



A Multidimensional Feasibility Study for Establishing a Vocational Training Center in South Lampung Regency

Novalia^{1✉}, Yunita Mauliana², Trisnowati Josiah³, Kenny Candra Pradana⁴

^{1,2,3,4}Sang Bumi Ruwa Jurai University, Imam Bonjol Street No. 468, Langkapura, Bandar Lampung, Lampung 35154, Indonesia

✉Corresponding Address: novaliasholehah@gmail.com

Article Info

Article history:

Received: June 2nd, 2025

Accepted: July 10th, 2025

Published: July 16th, 2025

Keywords:

Feasibility Study; Job Training; Unemployment; South Lampung; Vocational Training Center

Abstract

The open unemployment rate in South Lampung Regency remains high, particularly among high school graduates who lack job-ready skills. This study aims to assess the feasibility of establishing a vocational training center (Balai Latihan Kerja/BLK) using a multidimensional approach based on nine aspects outlined in the Regulation of the Minister of Manpower (Kemnaker) No. 8 of 2017. A qualitative descriptive method was applied, involving observation, questionnaires, and interviews with 100 respondents. The feasibility assessment covers employment, demographics, geography, law, socio-cultural aspects, economy, science and technology, management, and funding. The findings suggest that the proposed Vocational Training Center (BLK) is deemed feasible across all assessed dimensions. The majority of respondents expressed the need for training in Information and Communication Technology (ICT), supported by demographic factors and location readiness. The training has been shown to improve skills, facilitate employment absorption, and foster entrepreneurial interest. In conclusion, the establishment of a BLK in South Lampung has strong potential to improve workforce quality and reduce unemployment. Government commitment, industrial collaboration, and continuous development of facilities and training programs are essential. Future research is recommended to evaluate the post-establishment impact of the BLK on employment absorption and local economic development.

To cite this article: Novalia, N., Mauliana, Y., Josiah, T., & Pradana, K. C. (2025). A Multidimensional Feasibility Study for Establishing a Vocational Training Center in South Lampung Regency. *Ensiklopedia: Jurnal Pendidikan dan Inovasi Pembelajaran Saburai*, 5(01), 99-114. <https://doi.org/10.24967/esp.v5i01.4203>

INTRODUCTION

Unemployment and employment issues remain a major concern in every country around the world, particularly in developing nations (Munawaroh & Athoillah, 2024; Wijayanto & Olde, 2020). These two issues are interrelated and form a dualistic problem that often contradicts one another. These challenges typically emerge when governments fail to effectively utilize available resources and mitigate the adverse impacts resulting

from both problems (Firmansyah et al., 2022).

If the government is able to utilize the available workforce effectively, the dualism of these problems can be avoided and may even contribute positively to accelerating development. Conversely, if the government fails to do so, it may lead to negative consequences, potentially hindering national economic growth (Ishak, 2018).

Improving workforce quality has yet to become a central focus of local government welfare policies. A significant

portion of Indonesia's workforce still faces challenges in acquiring skills that align with industry demands (Ubihatun et al., 2024). In addition, the generally low level of educational attainment among workers

presents a considerable challenge. These issues are also evident in South Lampung Regency. Figure 1 illustrates the open unemployment rate across regencies and cities in Lampung Province.

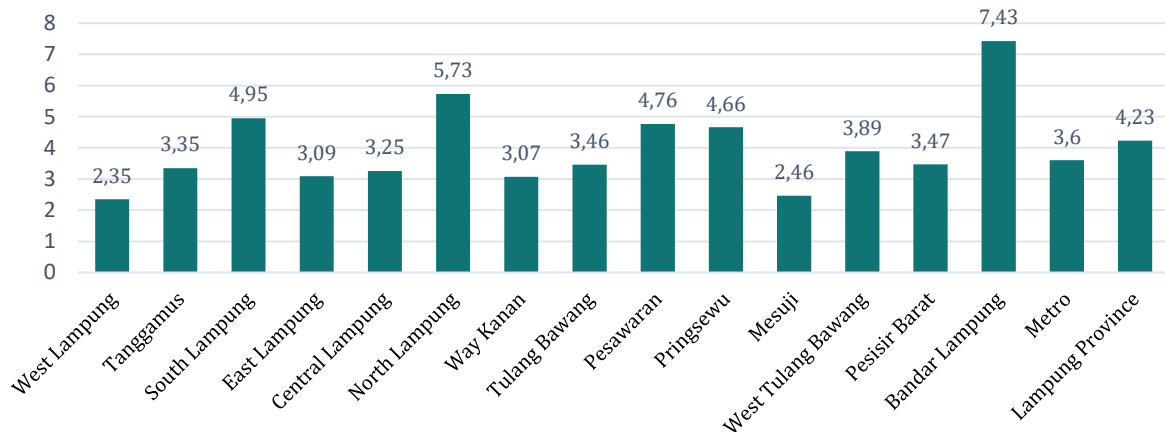


Figure 1. Open Unemployment Rate in Regencies/Cities in Lampung Province 2023
(Dinas Komunikasi Informatika dan Statistik Provinsi Lampung, 2024)

Based on Figure 1, South Lampung Regency recorded an open unemployment rate of 4.95, making it the third-highest in Lampung Province after Bandar Lampung City and Way Kanan Regency. This figure is above the provincial average of 3.6, indicating that South Lampung is facing significant challenges in terms of labor absorption.

