

Research Paper

# Potential Development of Tanjung Buton Industrial Area against Increasing Job Opportunities for Vocational Youth Graduates in Riau Province

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## ABSTRACT

In Riau Province, precisely in Siak Regency, Sungai Apit Sub-District, Mengkap Village will be developed by Tanjung Buton Industrial Estate (KITB) which is included in the acceleration program of National Strategic Projects under Presidential Regulation number 58 of 2017. Development of industrial estates driven by four companies namely PT. KITB, PT. Bosowa Corporindo, PT. Zapin Energi Sejahtera, and PT. Samudera Siak is expected to be able to increase regional economic growth evenly. The open unemployment rate in Riau Province in 2017 was dominated by those with a vocational education background of 8.7% so that the development of the Tanjung Buton Industrial Zone consisting of developing port management, the oil and gas downstream industry sector, the agro industry sector, and management of the area itself was believed will absorb the workforce of youth with a background in vocational education. The purpose of this study is to analyze the obstacles that will occur in the recruitment process of youth workforce graduates of SMK, analyze the areas of expertise to be absorbed, and analyze the amount of labor absorption of young graduates of vocational schools in the four industrial development sectors. This study uses descriptive methods that are explorative in nature. The process of data retrieval is done by giving questionnaires to the directors of each company to then be analyzed using frequency distribution tables, cross tabulation tables, and images / graphs. The results of the study show that the thing that will become a bottleneck in the process of recruiting young workers from Vocational graduates lies in the lack of work experience of graduates. Then the areas of expertise that will be absorbed are the fields of Technology and Engineering, Information and Communication Technology, Health, Agribusiness and Agrotechnology, Fisheries and Marine, Business and Management, Maritime Affairs, and finally the Energy and Mining sector. While the amount of labor to be absorbed is 174 people with the details of 65 permanent workers and 109 contract workers for five years KITB operates.

**Keywords:** Regional Development, Industrial Estates, Job Opportunities, Youth, SMK Graduates

## INTRODUCTION

Development is very important to create a just and prosperous society and to achieve a better standard of living for the people. The purpose of development in essence is to increase economic growth oriented to creating as many jobs as possible, creating social justice, and the ability to use power alone (Soedjatmoko,

1983: 81). Indonesia in its spirit of Pancasila Economy continues to carry out development in accordance with the mandate of the 1945 Constitution of the Republic of Indonesia. The embodiment of the mandate of the 1945 Constitution is contained in the 2005-2025 National Long Term Development Plan which basically wants to achieve equitable development to

create prosperity and prosperity for all Indonesian people. In addition, of course the development of the development is targeted to further increase national economic growth. According to Adisasmita (2005: 4), one of the issues that is often debated in regional economic policy, is whether there is an effort to accelerate the growth of regional development with a national development policy with overall objectives.

The process of economic progress seen from the view of development theory will place regional elements which are subnational elements to be important and interesting in development planning, so that regions have an increasingly clear and decisive role. The area dimension is very important and is a factor that must be taken into account in analyzing and determining where a program or project is put in development planning. Regional development policy makers have goals and objectives to be achieved in each of their policies, namely reducing the number of economic disparities between regions with various types of development policies. Whether it is in the development of industrial or non-industrial based sectors. Added value in a region must be able to be raised as high as possible with various kinds of development policies which of course must be adapted to the potential of the region. Natural resources and human resources in an area are very empowered with such a policy direction. Regions that have various kinds of resources are very feasible to explore their potential so that the value of the benefits possessed by a region can maximize various benefits. The construction of an industrial estate is a sufficiently appropriate step to maximize these benefits. With the presence of industrial estates, there is certainly an increasing number of employment opportunities for the community. The presence of various supporting infrastructure for industrial estates will certainly have a direct impact on the community such as the construction & repair of roads, construction of health

facilities, as well as improving the quality and facilities of education.

In Riau Province, precisely in Sungai Apit District, Siak Regency, it has been prepared to become a Special Economic Zone. This project was started in 2004 with the birth of the Siak Regency Regional Regulation No. 8 of 2004 which contained the establishment and development of the Tanjung Buton Industrial Zone. In 2017 through the Presidential Regulation of the Republic of Indonesia number 58 in 2017 the Tanjung Buton Industrial Zone was included in the acceleration program of the National Strategic Project. The presence of KITB is expected to be able to increase regional economic growth by maximizing the potential of the existing resources in Riau Province, especially Siak Regency, both natural resources and human resources. With good use of regional resources, it will have an impact on the improvement and growth of economic activities of the community as a multiplier effect of the existence of major projects and KITB supporting projects. The development of Industrial Estates is intended to encourage the growth of the industrial sector to be more focused, integrated and provide results that are more optimal for areas where industrial estates are located. Some important aspects that form the basis of the concept of developing industrial estates include efficiency, spatial planning and the environment.

In Riau Province the potential of natural resources is quite high in the agro sector (oil palm, rubber and sago) and oil and gas. Oil production in Riau Province amounts to 325,000 barrels per day. Production of CPO (Crude Palm Oil) in Riau is 7,333,333 tons / year, rubber is 374,901 tons / year, and sago is 366,032 tons / year. PT. Bosowa Corporindo has been present as the industry's main driving force at KITB. MoU with PT. KITB (as a regional company managing KITB) has agreed on the development and management of KITB and the CPO downstream industry.

MoU with PT. Bumi Siak Pusako has also agreed on the development of the oil and gas downstream industry. Finally, to support port activities, the MoU with PT. Samudera Siak has also been carried out to improve port service management and port facilities (PT. KITB 2017). All these industrialization activities will certainly need a lot of labor. The government continues to strive for more and more workers who are ready to be used in the industrial world, one of which is the presence of Vocational High Schools (SMK). According to Enoch (1992: 172) education graduates who are more qualified in technical knowledge and skills naturally contribute to economic growth in general and increase special individual income. Thus education can be considered as consumer goods and investment in human capital so that it shows that economics and education influence each other. Economic progress drives the development of education, and advanced education is one of the requirements for economic development. In 2017 as quoted by *Republika* (2/10) the Government through the Ministry of Industry has signed a cooperation agreement between the industrial world as many as 107 companies with 226 Vocational Schools in North Sumatra. Aceh with 3 companies and 9 SMKs, North Sumatra with 54 companies and 117 Vocational Schools, West Sumatra with 7 companies and 20 Vocational Schools, Riau with 5 companies and 38 Vocational Schools from a total of 292 Vocational Schools, and Riau Islands with 37 companies and 41 Vocational Schools. This step was taken because the vocational education program is a joint program between Vocational Schools and industry players so that the program does not only rely on theory in the classroom but also conducts basic vocational practices. Some are carried out in schools, and some are carried out in the workforce.

The pattern of administering education in these two places will make vocational institutions closer to their work activities, adjusting the content to the needs

of the world of work to facilitate the transfer of values and work behavior as applicable in the world of work. Here it is very important that there is a link and match between SMK and industry so that vocational graduates can be directly absorbed in the world of work. Considering the sizeable number of vocational school graduates who have and will be available in Riau Province, it is expected that the cooperation between Vocational Schools and the business world in the industrial sector will further increase the absorption of vocational graduates. Data at the Riau Province Central Statistics Agency (BPS) as of February 2017 recorded graduates of Vocational High Schools (Vocational Schools) dominating the number of Open Unemployment Rate (TPT) in Riau Province which reached 15,681 people or 8.7% of the total workforce of 180,237 people. There are also not many graduates of other education levels who are absorbed by the job market, namely SMP only 11,012 people or 6.11%, undergraduate as many as 12,797 people or 7.10%, Diploma as many as 13,950 people or 7.74%, SMA as many as 15,356 people or 8.52 %. With the high open unemployment rate, the Government creates new economic growth centers such as industrial estate development projects that are evenly distributed throughout the country, so that the unemployment rate is expected to decrease and can increase regional economic growth through the population of productive age who have work.

Besides creating new economic growth centers the Government through the Ministry of Education and Culture in 2017 set the spectrum of vocational expertise contained in 14 expertise / fields to answer the needs of the industrial world of business. Regional development in the form of industrial estate development is a process carried out by many parties to improve community welfare evenly. One party that plays a role in regional development is youth, youth are part of the wider community members who always participate as development actors. As stated

by the President of Indonesia at the youth conference in Barcelona, Spain in 1985 that youth and development are two sides of a coin that cannot be separated. The position of youth in society is an agent of development which plays an active role for the welfare of himself and the surrounding community (Rohmad, 1998). this study aims to analyze the obstacles in the future in the process of recruiting young graduates of vocational schools in Riau Province to become laborers, analyzing the types of fields of expertise that must be possessed by young graduates of Vocational Schools in Riau Province so that they can be absorbed into the maximum workforce

## **LITERATURE REVIEW**

### **Regional Planning**

Regional planning is planning the use of regional space and planning on activities in the regional space. Regional spatial planning is usually outlined in regional spatial planning while activity planning is usually included in regional development plans, both long term, medium term, and short term (Tarigan, 2003: 32). Regional planning should begin with the determination of regional vision and mission. Vision is the ideal of the future of the desired area. The vision is often abstract but wants to create an ideal regional characteristic so that it serves as the inspiration and encouragement in regional development planning. Mission is a condition between or a stage to achieve that vision. Mission is an ideal condition that is level under the vision but more realistic to achieve it (Tarigan, 2003: 32).

The development plan is a plan of activities that will fill the space. Thus, in the end the form of the intended space will be achieved. Spatial planning also gives signs about what is allowed and what is not allowed on each side of the space. Thus, spatial planning is the main guide in planning various activities in the region (Tarigan, 2003: 33).

### **Sectoral Approach**

A sectoral approach is where all economic activities in the planning area are grouped into sectors (Tarigan, 2003: 36). Then each sector is analyzed one by one. Each sector sees its potential and opportunities, determines what can be improved and where the activity of the increase is. The method is to break down each sector so that there are homogeneous groups that can be used for the group. For example, to analyze the agricultural sector, the sector can be divided into food crops subsector, smallholder plantation sub-sector, large plantation subsector, and so on.

### **Regional Approach**

In regional development efforts (Sirojuzilam, 2015: 29), the most important problem that is of concern to economists and regional planning is the process of economic growth and equitable development. Regional growth is a theory of national economic growth that is adjusted on a regional scale. The difference in the theory of regional economic growth and the theory of national economic growth lies in the nature of openness in the process of input-output of goods and services and people. In the system of entry and exit people or goods and services are relatively open, while on a national scale are more closed (closed regions). Furthermore Tarigan (2003: 40) says the regional approach is an economic approach and a space approach. The economic approach, especially for regional economic branches, can be used by various analytical tools both in terms of general economics / development economics, or more specifically regional economics to see the direction of the development of an area in the future. Regional economic analysis can provide answers to which sectors need to be developed and the priority level of development. However, it has not been able to answer questions, such as where the sector was developed, how much land was used, and the amount of infrastructure or social facilities that needed to be built along with its location. Regional economic

analysis is then combined with a spatial approach, so it must be accompanied by maps to facilitate and strengthen analysis. In addition to describing the current situation, there is also a map that illustrates the projected direction of the transfer of production factors and estimates of future conditions.

### **Area Development**

Regional development basically means increasing the value of regional benefits for the people of a particular region, being able to accommodate more residents, with an average level of community welfare improving, besides showing more facilities / infrastructure, available goods and services and business activities - increasing community effort, both in terms of type, intensity, service and quality (Sirojuzilam and Mahalli, 2010: 35). Whereas Mulyanto (2008: 1) defines regional development as all actions taken in order to exploit existing regional potentials, to get better conditions and order of life for the interests of the community there in particular, and on a national scale. According to Budiharsono (2001: 10) regional development should at least be supported by six pillars / aspects, namely: biogeophysical aspects, economic aspects, social aspects, institutional aspects, location aspects and environmental aspects.

### **Employment Opportunity**

Job opportunities are identical to the National Development Goals, especially Economic Development, because employment is a source of income for those who obtain employment opportunities, besides being a source of increasing National Income, through increasing Gross National Products. Therefore, in GBHN in Sagir (1982: 61), it was stated that the National Development goals in addition to increasing national production, economic growth must also accelerate the growth of employment, because employment opportunities not only have economic value, but also contain human values by fostering a sense of self-esteem, so as to provide

content to the principle of humanity. Sagir (1982: 61) points out several main problems in expanding employment opportunities. Among the first is the growth of the workforce that is not balanced with the absorption of employment opportunities. then the second is the low level of productivity of the workforce due to several reasons, namely the level of education, nutritional level and lack of technological level. Furthermore, the third cause of the main problems in expanding employment opportunities is the low purchasing power of the people in buying goods produced domestically. The fourth reason is the low carrying capacity of the modern sector. Capital intensive industries with advanced technology have not been able to support the development of labor-intensive / traditional industries. Then the fifth is the low level of capital accumulation in the country. And the last is the absence of an integrated and consistent policy by the Government regarding the domestic business and employment system.

