

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

An internship or apprenticeship is an educational and training program that allows students or participants to gain hands-on experience in a work environment related to their field of study. These programs are typically conducted within a certain time frame ranging from several weeks to several months and are designed to equip participants with practical insights and skills relevant to their chosen discipline.

Human resource (HR) competencies can be enhanced through training programs facilitated by various institutions, whether governmental or private. These programs aim to develop skills that produce qualified, reliable, and professional human resources capable of carrying out their responsibilities effectively. HR excellence is built upon four essential components: knowledge, skills, attitudes, and habits. When these aspects are fulfilled, competent individuals can be formed, both in the business sector and in education. One example of such efforts is the program offered by the State Polytechnic of Bengkalis, which is committed to producing high-quality human resources through structured education and training.

The State Polytechnic of Bengkalis is the only vocational state polytechnic in Riau Province under the Ministry of Education, Culture, Research, and Technology. It was initially established in 2001 by the Bengkalis Regency Government under the Bangun Insani Foundation (YBI). On July 29, 2011, its status officially transitioned to a public institution, and it was inaugurated as the State Polytechnic of Bengkalis on December 26, 2011, by the Minister of Education and Culture of the Republic of Indonesia, Prof. Muhammad Nuh. Today, the institution has eight departments—Marine Engineering, Mechanical Engineering, Electrical Engineering, Civil Engineering, Business Administration, Languages, Informatics Engineering,

and Maritime Engineering each structured to support the needs of the national industrial and maritime sectors.

The institution offers a total of 21 academic programs, consisting of three Diploma II (D-II) programs Computer Network Engineering, Machining Engineering, and Welding and Fabrication Engineering; eight Diploma III (D-III) programs Naval Architecture, Mechanical Engineering, Electronics Engineering, Civil Engineering, Informatics Engineering, English, Nautical Science, and Commercial Shipping Management; and ten Diploma IV (D-IV) programs including Production and Maintenance Mechanical Engineering, Electrical Engineering, Road and Bridge Design Engineering, Digital Business, International Business Administration, Public Financial Accounting, Software Engineering, Information Systems Security, Marine Architectural Engineering Technology, and English for Business and Professional Communication. The curriculum is industry-oriented, applying a composition of 40% theory and 60% practice. Each program requires 110 to 150 total credit hours, with a weekly study load of 22 to 32 hours.

The State Polytechnic of Bengkalis is strongly committed to improving human resources, particularly through enhancing the quality of its students. One of the major initiatives in achieving this goal is the requirement for students to undertake a practical work course. This program serves as a platform for students to grow and prepare themselves before entering the professional world. Practical work provides opportunities for students to build experience and readiness, while also strengthening the development of competencies at the Polytechnic.

Practical work is undertaken by students of the State Polytechnic of Bengkalis after completing a minimum of six semesters and fulfilling all academic obligations. The program spans four months. As a student of the English for Business and Professional Communication Study Program, the author is required to complete this practical work period. The author chose PT

Riau Andalan Pulp and Paper as the internship location to apply the knowledge acquired during lectures to real work settings. Additionally, the author hopes to gain meaningful experience that will be beneficial in the future. During the practical work, the author was placed at the APRIL Learning

During the internship, the author was assigned to the APRIL Learning Institute (ALI), which operates under PT RAPP in the Education Program Department. This apprenticeship was carried out from July 21 to November 21, 2025. Through this program, the author aims to broaden understanding of professional work practices, learn proper task execution, and gain valuable experience in preparation for entering the professional workforce.

1.2 Significances of the Apprenticeship

The practical work carried out is very beneficial for several parties such as students, companies and State Polytechnic of Bengkalis:

1. For Students

Students have the chance to put the knowledge and theoretical concepts they've learned in lectures into practical application in the workplace

2. For Companies

There is collaboration between the world of education and the world of industry/companies so that it is known by academics and companies to get alternative candidates for employees who are known for their quality, dedication, and credibility.

3. For State Polytechnic of Bengkalis

State Polytechnic of Bengkalis get feedback from companies related to curriculum development and learning processes for students who take part in Practical Work which can improve the quality of their graduates through practical work experience.

1.3 Time and Length of Practical Work

Job Training Activities (KP) are carried out in accordance with the provisions of the rules for implementing the Job Training. The period of practical work is 4 (four) months, starting from July 17 to November 17, 2023. The schedule for practical work at APRIL Learning Institute (ALI) PT. Riau Andalan Pulp and Paper are as follows:

No	Day	Office hours	Break
1	Monday to Friday	08.00-17.00	12.00-13.30
2	Saturday	08.00-12.00	-
3	Sunday	OFF	-

Table 1.1 Office Hours Schedule

1.4 Place of Implementation of Practical Work

This practical work activity was carried out at PT Riau Andalan Pulp and Paper (Mill) Jl. Lintas Timur, Pangkalan Kerinci, Pelalawan Regency, Riau 28300, Indonesia, Tel: +62-761-491-000, Fax: +62-761-491-846. The activities carried out by the author during practical work are in the APRIL Learning Institute business unit Technical Mill and Education Program