This situation underscores the need for a deeper analysis of the factors contributing to low labor absorption, one of which is the analysis of the population's educational attainment. Information regarding the educational background and employment status of residents aged 15 and above in South Lampung Regency is presented in Table 1.

Table 1. Distribution of Working Age Population According to Highest Diploma and Employment Status in South Lampung Regency

Highest Educational Attainment	Workforce (%)		Non-workforce (%)
	Employed	Unemployed	
≤ Elementary School / Equivalent	40,80	12,39	41,66
Junior High School / Equivalent	24,39	12,35	33,49
Senior High School / Equivalent	28,61	73,10	24,11
Higher Education	6,20	2,16	0,74
Total	100,00	100,00	100,00

Based on Table 1, the highest unemployment rate in South Lampung Regency is found among senior high school (or equivalent) graduates, accounting for 73.10% of the total unemployed population. This data indicates that, despite attaining higher levels of education compared to junior high school and elementary school graduates, high school graduates are

actually more vulnerable to unemployment.

This phenomenon may reflect a mismatch between the competencies of high school graduates and the requirements of the local labor market high school graduates and the demands of the local labor market, as well as the limited availability of formal employment opportunities that can accommodate

individuals with upper secondary education. This situation reflects a growing qualification mismatch, where higher levels of education do not necessarily translate into better employment outcomes.

Indonesia is currently facing a severe qualification mismatch, with only 44.8% of workers employed in positions that match their competencies. In contrast, 35.48% are employed in jobs that fall below their skill levels. This mismatch can negatively affect wage levels, job satisfaction, and job-seeking behavior among workers (Hasibuan & Handayan, 2021). One of the strategies the government can pursue to reduce this mismatch is by strengthening vocational training institutions that are aligned with market needs.

Vocational Training Centers (Balai Latihan Kerja/BLK) are institutions established to provide training programs for participants to acquire specific job-related competencies, which can equip them to enter the labor market (Yulzain & Jumiati, 2019). BLKs represent a strategic form of institutional strengthening aimed at delivering intensive services to the workforce, enabling them to enhance their capacities in line with labor market demands. Therefore, the role of local governments in the continuous revitalization of BLKs is crucial.

The BLK plays a vital role in improving the quality of the regional workforce to ensure their competitiveness in the labor market (Sutama et al., 2024). Strengthening the institutional capacity of regional BLK is one of the key strategies to gradually enhance workforce quality and reduce unemployment, supported by the institutional effectiveness of local training centers. Unfortunately, despite their crucial role in boosting labor competitiveness, the availability of BLK at the regional level remains a significant challenge.

As of now, South Lampung Regency does not have its own BLK. Labor training programs have thus far relied on collaboration with the BLK managed by the Lampung Provincial Government. This situation has significantly limited the training programs conducted by the Department of Manpower and Transmigration of South Lampung Regency, in terms of schedule, types of training, and participant capacity. From 2020 to 2023, the training programs offered by the department have included motorcycle servicing, tapis embroidery, sewing, barista training, culinary arts, and computer skills."

In 2023, a total of 19,683 unemployed individuals in South Lampung Regency were from the workforce whose highest level of education was senior high school. However, only 118 individuals were successfully trained through local training programs. In addition, 20 individuals were sent to participate in training at the Vocational and Productivity Training Centers (Balai Besar Pelatihan Vokasi dan Produktivitas/BBPVP) operated by the Ministry of Manpower of the Republic of Indonesia, with 5 participants sent to BBPVP Bandung, 8 to BBPVP Bekasi, and 7 to BBPVP Serang. Meanwhile, 352 individuals took part in training conducted at the UPTD BLK Kalianda, which is managed by the Lampung Provincial Department of Manpower. Furthermore, training programs organized by private training institutions (Lembaga Pelatihan Kerja/LPK) and community-based BLK within South Lampung Regency reached 900 participants.

If the 2023 training programs were targeted specifically at high school graduates within the labor force, only about 0.7% of this group received training from the Department of Manpower and Transmigration of South Lampung Regency. This figure reflects the limited

coverage of available training and highlights the urgent need to enhance workforce training capacity in the region.

Therefore, the local government of South Lampung Regency needs to establish its own BLK in order to expand access to and improve the quality of workforce training for the community. However, before independently developing a BLK, the local government must refer to existing regulations to ensure that the establishment of the center is truly aligned with local needs and sustainable in the long term.

