

ABSTRAK

ANANDA DEVINA RAHMA, 21.04.137. Kesiapan Warga Binaan Sosial Memasuki Dunia Kerja melalui Program Pelatihan Keterampilan di Panti Sosial Bina Netra Rungu Wicara Jakarta Timur. Dosen Pembimbing : DIDDIET WIDIOWATI dan AHMAD YANERI

Penelitian ini bertujuan untuk mengkaji kesiapan warga binaan sosial dalam memasuki dunia kerja melalui program pelatihan vokasional di Panti Sosial Bina Netra Rungu Wicara Jakarta Timur. Undang-Undang No. 8 Tahun 2013 mewajibkan perusahaan negara dan swasta untuk mempekerjakan penyandang disabilitas; namun, banyak di antaranya, khususnya warga binaan sosial, masih menghadapi hambatan dalam memasuki dunia kerja karena keterbatasan keterampilan teknis dan lunak. Fokus penelitian ini mencakup lima aspek utama: (1) Karakteristik informan; (2) Pengetahuan informan terkait kesiapan memasuki dunia kerja; (3) Pengalaman kerja informan; (4) Keterampilan informan; dan (5) Kecerdasan emosional informan. Penelitian ini menggunakan pendekatan kualitatif deskriptif, dengan data dikumpulkan melalui wawancara mendalam, observasi, dan studi dokumentasi. Informan penelitian meliputi warga binaan sosial, pekerja sosial, dan instruktur pelatihan. Temuan penelitian menunjukkan bahwa kesiapan memasuki dunia kerja di kalangan warga binaan sosial dipengaruhi oleh empat aspek utama: pengetahuan, pengalaman, keterampilan, dan kecerdasan emosional. Meskipun demikian, berbagai tantangan masih dihadapi di seluruh aspek ini, seperti keterbatasan pemahaman praktis tentang dunia kerja. Program pelatihan vokasional di panti telah berkontribusi positif dalam membangun kepercayaan diri, meningkatkan kemampuan teknis, dan mendorong partisipasi aktif di kalangan warga binaan sosial. Untuk mengatasi tantangan yang ada, diusulkan program intervensi bernama SKEMA (Siap Kerja Mandiri) untuk meningkatkan pemahaman dan kesiapan warga binaan sosial dalam memasuki dunia kerja.

Kata kunci: Kesiapan kerja, Warga Binaan Sosial, Pelatihan keterampilan.

ABSTRACT

Ananda Devina Rahma, 21.04.137. *The Readiness of Social Welfare Beneficiaries for Workforce Entry through Vocational Training Programs at Panti Sosial Bina Netra Rungu Wicara Jakarta Timur (Social Welfare Institution for the blind, deaf, and mute in East Jakarta). Supervisors: DIDIET WIDIOWATI and AHMAD YANERI*

This Research aims to examine the readiness of social welfare beneficiaries workforce entry through vocational training program at Panti Bina Netra Rungu Wicara Jakarta Timur (Social Welfare Institution for the Blind, Deaf and Mute in East Jakarta). Law No. 8 of 2013 mandates state and private companies to employ persons with disabilities; however, many of them, especially Social Welfare Beneficiaries, still face obstacles in entering the workforce due to limited technical and soft skills. The research focuses on five key aspects: (1) Informants' characteristics; (2) Informants' knowledge regarding the readiness for workforce entry; (3) Informants' work experience; (4) Informants' skills; and (5) Informants' emotional intelligence. This research method used a descriptive qualitative approach, with data collected through in-depth interviews, observation, and documentation study. Informants included social welfare beneficiaries, social workers, and training instructors. The findings indicated the readiness for workforce entry among beneficiaries is influenced by four main aspects: knowledge, experience, skills and emotional intelligence. However, various challenges were still encountered across these aspects, such as limited practical understanding of the Workforce. The vocational Training Programs at the institution had contributed positively to build self-confidence, improve technical abilities, and encourage active participation among beneficiaries. To address existing challenges, an intervention program called SKEMA (Siap Kerja Mandiri) is proposed to enhance the beneficiaries' understanding and Readiness for workforce entry.

Keywords: *Readiness for workforce, Social Welfare Beneficiaries, Vocational Training.*