

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

The rapid development of the industrial sector requires university graduates to possess not only academic knowledge but also practical skills that meet the demands of the professional workplace. Theoretical knowledge gained during university studies needs to be complemented by hands-on experience so that students can better understand real working conditions and prepare themselves for future career challenges. Therefore, it is very important to have a workforce with high professional skills, both for present and future needs (Fauziah Ratih, 2022).

An Apprenticeship program is designed to enhance students' knowledge, technical abilities, and professional experience through direct involvement in workplace activities. By participating in an Apprenticeship, students gain a deeper understanding of organizational operations, workplace culture, communication, teamwork, discipline, responsibility, and professionalism. These experiences enable students to bridge the gap between academic learning and industrial practice while improving their readiness to enter the workforce after graduation. The apprenticeship program in fact is also effective for improving the ability to communicate well, the ability to adjust, the managerial ability to work in groups, the ability to interact, and increase accuracy in work as part of the soft skills that students must have (Haddad, et al., 2023).

PT Tripatra Engineering is one of Indonesia's leading engineering companies, specializing in engineering, procurement, construction (EPC), operation and maintenance, and project management services. With more than five decades of experience, the company has successfully completed numerous projects in the oil and gas, petrochemical, energy, and infrastructure sectors. Its extensive experience and commitment to high professional standards make PT Tripatra Engineering an excellent place for students to gain practical experience and develop their professional competencies.

During the Apprenticeship program, the author was assigned to the Training and Development (T&D)/PHR Site Office Department at the Siak Office – Duri. Training and development is a strategic process aimed at enhancing employee competence and supporting organizational effectiveness (Zalukhu & Lase, 2025). Throughout the Apprenticeship period, the author participated in various administrative and operational activities, including document management, filing systems, training administration, and providing support for Human Capital operations. These activities allowed the author to gain a comprehensive understanding of how organizational processes are managed while applying the knowledge acquired during academic studies in a real working environment.

The Apprenticeship at PT Tripatra Engineering provided valuable learning experiences in both technical and interpersonal aspects. In addition to improving administrative and organizational skills, the Apprenticeship also enhanced communication abilities, teamwork, problem-solving skills, adaptability, and professional work ethics. These experiences have become valuable assets in preparing the author for future career opportunities and professional development.

Based on the Apprenticeship experience, this Apprenticeship report has been prepared as a form of academic accountability and documentation of the activities carried out during the Apprenticeship at PT Tripatra Engineering. It is expected that this report will provide a comprehensive overview of the Apprenticeship activities, the knowledge and skills gained, and the overall benefits obtained throughout the Apprenticeship period.

1.2 Purposes of the Apprenticeship

1.2.1 Purpose of Apprenticeship

The purpose of the Apprenticeship at PT Tripatra are as follows:

1. To learn about the job description for the Training & Development at PT. Tripatra Engineering.
2. To understand the work systems and procedures implemented in the Training & Development at PT. Tripatra Engineering.

3. To learn about the location and schedule of the apprenticeship at PT. Tripatra Engineering.
4. To understand the types of activities and job descriptions within the Training & Development at PT. Tripatra Engineering.
5. To identify obstacles encountered and the solutions implemented to address them.

1.2.2 Benefit of Apprenticeship

The benefits gained during my apprenticeship at PT Tripatra are as follows:

1. Gained practical experience in training administration and documentation within a professional work environment at PT Tripatra Engineering.
2. Enhanced technical and administrative skills through managing training records, assessment documents, and digital archives.
3. Developed a better understanding of training management processes, including participant administration and training documentation.
4. Improved knowledge of workplace safety practices through involvement in the preparation of Job Safety Analysis (JSA) and Training Risk Assessment (TRA) documents.
5. Strengthened communication, teamwork, responsibility, and professionalism through active participation in daily operational activities.

1.3 Significances of the Apprenticeship

Apprenticeship are a form of experiential learning undertaken by students at the Bengkalis State Polytechnic as part of the vocational education curriculum. This program aims to provide students with the opportunity to apply the knowledge and skills they have acquired during their studies in a real-world work environment. In addition, Apprenticeship also serve as a means to enhance competencies, broaden professional horizons, and prepare students to adapt to the demands of the workforce. The benefits of participating in an Apprenticeship include the following:

1. For the Students

The apprenticeship program serves as an important opportunity for students to bridge the gap between academic learning and professional practice. Through direct involvement in workplace activities, students gain practical experience, develop technical and interpersonal skills, understand professional work ethics, and become better prepared to meet the demands of the industrial workforce.

2. For State Polytechnic of Bengkalis

The apprenticeship program plays a significant role in supporting the implementation of vocational education at Politeknik Negeri Bengkalis by integrating academic learning with industrial practice. It also strengthens collaboration between the institution and industry partners, provides valuable feedback for curriculum development, and contributes to producing graduates who are competent, skilled, and well-prepared for the professional workplace.

3. For the Company

The apprenticeship program reflects PT Tripatra Engineering's commitment to supporting the development of future professionals by providing students with meaningful industrial experience. It also strengthens the partnership between the company and Politeknik Negeri Bengkalis, facilitates knowledge sharing, introduces students to professional work culture, and contributes to the development of qualified human resources for the industry.