

# CHAPTER 1

## INTRODUCTION

### 1.1 Background of Apprenticeship

An apprenticeship is a structured learning process that provides students with hands-on experience in their respective fields. Each student is expected to apply the knowledge they have acquired in the classroom to the real world of work. Internships are a valuable opportunity for students to gain additional knowledge, skills, and work experience that can be applied in the professional setting.

The apprenticeship program offers students the opportunity to gain valuable work experience that aligns with their academic major. This program integrates classroom learning with practical internships, equipping students with recognized skills and qualifications. Internships are available at various levels, including entry-level, supervisor, and manager positions, allowing students to acquire skills that are applicable to a range of careers. Each level of the internship is led by experienced professionals, and the time commitment varies according to the intern's skill level. A successful internship program can lead to significant achievements in the workplace.

The State Polytechnic of Bengkalis is the only state polytechnic in Riau province. The State Polytechnic of Bengkalis has been established since 2000 and has eight departments, one of which is the Department of Language, which provides two study programs: D3-English and D4-English for Business and Professional Communication. This department provides fields of study in tourism and hospitality, professional administration, business communication, translation, interpreting, and public relations. Polytechnic graduates, including language graduates, are generally prepared to work with a variety of skills and compete globally. One of the programs that assists students indirectly applying the knowledge gained during their studies is the apprenticeship program, which is also one of the graduation requirements.

This apprenticeship is a student experience to jump directly into the company or professional work in the future. This program also gives students the ability to adapt and have a strong work ethic, discipline, and sense of responsibility. Apprenticeship held at PT. Wilmar Nabati Indonesia. PT. Wilmar Nabati Indonesia is a company engaged in the field

of oleochemicals that have production results such as cooking oil, fatty acids, methyl ester fractionation, methyl ester distillation, and other palm oil derivatives. In addition to oleochemicals, PT. Wilmar Nabati Indonesia is also engaged in food manufacturing by producing products, one of which is wheat flour. Apprenticeship can work on relevant projects, learn about business, network, and improve their soft and hard skills in the work environment. For this reason, the author chose and was given an apprenticeship opportunity at PT. Wilmar Nabati Indonesia.

The apprenticeship program will be held from August 1 to November 30, 2024, at the training section of the HRGA Department in the central office PT. Wilmar Nabati Indonesia. PT. Wilmar Nabati Indonesia. HRGA is a department that regulates human resources and everything related to legal and corporate relations. The Training Section is a division that acts as a forum to provide fulfilment and development of employee competencies, such as analysing employee training and development needs, preparing internal training and certification programs, and evaluating training results chose and was given an apprenticeship opportunity at PT. Wilmar Nabati Indonesia

## **1.2 Purpose of the Apprenticeship**

The purposes of the apprenticeship are as follow:

1. To fulfill the internship course and as one of the requirements to obtain a diploma IV in language Department State Polytechnic of Bengkalis.
2. The objective is to enhance the knowledge and skills of professional students, particularly those in the Training Department of PT. Wilmar Nabati Indonesia. This initiative is designed to improve students' understanding of the work environment and the company's operational processes.
3. The objective is to apply the knowledge acquired on campus to real-world professional settings.

## **1.3 Significances of the Apprenticeship**

### **1.3.1 Significances for the apprentice**

An apprenticeship program offers a unique opportunity for professionals to apply their existing knowledge in a practical setting and gain

valuable experience. By pursuing an apprenticeship, students can enhance their skill set, foster creativity, meet college requirements, and develop personal career objectives. These programs offer a chance to understand the impact of business, develop human resources, enhance confidence, master time management, establish a professional network, and refine public speaking skills in the workplace.

#### 1.3.2 Significance for State Polytechnic of Bengkalis

Apprenticeships are a strategic initiative that enables Polytechnics to prepare graduates with professional competencies, equipping them to seamlessly enter the workforce and compete on a global scale. These apprenticeships play a pivotal role in aligning Polytechnics' curriculum with industry demands, fostering innovation, and driving academic excellence.

#### 1.3.3 Significance for the Company

Companies can establish or expand their connections with educational institutions through apprenticeships, which provide an opportunity to promote and brand their image. Furthermore, this Apprenticeship program can help ease the workload of other employees, allowing companies to identify potential future talent among students. Consequently, if a company needs employees, it can hire these students.