

# CHAPTER I

## INTRODUCTION

### 1.1 Background

Apprenticeship is an activity that must be followed by students or students to apply the knowledge that has been learned in college or school in a real work situation. This activity aims to provide practical experience and a deeper understanding of the world of work, so that participants can develop the technical, managerial, and interpersonal skills needed to enter the professional world. In addition, Apprenticeship also allow participants to build professional networks, gain industry insights, and identify and solve real problems encountered in the work environment. This process usually involves being assigned to real projects in specific companies or organisations, under the direct guidance and supervision of an experienced mentor or supervisor, to ensure that participants gain maximum benefit from the experience.

Apprenticeship also plays an important role in helping students develop good work ethics, such as discipline, responsibility, and commitment to assigned tasks. Through Apprenticeship, participants can evaluate and adapt their academic abilities to the needs of the industry, as well as improve their competence and confidence in carrying out professional tasks. Apprenticeship also provide an opportunity to learn the dynamics of working in a team, hone communication skills, and understand the work culture in different environments. Thus, Apprenticeship is an effective means to prepare oneself to face the challenges and demands in an increasingly competitive and dynamic world of work. This experience also often becomes an added value in participants' resumes, which can increase their chances of getting a job after completing formal education.

The importance of Apprenticeship by referring to the regulations and laws that govern the implementation of Apprenticeship in Indonesia. One of the legal bases that support the implementation of Technical Apprenticeships is Law No. 20/2003 on the National Education System. In Article 15, this law emphasises the

importance of vocational education and vocational education as an integral part of the national education system that aims to prepare students to enter the world of work.

Regulation of the Minister of Education and Culture of the Republic of Indonesia No. 81A of 2013 on Curriculum Implementation also regulates the implementation of Apprenticeship. This regulation confirms that Apprenticeship is part of the education curriculum that must be implemented by vocational high schools and vocational higher education institutions to provide practical experience to students. In this regulation, it is stipulated that each learner must undergo a Apprenticeship programme for a certain period to meet the graduation requirements.

Minister of Manpower Regulation No. 36/2016 on the Implementation of Domestic Apprenticeship also provides a legal basis for the implementation of Technical Apprenticeships. This regulation regulates the rights and obligations of apprentices, companies, and educational institutions, as well as setting standards for the implementation of Apprenticeship that must be followed. This includes aspects such as the protection of the rights of apprentices, the provision of incentives, and the responsibility of companies to provide appropriate guidance and training.

With these laws and regulations, the implementation of Apprenticeship in Indonesia has become more structured and quality assured. These regulations ensure that Apprenticeship participants gain useful experience that is relevant to industry needs, and that their rights are protected during the Apprenticeship programme. It also encourages closer cooperation between educational institutions and the industrial world in preparing a competent and ready to use workforce.

Apprenticeship also provides an opportunity for students to identify their interests and talents more specifically. During the course of the Apprenticeship, participants can try out various roles and tasks that they may not have experienced before, so as to find the field of work that best suits their interests and abilities. Apprenticeships also serve to enrich participants' insights into various operational and management aspects within organisations, including how business processes work, how decisions are made, and how strategies are developed and implemented.

Apprenticeship often create opportunities for research and innovation. Participants can collect relevant data and information from their workplace to complete their final project or research. This not only improves the academic quality of the participants, but also makes a real contribution to the organisation where they do their Apprenticeship.

In addition to the direct benefits for the participants, Apprenticeship is also beneficial for the company or organisation that receives the Apprenticeship participants. They can utilise additional eager and fresh-minded personnel to help complete certain projects, and even find potential employees who already understand the company's culture and needs.

As such, Apprenticeships are a win-win experience for all parties involved, providing long-term benefits for both the personal and professional development of the participant, as well as for sustainability and innovation within the organisation.

## **1.2 Purpose of the Apprenticeship**

Based on the implementation of the Apprenticeship carried out at the company PT Energi Sejahtera Mas, there are the following objectives of the Apprenticeship:

1. As an initial introduction to employment before going directly into the world of work
2. As an implementer of one of the compulsory courses carried out, namely Apprenticeship.
3. Getting the opportunity for students to apply the knowledge that has been learnt during lectures related to the field studied.
4. Increase students' knowledge and experience about work practices in the world of work.
5. To find out how the Strategy of Training and Development of Human Resources at PT Energi Sejahtera Mas Company.

### **1.3 Significances of the Apprenticeship**

The Apprenticeship carried out is expected to provide various benefits to the parties. The benefits that can be obtained from these Apprenticeship activities are as follows:

1. For Authors

Add insight and knowledge to prepare yourself before entering the world of work, get a form of real experience and problems faced by the world of work.

2. For Politeknik Negeri Bengkalis

To expand the introduction of Politeknik Negeri Bengkalis and especially the International Business Administration study program to the community and the company and strengthen cooperation between academics and government agencies and private companies.

3. For the Company

As a means to improve the relationship between PT Energi Sejahtera Mas and Politeknik Negeri Bengkalis, especially the International Business Administration study programme.