background the purpose of this study are (1) to know the general description of employment and unemployment of alumni of SMK in Indonesia, (3) to know the causes and solutions to overcome the unemployment of SMK alumni.

METHOD

This research uses descriptive qualitative approach. Source of data in this research consist of primary / secondary data and second/secondary data. Primary data in this research is alumni of unemployed vocational in the form of words and actions (verbal language and nonverbal). While the second/secondary data in the form of recognition from the school and the company. The data we get from other informants just to enrich the data we get from the main data.

The subjects in this study are alumni of vocational schools in Malang that are in Kelurahan Sukun are still unemployed. The object of this study includes (1) Perception about SMK, (2) Perception of the world of work. While in collecting data, we conduct direct interviews in both formal and informal settings.

The location of this research took place in Malang City East Java Province. Determination of location and research setting to consider based on the possibility can or not be entered and studied more deeply. The technique of collecting data by going through stages, namely: observation, interview, and documentation. While the data processing in qualitative is divided into two that is raw data and finished data. Field data or raw is oral data (in the form of speech), and written data and photographs. Oral data is obtained through in-depth interviews with resource persons or research subjects. Data in the form of photos is data that serves to describe a thing, object or moment of observation and data collection. Oral data is documented in sound recording form, whereas written data is documented in written form or research note. The second data is the finished data. The finished data is a raw data (field data) that has undergone the process of selecting data. Selection of data refers to the problem to be solved, that is the object of research.

RESULT AND DISCUSSION

An Overview of Unemployment in Indonesia

Based on data from BPS August 2017 the labor force totaled 128.06 million people, up 2.62 million people compared to August 2016. The components of the labor force are the working population and the unemployed. As of August 2017, 121.02 million of the working population and as many as 7.04 million people were unemployed. This number increased compared to last year that each increased 2.61 million people and 10 thousand people.

The Open Unemployment Rate (TPT) is an indicator that can be used to measure labor supply rates that are not used or not occupied by the labor market. TPT in August 2016 was 5.61 percent, down to 5.50 percent in August 2017. Judging from the education level in August 2017, TPT for Vocational High School (SMK) was the highest among other education levels at 11.41 percent. The next TPT is located at Senior High School (SMA) of 8.29 percent. In other words, there is an unabsorbed labor supply, especially at the level of vocational and senior high school education. Those with low education tend to be willing to accept any job, it can be seen from the TPT SD down to the smallest among all levels of education that is equal to 2.62 percent. Compared to the condition a year ago, TPT experienced an increase in the education level of diploma / II / III, University, and SMK, while TPT in other education level decreased.

Cause of Unemployment of SMK alumni in Indonesia

The main cause of youth unemployment is the alumni of SMK actually quite diverse but we summarize it into 2 ie internal and external factors. First, internal factors that are the factors that exist in the alumni of SMK. These factors include the perception of choosing SMK, the perception of content and SMK curriculum, and skill possessed. In the case of the selection of schools is certainly a part of the future planning of learners. Generally, alumni of SMK choose to attend school in vocational school on the grounds that vocational school easy to get a job. Peraturan Pemerintah Republik Indonesia No 29 Tahun 1990 on secondary education Article 3 paragraph 2 also mentions that SMK prioritizes the preparation of students to enter the employment and develop a professional attitude.

Generally, learners who choose to enter SMK are those who hope to soon get a job without having to continue their education to a higher level of higher education. So this election is considered in accordance with the needs of learners. In addition, the selection of SMK entry is not a priority for students but chooses SMK because it does not get the school so SMK becomes the last choice for students who are not accepted by SMA.

If learners choose SMK because of the purpose of getting a job fast then they tend to have the perception that the school to get work. However, if the students enter the vocational school because it is not accepted anywhere, of course, the school for them only looking for diploma course. From the findings of the researchers that most of the learners who entered the SMK only to find their diploma are the idlest because the motivation from the beginning they are not to work.