### **Vocational Secondary Education**

Rupert Evans (1978) (in Djojonegoro, 1998: 33) defines vocational education as part of an education system that prepares someone to be better able to work in one work group or one occupational field than in other occupational fields. Vocational education is expected to be able to bridge the needs of skilled workers who are at least able to adapt to the work environment in accordance with their competencies. Graduates of vocational education will be trained to work so that they have differences from general secondary schools that provide the theory of science to be developed purely. While graduates of vocational education are more inclined to the sciences that are applied and some programs of expertise emphasize aspects of psychomotor knowledge. Nevertheless vocational education continues to develop three existing learning domains, namely, affective, cognitive, and psychomotor. Whereas Calhoun (1982: 22)

defines vocational education related to preparing people for work and by increasing the potential of workforce training. This includes all forms of education, training, or retraining that are designed to prepare people to enter or continue work in a recognized job. Vocational secondary education according to the National Education System Law is "secondary education which prepares students primarily to work in certain fields" (Explanation of Article 15 UUSPN 20 Year 2003). Even at the beginning of the implementation of UUSPN No.2 in 1989 there was a debate about secondary education, where vocational education was considered as specialization education which prepared graduates to enter employment. Djojonegoro (1998: 38) emphasizing the preparation of vocational school graduates to work has more specific meanings of special expertise than general secondary education. Students are provided with skills that are applicable to various types of work that exist in the business or industry, or even opportunities for entrepreneurship with those skills.

### **Youth Resources**

Youth are individuals who when viewed physically are experiencing development and psychologically are experiencing emotional development, so that young people are human development resources both now and in the future. As a candidate for the next generation that will replace the previous generation (Mardizal, 2012: 33). According to Republic of Indonesia Law number 40 of 2009 concerning Youth, Chapter I General Provisions Article 1 paragraph 1 describes the definition of youth as Indonesian citizens entering an important period of growth and development aged 16 (sixteen) to 30 (thirty) years

### **MATERIALS & METHODS**

This research was conducted at the University of North Sumatra Library and in the field. For field studies carried out in

Tanjung Buton Industrial Estate (KITB), Mengkap Village, Sungai Apit District, Siak Regency, Riau Province. While the time of the study was conducted in March to May of 2018. This study used descriptive methods that were explorative in nature. Descriptive method research is the process of solving the problem under investigation, by describing or describing the state of the object of research at this time, based on facts that appear or as they are. Research with this method focuses on finding the facts (fact finding) as the real situation. While exploration research itself has the aim of exploring extensively about the causes or things that affect the occurrence of something (Arikunto, 2016: 7). So descriptive exploratory research is research with problem solving that is explored extensively about the causes or things that influence the occurrence of something based on facts that occur in the field. In qualitative research it does not use population, because qualitative research departs from certain cases that exist in certain social situations and the results of the study will not be applied to the population, but transferred to other places in social situations that have similarities with the social situation in the case studied (Sugiyono, 2008: 50). In this study 4 informants were:

1. Director of PT. KITB as an industrial estate manager,
2. Director of PT. Samudera Siak as the port manager,
3. Director of PT. Bumi Siak Pusako as the manager of the oil and gas downstream industry, and
4. Director of PT. Bosowa Corporindo as the manager of the agro industry.

All informants are part of the company in Tanjung Buton Industrial Zone which is responsible for the recruitment of workers in each company. In this study the resource person was determined by purposive side. Purposive sampling is a technique of sampling data sources with certain considerations. This particular consideration, for example, the person who

is considered the most knowledgeable about what we expect, or maybe he is the ruler so that it will facilitate researchers to explore the object / social situation under study (Sugiyono, 2008: 53). Data collection techniques in this study were Field Research and Library Research. Research Field is a primary data collection technique, carried out by giving questionnaires to informants consisting of several forms of questions. Library Research is a secondary data collection technique, carried out by collecting materials and documentation from various relevant agencies, such as the Central Bureau of Statistics, the Education Office, other relevant agencies, and libraries regarding the results of previous research and the literature supporting this study.

### Statistical Analysis

Riau Province (Figure 1) is geographically located at the position of 01005 '00 "South Latitude - 02025'00" North Latitude and 100000'00 " - 105005'00" East Longitude

which has an area of 8,915,016 hectares. Administratively, Riau Province has the following limits:

- North Side: Malacca Strait and North Sumatra Province
- South Side: Jambi Province and West Sumatra Province
- East side: Riau Islands Province and Malacca Strait
- West: West Sumatra and North Sumatra Provinces

The strategic position of Riau Province, which is directly adjacent to Malaysia, Singapore and Thailand; on the economic path of the Malacca Strait; and is on the trajectory of movement between regions on the island of Sumatra, thus providing an opportunity to build high access to the traffic of goods, people, information and capital; location advantage as a center of activity; and as a location for the transit of people and goods.

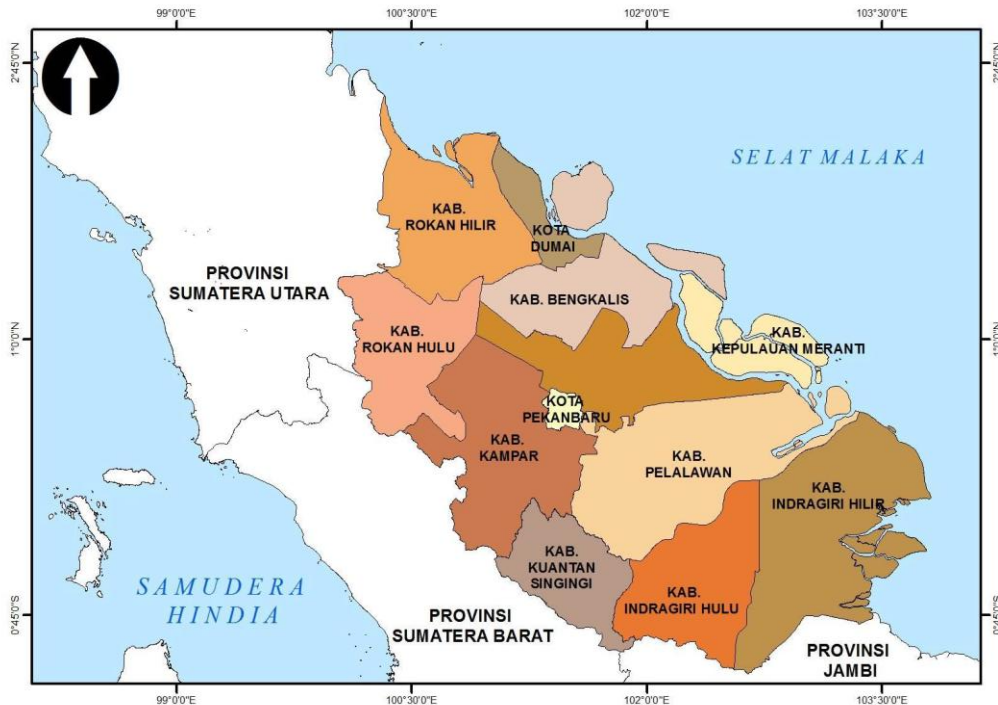


Figure 1. Map of the Administrative Region of Riau Province  
Source: Riau Provincial Statistics Agency 2017

Administratively, Riau Province consists of 10 regencies and 2 municipalities. In more detail the division of regions can be seen in

Table 1 below. (table consists of city / regency name and area).

**Table 1. Name of Regency / City Region in Riau Province**

No.	Region Name	Area (Km <sup>2</sup> )
1	Kuantan Singingi	5.259,36
2	Indragiri Hulu	7.723,80
3	Indragiri Hilir	12.614,78
4	Pelalawan	12.758,45
5	Siak	8.275,47
6	Kampar	10.983,47
7	Rokan Hulu	7.588,13
8	Bengkalis	6.975,41
9	Rokan Hilir	8.881,59
10	Kepulauan Meranti	3.707,84
11	Pekanbaru	632,27
12	Dumai	1.623,38
Total		87.023,66

Source: Riau Dalam Angka, Badan Pusat Statistik Provinsi Riau 2017

### Population Profile of Riau Province

Based on the Indonesian Population Projection by Regency / City Year 2010-2020, in 2016 the population of Riau Province is estimated at 6,500,971 people with 1,560,436 households as a household, thus the average number of household members in Riau Province is 4 people per household.

The 2016 population distribution by regency / city shows that the Riau population is concentrated in Pekanbaru City as the provincial capital with a population of 1,064,566 people or around 16.38 percent of the entire population of Riau. Whereas the regencies / cities with the smallest population are Kepulauan Meranti Regency of 18.152 people. Table 2. shows the population of Riau Province in 2016 in 12 Regencies / Cities in Riau Province.

**Table 2. Population of Riau Province in 12 Districts / Cities in 2016**

No.	Region Name	Total Population
1	Kuantan Singingi	317.935
2	Indragiri Hulu	417.733
3	Indragiri Hilir	713.034
4	Pelalawan	417.498
5	Siak	453.052
6	Kampar	812.702
7	Rokan Hulu	616.466
8	Bengkalis	551.683
9	Rokan Hilir	662.242
10	Kepulauan Meranti	182.152
11	Pekanbaru	1.064.566
12	Dumai	291.908
Total		6.500.971

Source: Riau in Figures, Riau Provincial Statistics Agency 2017

### Profile of Education in Riau Province

Education is a determinant of the direction of progress of a nation. So when

the country is present, he is fully responsible for ensuring that all elements of the nation's children are touched by education from the lowest level to higher education. Good governance of education in an area will increasingly open up positive opportunities for the people in the region to further improve their standard of living for the better. There is no exception in Riau Province itself, according to data from the Riau Province Central Bureau of Statistics shown in Table 3. In 2016/2017 Kindergarten totaling 2,070 schools, 105,282 students and 6,674 teachers with 15.77 students and teacher ratios for students. school 50.86. When viewed from the ratio, it shows a significant increase compared to 2015/2016 where the student to teacher ratio is 8.22 and students to school are 32.21. Furthermore, in 2016/2017 the Primary School numbered 3,583, 803,489 students and 50,714 teachers, with a student to teacher ratio of 15.84 and a student to school ratio of 224.25.

Secondary education statistics are limited to junior and senior high school / vocational schools only in the National Education Office. In 2015/2016 there were 1,082 junior secondary schools, 675 senior high schools / vocational schools, with 251,329 junior high school students and 217,031 high school / vocational high school students and 18,409 junior high school teachers and high school / vocational high school teachers in 15,707. While the student to junior secondary teacher ratio is 13.65 and the student to teacher ratio is high school / vocational school 14.12. Compared to 2015/2016, it was 1,097 junior high schools, 690 senior high schools / vocational schools, 251,579 junior high school students, 253,625 high school / vocational high school students and 20,642 junior high school teachers and 23,246 high school / vocational school teachers with 12,19 junior high school teachers and high school teachers. / SMK 10.91. In higher education, in 2016/2017 based on the number of state universities in the Ministry of Research and Higher Education there are



2 State Universities and 1 Polytechnic. While private universities in the APTISI Riau environment have 8 universities, 41

high schools, and 23 academies and 2 polytechnics in Riau Province that are ready to accommodate high school graduates.

**Table 3. Number of Schools in Riau Province 2016/2017 Academic Year**

No.	Region Name	Kindergarten	Elementary school	Junior high school	High school	Vocational School
1	Kuantan Singingi	960	3.166	1.638	543	385
2	Indragiri Hulu	456	4.095	1.336	509	404
3	Indragiri Hilir	396	5.947	1.687	715	317
4	Pelalawan	431	3.040	1.082	483	316
5	Siak	1.013	3.469	1.575	655	457
6	Kampar	387	6.746	2.615	1.237	408
7	Rokan Hulu	1.194	4.639	1.719	683	633
8	Bengkalis	380	5.083	1.928	1.174	498
9	Rokan Hilir	266	4.953	1.506	1.136	393
10	Kepulauan Meranti	56	1.978	659	315	128
11	Kota Pekanbaru	656	5.885	1.934	1.649	1.535
12	Kota Dumai	452	2.163	730	393	404
Total		6.674	50.714	18.409	9.492	5.878

Source: Riau in Figures, Riau Provincial Statistics Agency 2017

### Profile of Research Informants

The research informants were 4 people who had important positions in 4 companies that would carry out development and development in the Tanjung Buton Industrial Zone, Riau Province. All informants were men who had diverse ages and work experience but had similarities at the last level of education. At

the position level, only 2 informants had the same positions as full responsibility of the company. The general profile of each informant will be shown in table 4. below. While the general profile of the informants' companies will be presented in table .5. Column number from the company where the informant works in table 45 according to the column number in Table 5

**Table 4. General Profile of Research Informants**

No.	Name of informant	Age	Last education	Position	Long Working at the Company
1	Mohammad Soeharto	51	S1	director	12 year
2	Salman Dianda Anwar	48	S1	Vice President Director Group	19 year
3	Yusmar Affandy	46	S1	director	1 year 4 month
4	Anggi Endemond	31	S1	Assistant General & Financial Manager	6 year

Source: 2018 Research Results

**Table 5. Company General Profile Informants**

No.	Company name	Number of employees	Company Business Field
1	PT. Tanjung Buton Industrial Area	5 person	Buton Industrial Estate Development Manager, Buton
2	PT. Bosowa Corporindo	90 person (head office)	Holding Company & Management of Port Areas, Tanjung Buton Industrial Zone
3	PT. Zapin Energi Sejahtera	3 person	Management of B3 & Non-B3 Waste and New & Renewable Energy
4	PT. Samudera Siak	9 person	Port Services

Source: 2018 Research Result

Mohammad Soeharto (51 years) as the first research informant had experience working at PT. KITB for 12 years in this company served as managing director. The company he leads is engaged in the management and development of the Tanjung Buton Industrial Zone. This regional company owned by Siak Regency still has 5 employees including Mohammad Soeharto himself due to the company's low workload. At present, PT. KITB is still in the stage of preparing company software

and efforts to gather investors to invest in Tanjung Buton Industrial Zone, Riau Province.

