

The Effectiveness of the Implementation of the Job Training Program at the Job Training Center, Bogor Regency Manpower Office, in 2025

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ABSTRACT

This study aims to analyze the effectiveness of the implementation of Job training programs at the Job Training Center (BLK) of the Bogor Regency Manpower Office in 2025 and to provide empirical evidence using Budiani's effectiveness indicators. This study examines four variables: program targeting, program outreach, program objectives, and program monitoring. The method used is descriptive with a quantitative approach via a questionnaire, supported by observations and structured interviews, with a sample of 85 people from a population of 556 training participants. Data were collected in 2025 and analyzed using the Weighted Mean Score method. The results indicate that the Job training program is highly effective, with an average score of 4.47, classified as "Very Good," based on the dimensions of program targeting, program outreach, program objectives, and program monitoring. Challenges faced by both the Job Training Center (BLK) and trainees include budget constraints from the central government, inadequate facilities and infrastructure, limited dissemination of information regarding training, and limited information regarding job vacancies. Efforts to address these challenges include increasing the number of training sessions offered throughout 2025, collaborating with private Job training centers (LPK) and village-level institutions, and providing access to information regarding job opportunities through WhatsApp groups.

INTRODUCTION

Every individual fundamentally has basic needs that must be met to achieve well-being, ranging from basic needs such as food, clothing, and shelter to more complex needs such as education, health, and self-actualization (Bakar & Osman, 2022). To meet these needs, people rely heavily on a stable source of income. This income is generally earned through employment that aligns with one's abilities, skills, and available opportunities. In an era of increasingly fierce job competition, an individual's success in securing employment depends not only on academic credentials or experience but also on technical and non-technical skills that align with the demands of the workforce. According to the Central Statistics Agency (BPS), the open unemployment rate in Indonesia stood at 4.76% in February 2025 and saw a slight decrease to 4.74% in November 2025; this was influenced by global economic conditions, government policies, and the dynamics of the domestic labor market. This situation highlights an urgent need to enhance workforce capabilities. However, the increasingly competitive dynamics of the labor market require individuals to possess skills relevant to industry needs. This indicates that enhancing workforce competencies through Job training is crucial for developing a high-quality and competitive workforce. To address this gap, Job training programs serve as a strategic tool for improving the public's skills. (Thomas & Kadlag, 2022) Through training, individuals not only gain technical knowledge but also practical skills that can be immediately applied in the workplace. The state bears the responsibility of meeting the public's need for employability by providing access to quality, equitable, and relevant training. This role of the state aligns with the constitutional mandate, as Article 27(2) of the 1945 Constitution states that "Every citizen has the right to work and a livelihood that is decent for humanity." (Wijaya et al., 2019). The implementation of Job training in Indonesia has a strong legal basis, as seen in Law No. 13 of 2003 on Manpower, which states: "Regulating that every worker has the right to acquire and improve work competencies in accordance with their talents, interests, and abilities through Job training." (Manpower Law, 2003). The regulation emphasizes that the national government, local governments, the business sector, and the public all have a role to play in providing quality training. Thus, the implementation of job training by the Department of Labor is a direct mandate of the law to improve the quality of the local workforce.

Job Training Centers (BLK) are Job training institutions established by the central and local governments with the aim of improving the competencies, skills, and competitiveness of the workforce (Suryono et al., 2022). BLKs serve as a means of human resource development so that the public possesses work skills that align with the needs of the labor market and the industrial sector. In terms of institutional structure, BLKs operate under the supervision of labor agencies, including the Ministry of Manpower and provincial and district/city labor offices. The delivery of Job training at BLKs is guided by national labor policies and regulations.