Regulation of the Minister of Manpower of the Republic of Indonesia Number 8 of 2017 concerning Vocational Training Center Standards states that the feasibility study and recommendation for the establishment of a BLK must take into account nine key aspects: employment, demography, geography, legal framework, socio-cultural factors, economy, science and technology, management, and funding. These aspects are interrelated and serve as the foundation for assessing the feasibility and sustainability of the proposed BLK operations.

In response to these conditions, this study offers a novel contribution by conducting a multidimensional feasibility study for the establishment of a BLK in South Lampung Regency. The primary novelty of this research lies in its comprehensive feasibility assessment approach based on the nine aspects outlined in Minister of Manpower Regulation No. 8 of 2017, a framework that is rarely used as a reference in similar studies at the regency level.

With its focus on a region that has rarely been the subject of research in the context of BLK establishment, this study is expected to serve as a reference for strategic workforce development planning that is data-driven and based on the real needs of the community. Based on the aforementioned background, the objective of this study is to conduct a

comprehensive feasibility assessment for the establishment of a BLK in South Lampung Regency, taking into account various key aspects.

RESEARCH METHODS

This feasibility study employed a descriptive qualitative approach. The study aims to describe the regional needs regarding the feasibility or non-feasibility of establishing a BLK in South Lampung Regency. Data were collected through questionnaires, in-depth interviews, and direct observation of relevant locations and institutions. A total of 100 respondents were purposively selected, including community leaders, village officials, and alumni of previous training programs.

"The data analysis technique employed in this study follows the Miles and Huberman model (Pradana et al., 2024), which consists of three main stages: data reduction, data display, and conclusion drawing and verification. To ensure data validity, the study applied both source and technique triangulation. Source triangulation was carried out by comparing data obtained from various stakeholders, including local government officials, training providers, and community members. Technique triangulation involved comparing findings from observations, interviews, and questionnaires. Additionally, member checking was conducted by seeking confirmation from selected respondents regarding the researcher's interpretations to ensure the credibility of the collected data.

The study was carried out over a span of 60 working days, from September 27 to November 25, 2024. The research location is South Lampung Regency, Lampung Province. The feasibility study for the establishment of a BLK considers nine key aspects: employment, demography, geography, legal framework, socio-cultural factors, economy, science

and technology, management, and funding. Accordingly, the analysis includes the following dimensions:

Table 2. Aspects of the Feasibility Study Analysis

No	Aspect	Description
1	Employment	The employment aspect analysis includes an analysis of the job training programs needed for the establishment of the BLK in South Lampung Regency.
2	Demographics	The demographic aspect analysis includes a descriptive analysis of the population composition in South Lampung Regency.
3	Geography	The geographical aspect analysis includes an assessment of the planned location for the establishment of the BLK.
4	Legal	The legal aspect analysis uses secondary data in the form of regulations related to the planned establishment of the BLK in South Lampung Regency to assess compliance with legal provisions, licensing, and organizational responsibility.
5	Socio-Cultural	The social aspect analysis examines how the BLK can influence the community to become actively involved.
6	Economy	The economic aspect analysis aims to determine the income difference before and after participating in the BLK programs.
7	Science and Technology	The technology aspect analysis includes the assessment of technical readiness and the availability of required technology.
8	Management	The management aspect analysis includes planning, organizing, implementing, and controlling all necessary resources to ensure the BLK operates effectively and efficiently.
9	Funding	The funding aspect analysis aims to assess whether the available financial resources are sufficient and sustainable to support the development and operation of the BLK.

RESULTS AND DISCUSSION

The findings of this study were obtained through observations at the UPTD BLK Bandar Lampung and the Provincial UPTD BLK in Kalianda, as well as interviews and questionnaire data collected from respondents.

Feasibility Aspects for the Establishment of a Vocational Training Center (BLK)

According to Article 5, Chapter II of the Regulation of the Minister of Manpower of the Republic of Indonesia Number 8 of 2017 concerning Standards for Vocational Training Centers, the feasibility study for establishing a BLK must take into account the following aspects:

Employment Aspect

The employment aspect analysis for the establishment of a Vocational Training Center (BLK) includes an assessment of the types of vocational training programs needed in South Lampung Regency. According to the appendix of Minister of Manpower Regulation No. 8 of 2017, there are 22 vocational fields and 73 sub-fields that may serve as the basis for training program development.

Based on the results of interviews and questionnaires distributed to 100 respondents, information was obtained regarding the vocational fields they considered necessary, as shown in Figure 2.