Salman Dianda Anwar (48 years) as the second research informant who has experience working at PT. For 19 years Bosowa Corporindo in this company served as Vice President Director of the Group. PT. Bosowa Corporindo, headquartered in Makassar City, South Sulawesi is the parent of many companies engaged in many business fields. Ranging from automotive,

cement, mining & energy, financial services, property to education. The researcher met the informant directly in the Representative Office of PT. Bosowa Corporindo in Jakarta which has 90 employees, includes 5 people who directly handle the cooperation project of PT. Bosowa Corporindo in Tanjung Buton Industrial Estate, Riau Province. As the main driving industry in Tanjung Buton Industrial Area, PT. Bosowa Corporindo is also actively involved in various agreements with companies that will operate in this region. Companies that have made agreements with PT. Bosowa Corporindo is PT. BSP Zapin and PT. Samudera Siak who is also an informant in this study. PT. Bosowa Corporindo itself is planned to build an agro-based industry and cement packing factory in this region which will certainly use natural resources and absorb the local labor market.

Yusmar Affandy (46 years) as the third research informant who has worked as the Managing Director of PT. Zapin Energi Sejahtera since the subsidiary of PT. Zapin's BSP was formed early in 2017. PT. Zapin Energi Sejahtera (ZES), which owns the main parent company PT. Bumi Siak Pusako is prepared to manage the oil and gas downstream industry located in Tanjung Buton Industrial Zone. PT. Zapin Energi Sejahtera will build a B3 waste management plant (Hazardous and Toxic Materials) & non-B3 as well as new & renewable energy (EBT) that meets the industrial needs in Riau Province of waste products. The factory's own raw materials will be obtained directly from PT. Bumi Siak Pusako as the main holding company engaged in the upstream oil and gas sector in Riau Province. Number of employees of PT. Zapin Energi Sejahtera which is still in the amount of 3 people including the Director himself because the workload of the company is still in the process of land licensing with the Government of Siak Regency. The researcher met the informant directly at the PT. Bumi Siak Pusako in the Jalan Jenderal Sudirman area of Pekanbaru

City, for which the informant filled out the questionnaire provided.

Anggi Endemond (31 years) as the fourth research informant who has worked for 6 years in a regional company PT. Samudera Siak serves as Assistant General & Financial Manager. PT. Samudera Siak itself has been operating in Tanjung Buton Port in Sungai Apit District, Siak Regency, Riau Province as the main manager. This port serves the community with fast boats for several island destinations in the Riau Islands. MoU with PT. Bosowa Corporindo has agreed that the industrial port right in the Tanjung Buton Industrial Zone will be managed by PT. Samudera Siak.

## RESULT

### Analysis of Company Acceptance Level in Tanjung Buton Industrial Area Against Vocational Youth Graduates in Riau Province.

#### - Between SMK and Industrial World Graduates

This research was conducted by compiling a statement on a questionnaire containing answers starting from strongly agreeing, agreeing, hesitating, disagreeing, and strongly disagreeing about the views of the informants on young graduates. Cumulatively, the level of company acceptance in Tanjung Buton Industrial Estate for employment opportunities of young graduates of Vocational Schools in Riau Province is very good. This is evidenced from the answers of the research informants in table 6 which state that young graduates of vocational education have excellent employment opportunities in the industrial world.

Table 6. Answers of informants agree / disagree about the employment opportunities of Vocational graduates very large in the industrial world

Answer	Company name				f	%
	KITB	BC	ZES	SS		
Strongly agree	1	1	0	0	2	50%
agree	0	0	1	0	1	25%
Doubtful	0	0	0	1	1	25%
Disagree	0	0	0	0	0	0
Strongly Disagree	0	0	0	0	0	0
Total					4	100%

Source: 2018 Research Results

From table 6, the results of 50% of informants answered strongly agree, and 25% of informants agreed, while the remaining 25% answered doubtfully. This answer indicates that there is a positive view of the company that young SMK graduates have the opportunity to work in a very large industrial world. The study then tried to compile a statement that was still related to youth graduating from vocational school but

by including general education background in the statement in order to get a comparison. Then the answers obtained are also very good. This is evidenced from the answers of the research informants in table 7 which state that from several types of education, young people who graduate from vocational education are prospective workers who are suitable to work in the industrial world.

**Table 7.** Informants' answers agree / disagree about youth with vocational education education is a prospective workforce that is suitable to work in the industrial world compared to other graduates.

Company Business Field	Answer					Total
	SS	S	RR	TS	STS	
Manager of Tanjung Buton Industrial Estate Development	1	0	0	0	0	4
Holding Company & Management of Port Areas, Tanjung Buton Industrial Zone	0	1	0	0	0	
Management of B3 & Non-B3 Waste and New & Renewable Energy	1	0	0	0	0	
Port Services		1				
<i>f</i>	2	2	0	0	0	
%	50%	50%	0	0	0	100%

Source: 2018 Research Results

From table 7, there were 2 informants (50%) responding to the company's business as managers of Tanjung Buton Industrial Estate development and management of B3 & Non-B3 waste and new & renewable energy. work that is suitable for working in the industrial world. Whereas 2 more informants (50%) with the business field of the Holding Company company & the management of the Tanjung Buton Industrial Zone port area and the port service business sector agreed. This is quite a positive sign for the world of vocational schools because the industrial world has provided a quite positive response for its graduates to work in the industrial sector. Furthermore, about the readiness of vocational school graduates to work in the industrial world compared to young graduates of general education. The study also submitted a statement with a very agreeing scale to strongly disagree as in table 8 below.

**Table 8.** Informants' answers agree / disagree about young people who are SMK graduates who are more ready to work in the industrial world compared to young graduates of general education

Answer	<i>f</i>	%
Strongly agree	2	50%
agree	1	25%
Doubtful	1	25%
Disagree	0	0%
Strongly Disagree	0	0%
Total	4	100%

Source: 2018 Research Results

From table 8, the informants who answered strongly agreed were 50% of the total informants, while those who answered agreed at 25%, and were hesitant to answer 25%. Although there is a hesitation percentage of 25% or one informant, the accumulative response of the company to the readiness to work of young graduates from vocational schools to work in the industrial world is very good. This means that young graduates of vocational schools are seen as more ready to work in the industrial world when compared to young graduates of general education. The research tries to explore the competencies possessed by young graduates of Vocational School whether they get a positive response for companies in the Tanjung Buton Industrial Area which then correlates with the large employment opportunities of vocational graduates in the industrial world. Table 9 answers the issue by compiling a statement about whether the competencies possessed by young SMK graduates are now able to meet the needs of the world as a whole.

**Table 9. Answers agree / disagree with informants about the competencies of young SMK graduates now who have been able to meet the needs of the industry as a whole.**

Name of informant	Company name	Answer					Total
		SS	S	RR	TS	STS	
Mohammad Soeharto	PT. Tanjung Buton Industrial Area	0	0	1	0	0	
Salman Dianda Anwar	PT. Bosowa Corporindo	0	1	0	0	0	
Yusmar Affandy	PT. Zapin Energi Sejahtera	0	1	0	0	0	
Anggi Endemond	PT. Samudera Siak			1	0	0	
<i>f</i>		0	2	2	0	0	
%		0	50%	50%	0	0	100%

Source: 2018 Research Results

From table 9 the results of the answers from the informants found that 50% agreed and 50% hesitated as well. Although this answer is accumulatively good enough, the world of Vocational Schools must capture an assessment of doubts about the overall needs of the industrial world for the competencies possessed by young SMK graduates today. But then there are quite interesting answers to the two statements after this. Still with regard to the competencies possessed by young people from vocational graduates, later research has made the statement of the competence of young graduates from vocational school a guarantee for the industry to accept their work. The answers of the informants as shown in table 10.

From table 10, an answer of 75% of informants answered agreed, and 25% of informants answered strongly in agreement.

This excellent answer signifies a kind of guarantee from industry players on the level of acceptance of prospective young graduates from vocational school to work in the industrial world. Whereas in table 11 the study included variables of work experience in addition to the competencies possessed by the prospective workforce of vocational graduates whether accepted in the company of the informants.

**Table 10. Answers agree / disagree informants about the competencies possessed by young people who are graduates of Vocational High Schools who are a guarantee in accepting them to work in the industrial world**

Answer	Company name				<i>f</i>	%
	KITB	BC	ZES	SS		
Strongly agree	0	1	0	0	1	25%
agree	1	0	1	1	3	75%
Doubtful	0	0	0	0	0	0
Disagree	0	0	0	0	0	0
Strongly Disagree	0	0	0	0	0	0
Total					4	100%

Source: 2018 Research Results

**Tabel 11. Answer informan akan pengalaman kerja di dunia industri juga menjadi faktor utama menerima pemuda lulusan SMK bekerja di perusahaan para informan selain faktor kompetensi**

Name of informant	Company name	Answer					Total
		SS	S	RR	TS	STS	
Mohammad Soeharto	PT. Tanjung Buton Industrial Area	1	0	1	0	0	
Salman Dianda Anwar	PT. Bosowa Corporindo	0	1	0	0	0	
Yusmar Affandy	PT. Zapin Energi Sejahtera	1	0	0	0	0	
Anggi Endemond	PT. Samudera Siak	0	1	0	0	0	
<i>f</i>		2	2	0	0	0	
%		50%	50%	0	0	0	100%

Source: 2018 Research Results

From the data in table 11 above, it was found that 50% of the informants were Mohammad Soeharto and his company PT. KITB and Salman Dianda Anwar with their company PT. Bosowo Corporindo answered strongly agree, and 50% more informants namely Yusmar Affandy with his company PT. ZES and Anggi Endemond with their company PT. Samudera Siak answered that it was agreed that the work experience of

young SMK graduates was very important or the main factor for industry players in Tanjung Buton Industrial Estate to accept their employment in these companies in addition to the competencies of prospective vocational graduates who were obtained during their study education in vocational high school.

### Youth Job Opportunities in Riau Province Vocational School Graduates at KITB

The research then explored deeper into the opportunities that the prospective youth vocational school graduates in Riau Province had to be able to work in companies that would operate in the Tanjung Buton Industrial Area. Research composes questions beginning with asking informants whether they know that contributors to the largest number of open unemployment in Riau Province according

to statistical data in the Riau Province Central Bureau of Statistics (February 2017) are from SMK graduates. Answers from informants are presented in table 12.

Table 12 provides data that three informants namely Salman Dianda Anwar, Yusmar Affandy, and Anggi Endemond did not know that the largest open unemployment rate in Riau Province was dominated by SMK graduates, while the remaining one informant, Mohammad Soeharto, answered doubtfully about this problem.

**Table 12. Answer informants about the knowledge of SMK graduates in Riau Province is a contributor to the largest unemployment rate**

Name of informant	Business fields	Answer			Total
		Yes, know for sure	Do not know	Doubtful	
Mohammad Soeharto	Manager of Tanjung Buton Industrial Estate Development	0	0	1	
Salman Dianda Anwar	Holding Company & Management of Port Areas, Tanjung Buton Industrial Zone	0	1	0	
Yusmar Affandy	Management of B3 & Non-B3 Waste and New & Renewable Energy	0	1	0	
Anggi Endemond	Port Services	0	1	0	
<i>f</i>		0	3	1	
<i>%</i>		0	75%	25%	100%

Source: 2018 Research Results

So then the research put forward a statement with a very agreeable scale to strongly disagree with the company whether it would prioritize youth from SMK graduates in Riau Province compared to youth from vocational graduates from other provinces in recruiting workers in the companies of the informants. The answer to this statement can be seen in table 13 below.

From the data in table 13, it was found that Answer as much as 50% of informants felt strongly agree that they would prioritize young graduates of Vocational School from Riau Province in passing labor recruitment if the company had operated in Tanjung Buton Industrial Estate, while the remaining 25% answered agreed, and 25% more answered doubtfully. Accumulatively this is certainly very good value for the world of Vocational Schools in Riau Province, especially the young graduates because companies will prioritize them in recruiting their workforce. This explains when the company was asked how the impact of the development of the

Tanjung Buton Industrial Zone on the world of labor, especially the young graduates of Vocational School in Riau Province, all the informants replied that the development of KITB could expand employment opportunities for young graduates in Riau Province .

**Table 13. Answer informants will recruit youth from vocational graduates by prioritizing youth from SMK graduates from Riau Province**

Answer	Company name				<i>f</i>	<i>%</i>
	KITB	BC	ZES	SS		
Strongly agree	1	0	1	0	2	50%
Setuju	0	1	0	0	1	25%
Doubtful	0	0	0	1	1	25%
Disagree	0	0	0	0	0	0
Strongly Disagree	0	0	0	0	0	0
Total					4	100%

Source: 2018 Research Results

### Analysis of Company Obstacles in Recruiting Youth Workers in Vocational High Schools

#### - Willingness of Companies in Recruitment of Youth Workers of Vocational High Schools

In this sub-chapter, the study was conducted to analyze potential obstacles that might occur in the process of recruiting young workers from vocational graduates in Riau Province. Research is also conducted by asking several questions in the form of questionnaires that must be filled out by the informants. The first thing the informants wanted to explore was whether the company would recruit young workers from vocational graduates when the first year of operation. Answers from informants will be seen in table 14 below.