At the regional level, the Bogor Regency Job Training Center plays a strategic role in supporting labor market development in Bogor Regency, which is one of the regions with a large population and an open unemployment rate of

7.34% in 2024 according to the Central Statistics Agency (BPS), rising to 7.69%, making the public's need for job opportunities and improved work skills highly significant (Prasetyo et al., 2023). Job training at the Job Training Center (BLK) of the Bogor Regency Manpower Office is one of the local government's strategic efforts to reduce unemployment rates and improve the quality of human resources ready to compete in the workforce. The training programs provided are designed to enhance participants' technical and non-technical skills so they are prepared to enter the job market or develop their own businesses (Muhit, 2021).

Training at the Bogor Regency Job Training Center generally covers a variety of Job fields tailored to the region's economic potential and industrial needs. With a wide range of programs available, the Job training programs organized by the Bogor Regency Job Training Center (BLK) have received a very positive response from the community. This high level of enthusiasm is largely due to the ease of access and the facilities provided to participants during the training. All training programs are offered free of charge, making them accessible to people from diverse economic backgrounds. This free training policy is a major draw because it eliminates the financial barrier that has often been a major obstacle to improving job skills.

The number of trainees participating in programs at the Job Training Center (BLK) each year is a key indicator for assessing the role and scope of the Job training services provided. The high number of participants reflects the public's significant need for improved job skills and competencies, while also demonstrating the public's level of trust in the BLK as a training provider (Zulfikar et al., 2024). The following data on BLK training participants in Bogor Regency over the past 6 years is as follows:

Table 1 Data on training participants for 2020–2025

TRAINING PARTICIPANT DATA FOR 2020–2025				
Year	APBD	APBN	DBHCHT	Total
2020	140 people	160 people	-	300 people
2021	140 people	160 people	-	300 people
2022	520 people	272 people	-	729 people
2023	1,400 people	192 people	280 people	1,872 people
2024	120 people	128 people	200 people	448 people
2025	240 people	16 people	300 people	556 people

Based on the data in the figure, the number of training participants at the Bogor Regency Job Training Center during the 2020–2025 period shows significant fluctuations.

The budget and funding system of the Bogor Regency Job Training Center (BLK) is sourced from various government financing schemes, aimed at ensuring

the sustainability and quality of Job training program implementation (Kusnadi & Luki, 2021). However, the amount and composition of the budget received by the Bogor Regency BLK each year are dynamic and highly dependent on government policies and budget availability. This situation directly affects the number of training participants, the types of Job programs offered, and the capacity to implement Job training programs (Kusnadi & Luki, 2021).

In practice, there are still a number of obstacles that affect the effectiveness of program implementation. Based on the author's observations, there are several issues within the Job training program at the Bogor Regency Job Training Center (BLK), such as the public frequently complaining about the limited number of training slots provided by the BLK during each enrollment period, as well as the lack of clear information regarding the opening dates for registration and the Job programs to be offered. The limited methods of information dissemination also create difficulties for some members of the public, particularly for those without access to electronic devices or adequate internet connectivity. Given the public's need for stable employment and income, government regulatory support in providing job opportunities through training at the Job Training Center, and the challenges frequently faced by residents of Bogor Regency, research on the effectiveness of Job training programs is critically important to conduct. The author is interested in measuring the program's effectiveness to determine the extent to which the training has contributed to enhancing participants' competencies and skills, thereby helping them secure employment aligned with their field or interests. This study also aims to identify and analyze the various challenges faced by the Bogor Regency Job Training Center in implementing its Job training programs and to examine the efforts made by the center to address these challenges.

Thus, the findings of this study not only serve as an evaluation of the implementation of the job training program but are also expected to provide constructive recommendations for improving the quality and sustainability of job training programs in the future. This study is expected to provide an objective overview of the success of the job training program in meeting community needs, support government policies aimed at improving the quality of human resources, and serve as input for the government and training providers in enhancing the quality and relevance of future job training programs.

