



Community empowerment training program for employment in the maritime world (Case study: North Sulawesi shipping polytechnic)

Ferdinan, Shely D M Sumual, Roos M S Tuerah

Department of Education Management, Manado State University, Tondano, Indonesia

Abstract

This research aims to describe and analyze problems regarding planning, implementation and evaluation of community empowerment training programs in employment in the maritime world. This research uses a qualitative approach with interview, observation and documentation methods. Research and data collection was carried out at the North Sulawesi Shipping Polytechnic. The results of this research can be seen in four main conclusions: (1) The implementation of DPM can be carried out through collaboration with third parties and/or independent activities of the UPT Diklat/self-management in the process of preparing facilities and infrastructure for implementing DPM in terms of implementation outside the UPT Diklat. (2) The implementation of DPM can be carried out in collaboration with third parties in the process of validating data supporting DPM participants in order to guarantee validity and correctness based on the criteria for DPM participants as regulated in the Regulation of the Minister of Transportation regarding the provision of scholarships and educational assistance. (3) The curriculum for the Seafarer Education and Skills Training (DKP) program is a guideline for organizing training for maritime transportation education and training institutions which aims to equip and hone competencies, abilities, increase insight, know how to work safely, which can later become added value, for society when entering the world of work. (4) There were 3,478 participants in the Community Empowerment Training (DPM) carried out by the North Sulawesi Polytechnic for the 2019 period, of which there were 1,700 DPM participants for commercial vessels (BST, SAT, AFF) held at the North Sulawesi Polytechnic campus and DPM specifically for motor sailing vessels or fishermen carried out at predetermined locations for 1,778 participants. From the results of this research, it is recommended that the institution: (1) Due to the constraints of limited classroom facilities for participants, the implementation team looks for a large space or field whose capacity can accommodate all participants. (2) Selecting a strategic implementation location that can be reached by participants who are in the island area, or by finding temporary accommodation facilities for participants who live outside the area. (3) It is advisable to provide technical guidance on applications for online-based data collection, to make it easier to monitor DPM graduates.

Keywords: Programs, training, community empowerment, maritime world

Introduction

Indonesia is the largest archipelagic country in the world which is dominated by territorial waters. This vast ocean area means that Indonesia has a lot of marine resources. Seeing this special potential, the government is trying to make Indonesia the world's maritime axis. The concept of a maritime state has a very broad scope, as reported in the book *Riding the Waves Towards a Matirim State* (2018) by Darmawan, a maritime state is a state that uses and controls all strategic powers in the ocean as a maritime power which includes political, economic and defense aspects. security.

Human resource management is the process of managing people within a company in a structured and comprehensive manner. This human resource management can include the recruitment process, providing training and providing benefits. HRM responsibilities include recruiting, evaluating employee performance, motivating employees and terminating employment relationships. Training and education are part of the way to improve human resources. In this DPM activity, people are taught to understand how the work system on board a ship works through the skills training they receive.

Many human resources in coastal areas, especially fishermen, do not yet have competency certificates regarding the importance of implementing safety in the maritime industry. The causes of accidents on ships are low

crew awareness about shipping safety, low mastery of shipping safety competencies, ships not equipped with safety equipment as they should be, bad weather such as storms and big waves. Therefore, the knowledge and skills of the ship's crew as well as the safety equipment and seaworthiness of the ship should be a concern for the ship's crew.

Community Empowerment Training (DPM) is one of the government's programs to create superior human resources in the maritime sector, especially in areas whose characteristics require special handling in terms of safety and security in the transportation sector. To implement competent maritime human resources, of course you have to go through the education and training stages. The North Sulawesi Shipping Polytechnic is a state university within the Ministry of Transportation which organizes vocational education programs in the shipping sector which prepares students to become professionals with high skills or work abilities.