**Table 14. Answer informant about recruiting young Vocational graduates when the first year the company operates**

Company name	Answer			Total
	Yes	No	Doubtful	
PT. Tanjung Buton Industrial Area	1	0	0	4
PT. Bosowa Corporindo	0	0	1	
PT. Zapin Energi Sejahtera	1	0	0	
PT. Samudera Siak	0	1	0	
<i>f</i>	2	1	1	
%	50%	25%	25%	100%

Source: 2018 Research Results

Half of the informants or 50% answered yes based on table 14, namely PT. KITB and PT. ZES, which means the company will recruit workers from vocational graduates in the first year the company operates. While one informant answered doubtfully, namely PT. Bosowa Corporindo, and one informant answered no, namely PT. Samudera Siak. This can also mean that when the first year of operation of a company that answers doubts or not, it will still rely on existing labor or also recruit workers not from the vocational education background. This does not mean that the company will not fully recruit young workers from vocational graduates.

When asked the question of whether the company will recruit youth vocational school graduates every year as the company's capacity increases, as many as three informants answered hesitantly, while one informant answered yes. Answers from informants are presented in table 15 below, which means there are enough opportunities for young graduates of SMK to be recruited

each year in the Tanjung Buton Industrial Area.

**Table 15. Answer informants will recruit youth vocational school graduates every year as the company increases capacity**

Company name	Answer			Total
	Yes	No	Doubtful	
PT. Tanjung Buton Industrial Area	1	0	0	4
PT. Bosowa Corporindo	0	0	1	
PT. Zapin Energi Sejahtera	0	0	1	
PT. Samudera Siak	0	0	1	
<i>f</i>	1	0	3	
%	25%	0	75%	100%

Source: 2018 Research Results

Analysis of Factors of Competence and Work Experience in Recruitment of Youth Workers in Vocational High Schools

In the previous sub-chapter of the study, it was presented that the competency factors and work experience of the prospective workforce of vocational graduates were quite a guarantee and a major factor in the company's policy of recruiting them. Then in this sub-chapter the study tries to analyze whether there is a possibility of competency factors and work experience possessed by young graduates of Vocational Schools in Riau Province to become obstacles for companies in recruiting young SMK graduates later. The answer to this question is presented in table 16, table 17, and table 18 below.

**Table 16. Answer informants will recruit young workers from vocational graduates who have obstacles to the competency factor of young graduates**

Answer	<i>f</i>	%
Yes	0	0%
No	2	50%
Doubtful	2	50%
Total	4	100%

Source: 2018 Research Results

Table 16 shows that two informants, or 50%, showed that the choice of competency factors for young people from Vocational High Schools was not an obstacle in recruiting young workers from vocational graduates, which meant the company had a good assessment of the competencies of young graduates. While 50% of informants again answered doubts that could be made possible as a sign for the world of education, especially the world of vocational education (vocational) to answer

the doubts of the companies about the quality or competence of young graduates.

**Table 17. Answer informants will recruit young workers from vocational graduates who have obstacles to the work experience factors of young graduates**

Answer	f	%
Yes	1	25%
No	2	50%
Doubtful	1	25%
Total	4	100%

Source: 2018 Research Results

In table 17, as many as one informant stated that the work experience factors of young Vocational graduates became an obstacle, while the two answers did not become obstacles, and one informant answered hesitantly. Then these two things were strengthened by the next question whether the company would recruit young workers from vocational graduates who graduated in the first year without prior work experience, all informants answered in doubt as shown in table 18.

**Table 18. Answer informants on the recruitment of youth workforce of vocational graduates in the first year operating without work experience**

Answer	f	%
Yes	0	0%
No	0	0%
Doubtful	4	100%
Total	4	100%

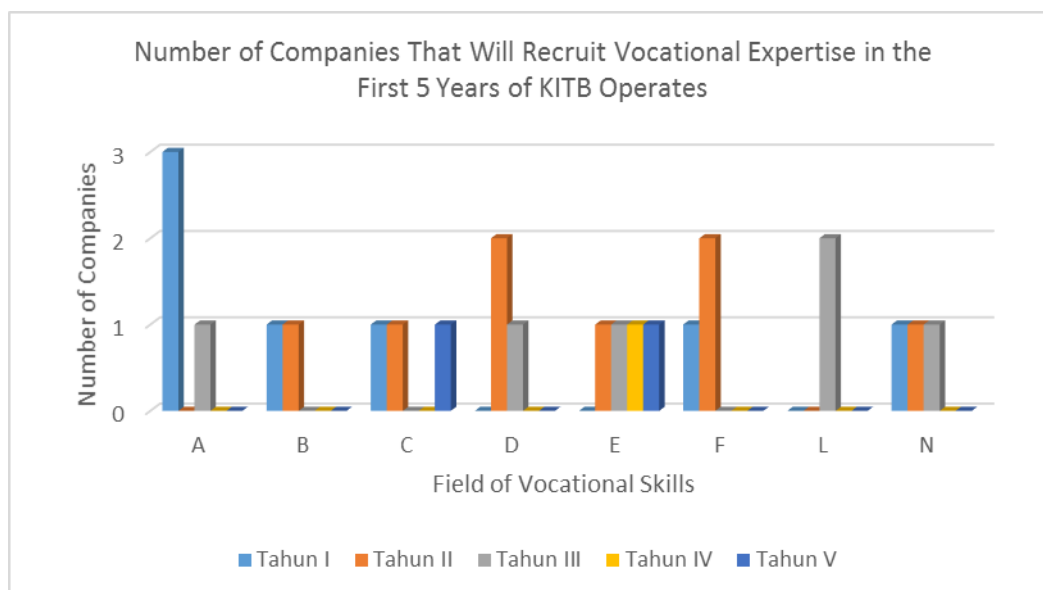
Source: 2018 Research Results

It can be concluded that the company accumulatively does not doubt the competency factor (expertise) of the young graduates of Vocational School obtained during their vocational secondary education. But then the factor of work experience as in order to strengthen and increase the existing competency in young graduates of SMK becomes important so that it can be accepted by companies that will operate in the Tanjung Buton Industrial Zone.

### Expertise Analysis of Vocational Graduate Youth Needed by Companies in Tanjung Buton Industrial Area

#### - General Vocational Expertise Field Required by the Company

The Ministry of Education and Culture has established 15 fields of vocational expertise that are tailored to the needs of the business / industrial world. The research then reviews what areas of expertise are the needs of industry players in the Tanjung Buton Industrial Zone for the first 5 years KITB operates.



**Figure 2. Need for Field of Vocational Skills in KITB**

Source: 2018 Research Results

**Information. Picture:**

- A: Technology & Engineering      E: Fisheries & Marine
- B: Information and Communication Technology      F: Business & Management
- C: Health      L: Maritime      D: Agribusiness & Agrotechnology      N: Energy & Mining

Figure 2. which is the result of processing from primary data in the field which shows the eight areas of expertise needed by companies in the Tanjung Buton Industrial Zone for the first 5 years the company operates. Technology and Engineering will be needed by three companies in KITB in the first year and in the third year there will be one company that will need it. The field of Information and Communication Technology will need one company in the first year KITB operates and the second year there is one company that also needs this area of expertise. The Health Sector will be needed by one company in the first year and one company also in the fifth year KITB operates. The field of Agribusiness and Agrotechnology will require two companies in the second year and one company in the third year KITB will operate. The Fisheries and Maritime Affairs sector will be needed by one company in the second year, one company in the fourth year, and one company in the fifth year KITB operates. A business and management field will be needed by one company in the first year, two companies in the second year KITB operates. The maritime sector will be needed by two companies in the third year. Finally there is the Energy and Mining sector that will be needed by one company in the first year, one company in the second year, and one company in the third year KITB operates.

### Specific Areas of Expertise Required by the Company

In this sub-chapter the research presents the possibility of the existence of a special field needed by the company in KITB but not owned by prospective youth graduates from vocational school. The research begins with the question of whether the company sets out specific competencies that are not currently possessed by vocational school graduates. The answers from the informants will be displayed in table 19 below.

**Table 19. Answer informants for special competency needs that are not possessed by young graduates**

Company name	Answer			Total
	Yes	No	Doubtful	
PT. Tanjung Buton Industrial Area	0	0	1	
PT. Bosowa Corporindo	0	1	0	
PT. Zapin Energi Sejahtera	1	0	0	
PT. Samudera Siak	1	0	0	
<i>f</i>	2	1	1	4
%	50%	25%	25%	100%

Source: 2018 Research Results

From table 19 above, it was found that Answer as many as two informants answered that the company set special competencies that are not currently possessed by SMK graduates. While one informant answered no, meaning that the company already felt enough with the competencies possessed by the vocational school graduates at this time in meeting the needs of the company, and one informant answered doubtfully.

Furthermore, research shows what specific competencies the company needs in meeting the needs of the company. The first is the Port Management expertise required by PT. Samudera Siak as the company that will manage the industrial port at KITB. The second is K3 (Occupational Safety and Health) expertise required by PT. Zapin Energi Sejahtera.

Work safety can be interpreted as a condition that is free from the risk of accidents or damage or with a relatively very small risk below a certain value (Simanjuntak, 1995). While occupational health can be interpreted as a condition that can affect the health of workers (Simanjuntak, 1995). According to Mangkunegara (2002: 165) that the objectives of occupational safety and health are as follows:

- a. So that every employee has a guarantee of occupational safety and health both physically, socially and psychologically.
- b. So that every equipment and work equipment is used as well as possible as well as possible.
- c. So that all production results are maintained security.
- d. In order to guarantee the maintenance and improvement of employee nutrition health.



- e. In order to increase enthusiasm, harmony of work, and work participation.
- f. To avoid health problems caused by the environment or working conditions.
- g. So that every employee feels safe and protected at work

**Dissemination of Vocational Schools in Riau Province to the Needs of Tanjung Buton Industrial Estate Workforce**

From the results of research on the need for expertise in the Tanjung Buton Industrial Estate, there are eight (8) areas of expertise needed by companies that will operate in the Tanjung Buton Industrial Zone. Table 20 will show the number of distributions of Vocational Schools in 12 Regencies / Cities in Riau Province which are adjusted to the number of areas of expertise in KITB. The city of Pekanbaru, which is the capital of Riau Province, still

ranks the top with 124 SMKs. While the number of Vocational Schools is the least occupied by the Meranti Islands Regency as many as 12 Vocational High Schools which are the expansion areas since 2009 from Bengkalis Regency. The fields of expertise in Technology and Engineering, Information and Communication Technology, Health, and Business and Management are also mostly in the city of Pekanbaru. While for Agribusiness and Agrotechnology expertise, most of the 22 Vocational Schools in Rokan Hulu Regency are found. The amount of expertise in Energy and Mining is still very small, with only 8 SMKs spread across 3 Regencies, Pelalawan Regency with 1 Vocational School, Siak 1 Vocational School, Bengkali 2 Vocational School, Pekanbaru City 2 Vocational Schools, and Dumai City with 2 Vocational Schools.

**Table 20. Number of deployments of Vocational Schools in 12 Regencies / Cities in Riau Province according to the needs of the expertise in KITB**

Region Name	Number of Schools with Expertise Fields								Total
	A	B	C	D	E	F	L	N	
Kuantan Singingi	5	8	0	7	1	8	1	0	30
Indragiri Hulu	5	5	1	6	1	12	3	0	33
Indragiri Hilir	8	10	1	8	3	16	2	0	48
Pelalawan	10	12	1	6	0	13	0	1	43
Siak	15	15	2	7	0	11	0	1	51
Kampar	15	19	2	11	1	14	3	0	65
Rokan Hulu	23	24	2	22	0	24	1	0	96
Bengkalis	10	14	1	6	3	9	3	2	48
Rokan Hilir	17	11	0	4	0	22	0	0	54
Kepulauan Meranti	2	5	0	1	0	4	0	0	12
Kota Pekanbaru	29	42	8	3	2	36	2	2	124
Kota Dumai	10	10	1	3	2	7	2	2	37
Total	149	175	19	84	13	176	17	8	641
Description of Field of Expertise; A: Technology & Engineering, B: Information and Communication Technology, C: Health D: Agribusiness & Agrotechnology, E: Fisheries & Marine, F: Business and management L: Maritime, N: Energy & Mining									

Source: Directorate of Directorate General of Primary and Secondary Vocational Education Development of the Ministry of Education and Culture of the Republic of Indonesia 2017

Siak Regency, which is the location / area for the development of the Tanjung Buton Industrial Estate, has 51 SMKs that are suitable with the needs of the Tanjung Buton Industrial Zone. But of the 8 required fields of expertise, there are only 6 areas of expertise. Fisheries and Marine and Maritime expertise areas are not found in the Siak Regency area.

**Analysis of the Amount of Absorption of Workers of Youth Graduates of Vocational High Schools in KITB**

After finding out the possible obstacles that will occur to the recruitment process of youth vocational school graduates and then knowing the types of vocational expertise fields needed by the company in KITB, then the research shifts to the amount of labor that the KITB company will absorb in 5 years. The

research begins by revealing the status of the workforce to be recruited whether it is permanent or contract (outsourcing).

Answers from the informants are presented in table 21 below.

**Table 21. Status of workforce of young graduates of SMK in KITB**

Informant	Labor Status
PT. Tanjung Buton Industrial Area	Permanent Employees and Contract Employees
PT. Bosowa Corporindo	Permanent Employees & Contract Employees
PT. Zapin Energi Sejahtera	Permanent employees
PT. Samudera Siak	Permanent employees

Source: 2018 Research Results

From table 21. above, it was found that two companies, namely PT. Tanjung Buton Industrial Zone and PT. Bosowa Corporindo will absorb the workforce of young graduates of Vocational Schools later with the status of Permanent employees and contract employees who certainly have a

period of time to do a term evaluation on the contract whether or not a contract can be extended. While the two companies of PT. Zapin Energi Sejahtera and PT. Samudera Siak will determine the status of Permanent employees in the workforce that they will absorb from the young graduates.