LITERATURE REVIEW

Previous Study 1: The Effectiveness of Workforce Training Programs in Reducing Unemployment at the Bekasi Regency Manpower Office by Imam Wahyudi, Enjang Suherman, and Flora Patricia Anggela (2022). The study's findings indicate that the training program successfully reduced unemployment rates but saw a resurgence in 2020 due to the COVID-19 pandemic. One of the constraints of the workforce training program is the infrastructure of facilities at the Bekasi Regency Manpower Office. This constraint can be addressed by optimizing available human resources.

Previous Study 2: The Effectiveness of Training in Reducing the Open Unemployment Rate (OUR) at the Tangerang City Manpower Office in 2022 by

Sari Meylani, Tri Widiastuti, and Khikmawanto (2024). The results of this study indicate that effective training can reduce the Open Unemployment Rate (TPT); training should be tailored to market needs; training facilities and infrastructure should be continuously updated to meet requirements; and training programs should synergize with other programs to achieve their primary objectives.

Previous studies have not measured the effectiveness of the program in Bogor Regency in 2025 based on measurable indicators. Therefore, there is a research gap that needs to be filled, namely measuring the effectiveness of the implementation of the job training program at the Bogor Regency Manpower Office's Job Training Center in 2025 using a quantitative approach with Budiani's (2007) effectiveness indicators.

In the previous studies cited by the author, the author used these as reference materials and guidelines, noting various differences and similarities in the research topics. Thus, the author will discuss and examine the extent to which the effectiveness of the Job training program at the Job Training Center of the Bogor Regency Manpower Office contributes to enhancing the community's skills through the training they have undergone over a specific period.

Effectiveness is a measure of the achievement of predetermined goals or objectives. Effectiveness can also be defined as a measure of whether a target has been achieved in accordance with what was planned (MAKMUR, 2011). According to Sondang P. Siagian in (Amelia, 2022), effectiveness is defined as the utilization of infrastructure and a specific amount of resources previously allocated to produce a certain quantity of goods or services through activities carried out by an individual or a company. According to experts, training is a component of education involving the learning process to acquire and enhance skills outside the existing formal education system within a relatively short timeframe, using methods that prioritize practice over theory (Sattorova, 2024). There are various approaches to measuring effectiveness according to several experts. According to Budiani (2007) in (IHSANUDIN & MISKAN, 2023), a program can be measured using the following variables:

1. **Program targeting** is useful for accurately identifying program participants.
2. **Program outreach** is useful for assessing the organizers' ability to promote the program, ensuring that information about its implementation reaches the target audience.
3. **The program's objectives** that is, the overall efforts to achieve these goals must be viewed as a process.
4. **Program monitoring** is useful for assessing how the program performs after it has been implemented and enforced by regulators, as a way of demonstrating care for program participants.



Figure 2.1 Conceptual Framework

The author seeks to determine the effectiveness of training programs conducted at Job training centers using Budiani's 2007 theory as a framework, to identify the challenges encountered during the process, and to examine the measures taken by the Job training centers to address them.

Variabel	Dimensi	Indikator
Variables Affecting Training Effectiveness (Budiani 2007)	Program targeting	1. Alignment of participant criteria with program requirements 2. Alignment of participant backgrounds with the type of training 3. Benefits of the training as perceived by participants
	Program outreach	1. Clear information about the job training program 2. Easy access to registration information 3. Participants' understanding of the program's objectives and benefits.

Variabel	Dimensi	Indikator
	Program objectives	1. Improvement of participants' job skills 2. Improvement of participants' knowledge and competencies 3. Participants' readiness to enter the workforce
	Program monitoring	1. Conducting evaluations during and after the training 2. Providing support or follow-up after the training 3. Improving the program based on evaluation results

Based on the theoretical review described earlier, this study employs a conceptual framework to describe the relationships among the variables under investigation. This conceptual framework is based on Budiani's (2007) theory of program effectiveness, which consists of four main dimensions: program targeting, program dissemination, program objectives, and program monitoring. These four dimensions are used as indicators to assess the extent to which the job training program has been implemented effectively. Additionally, this framework is also used to identify various challenges faced and efforts made to improve program effectiveness.