Community Empowerment Training is an effort to enable the community to participate actively in all aspects of development and development. Conceptually, providing education and training for community empowerment is an effort to increase the capabilities of layers of society which in current conditions are unable to escape the trap of poverty and underdevelopment. Meanwhile, broadly speaking,

community empowerment is an effort to invite people to learn and increase knowledge both from a theoretical and practical perspective in the context of the community intelligence process and to develop the community's ability to understand and solve various life problems objectively.

The community empowerment carried out at the North Sulawesi Polytechnic not only develops the community's economic potential, but also gains knowledge and skills related to the importance of shipping safety culture. Empowerment as a socio-cultural concept that is implemented in the development of community-centered maritime human resources, not only grows and develops added economic value but also adds value to competence in the safety and security of transportation services through training.

The DPM program provided to the community is Basic Safety Training, Security Awareness Training, Advance Fire Fighting, and BST-KLM (motor sailing ship) each training to equip and hone competencies, abilities, increase insight, know how safety works, which Later it can become added value for society when entering the world of work. Through maritime power, Indonesia is trying to create a strong and reliable maritime security defense capability in facing regional and global challenges. Meanwhile, in maritime civilization a strategy is carried out by creating superior quality maritime human resources, maritime technological innovation, and a strong maritime culture as the basis of maritime civilization.

With the background stated above, the North Sulawesi Shipping Polytechnic which is located in South Minahasa Regency, North Sulawesi Province is one of 12 UPTs under the auspices of BPSDM Maritime Transportation which is given the mandate and responsibility to carry out Community Empowerment Training (DPM) to support the program. Strategic plan, namely Indonesia towards the world maritime axis. In connection with this, the North Sulawesi Shipping Polytechnic is one of the service providers and regulators that carries out duties and functions in accordance with the mandate given by the Central Government, so in this case research was carried out to obtain information and accuracy of data related to the DPM program in order to find variables that are in accordance with One of the government's main visions is to make Indonesia the world's maritime axis. This research aims to analyze and describe the Community Empowerment Training program for employment opportunities in the maritime world by the North Sulawesi Shipping Polytechnic, to analyze and describe the North Sulawesi Shipping Polytechnic Community Empowerment Training learning model, and to analyze and describe the Community Empowerment Training program to improve maritime human resources in the Ternate Islands area.

Method

The research approach used in this research is a qualitative approach (qualitative research). The approach used in this research is a qualitative approach, namely a research procedure that produces descriptive data in the form of speech or writing and behavior that can be observed from the person (subject) themselves. The type of research used in this research is case study research.

In this research, research data sources were taken using purpose sampling techniques. This sampling is based on the researcher's choice of what aspects and who to focus on at a

particular situation and continuously throughout the research. Sampling is purposive, that is, it depends on the purpose of the focus at one time. In this research, the subjects were Community Empowerment Training participants from Amurang City.

In this study, the primary data source was Community Empowerment Training participants from the city of Ternate, including: Community Empowerment Training Coordinators and several participants from Community Empowerment Training participants. This secondary data source will make it easier for researchers to collect data and analyze the results of this research which can then strengthen the findings and produce research that has a high level of validity. In qualitative research, data collection usually uses interviews, observation, documents and literature methods. Also do not ignore the possibility of using non-human sources of information, such as documents and available records.

The data analysis technique used in this research refers to the concept of Milles & Huberman (1992: 20)^[3], namely an interactive model that classifies data analysis in three steps, namely data reduction, data display, and conclusion drawing (verification). Researchers tested the validity of the data obtained so that it was truly in accordance with the aims and objectives of the research, so triangulation techniques were used. The triangulation used in this research is source triangulation, technique triangulation, and time triangulation.