Perceptions about the curriculum of SMK is one of the factors alumni SMK idle. The SMK curriculum is tailored to the needs of the field but in reality, the SMK curriculum only makes the learner educated to become a worker, not as an entrepreneur. Through this research, we found that the potential of the region is still not well optimized by SMK alumni. The city of Malang is identic with the city students and tourism became one of the potentials that should be targeted by SMK. Alumni SMK after graduation they are just waiting for work to come by how to apply for various companies. It can be said that SMK alumni are not motivated to entrepreneurship by developing the potential of the existing area. A trail of interviews below.

Researcher: Explain why you are be unemployed?
Informant: I have applied here but there is no job call yet.
Researcher: Then if you have no desire for entrepreneurship by optimizing the potential of Malang?
Informant: Still not, because still want to seek work experience first. Still not entrepreneurial thinking.

In addition, other causes are the curriculum in schools are mostly work-based and less productive-based. This can be seen from the subjects of entrepreneurship and the workshop is only a place to get the value not to be practiced when graduating school. Whereas in the subjects of entrepreneurship and workshops learners are guided to create business plans and create innovative workshops to add value added of goods and services.

"I am also taught to make a business plan on entrepreneurship subjects and workshops, but yes only complete the task of the teacher only. In addition, these subjects do not give concrete examples of how to start a business ".
(Informant alumni of SMK Accounting Department) "

This is confirmed by the acknowledgment of an alumni of SMK alumni from other majors who stated that at the time of subject of entrepreneurship and workshop the learner is asked to make business plan and sell their product if the learner is able to sell out his / her goods at the time specified by his / her teacher. The same thing also happened to one of the alumni of electrical engineering major who stated that entrepreneurship subject and workshop are only required to make a business plan and sell food when they are electrical engineering majors. They feel that there is no match between entrepreneurship and construction subjects with their majors. So it can be concluded that the urgency and content of the material from entrepreneurship and workshops are still less suited to the majors they take.

Skill owned by alumni of SMK has been concentrated so that this makes SMK alumni difficult accepted in the world of work. Here are the results of interviews with alumni of SMK.

"At that time I applied to work so admin there written a tunnel requires employees graduated from high school / vocational school. At the time of the interview, the company is more inclined to choose high school graduates who together with me I fit in the interview. Because when asked if I can help the accounting part I said yes will try to learn. Maybe the interviewer does not believe in the skills I have ".

External factors include parents, schools and labor users. Parents as the first child's education are certainly that they send their children to school to get a decent job immediately. From the research, we found that the role of

parents who cause the alumni of SMK unemployed is also very large. Here's an excerpt from an interview with one of the informants:

"I can not work in my parents' shop because my parents think the job is not suitable for me. Because I am a graduate of accounting majors of yea I have to be a saleswoman"

From one of the interview footage, it can be said that the election of work by the alumni of SMK is influenced by the parent's perception about what feasible is not his child's work is not in accordance with the school time department. In addition, parents are also embarrassed when their children have to work as a sales clerk at the store and they are not ashamed and willing to bear the child's life as long as they are unemployed until they find a suitable job.

Next is peers also affect the alumni in the work. If the environment of many peers alumni who work then indirectly the alumni are motivated to work. However, if a lot of alumni are unemployed then there is certainly no motivation to try to work. Here are the results of interviews with informants.

"Still waiting for the call already several times there is no call for work, maybe it has not the chance for a time. My friends are still a lot of unemployed not only I wrote so I take it to relax".

The school plays a role as one of the alumni of unemployed vocational alumni. This is because that all schools of SMK in Malang have not made the department in accordance with the local wisdom of Malang City. Even almost 50% of vocational schools in Malang City have a uniform majors eg Accounting, Engineering and so forth. From the data of the education office of Malang City can be seen that the number of vocational schools in Malang City both the state and private sector amounted to 54 schools. Of that number, SMK in Malang City have a uniform and not refer to the local economy in a school environment which becomes characteristic of Malang City. Here is an excerpt from interviews with the SMK.