**Table 22**

Company name	Labor Status	Year Rekrutmen	Number of Skills in the Workforce							Total	
			A	B	C	D	E	F	L		N
PT. Tanjung Buton Industrial Area	Permanent	I	5	5	-	-	-	5	-	-	15
		II	-	-	5	-	-	-	-	-	5
		III	-	-	-	-	-	-	-	-	-
		IV	-	-	-	-	-	-	-	-	-
		V	-	-	-	-	10	-	-	-	10
		Total	5	5	5	-	10	5	-	-	30
	Contract	I	5	5	-	-	-	-	-	-	10
		II	-	-	3	10	-	-	-	-	13
		III	-	-	-	-	-	-	8	5	13
		IV	-	-	-	-	-	-	-	-	-
		V	-	-	-	-	5	-	-	-	5
Total		5	5	3	10	5	-	8	5	41	
PT. Zapin Energi Sejahtera	Permanent	I	2	-	-	-	-	-	-	6	8
		II	-	-	-	-	-	2	-	-	2
		III	-	-	-	2	-	-	-	-	2
		IV	-	-	-	-	-	-	-	-	-
		V	-	-	-	-	-	-	-	-	-
		Total	2	-	-	2	-	2	-	-	12

**Table 22 Continued**

Company name	Labor Status	Year Rekrutmen	Number of Skills in the Workforce							Total	
			A	B	C	D	E	F	L		N
PT. Bosowa Corporindo	Permanent	I	-	-	-	-	-	-	-	-	-
		II	-	-	-	-	-	-	-	-	-
		III	10	3	-	-	-	-	-	-	13
		IV	-	-	-	-	-	-	-	-	-
		V	-	-	-	-	-	-	-	-	-
		Total	10	3	-	-	-	-	-	-	13
	Contract	I	10	-	-	-	-	-	-	-	10
		II	-	3	-	10	-	-	-	10	23
		III	-	-	-	-	-	-	10	-	10
		IV	-	-	-	-	10	-	-	-	10
		V	-	-	15	-	-	-	-	-	15
Total		10	3	15	10	10	-	10	10	68	
PT. Samudera Siak	Permanent	I	-	-	-	-	-	-	-	-	-
		II	-	-	-	-	5	5	-	-	10
		III	-	-	-	-	-	-	-	-	-
		IV	-	-	-	-	-	-	-	-	-
		V	-	-	-	-	-	-	-	-	-
		Total	-	-	-	-	5	5	-	-	10

Keterangan Bidang Keahlian;

A: Technology & Engineering, B: Information and Communication Technology, C: Health, D: Agribusiness & Agrotechnology, E: Fisheries & Marine, F: Business and management, L: Maritime, N: Energy & Mining

Source: 2018 Research Results

The study then examined how much workforce absorption of vocational graduates with permanent labor status and contract labor based on the expertise for the first 5 years KITB operated. The results obtained from the primary data in the field produced a total of 60 people which will be absorbed by four companies in KITB Permanent employees as shown in table 22, there are 109 people who will be absorbed by two companies in the Tanjung Buton Industrial Estate with outsourced labor status .Tabel 22. Jumlah serapan tenaga kerja pemuda lulusan SMK di KITB

**Number of Absorption of Youth Workers of Vocational High School Graduates in KITAB of Each Company**  
PT. Tanjung Buton Industrial Area

As shown in Figure 5.2, the amount of labor that will be absorbed by PT. KITB is 66 people with 7 vocational expertise areas. In figure 5.3, it shows the amount of labor absorption every year for the first five years of PT. KITB operates with details of the workforce with Permanent Labor Status of 15 people in the first year, then 5 people in the second year, and 10 persons in the fifth year. In the third and fourth year, PT. KITB will not recruit workers with Permanent Status Labor. While the contract labor will be absorbed as many as 10 people in the first year, 13 people in the second and third year, and 5 person in the fifth year. While for the fourth year PT. KITB will also not recruit workers with Contract status.

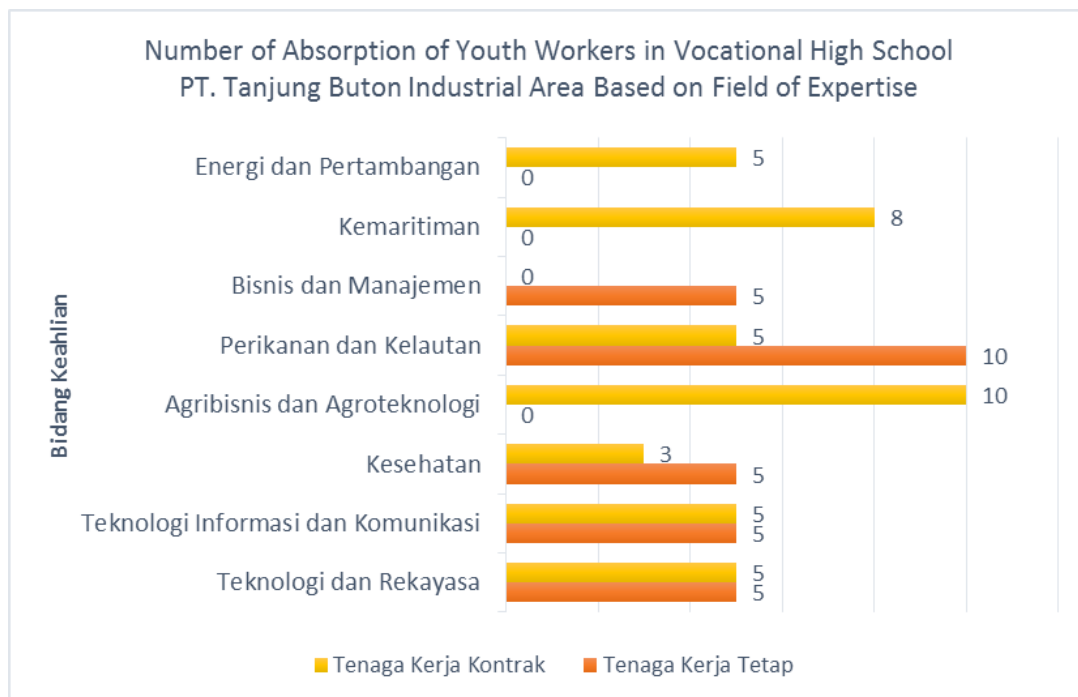


Figure 3. Number of absorption of workforce of young graduates of SMK at PT. KITB based on field of expertise (Source: 2018 Research Results)

In figure 4, the number of youth employment in vocational graduates based on the areas of expertise needed by PT. KITB for the first 5 years the company operates. The first year will be absorbed as many as 10 people with a field of expertise in Technology and Engineering, 10 people with expertise in Information and Communication Technology, 5 people with fields of Business and Management Expertise. The second year will be absorbed as many as 8 people with the field of Health expertise, 10 people with expertise in Agribusiness and Agrotechnology. In the third year 8 people will be absorbed with the field of maritime expertise, and 5 people with the fields of Energy and Mining expertise. In the

fifth year 15 people will be absorbed in the field of fisheries and marine expertise. Whereas in the fourth year, PT. KITB will not recruit workers.

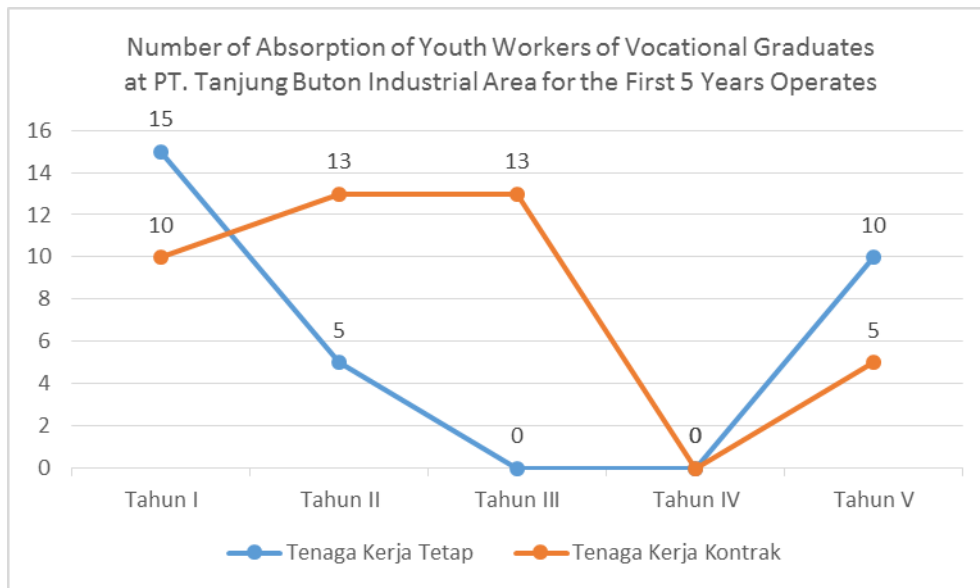


Figure 4. Number of absorption of workforce of young graduates of SMK at PT. KITB for the first 5 years of operation (Source: 2018 Research Results)

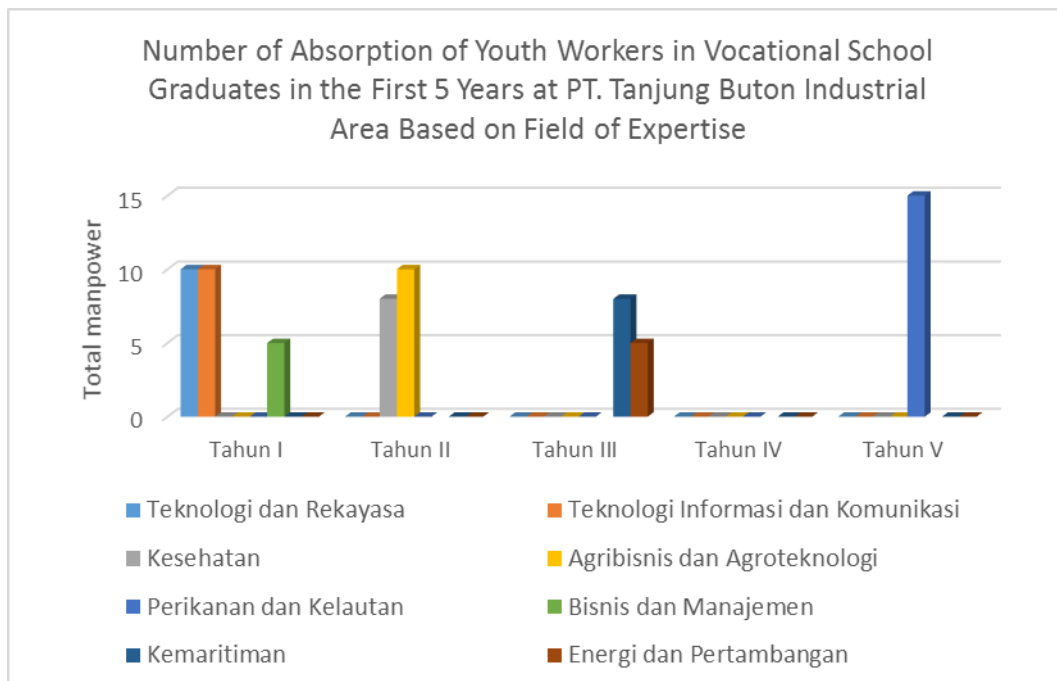


Figure 5. The number of youth employment absorption of the first 5 year vocational school graduates at PT. Tanjung Buton Industrial Area based on the field of expertise (Source: 2018 Research Results)

### PT. Bosowa Corporindo

As shown in Figure 5. the amount of labor absorption that will be absorbed by PT. Bosowa Corporindo is 81 people with 7 vocational expertise fields. In figure 5.6, the number of labor absorption of young graduates from Vocational Schools is shown during the first five years of PT. Bosowa

Corporindo operates in KITB with details of a permanent workforce of 13 people in the third year, and Contract workers of 10 people in the first year, 23 people in the second year, 10 people in the third and fourth year, and 15 people in the fifth year. In the first, second, fourth and fifth year of

PT. Bosowa Corporindo will not recruit workers with Permanent status.

