

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

Apprenticeship is a structured learning program that integrates practical on- the-job training with academic study. It provides individuals with valuable opportunities to develop hands-on experience, gain industry-oriented knowledge, and deepen professional understanding under the Supervision of experienced mentors. This program serves as bridge between theory and practices, enabling participants to prepare effectively for their careers. The main purpose of practical training is to offer students the chance to gain hands-on experience and put their college-acquired knowledge into practice.

State Polytechnic of Bengkalis, founded in 2001, is a vocational higher education institution and the only state polytechnic in Riau. It provides study programs across eight departments: Naval Architecture, Mechanical Engineering, Electrical Engineering, Civil Engineering, Language, Business Administration, Information Technology, and Maritime. The curriculum emphasizes hands-on learning with a composition of 60% practice and 40% theory, supported by 22–32 study hours per week to equip students with industry-ready skills. To complete their studies, students are required to undertake two major components: an Apprenticeship and a Thesis.

Apprenticeships are carried out in workplaces that match students' fields of study. At the State Polytechnic of Bengkalis, the Language Department offers two programs: DIV English for Business and Professional Communication and DIII English. Completing an apprenticeship is a compulsory component for graduation. Through this program, students can obtain hands-on experience and training that strengthen their professional competencies in science and technology. Moreover, the apprenticeship fosters responsibility, a solid work ethic, and adaptability, especially in business-related environments.

The author chose to complete the apprenticeship at PT. Riau Andalan Pulp and Paper (PT. RAPP) because it is one of Indonesia's largest companies with broad international collaborations. Among PT. RAPP's various business units, the author was placed at the APRIL Learning Institute (ALI), specifically within the Technical Mill and Education Program Department.

The Technical Mill and Education Program departments both play key roles in employee development, each with a distinct focus. The Technical Mill is responsible for improving the capabilities of employees in engineering-related positions, including IT, production, maintenance, and technical operations, with its main task being to strengthen the technical competencies of mill staff. On the other hand, the Education Program at the APRIL Learning Institute is dedicated to creating educational initiatives, such as developing training modules used as learning resources for employee training. Together, these departments provide a well-rounded approach to workforce development.

This placement provided an opportunity to apply classroom knowledge and theoretical concepts in a professional setting, particularly in areas aligned with the author's expertise, such as English, etiquette, public speaking, designing, and business Communication.

Based on the description above, this internship was carried out at PT. Riau Andalan Pulp and Paper, specifically within the APRIL Learning Institute (ALI) located in Pangkalan Kerinci, Pelalawan Regency. The program was conducted over a four-month period, from July 21 to November 21 2025.

1.2 Purpose of the Apprenticeship

The main goal of this apprenticeship is to strengthen my professional and technical abilities by putting the knowledge learned during my studies into practice in a real workplace setting. Through this program, the author intends to:

1. To identify the types of tasks carried out at PT. RAPP, particularly within the APRIL Learning Institute, by gaining an understanding of its industry practices.
2. To understand the work processes and workplace environment within the APRIL Learning Institute.
3. To acquire practical experience at PT. RAPP by developing the author's hands-on skills through active involvement in workplace tasks and projects.

4. To enhance the author's ability to link academic knowledge with real-world application in a professional environment.
5. To broaden the author's professional network by building connections with experienced professionals and mentors.

1.3 Significance of the Apprenticeship

1.3.1 Significance for the Apprentice

An apprenticeship provides a structured opportunity for students to form valuable relationships with employees within the company. These interactions help build a professional network and give students direct exposure to real workplace conditions, better equipping them for future careers. In addition, the program supports their academic learning by enabling them to apply and further develop the knowledge and skills gained in the classroom, contributing to more comprehensive professional growth.

1.3.2 Significance for Home University

Apprenticeships are essential in enabling Polytechnics to produce graduates who are ready to meet industry demands. By incorporating real workplace experiences, these programs help students develop practical abilities and learn relevant industry knowledge. Partnerships with companies also provide meaningful feedback that Polytechnics can use to improve and adjust their curriculum to match industry expectations, resulting in a more effective educational system that aligns with workforce needs.

1.3.3 Significance for Company

For PT. RAPP, the apprenticeship program functions as a strategic approach to discovering and recruiting individuals with the skills, experience, and commitment needed to succeed within the company. It serves as a talent pipeline that helps minimize recruitment expenses and ensures candidates align well with the company's culture. Moreover, by supporting these programs, PT. RAPP reinforces its image as an innovative and socially responsible employer, boosting its reputation and attractiveness to prospective employees and stakeholders.