"We open the majors in this school according to the interests of learners in this sense, approximately in the last few years what the most desirable majors then we seize the opportunity and will open the department".

Based on the results of these interviews can be concluded that the school opened the majors based on the interests of prospective learners. So the more the demand then the school will open a course that. This is not accompanied by the needs of the labor market so that more and more candidates are accepted in the school and are not matched with employment, the opening of the department will add to the idle alumni.

The suitability of the curriculum in school and the needs in the world of work will make it easier for SMK alumni to get work. However, our findings are inversely related to studies in South Korea stating that school performance is not significantly associated with NEET, we found that having a career plan and being satisfied with school life during the high school and above periods reduces the risk of becoming NEET later [4].

Industrial parties or labor users are also the very important role that affects the number of unemployed in Malang. From some interviews, we can be concluded that there is a mismatch of job offerings with job demand in the labor market. Non-conformity indicates that there is a curiosity between the company and the workforce in getting jobs that match the needs and abilities of the company and the available labor. Here are the results of our interviews with the industry.

"We are more willing to recruit high school alumni than vocational high school because SMK alumni have been focused on the majors they take when at the time of the usual school the same skills are already occupied by alumni of the college. Suppose we are looking for accounting, then we will look for graduate because they are a skill more competent. Example again, for example, we want to take a technician so we tend to choose at least D3 technique rather than having to choose alumni of SMK. Compared with alumni of SMK at least the high school alumni are still general so that they can be placed anywhere without having to be concentrated first. For example, there are two alumni yes one alumna of building engineering SMK and the other is alumni of SMA IPA to fill the void in helper production then 75% we will choose alumni IPA to become our workforce".

From the results of these interviews can be concluded the reason why the industry does not choose the workforce of alumni SMK because alumni SMK already have their own specifications of expertise before so it will be difficult to be accepted in the industry. Because the specialization of the appropriate majors is usually prioritized for alumni of college level. In addition, the specification of the skills to be alumni of SMK cannot work other than must be in accordance with his expertise.

Solutions Overcome unemployment from SMK alumni

1. Creative Economy to cope with unemployment of SMK alumni

[5] on content standards for primary and secondary education units states that entrepreneurship learning is included in the SMK curriculum. Implicitly vocational students already have entrepreneurship skills, because in entrepreneurship learning students are taught how to start entrepreneurship from taking care of licensing to how to market the product, but the facts based on data absorption graduate of SMK in Kecamatan Sukun in 2016 mentioned that the students are independent (entrepreneurship) less than 2%. This shows that the entrepreneurship skills gained during school stop when students have graduated from school. Students prefer to be employees rather than entrepreneurship. In addition, the tendency to think that being a civil servant is more secure in the future is still inherent in the community, thus causing the student's mindset to be stronger to become workers rather than open employment or entrepreneurship.

The creative economy is one way to overcome unemployment, in particular, are SMK alumni. The year 2017 is the era of the digital economy so the prospect of young entrepreneurs is very large. Malang City as one of the cities of students and city of tourism in Indonesia has its own local wisdom that can be utilized by alumni of SMK to develop new entrepreneur without wasting the identity of the local wisdom of Malang City.

Local Economic Development is in principle a "process whereby actors within communities, cities, regions, and cities - the 3 big cities of government, the private sector and communities work together collectively to create conditions of economic development and better generation growth. Through this process, we create and develop a dynamic entrepreneurial culture, as well as the welfare of communities and businesses in order to improve the quality of life for all within the community "(World Bank, 2001).

In 2017 the city government of Malang with the Creative Economy Agency has agreed to establish cooperation to promote the creative economy of Malang city. There are 2 main sub-sectors of Malang city that is culinary and game application. SMK alumni can get fresh air with some potential that is owned by developing two mainstay Malang subsector.