METHODOLOGY

The research method used in this study is descriptive research with a quantitative approach. This study aims to describe the level of effectiveness of the implementation of the Job Training Program at the Bogor Regency Manpower Office Training Center. Data collection was conducted using a closed-ended questionnaire based on a Likert scale as the primary instrument to obtain quantitative data from respondents, while observations and structured interviews were used as supporting data to strengthen the research findings. The research target is the public who participated in training at the Bogor Regency Manpower Office's Job Training Center in 2025, located at Jl. PWRI, Tonjong, Tajur Halang Subdistrict, Bogor Regency, West Java.

The researcher selected a sample of 556 individuals from the job training participants to serve as the study population. The sampling technique employed was purposive sampling (Sugiyono, 2013), using the Slovin formula with a 10% margin of error. Given a population of 556 participants, the sample size was rounded to 85 individuals.

The data analysis techniques applied to the field data were based on respondents' answers to the questionnaire, using the Weighted Mean Score formula. The scale used by the researcher was the Likert scale.

RESEARCH RESULT

Identitas Responden

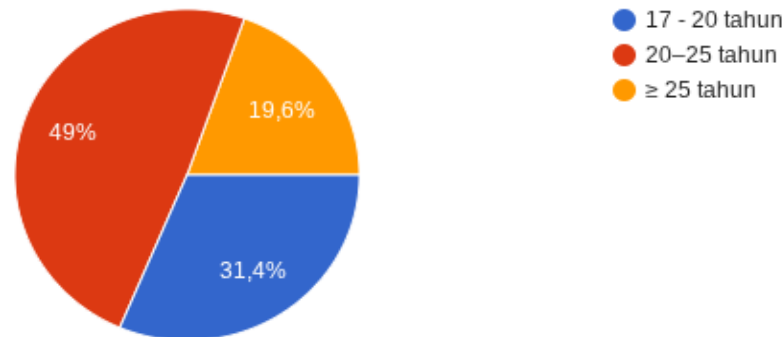


Figure 2 Respondent demographics by age

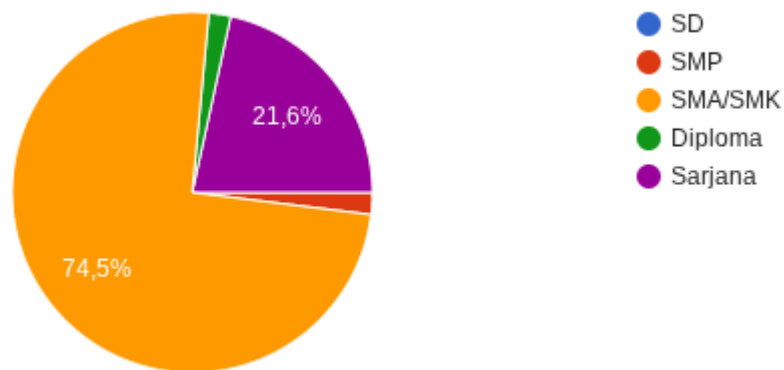


Figure 3 Respondent Identity Based on Education Level

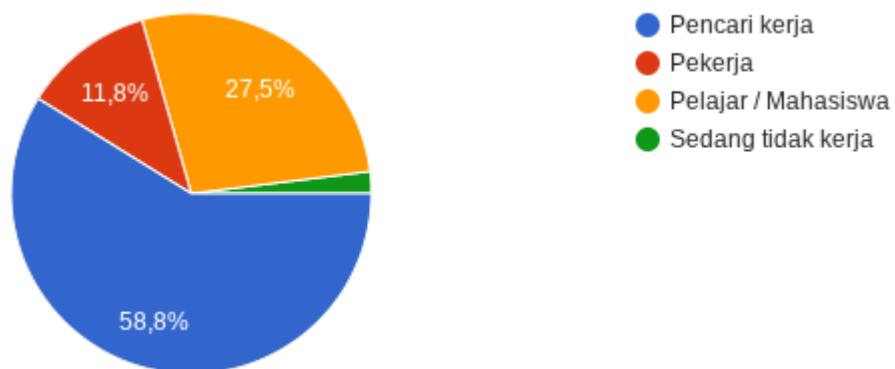


Figure 4 Respondent Identity by Status

The approach used to measure the effectiveness of the implementation of the job training program at the Bogor Regency Manpower Office's Job Training Center in 2025 employs Budiani's (2007) theory to assess the effectiveness of the training program's implementation, which comprises four dimensions: program targeting, program outreach, program objectives, and program monitoring.

1. Program Targeting Accuracy

Table 2 Summary of Respondents by Program Targeting Dimension

No	Dimensi	Indikator	Rata-Rata	Kategori
1	Ketepatan sasaran program	Kesesuaian persyaratan peserta pelatihan sudah berjalan dengan baik	4.26	Sangat Baik
2		Jenis pelatihan yang diberikan sesuai dengan latar belakang dan kebutuhan peserta	4.47	Sangat Baik
3		Pelatihan yang saya ikuti sesuai dengan minat dan kemampuan saya	4.69	Sangat Baik