Results and Discussion

Results

The process of implementing the DPM program which is carried out at the North Sulawesi Shipping Polytechnic

- a. The implementation of DPM can be carried out through collaboration with third parties and/or independent activities of the Education and Training UPT in the process of preparing the facilities and infrastructure for implementing DPM carried out by the North Sulawesi Polytechnic. Implementation of collaboration between the DPM Poltektep North Sulawesi and other stakeholders is carried out through a joint agreement (MoU).
- b. All forms of DPM financing are borne by the government which has been regulated in the provisions of Minister of Transportation Regulation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance, as well as Scholarships in the Transportation Sector.
- c. In implementing DPM, there are rules and regulations that apply as implementation guidelines and legal umbrella for holding DPM located at North Sulawesi Polytechnic.
- d. The DPM learning process carried out by the North Sulawesi Polytechnic is in accordance with the seafarer competency training curriculum.
- e. Before implementing the DPM organized by the North Sulawesi Polytechnic, of course the Training section/unit must first form a committee team and determine the decision of the DPM implementation committee which includes the following activities:
 1. Preparation of schedule and time for DPM implementation;
 2. Preparation of DPM facilities, both facilities and infrastructure;

3. Implementation of acceptance of DPM Participants;
4. Implementation of DPM learning in accordance with the budget, type and target of DPM participants;
5. Carrying out DPM exams or assessments;
6. Providing DPM Completion Letter; And
7. Providing competency certificates through UPT Education and Training.

Output and Results Received After Implementing the DPM Program

There are 3,478 participants in the Community Empowerment Training (DPM) for the 2022 period, of which there are 1,700 DPM participants for commercial vessels (BST, SAT, AFF) which are held at the North Sulawesi Polytechnic campus and 1,700 DPM specifically for motorboats or fishermen are held at predetermined locations. 1,778 participants. All certificates have been given to DPM participants who have carried out training for 14 days and have been declared to have passed the assessment/exam carried out at the North Sulawesi Polytechnic campus.

The output of the Community Empowerment Training Program are certificates that must be owned by ship operators which are regulated in STCW 1970 amendment to Manila 2010, and operators of traditional ships are regulated in Ministerial Regulation Number 61 of 2021. Certificates of results from the Community Empowerment Training Program held by the North Sulawesi Polytechnic as follows: BST, BST KLM, AFF, and SAT. This certificate is a basic certificate that must be owned by the ship's crew, because if the ship's crew does not have this certificate, the ship's crew can receive criminal sanctions.

Availability of Education and Training Facilities and Infrastructure During the Implementation of the DPM Program at North Sulawesi Polytechnic

Educational facilities and infrastructure are a resource that is a benchmark for school quality and need continuous improvement in line with the development of sophisticated science and technology. Educational facilities and infrastructure are things that really support the achievement of educational goals. As educational personnel we are required to master and understand the administration of facilities and infrastructure, to increase effective and efficient work power and to be able to respect the work ethics of fellow educational personnel, so as to create harmony, comfort that can create pride and a sense of belonging from both the school community and the surrounding community

One of the elements of implementing DPM is the availability of complete facilities and infrastructure. It is known that the facilities and infrastructure for implementing DPM at the North Sulawesi Polytechnic meet the standards and criteria, including:

- a. Class Facilities
- b. Practice Facilities, including:
 1. Laboratory;
 2. Workshop;
 3. Simulators; And
 4. Waterpit/training pool.
- c. Other supporting facilities, including:
 1. Polyclinic;
 2. Canteen; And
 3. Library.

Increasing Maritime Human Resources through the Community Empowerment Training Program

The implementation of Community Empowerment Training carried out at the North Sulawesi Polytechnic is adjusted to the curriculum of the seafarer education and skills training program. The implementation of Community Empowerment Training (DPM) at the North Sulawesi Polytechnic refers to the curriculum of the seafarer education and skills training program. Community Empowerment Training activities aim to provide knowledge and skills to be able to work as crew members on merchant ships for the general public.

The output from the implementation of the DPM is to obtain a seafarer skills competency certificate. Training participants who have completed the DPM or also known as Seafarer Skills Competency Update Training and have completed the assessment and fulfilled the specified requirements will be given and issued a certificate by the North Sulawesi Poltekpel as the regulator for the implementation of the DPM. In accordance with the aims and objectives of DPM, namely to improve people's skills and knowledge and make it easier to get jobs in the transportation sector, therefore graduates from DPM participants can have a career and use it in jobs with a maritime industry background.