Table 1. Real Growth RateRegional GDP according to the Business Field, 2012-2016 (percent)

Business Field	2012	2013	2014	2015*	2016**
A. Agriculture, Forestry, and Fisheries	0,21	-0,94	1,8	2,23	0,08
B. Mining and excavation	-2,68	-0,4,04	-1,82	-3,58	-5,58
C. Processing industry	2,78	1,93	2,81	2,5	1,95
D. Procurement of Electricity and Gas	10,24	1,59	0,67	-0,4	4,73
E. Water Supply, Waste Management, Waste and Recycling	4,63	8,24	3,09	3,71	4,92
F. Construction	8,15	8,69	8,84	5,3	6,72
G. Large and Retail Trade; Car and Motorcycle Repair	7,6	7,09	5,48	6,56	6,31
H. Transportation and Warehousing	7,46	7,34	7,16	6,83	7,47
I. Provision of Accommodation and Drinking	9,27	8,01	10,46	8,12	7,87
J. Information and Communication	10,39	11,96	8,14	8,14	9,09
K. Financial Services and Insurance	9,33	12,72	6,72	7,13	7,89
L. Real Estate	7,8	7,45	7,25	7,25	7,41
M.N Company Services	5,74	6,97	8,77	7,13	7,89
O. Mandatory Administration of Government, Defense, and Social Security	1,54	0,82	0,36	3,72	1,71
P. Educational Services	7,2	8,76	8,31	8,31	7,92
Q. Health Services and Social Activities	10,62	8,43	9,83	9,83	8,27
R,S,T,U Other services	10,62	8,93	4,55	3,64	4,37
Regional GDP	6,62	6,18	5,82	5,61	5,61

Source: [6]

Malang City is an area that relies on tourism and education, with this Malang city has a good potential in the development of creative industries in the culinary sub-sector. In the economic structure, culinary business is part of the sector of accommodation and drinking, where the sector is able to contribute more than 5% per year to the economy of Malang City. To realize the growth of creative industry based on local economy hence SMK alumni can develop innovation in the culinary field. They can tuck some unfortunate food icons with some of the innovations they make.

2. Cooperation between Schools, Employers, and Government

The solution to solve the unemployment of SMK alumni can not only be on one side but all parties that play a role must work together and synergize to create minimization of existing gap between alumni of SMK with work world. The school is the spearhead of the unemployed alumni of SMK. The learning process in SMK requires students to have three competency domains of cognitive, affective and psychomotor. SMK is required to be able to create Human Resources (HR) that can adapt to the advancement of science and technology today that tend to progress. So that contextually based curriculum must be applied in learning in SMK today. The contextually based curriculum will make it easier for SMKs to equip learners with the knowledge and skills appropriate to their respective skills programs.

Schools should implement a 21st-century learning system that leads to initiative and independence to achieve the intellectual capital aspect with the development of entrepreneurial programs based on local economic needs. In addition, schools need to establish cooperation (link and match between schools and industry / business world, government institutions and associations of companies such as Apindo (Indonesian Employers Association), HIPMI (Association of Young Indonesian Entrepreneurs), Item (Indonesian Muslim Entrepreneurs Association), Kadin (Indonesian Chamber of Commerce), and universities.

School cooperation with the industry is absolute must be done because some school activities always involve the world of industry such as industry practices (prakerin), on the job training, industry visits and so forth. The role of industry is also required to be more involved in the formation of skills of learners through cooperation was done. For example, the industry gives the same opportunity to the alumni of SMK to compete in the world of work with other alumni who are equal. In addition through Prakerin is expected not only to stop the practice and achievement of value but the industry should give appreciation and feedback to the learners to be recruited as a workforce in the company. Of course, this should be accompanied by reflection through practice during the company.

In addition to Prakerin schools should be able to implement the teaching factory as one manifestation of one of the efforts of Directorate of Vocational Development to further strengthen cooperation or synergy between SMK with industry. According to Kuswantoro (2014), teaching factory becomes a learning concept in the real estate to bridge the competency gap between the knowledge provided by the school and the industry's needs. Teaching factory is the development of the production unit that is the application of partner industry system in the existing production unit in SMK. The unit of production is the development of the business field of the school in addition to supplementary school income that can be used in equipment maintenance, human resources improvement, etc. also to provide real-life work experience to the students. Implementation of the production unit itself has a legal basis that is [7] article 29 paragraph 2 that is "To prepare vocational high school students into labor, in vocational high schools can be established production units that operate professionally."