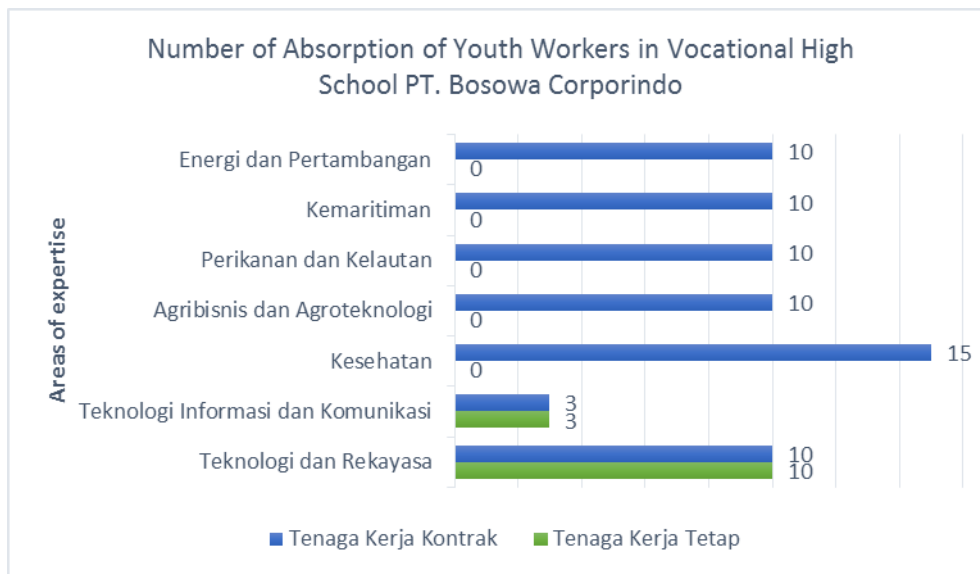


Figure 6. Amount of absorption of workforce of young graduates of SMK at PT. Bosowa Corporindo based on expertise (Source: Results of the 2018 Research)

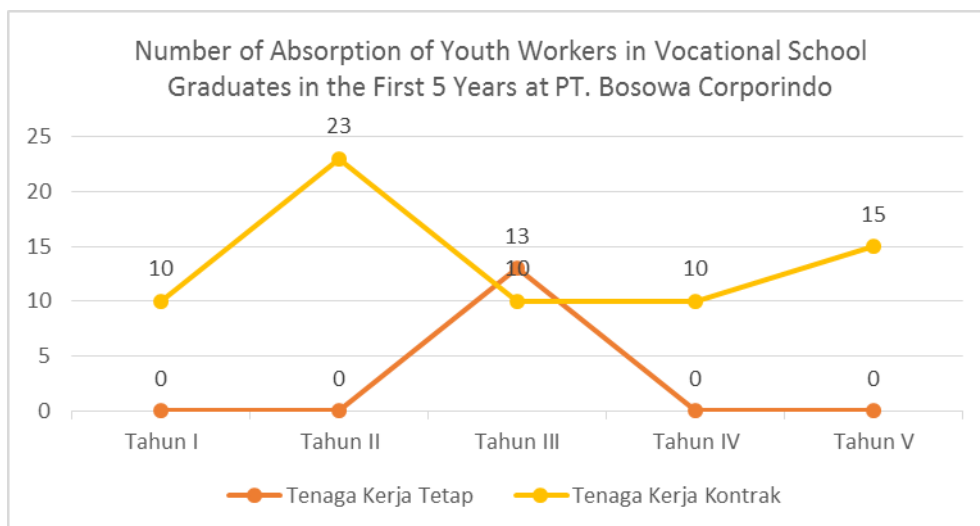


Figure 7. Amount of absorption of workforce of young graduates of SMK at PT. Bosowa Corporindo for the first 5 years of operation (Source: 2018 Research Results)

In figure 8. it shows the amount of absorption of workforce of young Vocational graduates based on the expertise required by PT. Bosowa Corporindo for the first 5 years the company operates. The first year will be absorbed as many as 10 people with the fields of Technology and Engineering expertise. The second year will be absorbed by 3 people with the fields of Information and Communication Technology expertise, 10 people with expertise in Agribusiness and Agrotechnology, and 10 persons in the

fields of Energy and Mining. In the third year, there will be 10 people absorbed with the fields of Technology and Engineering, 3 people back in the Information and Communication Technology field, 10 people with the maritime expertise field, and 5 people with the fields of Energy and Mining expertise. In the fourth year as many as 10 people will be absorbed in the field of fisheries and marine expertise. The last five years will be absorbed by 15 people in the field of Health expertise.

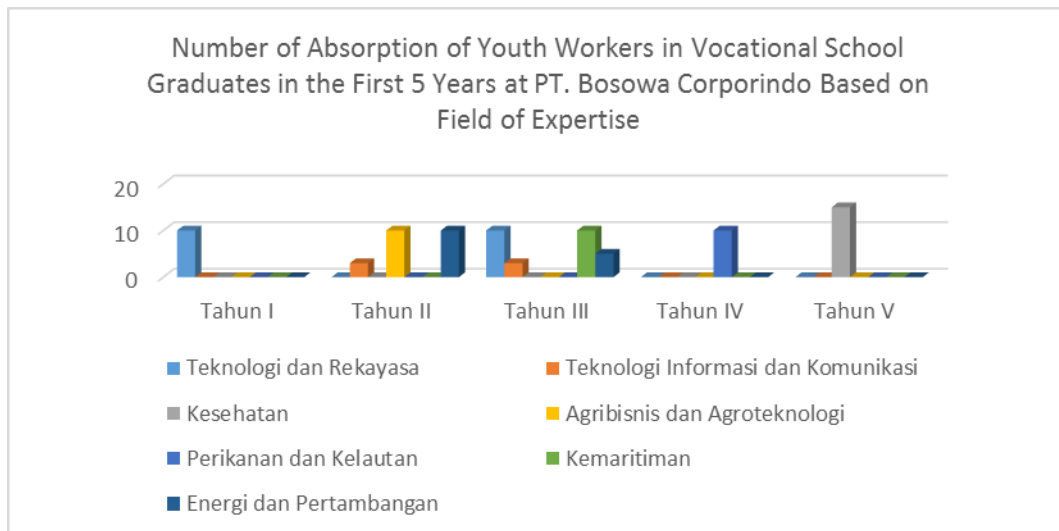


Figure 8. The total absorption of youth labor in the first 5 year vocational school graduates at PT. Bosowa Corporindo based on the field of expertise (Source: 2018 Research Results)

### PT. Zapin Energi Sejahtera

In figure 9. it shows the amount of labor absorption of young graduates of SMK who will be absorbed by PT. Zapin Energi Sejahtera as many as 12 people with 5 fields of expertise. The field of Technology and Engineering expertise will

absorb 2 person workers, the field of Agribusiness and Agrotechnology will absorb 2 persons, the Business and Management fields for 2 persons, and finally the Energy and Mining sector for 6 persons, all of which are workers with Permanent status

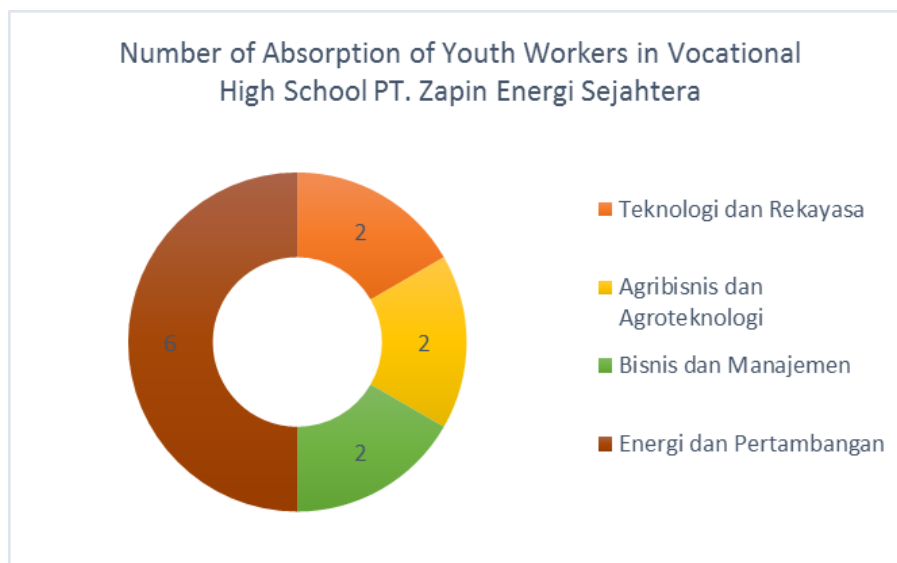


Figure 9. Number of absorption of workforce of young graduates of SMK at PT. ZES based on field of expertise (Source: Results of the 2018 Study)

In figure 10 shows a graph of the amount of labor absorption at PT. Zapin Energi Sejahtera which absorbs 8 people in the first year, in the second year is 2 people, and in the third year is 2 people. Whereas in the fourth and fifth year PT. ZES will not recruit workers.

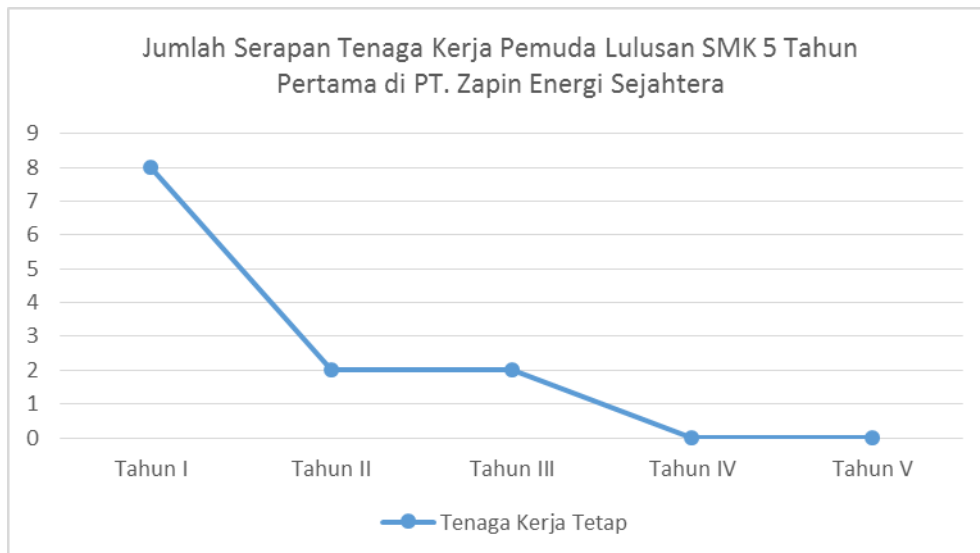


Figure 10. Number of absorption of workforce of young graduates of SMK at PT. ZES for the first 5 years of operation (Source: 2018 Research Results)

In Figure 11. displayed the amount of labor absorption of young people graduating from SMK by PT. Zapin Energi Sejahtera every year based on expertise. The first year will be absorbed by 2 people with the fields of Technology and Engineering

expertise, 6 people with the fields of Energy and Mining expertise. The second year will be absorbed by a workforce of 2 people in the fields of Business and Management expertise. The third year is 2 people with Agribusiness and Agrotechnology expertise.

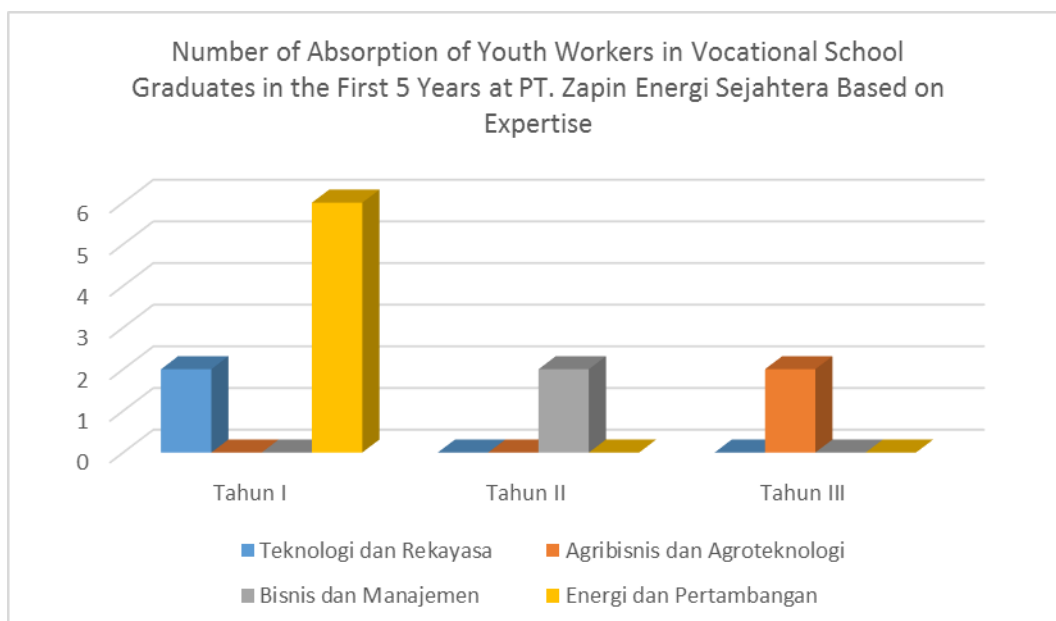


Figure 11. Amount of absorption of youth labor in the first 5 year vocational school graduates at PT. Zapin Sejahtera Energy based on the field of expertise (Source: 2018 Research Results)

### PT. Samudera Siak

The number of labor absorption of young people graduating from SMK by PT. Samudera Siak as the manager of the industrial port will be 10 people who will be recruited in the second year the company operates. The areas of expertise that will be

absorbed are Fisheries and Marine and Business and Management, each of which consists of 5 people with Permanent Status Labor as shown in table 22.

**Number of Absorption of Youth Workers of Vocational High School Graduates in ITB Based on Field of Expertise**

Figure 12 and 13 show the accumulative amount of labor absorption in the Tanjung Buton Industrial Area by four companies that will carry out industrial activities. For workers with Permanent status (Figure 16) which amounts to 65 people, 17 people (26%) will be absorbed

with the fields of Technology and Engineering expertise, 8 people (12%) in the field of Information and Communication Technology expertise, 5 people (8%) fields Health expertise, 2 person (3%) in Agribusiness and Agrotechnology, 15 person (23%) in the field of Fisheries and Marine expertise, 12 person (19%) in Business and Management, and finally 6 person (9%) in Energy and Mining.