The results of the interview are in accordance with the statement of the informant as coordinator and graduate of the DPM participants regarding the certificates that have been used in the field of work, as follows: "This DPM educates and trains training participants to better understand basic knowledge about safety and be able to use safety equipment and be able to act in overcoming dangers that will and are currently occurring, in order to achieve the safety of everyone on the ship and the marine environment. "After the graduates received the DPM Certificate, several of the participating graduates immediately processed documents (seafarer's books) to become sailors and work in the maritime industry" (W.12, RSD. 10/03/23).

Interview with graduates from North Sulawesi DPM Polytechnic participants in the Ternate region, as follows: "Before joining the DPM program, I had worked as a contract employee at the class II Amurang port management unit office, where my work place was as a port area regulator, however, my understanding of safety and security for facing danger on board the ship is very minimal. Luckily, after I took part in this DPM program, my insight into safety and security on board ships has increased my knowledge which is very useful" (W.13, MAL. 10/03/23).

Interview with graduates from North Sulawesi Polytechnic DPM participants in the Ternate region, as follows: "At that time, after I took part in the DPM program held at the North Sulawesi Polytechnic, I immediately continued to take advanced training through the seafarer competency education level in order to be able to complete the requirements to become a seafarer" (W.14, AH. 05/10/23). Based on the results of the interview above, it is known that North Sulawesi DPM Poltekpel graduates have already absorbed and used the certificate in employment and in the maritime industry. It even becomes added value for DPM graduates regarding safety and security knowledge to deal with dangers on board ships. Apart from that, with this DPM program, the North Sulawesi Polytechnic has also become one of the target locations to be able to improve the seafaring competency skills of DPM participant graduates, and also help the government in developing sea

transportation in the eastern part of Indonesia and assist in economic and social recovery. the people of North Sulawesi while strengthening the local socio-economy.

Expectations achieved in Maritime Potential Development related to the DPM Program

This Community Empowerment Training Program is intended for the general public and Vocational High School (SMK) students in order to realize the equitable creation of human resources or people who are experts and skilled in the maritime transportation sector. This DPM is very important to implement to produce competent workers in the maritime transportation sector, this is in line with President Joko Widodo's direction to continue building skilled human resources.

The results of the interview are in accordance with the statement of the informant as Coordinator and graduate of the DPM participants regarding the hopes achieved regarding maritime potential, as follows: "The DPM which was carried out at the North Sulawesi Polytechnic provided a valuable opportunity to increase knowledge and skills for all Community Empowerment Training participants in the field of maritime affairs. very helpful when you enter the world of work" (W.15, RSD. 10/04/23).

The same thing was also expressed by DPM graduate participants from the Ternate region, as follows: "The hope is that holding this DPM program can be beneficial from a legal aspect on small boats, fishing boats or passenger ships. Also get opportunities to work as crew members in private companies or work in government agencies." Based on the results of interviews from the informants above, it can be concluded that DPM participants have very high hopes for being able to improve human resources in the maritime sector and this DPM is also a National Strategic Program in the context of alleviating poverty and reducing unemployment.

Discussion

DPM Program Implementation Process carried out at the North Sulawesi Shipping Polytechnic Interpretation Stage

The Interpretation stage in policy implementation is a more detailed explanation of the content of the Education policy so that it is more easily understood and accepted by policy implementers.

Policy Content and Objectives

The birth of a policy has a purpose. Such as the DPM Program policy implemented at the North Sulawesi Polytechnic, which has the aim of following President Joko Widodo's ideals, namely improving the quality and quantity of human resources in developing Indonesia's Maritime Potential. According to Anderson (1979: 4) in Tjilen (2019: 13), 'that public policy is a direction of action that has a purpose determined by an actor or a number of actors in overcoming a problem or problem'.