4		Manfaat pelatihan benar-benar dirasakan oleh peserta	4.60	Sangat Baik
	Rata-Rata		4.50	Sangat Baik

Source: Research Questionnaire (adapted), 2026

Based on interviews with respondents, one training participant stated: "I feel that this training has been very helpful; the material provided is relevant to my needs, easy to understand, and can be applied immediately, thereby improving my skills and readiness for the workforce."

2. Program outreach

Table 3 Summary of Respondents by Program Outreach Dimension

No	Dimensi	Indikator	Rata-Rata	Kategori
1	Sosialisasi program	Informasi tentang pelatihan disampaikan dengan jelas	4.53	Sangat Baik
2		Proses mendapatkan informasi pendaftaran pelatihan mudah dilakukan	4.40	Sangat Baik
3		Cara penyampaian informasi pelatihan mudah dipahami	4.53	Sangat Baik
4		Tujuan dan manfaat pelatihan mudah dipahami oleh peserta	4.65	Sangat Baik
	Rata-Rata		4.52	Sangat Baik

Source: Research Questionnaire (adapted), 2026

Based on interviews with respondents, one training participant stated that information about the training had been provided in a fairly comprehensive and clear manner; the information provided was easy to understand – whether regarding the schedule, requirements, or the conduct of the activities – which helped participants prepare themselves and participate effectively in the training. However, the BLK still needs to expand its dissemination of information so that training information can be accessed more widely.

3. Program Objectives

Table 4 Summary of Respondents by Program Objective Dimension

No	Dimensi	Indikator	Rata-Rata	Kategori
1	Tujuan Program	Pelatihan meningkatkan keterampilan kerja peserta	4.69	Sangat Baik
2		Pengetahuan dan kemampuan kerja peserta meningkat setelah mengikuti pelatihan	4.66	Sangat Baik
3		Pelatihan membantu kesiapan peserta untuk bekerja atau berusaha mandiri	4.48	Sangat Baik
	Rata-Rata		4.61	Sangat Baik

Source: Research Questionnaire (adapted), 2026

Based on interviews with respondents, one training participant stated that the training I attended was very effective in improving my work abilities and skills. The material was presented systematically, was easy to understand, and could be immediately put into practice through hands-on activities. This allowed me to grasp the material more quickly and master the skills being taught.