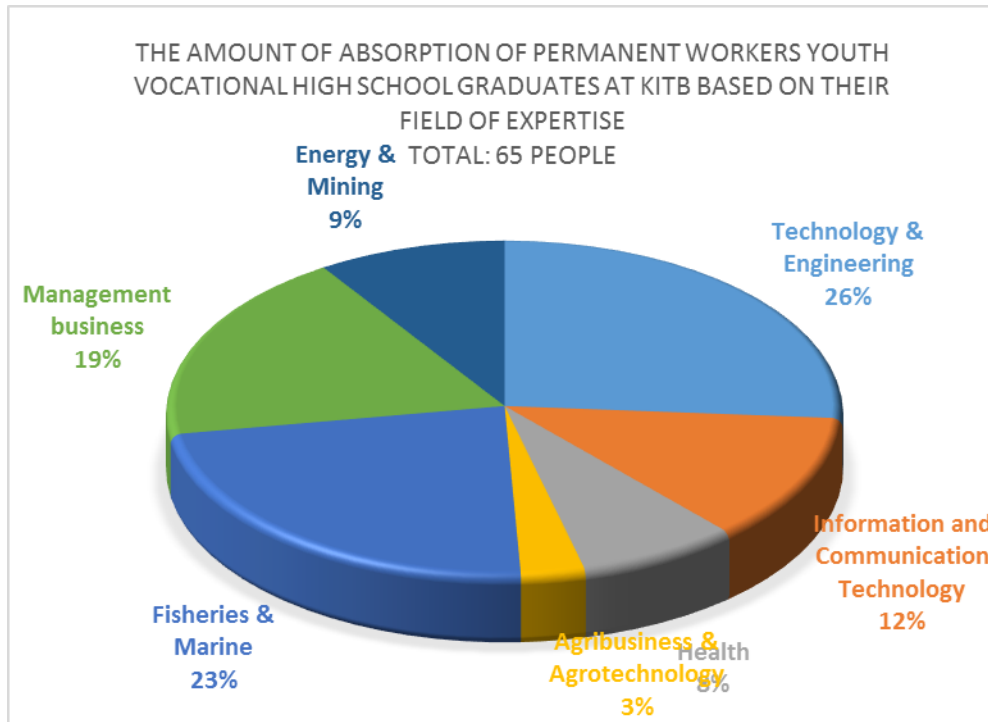


Figure 12. Total absorption of labor Permanent youth graduates from Vocational School in KITB based on their fields of expertise (Source: 2018 Research Results)

For workers with Contract status totaling 109 people, 15 people (15%) will be absorbed with the fields of Technology and Engineering expertise, 8 people (7%) in Information and Communication Technology expertise, 18 people (16%) in Health expertise, 20 person (18%) in the field of Agribusiness and Agrotechnology, 15 persons (15%) in the field of Fisheries and Marine expertise, 18 persons (17%) in the maritime sector, and finally 15 persons (15%) in the Energy and Mining fields as shown in Figure 13.

So that when it is accumulated as a whole for the first five years Tanjung Buton Industrial Estate operates, the workforce of young graduates of SMK who will be absorbed is 174 people (Figure 14) with details of 32 people (19%) in Technology and Engineering, 16 people (9%) fields Information and Communication Technology, 23 people (13%) in the Health sector, 22 people (13%) in the field of Agribusiness and Agrotechnology, 30 people (17%) in the field of Fisheries and Maritime Affairs, 12 people (7%) in Business and Management, 18 people ( 10%) in the maritime sector, and lastly 21 people (12%) in the Energy and Mining sector.



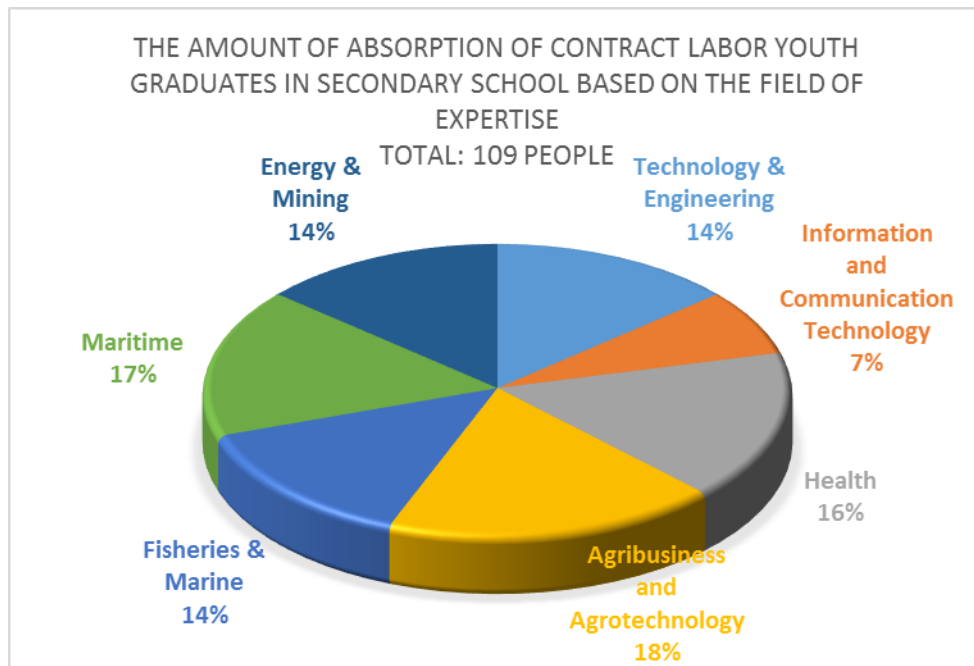


Figure 13. Number of labor absorption Contracts of young people graduating from SMK at KITB based on their fields of expertise (Source: 2018 Research Results)

So that when it is accumulated as a whole for the first five years Tanjung Buton Industrial Estate operates, the workforce of young graduates of SMK who will be absorbed is 174 people (Figure 14) with details of 32 people (19%) in Technology and Engineering, 16 people (9%) fields Information and Communication Technology, 23 people (13%) in the Health sector, 22 people (13%) in the field of Agribusiness and Agrotechnology, 30 people (17%) in the field of Fisheries and Maritime Affairs, 12 people (7%) in Business and Management, 18 people ( 10%) in the maritime sector, and lastly 21 people (12%) in the Energy and Mining sector.

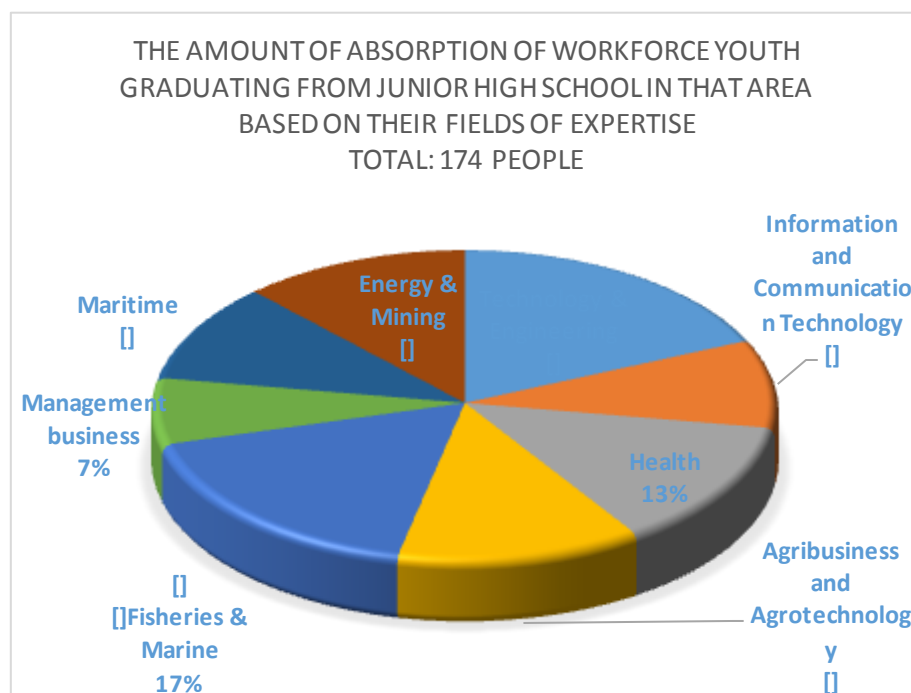


Figure 14. Number of absorption of workforce of vocational graduates at KITB based on their fields of expertise (Source: 2018 Research Results)

**Number of Absorption of Youth Workers of Vocational High School Graduates in KITAB During the Five Year Period Based on Field of Expertise**

Figure 15 shows the amount of labor absorption based on the field of expertise in the Tanjung Buton Industrial Estate over a period of 5 years KITB operates with Permanent Status Labor. The first year will be absorbed as many as 7 people with the field of Technology and Engineering expertise, 5 people with the field of Information and Communication Technology expertise, 5 people with fields of Business and Management expertise and 6 people with the fields of Energy and Mining expertise. The second year will be

absorbed as many as 5 people with the field of Health expertise, 5 people with the field of expertise in Fisheries and Marine, and 7 people with fields of Business and Management expertise. The third year will be absorbed as many as 10 people with the fields of Technology and Engineering expertise, 3 people with fields of expertise in Information and Communication Technology, and 2 people with expertise in Agribusiness and Agrotechnology. In the fourth year as many as 10 people will be absorbed in the field of fisheries and marine expertise. In the fifth year, 10 people will be absorbed in the field of fisheries and marine expertise.

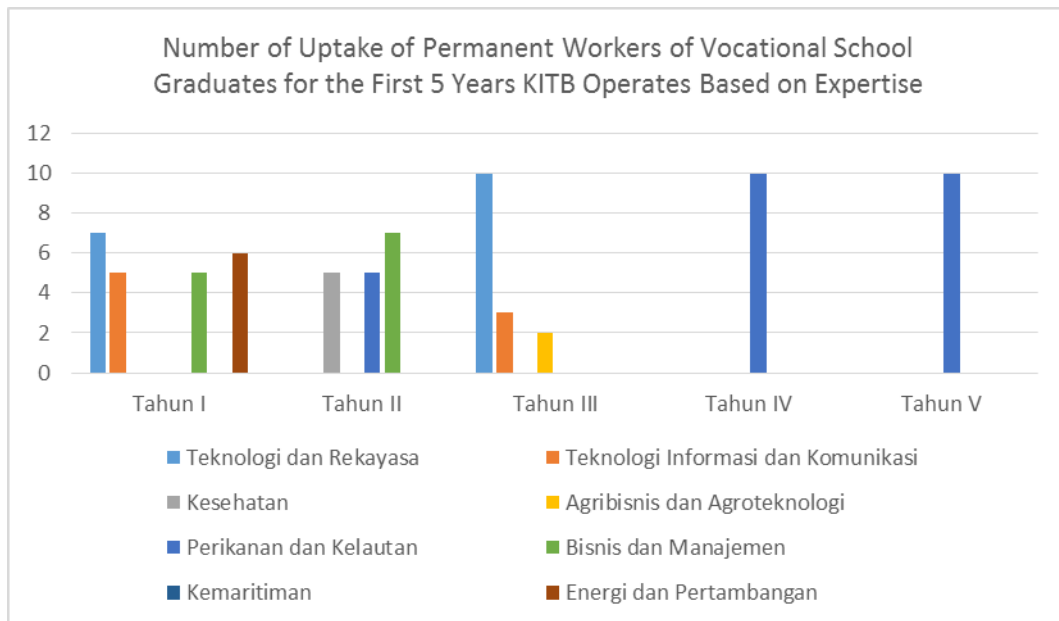


Figure 15. Number of permanent labor absorption of young people graduating from vocational school for the first 5 years KITB operates based on the field of expertise (Source: 2018 Research Results)

Figure 16 shows the amount of labor absorption based on the field of expertise in Tanjung Buton Industrial Estate over a period of 5 years. KITB operates with Contract Status Labor. The first year will be absorbed as many as 15 people with the fields of Technology and Engineering expertise, 5 people with the field of Information and Communication Technology expertise, and 3 people with the field of Health expertise. The second year will be absorbed as many as 3 people with

the field of Health expertise, 20 people with expertise in Agribusiness and Agrotechnology, and 10 people with the fields of Energy and Mining expertise. In the third year as many as 18 people will be absorbed with the field of maritime expertise and 5 people with the fields of Energy and Mining expertise. In the fourth year as many as 10 people will be absorbed with the field of Fisheries and Marine expertise. In the fifth year 15 people will be

absorbed in the field of Health expertise, 5 people in the field of Fisheries and Marine.