The policy to be implemented must have clear objectives in order to achieve success. Tilaar (2016: 146), 'Education policy is related to the explanation of the mission of education in achieving certain goals'. The suitability of the objectives and benefits of each policy is an important instrument for the success of policy implementation. This is in accordance with the opinion expressed by Tjilen (2019: 31), 'the extent to which the policy can be implemented well

in accordance with the policy objectives is an important instrument for the success of policy implementation'.

Policy Implementation Instructions

Based on data in the field, the policy for implementing the DPM program is contained in the Regulation of the Minister of Transportation of the Republic of Indonesia Number PM 63 of 2018 concerning Amendments to the Regulation of the Minister of Transportation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance and Scholarships in the Transportation Sector for good realization steps from the aspects of financing and planning. Meanwhile, in its implementation, a Decree on the Determination of DPM Participants is issued in accordance with the Regulation of the Head of the Transportation Human Resources Development Agency Number PK.03/BPSDMP-2018 concerning Guidelines for Implementing Community Empowerment Education and Training. Furthermore, implementation is between the Ministry of Transportation and the UPT appointed to carry out the implementation of the DPM program.

Guidelines for Implementing Education, Training and Community Empowerment within the Ministry of Transportation, hereinafter referred to as DPM Guidelines, are prepared as a reference in the implementation of DPM that can be accounted for in accordance with the goals and objectives of the community empowerment program. This is in accordance with the opinion expressed by Widjaja (2003: 169) 'community empowerment is an effort to increase the abilities and potential of the community, so that the community can realize their identity, dignity and dignity to the maximum in order to survive and develop themselves independently both in the economic and economic fields. social, religious and cultural'.

Resource Estimation

Based on data in the field, resources in policy implementation from the Ministry of Transportation under the Transportation Human Resources Development Agency have completed safety and life skills training in the shipping sector for the general public and vocational school students in support of the Vocational School Revitalization program in accordance with Presidential Instruction No. 9 of 2016. Horn and Meter (1978:465) in Tjilen (2019:44) that 'sources worthy of attention in supporting successful policy implementation include funds or other stimulants that encourage and facilitate effective implementation'. Horn and Meter continued that staff or personnel are an essential resource in implementing policies It can be concluded that achieving successful policy implementation really depends on the human resources involved and the budget that will be used.

Organizing Stage

Resource Arrangement

The Community Empowerment Training Program implemented at the North Sulawesi Polytechnic really needs resources to support the success of the program. The Community Empowerment Training Program is implemented by the Transportation Human Resources Development Agency through the UPT Poltekel North Sulawesi. Apart from that, there are several stakeholders involved in implementing the DPM program. Based on data available in the field, it is the Ministry of Transportation that

implements the DPM program policy, apart from that, there is also the involvement of related agencies which have responsibility for the revitalization of vocational schools.

Standard Operating Procedures (SOP)

SOP is a document that contains technical instructions or steps carried out by implementors to achieve policy objectives. In implementing the DPM program, the Transportation Human Resources Development Agency issues standard SOPs regarding applicable implementation rules. Based on data in the field, in carrying out the program, a committee must be formed and a Decree from the DPM Organizing Committee to monitor and compile reports on the implementation of the DPM by the Education and Training UPT through the DPM information system. According to Wahab (2004) in Syahrudin (2018:42) that "policy implementation is developed in a relatively abstract manner, and some are operational in nature depending on the purpose of using the model which will then be greatly influenced by the complexity of the policy problem as well as the objectives and analysis itself".

Educator Personnel Planning

Based on data obtained in the field, the planning of teaching staff at the North Sulawesi Polytechnic is based on school needs which are adjusted to the needs of the DPM program and study groups. One of the requirements for implementing an education program is that you must have teaching staff and educational staff.

Oesoe, *et al.* (2019), said that in educational institutions, teachers are human resources whose potential needs to be developed Human resource development planning is to organize the number of educators based on the needs of educational institutions. Teachers have an important role as educators, therefore, teacher needs must be appropriate.