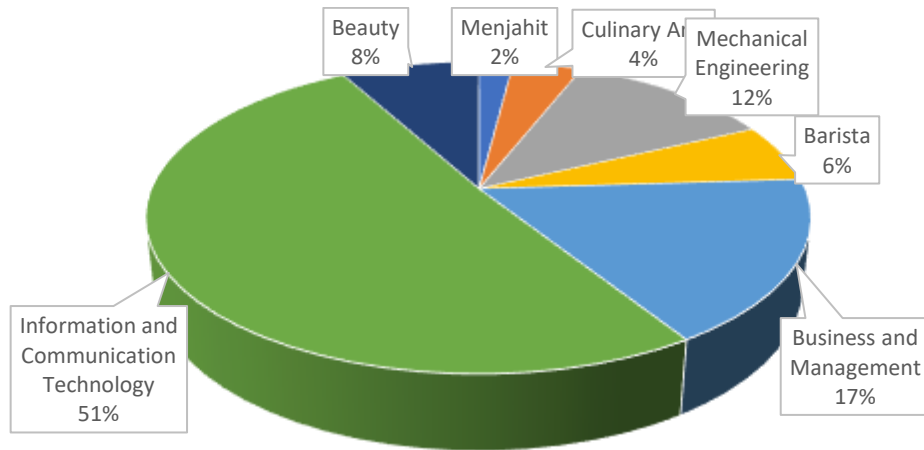


Figure 2. Community Preferences for Vocational Training Fields

As illustrated in Figure 2, public interest is most pronounced in the field of Information and Communication Technology (ICT) (51%), reflecting an increasing awareness of the importance of digital skills in the modern era. Considerable interest is also observed in the fields of Business and Management (17%) and Mechanical Engineering (12%), indicating a demand for both technical and entrepreneurial skills. Meanwhile, interest in service and craft-related fields such as Beauty, Barista, Culinary Arts, and Tailoring remains relatively low. These findings serve as a reference for vocational training institutions to prioritize ICT programs while still recognizing the potential of other sectors.

The vocational training programs that can be developed under the Information and Communication Technology (ICT) sector include training for Network Administrators, Computer Networking, Computer Technicians, Programmers, Junior Administrators, Graphic Design, and Practical Office Junior Operators. This field is the top choice among the community, reflecting the growing demand for digital skills in today's technological era.

Meanwhile, in the Business and Management sector, relevant training programs include Secretarial Training, Office Administration, Junior Accounting,

and English for the Office. These programs support administrative and communication skills, which are widely needed in business and service industries.

In the Mechanical Engineering/Manufacturing sector, potential training programs include Sheet Metal Work Training, Lathe Machine Operation, Conventional Milling Machine Operation, and other manufacturing-based technical training. These training programs should not only reflect community interests but must also be aligned with the practical needs of companies and industrial sectors in South Lampung Regency to ensure the graduates are work-ready and aligned with market demand.

This feasibility is supported by the findings of Hidayati et al. (2021), which emphasize that the provision of vocational training must be aligned with the needs of the business and industrial sectors. With regulatory support from Minister of Manpower Regulation No. 8 of 2017, which provides a structured framework of vocational fields and sub-fields, and training designs tailored to both community interests and local labor market opportunities, the BLK has the potential to serve as a strategic vehicle for enhancing the quality and competitiveness of the workforce in South Lampung.

Demographic Aspect

The demographic aspect analysis for the establishment of a Vocational Training Center (BLK) in South Lampung Regency includes a descriptive analysis of population composition, such as: gender, age group, education level, type of occupation, marital status, ethnicity or race, social class, income level, religion, and residential location.

In 2023, the total population was recorded at 1,101,376 inhabitants. The district with the highest population density was Natar, with 929 people/km², while the lowest was Rajabasa, with 255 people/km². The population distribution of South Lampung Regency by age group and gender in 2023 is presented in Table 3.

Table 3. Population by Age Group and Sex

Age Group	Sex		Total
	Male	Female	
0 – 4	42,737	40,159	82,896
5 – 9	51,164	48,237	99,401
10 – 14	53,314	50,212	103,526
15 – 19	36,830	35,842	72,672
20 – 24	46,435	44,503	90,938
25 – 29	44,225	41,703	85,928
30 – 34	42,367	40,711	83,078
35 – 39	43,043	43,215	86,258
40 – 44	45,213	44,081	89,294
45 – 49	39,169	38,507	77,676
50 – 54	33,265	32,064	65,329
55 – 59	25,245	25,897	51,142
60 – 64	20,954	21,178	42,132
65 – 69	14,785	13,581	28,366
70 – 74	9,880	9,230	19,110
75 +	11,583	12,047	23,630
Total	560,209	541,167	1,101,376

Source: BPS Kabupaten Lampung Selatan (2024)

According to the Ministry of Health (Kemenkes), the productive age group includes individuals aged 15 to 64 years. Based on the data in Table 3, the

productive-age population in South Lampung Regency reached 744,447 people, consisting of 376,746 males and 367,701 females.