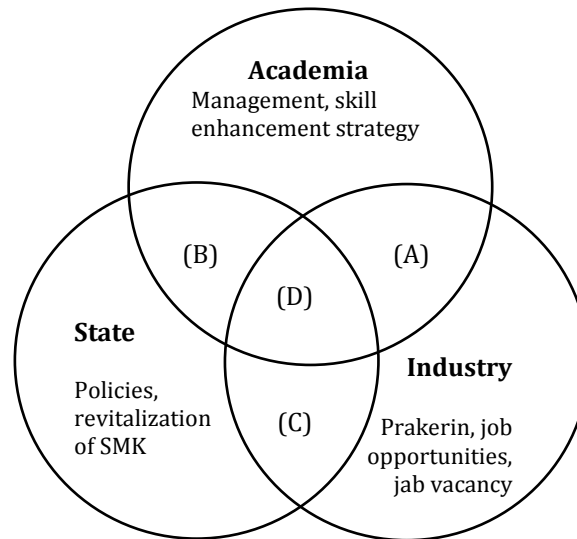
School management must have a strategy that accommodates the interests of both parties in order to cooperate with the industry running well and continuously. That is not a public secret if the industry is always oriented towards profit maximization will be inversely proportional to the job seeker. This is in accordance with Noh's thinking in South Korea that schools should move from simply focusing on college entrance exams to providing career support programs that use networks with external resources in the community [4].

The industrial world as a service user of SMK alumni always see and give special attention to the competence of human resources used. In general, the industry wants alumni who have the competence of hard skills and soft skills. Hard skill skills are skills used to work in accordance with the areas of expertise, while soft skill skills are used to support the work to accomplish this task. Hard skill skills are learned through learning at school, while soft skill skills can be obtained from even parents as the first child's education should teach sustainable soft skills to support the progress of learners.

Government through the Ministry of Education and Culture (Kemendikbud) should revitalize vocational high schools (SMK) according to the needs and potential of each region. Many of the graduates are not needed but are in demand by the community. While the required graduates actually reduced. In the end, graduates will be many who move to find jobs in other cities. This revitalization can be done with the addition of teachers according to regional needs, the provision of materials and workshop materials SMK and certification SMK graduates. In addition, the government should increase assistance in providing investment costs in the form of equipment, computer and laboratory assistance, physical assistance in the form of new classroom assistance, rehabilitation and student practice space.

Schools, governments, and industries must work together to provide production units and services as a means of entrepreneurship practice in terms of training and provide opportunities for students to promote their products and services to the community/consumers. The government needs to make rules on the relationship between SMK and industry, to increase cooperation between Kemendikbud RI with the Chamber of Commerce

and Industry (Kadin), with the Kementerian Perindustrian dan Kementerian BUMN in order to synergy this relationship there is a legal umbrella.



CONCLUSION

The main cause of youth unemployment in Indonesia is divided into 2 namely internal and external factors. Internal factors are the factors that exist in the alumni of SMK. These factors include the perception of choosing SMK, the perception of content and SMK curriculum, and skill possessed. External factors include parents, peers, schools and labor users. These problems become a challenge for action and solutions in realizing the hope of making SMKs as a vocational institution that competitiveness of employment.

To overcome these problems is by establishing a good synergy and link (link and match) between SMK, government, and industry, namely by revitalizing the curriculum and prakerin program or teaching factory to bridge the competence demands required by the world of work/industry / business world. Schools are required to establish good cooperation with governments, communities and businesses/industry and company associations. In this case, schools need to have a way to attract companies or related industries to work with. Schools must have a curriculum alignment system, all subjects taught in schools have already passed the verification of the industrial world, especially the industries required by the demands of the local economy.

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