The findings above have similarities with the research of Muntianah, *et al* (2020) that regarding the analysis of educational staff needs, arrangements were made to prioritize the provision of sufficient teaching staff at SD Negeri Cukilan 01. From the results of Muntianah's research, it can be concluded that the arrangement of teaching staff is prioritized in this school. This means that the teaching staff at SDN Cukilan 01 will be met and then equal distribution will be carried out.

Evaluation and Monitoring

Based on data found in the field, in order to determine the level of achievement, in this case the Transportation Human Resources Development Agency evaluates the implementation of the DPM program. Program evaluation and monitoring are activities in collecting and analyzing in order to obtain information and then compare the activities that have been planned with the goals to be achieved. This activity is intended to find out the initial plan that has been set, whether the program is appropriate or not in accordance with the target.

The evaluation carried out in the implementation of the DPM program is an evaluation that is relevant to the implementation process. According to James P. Lepster and Joseph Steward Jr, in Tilaar and Riant Nugroho (2016: 228), that 'in grouping policy implementation evaluations into process evaluations, namely, evaluations that are related to the implementation process; impact evaluation, namely evaluation regarding the results and/or effects of policy

implementation; policy evaluation, namely whether the results achieved truly reflect the desired goals; and meta-evaluation which is concerned with the evaluation of various existing policy implementations to find certain similarities". The purpose of evaluation and monitoring is to find out the targets of the Transportation Human Resources Development Agency during the DPM policy implementation process.

Hasbullah (2016: 117) explains that "evaluation is the final stage of a policy process which is an assessment of what has happened as a result of policy choices and implementation, and if deemed necessary, changes can be made to the policies that have been implemented". Five dimensions of educational policy performance evaluation, namely, results, process of achieving results and learning, resources used, existence and development of the organization, leadership and learning (Riant Nugroho, 2009) in Hasbullah (2016: 121).

Factors Influencing the Increase in Maritime Human Resources through the DPM Program

Legislation

Wibawa (1992: 14) in Hasbullah (2016: 92) says that "policy implementation is the embodiment of decisions regarding basic policies, usually contained in a law, but can also take the form of important executive instructions or legislative decisions". The Vocational School Revitalization Program is in accordance with Presidential Instruction No. 9 of 2016 and Regulation of the Minister of Transportation of the Republic of Indonesia Number PM 63 of 2018 concerning Amendments to Regulation of the Minister of Transportation Number KM 84 of 2009 concerning Procedures for Providing Education and Training Assistance and Scholarships in the Transportation Sector.

Implementation factors of leadership policies

The community empowerment carried out at the North Sulawesi Polytechnic not only develops the community's economic potential, but also gains knowledge and skills related to the importance of shipping safety culture. Empowerment as a socio-cultural concept that is implemented in the development of community-centered maritime human resources, not only grows and develops added economic value but also adds value to competence in the safety and security of transportation services through training.

The DPM program provided to the community is Basic Safety Training, Security Awareness Training, Advance Fire Fighting, and BST-KLM (motor sailing ship) each training to equip and hone competencies, abilities, increase insight, know how safety works, which Later it can become added value for society when entering the world of work.

Through maritime power, Indonesia is trying to create a strong and reliable maritime security defense capability in facing regional and global challenges. Meanwhile, in maritime civilization a strategy is carried out by creating superior quality maritime human resources, maritime technological innovation, and a strong maritime culture as the basis of maritime civilization.

Facilities and Infrastructure Factors

Based on data obtained in the field, one of the factors that can influence human resources is the availability of adequate facilities and infrastructure. and high/latest

technology-based training infrastructure that meets transportation training and training standards.

Facilities and infrastructure are supporting factors for activities in each educational unit. The lack of facilities and infrastructure will result in educational institutions carrying out learning activities not optimally. To reduce this, the central government is building quality educational institutions that can be enjoyed by schools, especially training participants. According to Hasbullah (2016) that "In reality, not all students in Indonesia have the same opportunity to enjoy education, especially high-quality education."