Table 4. Number of Employed Population in the Past Week by Industry Sector

Industry Sector	Male	Female	Total
Agriculture	142,992	46,298	189,290
Manufacturing	94,572	24,823	119,395
Services	113,654	94,426	208,080
Total	351,218	165,547	516,765

Source: BPS Kabupaten Lampung Selatan (2024)

Based on Table 4, the service sector is the largest employment provider. Males are predominantly employed in the agriculture and service sectors, while females are more engaged in the service sector and are relatively underrepresented in the agriculture and manufacturing sectors.

Overall, the data indicate that the service sector serves as the primary source of employment in South Lampung

Regency, with labor patterns still reflecting gender disparities, particularly in terms of employment status and sector of work. Informal sectors, such as self-employment and freelance work, also remain dominant, highlighting the need for greater support for the formal sector and improvements in job quality through training and skills development initiatives.

This is further supported by an interview with a member of the Karang

Taruna youth organization in Bumi Daya Village, Palas District, which revealed that many community members engaged in occupations such as running workshops, barber services, or working as migrant laborers abroad generally rely solely on their personal experience and basic skills, without having received any formal training.

From a demographic perspective, the plan to establish a BLK in South Lampung Regency is highly feasible, considering the large population size and the relatively high open unemployment rate. This aligns with the demographic dividend theory, which emphasizes that a surge in the working-age population will only yield economic benefits if accompanied by improvements in human resource quality, including through vocational training (Bloom et al., 2003). Therefore, the presence of a BLK can serve as a strategic instrument to equip the working-age population with skills that match labor market demands, thereby contributing to unemployment reduction and enhancing regional productivity.

Geographical Aspect

The analysis of the geographical aspect aims to examine the geographical conditions of the proposed site for establishing a BLK. This aspect can be reviewed from two perspectives: the physical and the spatial. The physical aspect includes topographic conditions, biotic elements (such as vegetation and ecosystems), and abiotic elements (such

as soil and climate). Meanwhile, the spatial aspect encompasses location factors, accessibility, and the surrounding natural environment, all of which may influence the feasibility of construction and operational efficiency of the BLK.

South Lampung Regency, with Kalianda as its capital, covers an area of 2,109.74 km² and consists of 17 districts. The regency is characterized by a varied topography, including coastal and mountainous areas, resulting in diverse elevations above sea level. The highest area is located in Merbau Mataram District, which reaches an altitude of 102 meters above sea level.

Given the vast territorial coverage and uneven population distribution in South Lampung Regency, the planning of the BLK must carefully consider the location and ease of access to and from the site. Adequate accessibility facilitates the participation of individuals from various sub-districts in training programs. In addition, the layout of the planned facility must be adapted to the area's varying land contours and designed in such a way as to avoid damaging the surrounding biotic and abiotic ecosystems.

Based on the results of interviews and questionnaires distributed to 100 respondents, information was obtained regarding the preferred location for the planned establishment of the BLK as expected by the local community. The location preferences are presented in Figure 3.

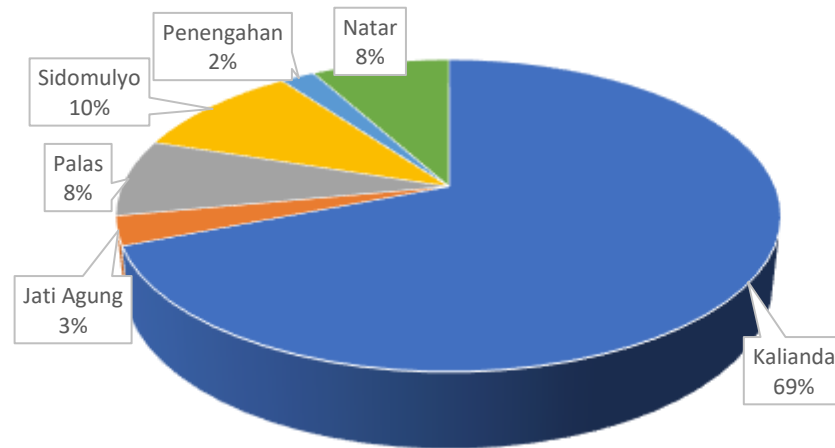


Figure 3. Community-Preferred Locations for the Establishment of the BLK

Based on Figure 3, the majority of respondents selected Kalianda as the preferred location for the establishment of the BLK. This preference is supported by strategic and practical considerations, as revealed through interviews. First, Kalianda serves as the capital of South Lampung Regency, making it geographically and administratively central. As a result, it is more accessible to residents from various sub-districts compared to other potential locations.

Second, as the administrative center, Kalianda is equipped with better public facilities, infrastructure, and transportation access, including main roads, public transportation, as well as relatively stable electricity and internet connectivity. These facilities are essential for supporting the sustainability of training activities at the BLK, both in terms of operations and participant convenience. In addition, Kalianda tends to have a larger population, along with more active economic and educational activities, making it a potential source of human resources and a primary target for vocational training programs.

