

# STRATEGI UPT BALAI LATIHAN KERJA (BLK) DALAM MENINGKATKAN PRODUKTIVITAS DAN KETERAMPILAN TENAGA KERJA PROVINSI KEPULAUAN RIAU

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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui strategi yang diterapkan oleh UPT Balai Latihan Kerja (BLK) Provinsi Kepulauan Riau dalam meningkatkan produktivitas dan keterampilan tenaga kerja. Latar belakang penelitian ini adalah permasalahan ketenagakerjaan di Kepulauan Riau, khususnya tingginya angka pengangguran dan rendahnya daya saing tenaga kerja. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan dokumentasi. Teori yang digunakan adalah strategi dari Kooten dalam Salusu yang mencakup empat indikator: strategi organisasi, strategi program, strategi pendukung sumber daya, dan strategi kelembagaan. Hasil penelitian menunjukkan bahwa strategi organisasi dijalankan melalui perumusan visi dan misi yang selaras dengan Renstra Disnaker, serta penyebaran informasi pelatihan melalui media sosial. Strategi program dilaksanakan dengan pelatihan berbasis kompetensi sesuai SKKNI dan sertifikasi dari BLK serta BNSP, meskipun masih terdapat kesenjangan dengan kebutuhan industri. Strategi pendukung sumber daya merupakan aspek yang paling lemah karena keterbatasan alat praktik, sarana, dan jumlah instruktur. Strategi kelembagaan dilaksanakan melalui SOP dan kerja sama dengan mitra industri melalui MoA serta uji kompetensi oleh LSP-BNSP. Namun, pelacakan alumni dan penyaluran kerja masih belum optimal. Penelitian ini menyimpulkan bahwa strategi UPT BLK telah diterapkan secara menyeluruh, tetapi masih memerlukan penguatan dalam kualitas pelatihan, pemenuhan sumber daya, dan sinergi kelembagaan agar pelatihan lebih adaptif dan relevan dengan kebutuhan pasar kerja.

**Kata Kunci:** Strategi, Pelatihan vokasi, Produktivitas, Tenaga kerja, Kepulauan Riau

**STRATEGY OF THE VOCATIONAL TRAINING CENTER (BLK) IN  
IMPROVING WORKFORCE PRODUCTIVITY AND SKILLS IN THE RIAU  
ISLANDS PROVINCE**

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**ABSTRACT**

*This study aims to identify the strategies implemented by the Vocational Training Center (UPT BLK) of the Riau Islands Province in enhancing workforce productivity and skills. The research is motivated by the employment challenges in the region, particularly the high unemployment rate and the low competitiveness of the labor force. A descriptive qualitative approach was used, with data collected through in-depth interviews, observations, and documentation. The study applies Kooten's strategy theory as cited in Salusu, which includes four strategic dimensions: organizational strategy, program strategy, supporting resource strategy, and institutional strategy. The results show that the organizational strategy is carried out through the formulation of a vision and mission aligned with the Regional Manpower Strategic Plan (Renstra Disnaker) and the dissemination of training information via social media. The program strategy involves competency-based training following the Indonesian National Work Competency Standards (SKKNI), with certifications issued by both BLK and the National Professional Certification Agency (BNSP), although a gap remains between training curricula and industry needs. The supporting resource strategy is the weakest, marked by limitations in practice tools, infrastructure, and the number of instructors. The institutional strategy includes the implementation of standard operating procedures (SOPs), partnerships with industries through Memorandums of Agreement (MoAs), and competency assessments conducted by BNSP-certified institutions. However, alumni tracking and job placement remain suboptimal. The study concludes that while UPT BLK has implemented its strategies comprehensively, improvements are needed in training quality, resource adequacy, and institutional collaboration to ensure vocational training is more adaptive and aligned with labor market demands.*

**Keywords:** *Strategy, Vocational training, Productivity, Workforce, Riau Islands*