4. Program monitoring

Table 5 Summary of Respondents by Program Monitoring Dimension

No	Dimensi	Indikator	Rata-Rata	Kategori
1	Pemantauan Program	Evaluasi pelatihan sudah dilakukan dengan baik	4.41	Sangat Baik
2		Peserta mendapatkan arahan atau pendampingan setelah pelatihan selesai	4.18	Baik
3		Pelatihan diperbaiki berdasarkan masukan dari peserta	4.20	Baik
	Rata-Rata		4.26	Sangat Baik

Source: Research Questionnaire (adapted) 2026

Based on interviews with respondents, one training participant stated that the guidance and support provided after the training had been quite effective. After the training ended, we continued to receive follow-up information, such as job openings shared via a WhatsApp group, as well as guidance from instructors regarding potential job opportunities or business ventures we could pursue. The efforts made by the BLK were quite helpful in helping us understand the initial steps to take after the training and in applying the skills we had acquired.

Table 6 Summary of Variables Related to the Effectiveness of the Job Training Program

Dimensi	Indikator	Rata-Rata	Kategori
Ketepatan sasaran program	Kesesuaian persyaratan peserta pelatihan sudah berjalan dengan baik	4.26	Sangat Baik
	Jenis pelatihan yang diberikan sesuai dengan latar belakang dan kebutuhan peserta	4.47	Sangat Baik
	Pelatihan yang saya ikuti sesuai dengan minat dan kemampuan saya	4.69	Sangat Baik

	Manfaat pelatihan benar-benar dirasakan oleh peserta	4.60	Sangat Baik
Rata-Rata		4.50	Sangat Baik
Sosialisasi program	Informasi tentang pelatihan disampaikan dengan jelas	4.53	Sangat Baik
	Proses mendapatkan informasi pendaftaran pelatihan mudah dilakukan	4.40	Sangat Baik
	Cara penyampaian informasi pelatihan mudah dipahami	4.53	Sangat Baik
	Tujuan dan manfaat pelatihan mudah dipahami oleh peserta	4.65	Sangat Baik
Rata-Rata		4.52	Sangat Baik
Tujuan Program	Pelatihan meningkatkan keterampilan kerja peserta	4.69	Sangat Baik
	Pengetahuan dan kemampuan kerja peserta meningkat setelah mengikuti pelatihan	4.66	Sangat Baik
	Pelatihan membantu kesiapan peserta untuk bekerja atau berusaha mandiri	4.48	Sangat Baik
Rata-Rata		4.61	Sangat Baik
Pemantauan Program	Evaluasi pelatihan sudah dilakukan dengan baik	4.41	Sangat Baik
	Peserta mendapatkan arahan atau pendampingan setelah pelatihan selesai	4.18	Baik
	Pelatihan diperbaiki berdasarkan masukan dari peserta	4.20	Baik
Rata-Rata		4.26	Sangat Baik
TOTAL RATA-RATA		4.47	Sangat Baik

Source: Research Questionnaire (processed) 2026

Based on the summary results above, the Program Targeting dimension received an average score of 4.50, categorized as “very good”; the Program Dissemination dimension received an average score of 4.52, categorized as “very good”; the Program Objectives dimension received an average score of 4.61, categorized as “very good”; and the Program Monitoring dimension received an average score of 4.26, categorized as “very good.”

This study aligns with previous research indicating that job training is effective in enhancing skills and reducing unemployment. However, the

distinction lies in this study's use of Budiani's indicators in a more measurable manner, revealing that the program monitoring aspect—particularly post-training support—still requires improvement. Consequently, this study offers a more comprehensive analysis by examining not only outcomes but also the program implementation process.

DISCUSSION

Based on the results of the study on the Effectiveness of the Implementation of the Job Training Program at the Bogor Regency Manpower Office's Job Training Center in 2025, the researcher found that the training effectiveness was rated "very good," with a final average score of 4.47. In this study on the effectiveness of the job training program at the Bogor Regency Job Training Center, the researcher used four dimensions; among these dimensions, there was one that received the lowest score and another that received the highest score compared to the other dimensions.