From a geographical perspective, the plan to establish a Vocational Training Center (BLK) in Kalianda, South Lampung Regency, is considered highly feasible due to several strategic factors, including its central administrative position, ease of

access from various sub-districts, and the availability of supporting infrastructure. This location selection aligns with Christaller's Central Place Theory (1933), which asserts that central activities should be situated in areas with high accessibility and positioned at the service center to efficiently reach a broader population.

Legal Aspect

The legal aspect in the feasibility study of establishing a BLK includes all matters related to the legality of the planned BLK development in South Lampung Regency. These legal requirements encompass various necessary permits, as well as an assessment of the completeness and validity of supporting documents, such as land certificates, licensing documents, identification and legitimacy of the institution's responsible party, and other administrative documents.

Legal assessment is vital to anticipate potential barriers in the future, such as project termination by authorities due to non-compliance with legal provisions, or resistance from the community arising from perceived violations of norms or inconsistency with local regulations.

In the legal review, several key points that need to be considered are summarized in Table 5.

Table 5. Legal Aspect Analysis of the Proposed Establishment of the BLK

Aspect	Description
Who (Project Executor)	The party responsible for the proposed establishment of the BLK in South Lampung Regency is the Department of Manpower of South Lampung Regency.
What (Project Description)	The proposed project is the establishment of the BLK in South Lampung Regency.
Where (Project Location)	According to the Department of Manpower of South Lampung Regency, the planned location for the BLK is a plot of land behind the Department of Population and Civil Registration. However, the exact land area and ownership documents have not yet been confirmed.
When (Project Timeline)	The establishment of the BLK in South Lampung Regency is planned to be carried out according to the schedule set by the Department of Manpower of South Lampung Regency
How (Project Implementation)	The implementation of the proposed establishment of the BLK in South Lampung Regency must be supported by valid documentation and must comply with the applicable laws and regulations.

Based on Table 5, the proposed establishment of the Vocational Training Center (BLK) in South Lampung Regency is a project initiated by the Department of Manpower of South Lampung Regency, serving as the primary responsible institution. The project aims to provide vocational training facilities for the local community to enhance workforce skills and competitiveness. The planned location for the BLK development is situated behind the Office of Population and Civil Registration; however, clarity is still required regarding the exact land area and ownership status.

From a legal perspective, the plan to establish a Vocational Training Center (BLK) in South Lampung Regency is supported by a strong legal foundation. This is in accordance with Article 12 of Law Number 13 of 2003 concerning Manpower, which stipulates that local governments may establish vocational training institutions based on regional needs to improve workforce competence. The implementation of this project, initiated by the Department of Manpower, also aligns with the principles of good governance, namely the administration of government that upholds legality, accountability, and transparency in all

public policies (Dwiyanto, 2021). However, legal clarity regarding the ownership status of the land designated for the BLK site remains a critical issue that must be resolved to avoid potential administrative and legal conflicts in the future.

The study by Yulzain & Jumiati (2019) emphasizes that the existence of Vocational Training Centers (BLK) can significantly improve the competence of local labor. However, their effectiveness is highly dependent on legal certainty and the clarity of required permits. Therefore, the legal aspect in the establishment of a BLK is not merely an administrative requirement, but a critical determinant of the institution's long-term success as a strategic instrument for regional human resource development.

Social and Cultural Aspects

The social and cultural aspects refer to various elements of a community's social and cultural life. These aspects encompass everything related to the way of life, values, norms, customs, traditions, institutions, and social interactions that occur within the society.

In the plan to establish the Vocational Training Center (BLK) in South Lampung Regency, the social and cultural

aspects refer to how the BLK can influence the community to actively participate in improving their skills and knowledge. The Regional Technical Implementation Unit (UPTD) of the BLK and the Department of Manpower and Transmigration have made efforts to disseminate information about the training programs through social media. However, based on the questionnaire results, a significant proportion of trainees 68% reported that

they learned about the training programs through friends or family, while only 9% received the information from the local government.

In addition to identifying sources of information, the questionnaire was also used to gather data on which groups in the community are most in need of vocational training. The community groups that are considered to have the greatest need for training are presented in Figure 4.