The Impact of the DPM Program Implemented by the North Sulawesi Polytechnic

Desired Impact

Based on the findings obtained in the field, the North Sulawesi Shipping Polytechnic is located in a very strategic geographical position in the Northern Region of Indonesia, specifically in North Sulawesi and is the only State Shipping Higher Education School belonging to the Ministry of Transportation in the northern part of Sulawesi.

By holding the DPM which is organized by the North Sulawesi Polytechnic, the quality of human resources has increased. This increase can be seen from the areas where the DPM training has been held and the number of training participants and graduates of the DPM training. With this data, the Government can ensure that the people of the area have been provided with Training and Education

The findings above are in line with research by Adenathera L Dewa, *et al.* (2021) regarding the Role of Sea Transportation on the Maritime Axis in Reducing Disparity between Regions in Indonesia, that the steps in developing sea transportation among other things are 1) Improving the quality of Port services for users so as to increase comfort, security and safety for both passenger and cargo ships ; 2) Improving the quality of Human Resources and maritime transportation governance, the level of awareness of transportation safety is low, due to a lack of supervision and guidance on transportation safety from regulators, as well as due to a lack of competence and implementation of safety among operators.

According to Tuerah (2015), there are several factors that play a role in supporting the success of education, namely infrastructure, participant materials, methods, learning objectives and a supporting environment. From this statement, if it is related to the impact of implementing DPM, it can be concluded that the infrastructure and environment of educational institutions is a positive impact of implementing the DPM program which can support success.

Unintended Impacts

Several things that have happened in the field of maritime transportation related to disasters and ship accidents and security disturbances at sea/maritime, show that there are weaknesses in the four devices involved in the world of transportation in general, namely hardware, software, and equipment. life (lifeware) and organizational devices (organoware). Therefore, in order to explore why this happens, there is a relevant theoretical basis for discussing this, namely Van der Schaff (Eindhoven University of Technology, 1992), explaining that dangerous situations that lead to accidents are the result of a combination of technical,

human and organizational failures. By creating a defense system, such as an automatic safety system, standard safety procedures, will prevent this situation from leading to an incident and allow the system to return to its normal state. Based on the description above, the North Sulawesi Polytechnic is required to be able to develop the potential of maritime human resources through implementing the DPM program in order to minimize the number of accidents, especially in the maritime transportation sector.

Expectations Achieved in Maritime Potential Development Related to the DPM Program

In developing Indonesia's maritime potential, Community Empowerment Training and Training activities are one of the Strategic Plans to improve the quality and quantity of human resources in developing Indonesia's Maritime Potential, from the Community Empowerment Training Program, the Government has hopes for Maritime Potential Development as follows

- a. Increasing public awareness of the documents/certificates that must be owned by operators of traditional and commercial vessels, so that fishermen/ship operators are not subject to criminal sanctions so that the government is slowly bringing regulations in line with the law.
- b. With this Empowerment Training, it is hoped that the quality of human resources for sea transportation service operators will gain more in-depth knowledge about safety competencies on board ships as a form of the Government's efforts to reduce ship accidents at sea which can endanger users/performers of sea transportation services.
- c. The availability of superior Sea Transportation services that are protected by law because they have certification in accordance with national and international regulations so that it is hoped that they can increase Indonesia's maritime potential by encouraging maritime connectivity, logistics and maritime tourism.

Community Empowerment Training is training and education where the training requires advice and supporting infrastructure. Therefore, the implementation of DPM is carried out by providing accommodation facilities to the community. However, because training participants have to live their daily lives in an education and training environment, many of the participants are less interested in taking part in the DPM training. This is because during training, training participants cannot work, which will affect the economy of training participants. Thus, it is hoped that this DPM activity can take place and attract interested training participants by providing pocket money/transportation as a replacement for the training participants' needs.

