

CHAPTER I

INTRODUCTION

1.1 Background of the Apprenticeship

Apprenticeship is a structured training program that combines practical on-the-job experience with classroom learning. It provides individuals with the opportunity to gain hands-on skills, industry-specific knowledge, and professional insights under the guidance of experienced mentors. This system bridges the gap between theoretical education and real-world application, 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 established in 2001, is a vocational higher education institution and the only state polytechnic in Riau. It offers programs across eight departments: Naval Architecture, Mechanical Engineering, Electrical Engineering, Civil Engineering, Language, Business Administration, Information Technology, and Maritime. Its curriculum prioritizes practical application, with 60% practice and 40% theory, and includes 22 to 32 study hours per week to prepare students for workforce demands. To graduate, students must fulfill two key requirements: completing an Apprenticeship and Thesis.

Apprenticeships are conducted in environments that align with students' academic backgrounds. The Language Department at the State Polytechnic of Bengkalis offers two study programs: DIV English for Business and Professional Communication and DIII English. Completing an apprenticeship is a mandatory requirement for graduation. Through this program, students have the opportunity to gain practical experience and training that enhances their professional skills in science and technology. Additionally, the program helps students develop responsibility, a strong work ethic, and adaptability, particularly within the business sector.

The author opted to undertake an apprenticeship at PT. Riau Andalan Pulp and Paper (PT. RAPP) due to its status as one of Indonesia's largest companies

with extensive international partnerships. From many of PT. RAPP's business unit, APRIL Learning Institute (ALI) is where the author was assigned, more precisely in Technical Mill and Education Program Department.

The Technical Mill and Education Program departments share the responsibility of employee development, focusing on different aspects. The Technical Mill oversees the growth of employees in engineering-related roles, including IT, production, maintenance, and technical operations, with a primary duty of enhancing the skills of mill employees. Meanwhile, the Education Program at the APRIL Learning Institute focuses on creating educational development initiatives, such as designing training modules to serve as learning materials for employee training. Together, these departments ensure a comprehensive 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 explanation above, this practical work was conducted at PT. Riau Andalan Pulp and Paper, specifically at the APRIL Learning Institute (ALI) in Pangkalan Kerinci, Pelalawan Regency. The program took place over a period of four months, from 17 July to 30 November 2024.

1.2 Purpose of the Apprenticeship

The primary purpose of this apprenticeship is to enhance my professional and technical skills by applying the knowledge gained during my studies in a real-world work environment. Through this program, author aim to:

1. To find out the kind of jobs done in PT. RAPP, APRIL Learning Institute by understanding the Industry Practices
2. To find out the working process and environment in APRIL Learning Institute

3. To gain practical experience while working at PT. RAPP, such as develop author's hands-on skills by actively participating in workplace tasks and projects
4. To strengthen author's ability to connect academic learning with practical application in a professional setting.
5. To expand author's professional networks by establish the connection with experienced professional and mentors

1.3 Significance of the Apprenticeship

1.3.1 Significance for the Apprentice

An apprenticeship offers a structured platform for students to establish meaningful connections with company employees. This interaction not only builds a professional network but also provides firsthand insight into workplace dynamics, preparing students for their future careers. Moreover, the program complements their academic pursuits by allowing them to practically apply and enhance the knowledge and skills they acquire during their time on campus, fostering a well-rounded professional development.

1.3.2 Significance for Home University

Apprenticeships play a pivotal role in helping Polytechnics produce graduates who are well-prepared for the demands of the job market. By integrating real-world work experiences, the program ensures that students gain practical skills and industry-specific knowledge. This collaboration with companies also offers valuable feedback that Polytechnics can use to refine and align their curriculum with industry standards, thereby fostering a more effective educational framework that meets workforce requirements.

1.3.3 Significance for Company

For PT. RAPP, the apprenticeship program serves as a strategic tool to identify and recruit candidates who possess the necessary skills, experience, and dedication to excel in the organization. It acts as a talent pipeline, reducing recruitment costs and ensuring a good cultural fit within the company. Additionally, by supporting such initiatives, PT. RAPP enhances

its reputation as a forward-thinking and socially responsible employer, strengthening its brand image and appeal to potential employees and stakeholders alike.