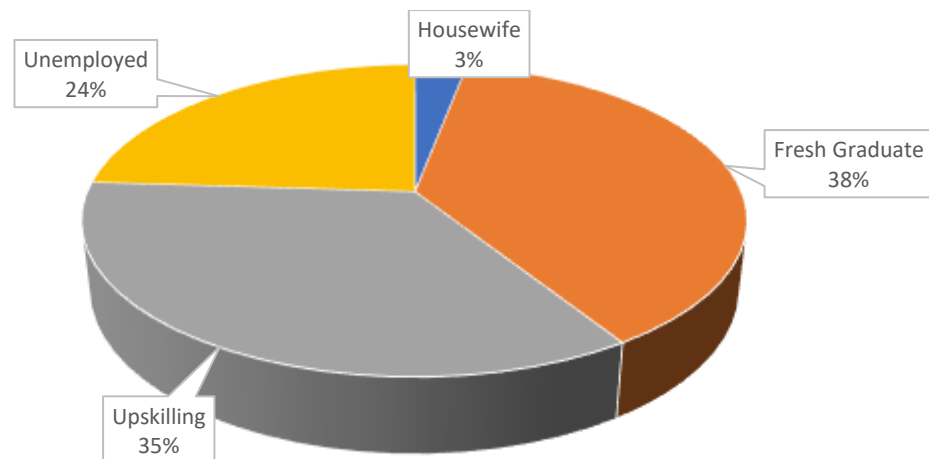


Figure 4. Community Groups in Need of Training

Based on Figure 4, the majority of training needs come from two main groups: fresh graduates and individuals seeking upskilling opportunities. Fresh graduates account for the highest proportion at 38%, indicating that new graduates still require competency enhancement to be competitive in the job market. Meanwhile, the group seeking upskilling reaches 35%, suggesting that many individuals who are currently employed or have previous work experience feel the need to improve their skills to remain relevant in line with technological advancements and labor market demands.

In addition, vocational training plays a crucial role in reducing unemployment rates and enhancing the capacity of the workforce. Although the proportion is relatively small, the group of housewives, at 3%, also demonstrates an interest in participating in training programs, which

can be directed toward developing entrepreneurial skills or engaging in the creative economy sector.

From the socio-cultural perspective, the establishment plan of the BLK in South Lampung Regency is considered feasible. However, it must take into account the input and needs of the community, including the number of participant quotas, the relevance of training programs to community demands, travel distance, and the associated costs.

This is in line with the principle of community-based development, which emphasizes the importance of community participation at every stage of planning and implementing development programs, ensuring that such programs genuinely address local needs (Chambers, 1997). Therefore, a participatory approach in planning the Vocational Training Center (BLK) is crucial to ensure that the programs offered are not only

technically relevant but also socially and culturally accepted by the local community.

Economic Aspect

The economic aspect analysis of the BLK establishment aims to assess the changes experienced by the community before and after participating in the training programs. Based on the questionnaire results, 34 individuals reported having attended training at the BLK. The data from these 34 respondents indicate that the training has had a positive impact on participants' knowledge enhancement. A total of 23 individuals stated that their knowledge had improved, although this had not yet led to direct changes in their economic condition. Meanwhile, 7 individuals not only experienced an increase in knowledge but also successfully gained employment, indicating a positive correlation between the training and improved employment opportunities.

In addition, two individuals were able to utilize the knowledge gained to start their own businesses, and three others also experienced an increase in income. These findings indicate that although most participants have not yet felt a direct economic impact, the training provided by the BLK still holds potential as a means of skill empowerment. This potential can contribute to improved well-being if followed up with support measures such as job placement assistance or access to capital.

From an economic perspective, the establishment plan of the Vocational Training Center (BLK) in South Lampung Regency is considered feasible, as vocational training holds great potential to enhance workforce productivity and stimulate local economic growth. However, to ensure that the economic benefits of the BLK are widely felt, effective and inclusive outreach strategies are essential. According to the Human

Capital Theory by Becker (1993), investment in education and training improves individuals' skills, which in turn has a direct impact on income levels and broader economic development within the community.

It is essential to establish strong collaboration between the Department of Manpower and Transmigration of South Lampung Regency and companies operating in the region. This collaboration aims to provide training participants with direct opportunities to be absorbed into the industrial sector, ensuring that the training programs deliver tangible benefits in enhancing the competitiveness and employability of the local workforce.

Science and Technology Aspect

The analysis of the science and technology aspect in the establishment of the BLK focuses on technical readiness and the availability of necessary technologies. Based on the results of interviews and questionnaires, the BLK establishment plan in South Lampung Regency is considered feasible from a science and technology standpoint, primarily because technical readiness and technological availability have been adequately fulfilled according to the majority of respondents (88%).

This finding is in line with the Technology Acceptance Model (TAM) developed by Davis (1989), which emphasizes that the acceptance and effectiveness of technology within an institution largely depend on perceived ease of use and perceived usefulness. In the context of establishing the BLK, adequate infrastructure and technological readiness can enhance the perceptions of the community and prospective trainees regarding the usefulness of the BLK in improving their skills.

Furthermore, the success of training programs is also determined by several factors, including a curriculum that aligns with industry needs (Suparyati & Habsya,

2024), the provision of adequate facilities and equipment (Hanna et al., 2024), the competence of instructors (Darmawan, 2016), and even cross-cultural communication and collaboration skills (Safitri & Sutadji, 2025).