The highest score among the four dimensions was for the Program Objectives dimension, with an average score of 4.61, classified as "very good." This dimension includes three indicators showing that, based on the researcher's interviews with program organizers and participants, the program yielded very positive results, and participants strongly felt the benefits of the training they received—as it not only helped improve their job skills but also enhanced their knowledge and abilities relevant to their needs. Meanwhile, based on the average WMS calculation for the Effectiveness of the Implementation of the Job Training Program at the Bogor Regency Manpower Office Training Center in 2025, the lowest score was obtained in the Program Monitoring dimension, with an average score of 4.26, categorized as "very good." Within this dimension, there are four indicators showing that, based on the researcher's interviews with both program organizers and participants, the organizers have made maximum efforts to monitor the training process, evaluate the training optimally, and implement improvements based on participant feedback. However, improvements are still needed, particularly regarding the provision of guidance or mentoring after the training concludes, as this remains one of the challenges faced by the Bogor Regency Job Training Center.

The challenges faced by Job training centers and trainees in the implementation of Job training in 2025 are:

1. Budget constraints imposed by the central government have limited program implementation, resulting in the BLK being able to offer only a small number of training courses at each stage. This situation has restricted the public's access to training, as only a limited number of Job programs can be offered simultaneously. These limitations also impact overall program planning, as the BLK must be more selective in determining which types of training to prioritize.
2. The inadequacy of certain facilities and infrastructure, such as training rooms and the availability of practical equipment (heavy machinery), poses a

significant challenge in supporting the learning process. Limited training space, for example, can make learning activities less comfortable and less conducive to learning. Additionally, the insufficient availability of practical equipment directly impacts training quality, as sharing equipment for extended periods can hinder practice time and reduce the intensity of training.

3. The dissemination of information regarding training remains limited; currently, it relies heavily on social media platforms like Instagram and Facebook, making it unable to reach the entire community evenly.
4. The limited information on job openings received by the BLK also poses a unique challenge, both for the institution in placing training graduates and for participants in securing employment opportunities, resulting in suboptimal job placement prospects for graduates. For participants, this situation limits their access to information on job opportunities that match the skills they have acquired.

To improve the effectiveness of job training programs, the Bogor Regency Job Training Center is taking steps to address the challenges faced in implementing job training programs in 2025, namely:

1. To address the central government's budget efficiency challenges, the Bogor Regency Job Training Center (BLK) has made adjustments to its training program implementation. One of the measures taken is to reduce the number of training sessions at each stage to align with the available budget. However, as a strategy to ensure that training opportunities remain accessible to the public, the Bogor Regency BLK has actually increased the number of training stages offered throughout 2025.
2. Limitations in facilities and infrastructure, such as training rooms and the availability of practical equipment (heavy machinery), are addressed by the Bogor Regency BLK through partnerships with private Job training institutions (LPK) and accredited village-level organizations that possess adequate facilities within the Bogor Regency area.
3. Participants who complete training at the BLK receive BNSP-based certificates, which serve as an added value in enhancing employment opportunities aligned with their interests and the skills acquired during training. Additionally, the BLK provides access to job opportunity information via a WhatsApp group, enabling participants to more easily access relevant job postings. In some cases, companies even prioritize BLK graduates, as they are deemed to possess foundational competencies that align with workplace needs.

The findings of this study have important implications for policy-making, particularly for the Job Training Center (BLK) of Bogor Regency in improving the effectiveness of its Job training programs. Although the programs have generally been very effective, the findings indicate that program monitoring – specifically post-training support – still needs to be improved. Therefore, the BLK needs to strengthen its continuous monitoring and evaluation system, such as by providing job placement assistance programs, strengthening networks with the industrial sector, and improving participants' access to job vacancy information.

Additionally, policies should focus on ensuring equitable access to training information through the diversification of communication channels, as well as enhancing training facilities and infrastructure through collaboration with other institutions.