Conclusion

1. Implementation of DPM can be carried out through cooperation with third parties in collaboration and/or independent activities of the UPT Education and Training/self-management in the process of preparing facilities and infrastructure for implementing DPM in terms of implementation outside the UPT Education and Training.
2. The implementation of DPM can be carried out in collaboration with third parties in the process of

- validating data supporting DPM participants in order to ensure validity and correctness based on the criteria for DPM participants as regulated in the Regulation of the Minister of Transportation regarding the provision of scholarships and educational assistance.
3. The curriculum for the seafarer education and skills training program (DKP), is a guideline for organizing training for maritime transportation education and training institutions which aims to equip and hone competencies, abilities, increase insight, know how to work safely, which can later become added value for people when entering the world of work.
 4. There were 3,478 participants in the Community Empowerment Training (DPM) carried out by the North Sulawesi Polytechnic for the 2019 period, of which there were 1,700 DPM participants for commercial vessels (BST, SAT, AFF) held at the North Sulawesi Polytechnic campus and DPM specifically for motorized or sailing ships fishing was carried out at predetermined locations with a total of 1,778 participants.
16. Suharsismi A. *Prosedur Penelitian, Suatu Pendekatan Praktik*. Jakarta, 1998.
 17. Sukmadinata NS. *Metode Penelitian Pendidikan, Purpose Sampling*. Bandung, 2005.
 18. Undang-Undang Nomor 17 Tahun 2008 tentang Pelayaran
 19. Widjaja HAW. *Otonomi Desa Merupakan Otonomi Asli Bulat dan Utuh*. PT. Raja Grafindo Persada: Jakarta, 2003.

References

1. Djumhur MS. *Bimbingan dan Penyuluhan di Sekolah*. Jakarta, 1997.
2. Keputusan Menteri Perhubungan Republik Indonesia Nomor KM 226 Tahun 2019 Tentang Peta Jabtan dan Uraian Jenis Kegiatan di Lingkungan Politeknik Pelayaran Sulawesi Utara
3. Miles, Huberman. *Analisis data kualitatif*. Jakarta, 1992.
4. Moekijat. *Latihan dan Pengembangan Sumber Daya Manusia*. PT Mandar Maju: Bandung, 1991.
5. Moekijat. *Evaluasi Pelatihan Dalam Rangka Peningkatan Produktivitas Perusahaan*. PT Mandar Maju: Bandung, 1993.
6. Moleong LJ. *Metode Penelitian Kualitatif*. PT. Remaja Rosdakarya: Bandung, 2000.
7. Mulyana D. *Metodologi Penelitian Kualitatif*: Bandung, 2004.
8. Nasution. *Metode Penelitian Naturalistik Kualitatif*: Bandung, 2003.
9. Peraturan Kepala Badan Pengembangan SDM Perhubungan Nomor: PK.03/BPSDMP-2018 tentang Pedoman Penyelenggaraan Pendidikan dan Pelatihan Pemberdayaan Masyarakat
10. Peraturan Kepala Badan Pengembangan SDM Perhubungan Nomor: PK.09/BPSDMP-2017 tentang Kurikulum Program Pendidikan dan Pelatihan Keterampilan Pelaut
11. Peraturan Menteri Perhubungan Republik Indonesia Nomor PM 63 Tahun 2018 tentang Perubahan atas Peraturan Menteri Perhubungan Nomor KM 84 Tahun 2009 tentang Tata Cara Pemberian Bantuan Pendidikan dan Pelatihan Serta Beasiswa di Bidang Transportasi
12. Peraturan Pemeirntah (PP) Nomor 78 Tahun 2014 tentang Percepatan Pembangunan Daerah Tertinggal
13. Peraturan Pemerintah (PP) Nomor 51 Tahun 2012 tentang SDM di Bidang Transportasi
14. Sayekti Pujosuwarno. *Penulisan Usulan dan Laporan Penelitian Kualitatif*. Yogyakarta: Lemlit IKIP Yogyakarta, 1992.
15. Sugiyono. *Metode Penelitian Kuantitatif, Kualitatif dan R&D*: Bandung, 2015.