Thus, the findings of this study reinforce previous research that the success of BLK is not determined solely by the availability of technology, but also by the quality of human resources, the up-to-dateness of equipment, and the alignment of training programs with labor market needs.

Management Aspect

The management aspect analysis in the establishment of the BLK includes four key functions: planning, organizing, implementing, and controlling resources. Planning involves formulating goals, strategies, and operational steps to ensure that the establishment of the BLK proceeds in the intended direction. Organizing focuses on structuring a clear organizational framework, assigning roles, and placing competent human resources to support the sustainable operation of the BLK.

The implementation phase includes the realization of planned activities, such as training management, provision of facilities, and engagement of relevant stakeholders. Meanwhile, the control function ensures that all activities are carried out in accordance with established standards through regular monitoring and evaluation. With effective management, the BLK is expected to operate efficiently and effectively, supported by an organizational structure that promotes the institution's sustainability and success in enhancing the competence of the local workforce.

From a management perspective, the establishment of the Vocational Training Center (BLK) in South Lampung Regency is considered feasible if supported by the implementation of integrated managerial

functions, namely planning, organizing, implementing, and controlling. This aligns with the classical management theory of Terry (1972), which asserts that organizational effectiveness is largely determined by the extent to which these four management functions are carried out systematically and consistently. Therefore, strengthening managerial capacity and organizational structure becomes a crucial prerequisite for positioning the BLK as an effective, adaptive, and responsive institution in meeting the demands of the labor market.

Funding Aspect

The analysis of the funding aspect in the establishment of the BLK aims to ensure that the available financial resources are sufficient and sustainable to support all stages of development, from physical construction to long-term operations. Funding is a crucial component, particularly in the initial phase of establishing the BLK, developing curricula and training programs, providing facilities and infrastructure, and ensuring smooth cash flow to maintain uninterrupted institutional operations.

In this context, the primary source of funding comes from the Regional Revenue and Expenditure Budget (APBD) of South Lampung Regency, as officially outlined in the Budget Implementation Document (DPA) of the Department of Manpower and Transmigration of South Lampung Regency. This reliance on regional funding highlights the importance of the local government's commitment to ensuring the sustainability and effectiveness of the BLK as a center for enhancing the skills of the local workforce. To ensure long-term sustainability, it is also necessary to implement funding diversification strategies, such as partnerships with the private sector, central government support, or grant programs.

From a funding aspect, the establishment plan of the BLK in South

Lampung Regency is considered feasible, provided that the allocated budget for land acquisition, licensing, building construction, procurement of facilities and infrastructure, as well as other operational needs, is available and sustainable.

Expected Outcomes After the Establishment of the BLK

Theoretically, this idea aligns with the Human Capital Theory proposed by Becker (1993), which states that investment in education and vocational training enhances individual skills and productivity. In this context, the provision of adequate training facilities and infrastructure such as buildings and equipment owned by the institution constitutes a long-term investment aimed at improving the quality of the workforce. This, in turn, increases their chances of securing employment in both the formal and informal sectors.

Having its own training facilities also enables more flexible and well-planned training schedules. This aligns with the Systems Approach to Training (Goldstein, 2002), which emphasizes the importance of integrating inputs (such as facilities, instructors, and curriculum), processes (training implementation), and outputs (competent graduates). A BLK that has full control over its facilities holds a strategic advantage in ensuring the continuity and consistent quality of training. Consequently, training programs can be delivered optimally, without dependence on external parties, and can reach a larger number of participants.

In addition, the alignment of training programs with the needs of the business and industrial sectors (DUDI) reflects the application of the Labour Market Matching Theory, which emphasizes the importance of matching the skills offered by job seekers with the actual demands of the labor market. This approach has proven effective, as reported by the International Labour Organization (ILO) (2021), which

states that market-driven training can significantly reduce unemployment, particularly among the productive-age population. A BLK that is responsive to labor market dynamics plays a vital role as a bridge between the community and the world of work.

In the end, the establishment of the BLK in South Lampung Regency serves not only as a center for technical training but also as a strategic instrument for reducing unemployment and enhancing the competitiveness of the local workforce.

CONCLUSIONS AND SUGGESTIONS

The analysis results indicate that the establishment of the Vocational Training Center (BLK) in South Lampung Regency is deemed feasible. This is supported by the high demand for job training, the large population of working-age individuals, and the persistently high unemployment rate. Geographical, socio-cultural, economic, technological, managerial, and financial factors further reinforce this feasibility. However, particular attention must still be given to aspects such as accessibility, infrastructure readiness, instructor competence, and funding sustainability.

It is recommended that the establishment of the BLK be executed through a comprehensive and integrated strategy, including partnerships with industry, continuous updates to training curricula and technologies, and extensive outreach to the community. Future research should focus on evaluative studies on the effectiveness of the training programs implemented, as well as in-depth case studies on adaptive training models that respond to labor market developments, including digital training and entrepreneurship based on local potential in rural areas.

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