This study has several limitations that should be noted. First, the study was conducted at only one location, namely the Bogor Regency Job Training Center, so the results cannot yet be generalized to all Job training centers in other regions. Second, a quantitative approach using a questionnaire was employed, meaning that the data obtained is highly dependent on the respondents' perceptions. Third, this study only utilized four dimensions of effectiveness based on Budiani's (2007) theory, so it does not yet account for other factors that may also influence the effectiveness of Job training programs. Therefore, future research is encouraged to employ a more diverse approach and a broader geographical scope to yield more comprehensive results.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research findings presented above regarding the effectiveness of the implementation of the job training program at the Bogor Regency Manpower Office's Job Training Center in 2025, the researcher concludes that:

1. The implementation of the Job Training Program at the Bogor Regency Manpower Office's Job Training Center in 2025 was rated "Very Good" with an average score of 4.47. The highest rating was obtained in the Program Objectives dimension, which received an average score of 4.61 and was categorized as "Very Good." This indicates that the program objectives designed by the Bogor Regency Job Training Center and perceived by the trainees are very clear and satisfactory. Meanwhile, the lowest score was in the Program Monitoring dimension, which received an average score of 4.26, also in the "Very Good" category.
2. The challenges faced by the BLK and training participants in the implementation of Job training in 2025 include budget constraints from the central government, which have limited program implementation, resulting in the BLK being able to offer only a few training sessions at each stage; inadequate facilities and infrastructure, such as training rooms and the availability of practical equipment (heavy machinery); limited dissemination of training-related information, as it relies heavily on social media platforms like Instagram and Facebook, thus failing to reach the entire community evenly; and the scarcity of job vacancy information received by the BLK – both for the institution in placing training graduates and for the participants themselves – which presents a distinct challenge.
3. The Bogor Regency Job Training Center is taking steps to address challenges in the effective implementation of Job training programs, such as increasing the number of training sessions offered throughout 2025,

collaborating with accredited private Job training institutions and village-level organizations that have adequate facilities within Bogor Regency, and providing access to information on job opportunities through WhatsApp groups, so that participants can more easily access relevant job listings.

The following are some recommendations based on the findings of this study:

1. Expand the dissemination of information by diversifying communication channels so as not to rely solely on social media. The BLK can collaborate with village/sub-district governments to convey information through village-level channels, such as announcements at village offices, RT/RW units, educational institutions, and community events, so that training information can be accessed more evenly and reach the intended audience.
2. The BLK needs to seek alternative mechanisms that allow the community to participate in determining the Job training programs to be offered. This involvement is expected to ensure that the training programs conducted are better aligned with the actual needs and conditions of the community at that time. Thus, the training provided is not only relevant but also capable of delivering optimal benefits in enhancing participants' skills and employment opportunities.
3. To gain a more comprehensive understanding of other factors that may influence the effectiveness of Job training program implementation at the Job Training Center of the Bogor Regency Manpower Office, the researcher recommends conducting further research. This research is expected to identify and explore various other aspects not yet revealed in this study, thereby contributing more broadly to enhancing the effectiveness of Job training programs.

ADVANCED RESEARCH

The following are some recommendations based on the findings of this study:

1. Expand the dissemination of information by diversifying communication channels so as not to rely solely on social media. The BLK can collaborate with village/sub-district governments to convey information through village-level channels, such as announcements at village offices, RT/RW units, educational institutions, and community events, so that training information can be accessed more evenly and reach the intended audience.
2. The BLK needs to seek alternative mechanisms that allow the community to participate in determining the Job training programs to be offered. This involvement is expected to ensure that the training programs conducted are better aligned with the actual needs and conditions of the community at that time. Thus, the training provided is not only relevant but also capable of delivering optimal benefits in enhancing participants' skills and employment opportunities.
3. To gain a more comprehensive understanding of other factors that may influence the effectiveness of Job training program implementation at the Job Training Center of the Bogor Regency Manpower Office, the researcher recommends conducting further research. This research is expected to

identify and explore various other aspects not yet revealed in this study, thereby contributing more broadly to improving the effectiveness of Job training programs.

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