

ABSTRAK

ATHYA RAHMI MUSANDA. Kegiatan Kesiapan Kerja Penyandang Disabilitas Intelektual di House of Hope Kota Bandung. Dibimbing oleh : Ramli dan Wiwit Widiansyah.

Penyandang disabilitas intelektual menghadapi berbagai hambatan dalam memasuki dunia kerja, mulai dari keterbatasan kemampuan kognitif hingga rendahnya akses terhadap pelatihan kerja yang sesuai. Penelitian ini bertujuan untuk mengkaji kegiatan kesiapan kerja penyandang disabilitas intelektual di House of Hope Kota Bandung. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi terhadap enam informan yang terdiri dari pengelola, pelatih, dan peserta pelatihan. Hasil penelitian menunjukkan bahwa House of Hope berkontribusi dalam meningkatkan enam aspek kesiapan kerja berdasarkan teori Brady, yaitu: tanggung jawab, keluwesan, keterampilan, komunikasi, pandangan diri, serta kesehatan dan keselamatan kerja. Aspek tanggung jawab ditanamkan melalui pembiasaan hadir tepat waktu dan menyelesaikan tugas; aspek keluwesan dilatih melalui adaptasi terhadap perubahan tugas dan jadwal; aspek keterampilan dikembangkan melalui pelatihan vokasional seperti Hope Goods, Hope Brew, Hope Design, dan Hope Art. Namun, aspek komunikasi masih menjadi tantangan karena sebagian peserta belum mampu menyampaikan pendapat secara jelas dan runtut. Pandangan diri dibentuk melalui pendekatan personal yang menumbuhkan kepercayaan diri dan penerimaan diri; sedangkan aspek kesehatan dan keselamatan ditekankan melalui edukasi visual serta pembiasaan menjaga kebersihan diri dan keselamatan kerja. Penelitian ini menyimpulkan bahwa House of Hope telah menjalankan sebagian besar kegiatan kesiapan kerja secara optimal, meskipun masih diperlukan penguatan khusus pada aspek komunikasi. Temuan ini menegaskan pentingnya keberadaan lembaga pelatihan yang inklusif dan adaptif dalam mendukung partisipasi penyandang disabilitas intelektual di dunia kerja.

Kata Kunci: kesiapan kerja, disabilitas intelektual, kegiatan pelatihan, house of hope, pekerjaan sosial

ABSTRACT

ATHYA RAHMI MUSANDA. *Job Readiness Activities for Individuals with Intellectual Disabilities at House of Hope Bandung City Supervisors : Ramli and Wiwit Widiansyah*

Individuals with intellectual disabilities face various challenges in entering the workforce, ranging from limited cognitive abilities to low access to appropriate job training programs. This study aims to examine the Job Readiness Activities for Individuals with Intellectual Disabilities at House of Hope in Bandung City. This research uses a descriptive qualitative approach with data collected through in-depth interviews, observations, and documentation involving six informants consisting of management, trainers, and training participants. The findings indicate that House of Hope contributes to improving six aspects of job readiness based on Brady's theory: responsibility, flexibility, skills, communication, self-view, and health and safety. The aspect of responsibility is instilled through routines such as being punctual and completing assigned tasks; flexibility is trained through adaptation to changing tasks and schedules; skills are developed through vocational training such as Hope Goods, Hope Brew, Hope Design, and Hope Art. However, communication remains a challenge, as some participants still struggle to express their thoughts clearly and coherently. Self-view is built through personal approaches that foster self-confidence and acceptance; and health and safety are emphasized through visual education and habits of maintaining personal hygiene and workplace safety. The study concludes that House of Hope has played a significant role in most aspects of job readiness, although further strengthening is needed in communication. These findings highlight the importance of inclusive and adaptive training centers in supporting the workforce participation of individuals with intellectual disabilities.

Keywords: *Job readiness, intellectual disability, training activities, House of Hope, social work*