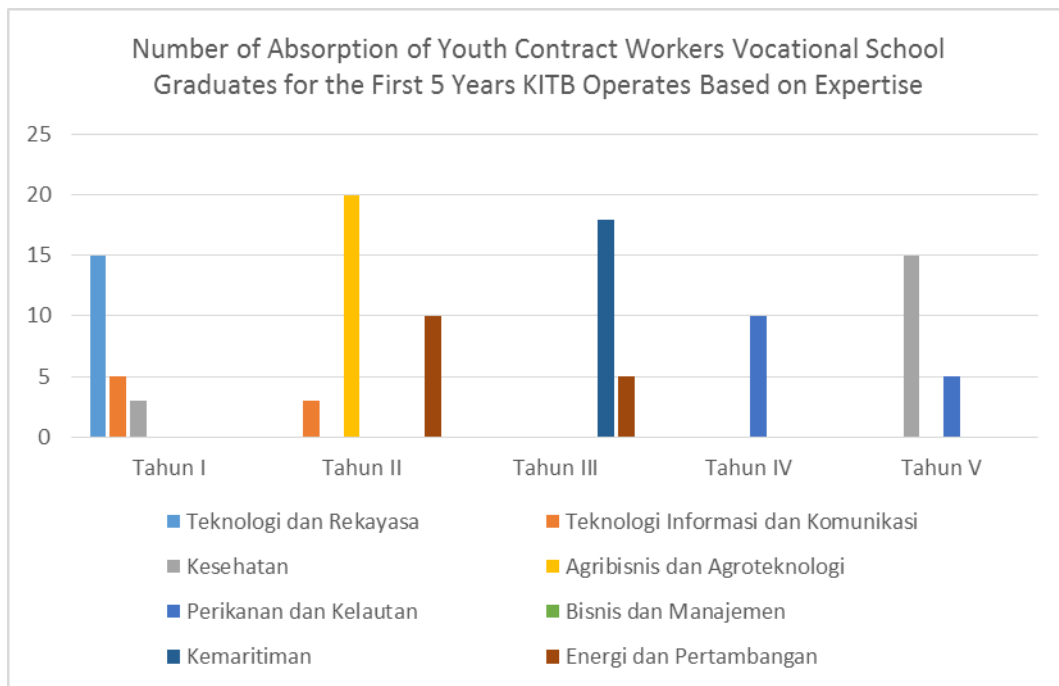


Figure 16. Total absorption of labor contracts for young graduates of VOCATIONAL SCHOOL for the first 5 years KITB operates on the basis of expertise (Source: 2018 Research Results)

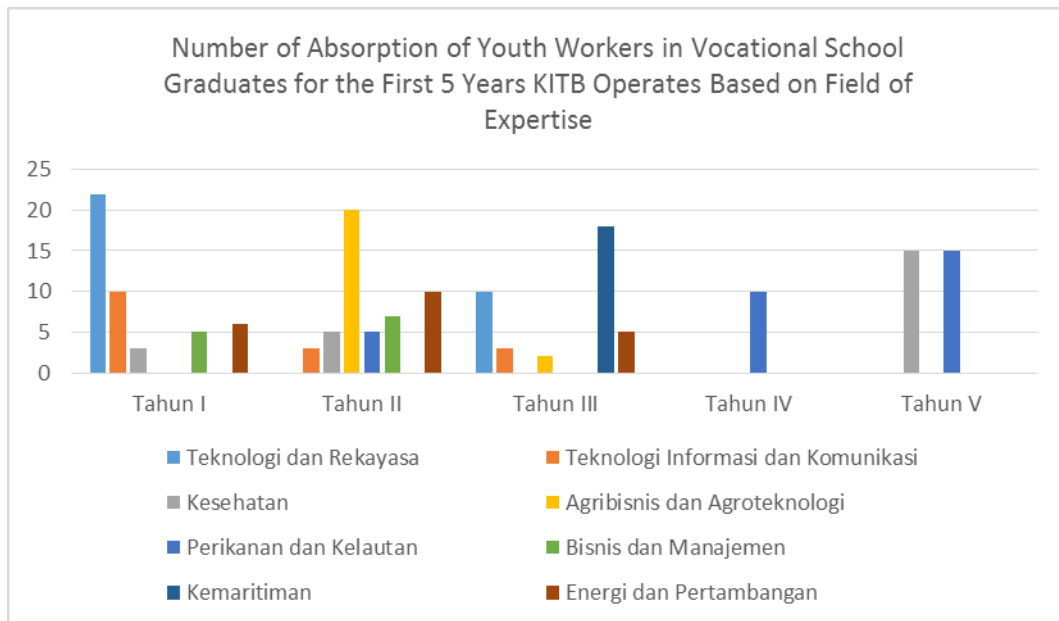


Figure 17. Number of absorption of workforce of vocational graduates for the first 5 years KITB operates based on the field of expertise (Source: 2018 Research Results)

So that when accumulated as a whole as in Figure 17, the first year will be absorbed as many as 22 people with the fields of Technology and Engineering expertise, 10 people with expertise in Information and Communication Technology, 3 people with the field of Health expertise, 5 people with areas of

Business and Management expertise and 6 people with the fields of Energy and Mining expertise. The second year will be absorbed by 3 people with expertise in Information and Communication Technology, 5 people with the field of Health expertise, 20 people with expertise in Agribusiness and Agrotechnology, 5 people with expertise in

Fisheries and Marine, 7 people with fields of Business and Management expertise, and 10 people with expertise in Energy and Mining. The third year will be absorbed as many as 10 people with the fields of Technology and Engineering expertise, 3 people with expertise in Information and Communication Technology, 2 people with expertise in Agribusiness and Agrotechnology, 18 people with maritime expertise, and 5 people with expertise in Energy and Mining . In the fourth year only 10 people were absorbed in the field of fisheries and marine expertise. The fifth year will be absorbed by 15 people with the field of Health expertise, and 15 people with

the field of expertise in Fisheries and Marine Affairs.

**Number of Absorption of Youth Workers of Vocational High School Graduates in KITAB During the Five Year Period**

Figure 18 shows the number of youth employment absorption of SMK graduates with Permanent Labor Status and Contract labor within five years Tanjung Buton Industrial Estate operates. For KITB Permanent Workers, they will absorb workforce of 23 graduates in the first year, 17 in the second year, 15 in the third year, while in the fourth year they will not absorb, and finally in the fifth year there will be 10 people absorbed.

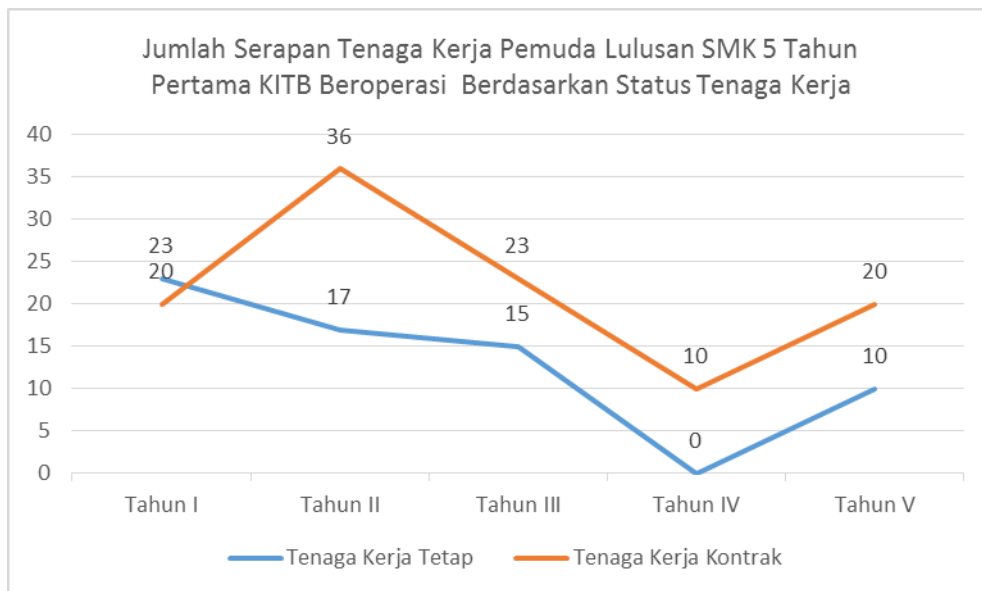


Figure 18. Number of youth employment absorption of the first 5 year vocational school graduates KITB operates based on Labor Status (Source: 2018 Research Results)

For Contract KITB employees, they will absorb vocational workforce graduates of 20 people in the first year, 36 in the second year, 23 in the third year, 10 in the fourth year, and 20 in the fifth year.

So that as accumulated as shown in Figure 19 obtained in the first year KITB will absorb 43 person laborers from vocational graduates, followed by 53 years for the second year, then 38 for the third year, 10 for the fourth year, and 30 for the fifth year.

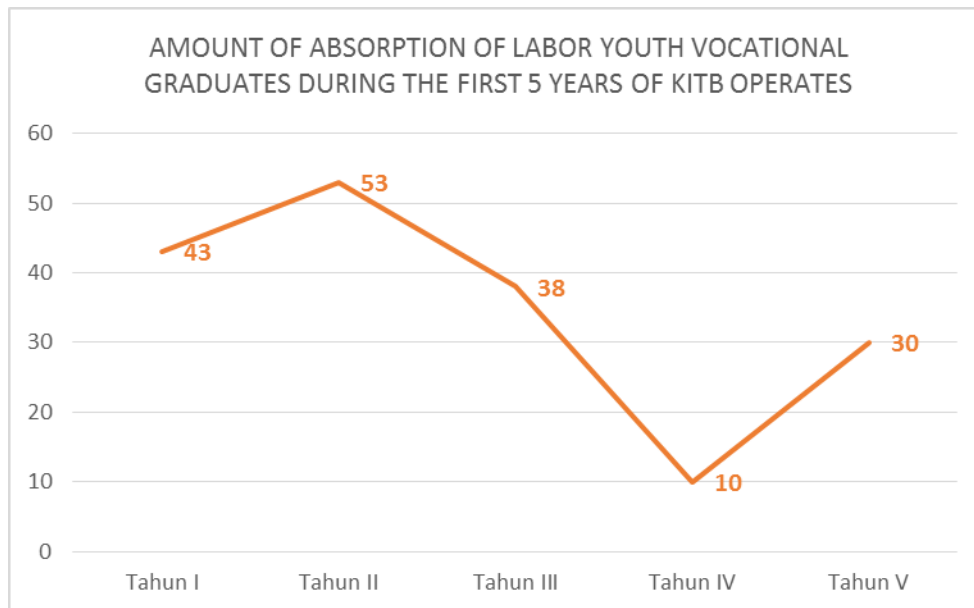


Figure 19. Number of uptake of labor during the first 5 years KITB operates (Source: 2018 Research Results)

### Company Support in KITAB Against Vocational Education Programs

As a form of supporting the vocational education program in order to create mix and match between the world of Vocational School and the business world / industry, the research then wants to ensure companies that will operate to participate in helping vocational education programs in the form of providing corporate resources for Industrial Work Practices programs for students Vocational and information media in the process of recruiting young graduates from vocational high schools to increase the number of workers absorbed by vocational graduates. The research begins with a statement when it is operational, so the company will support the program of implementing vocational education in the form of providing a place for the Industrial Work Practice program by SMK students. Answers from informants will be contained in table 23 below.

Table 23. Answer informants about the support of vocational education program implementation by providing a place for Industrial Work Practices programs for SMK students.

Answer	f	%
Strongly agree	1	25%
Agree	3	75%
Doubtful	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	4	100%

Source: 2018 Research Results

Based on tables above, it was found that Answer one informant answered Strongly agree and three informants answered agree. And this is a very good result which means that the company that will operate in the Tanjung Buton Industrial Estate will support the vocational education program by providing a place for vocational students to carry out Industrial Work Practices.

### DISCUSSION

The research then focused on when the company was willing to provide a place for vocational students to do Industrial Work Practices, from 8 selected Vocational Fields whether there was a field that would not get a place for Vocational students in doing Industrial Work Practices. Two companies answered doubtfully, namely PT. KITB and PT. Samudera Siak. While the two companies, namely PT. Zapin Energi Sejahtera answered there was no reason why please (vocational students) learn and share knowledge, and PT. Bosowa Corporindo also answered that there was no reason for apprenticeship for us and the company, it was a process in implementing the knowledge and skills that they had acquired when in Vocational High School so that it could make young Vocational graduates

more "ready to use". Vocational high school, the research then provides several alternatives to the company in conducting the recruitment process of youth workforce graduates of Vocational Schools and cooperating with the world of Vocational Schools. PT. KITB and PT. Zapin Energi Sejahtera said that it would conduct a Recruitment Process. Recruitment Process is where Vocational Schools conduct a screening process for application files for students / alumni in their schools to be sent to companies that need labor. The file screening process is tailored to the needs of each company. Besides that, PT. ZES will also conduct School Recruitment, where companies go to schools to conduct a direct recruitment process for human resources who have received competency debriefing while studying at the school. Whereas two more companies, namely PT. Bosowa Corporindo and PT. Samudera Siak will do Come to Company, which is where SMKs pick up the ball to companies. Vocational schools visit companies to explain the various advantages of schools and the competencies that have been given to students / alumni in order to increase the selling value and trust of the industry to young graduates.

## CONCLUSION

Based on the study of the potential development of Tanjung Buton Industrial Estate on the employment opportunities of SMK graduates in Riau Province, conclusions were obtained:

1. Things that have the potential to become a bottleneck for companies in Tanjung Buton Industrial Estate towards the recruitment process of prospective vocational school graduates in Riau Province lie in the work experience possessed by prospective vocational graduates. Basically the company does not doubt the competencies that exist in the vocational school graduates they get during the vocational education level, but then the work experience factor as a matter that will improve the competency

of the SMK graduates becomes important in the case that the company conducts the recruitment process of vocational graduates.

2. Vocational expertise fields required for companies in Tanjung Buton Industrial Area are Technology and Engineering, Information and Communication Technology, Health, Agribusiness and Agrotechnology, Fisheries and Marine, Business and Management, Maritime Affairs, and finally the Energy and Mining sector.

The number of employment absorption numbers of SMK graduates in Tanjung Buton Industrial Estate during the five-year period of operation is 174 people with the details of 65 people with the Permanent Status of Labor and 109 with the Status of Contract.

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