

ABSTRAK

STRATEGI DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI LAMPUNG DALAM MENINGKATKAN ANGKA PARTISIPASI PENYANDANG DISABILITAS DI PASAR TENAGA KERJA

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Rendahnya partisipasi penyandang disabilitas di pasar tenaga kerja, khususnya di Provinsi Lampung, mendorong Dinas Pendidikan dan Kebudayaan Provinsi Lampung untuk meningkatkan kesiapan kerja mereka melalui strategi peningkatan kualitas layanan pendidikan khusus. Strategi ini diimplementasikan melalui program pembinaan minat bakat dan kreativitas siswa, serta pembinaan dan pengembangan kualitas pendidik dan tenaga kependidikan. Penelitian ini menggunakan pendekatan deskriptif kualitatif dengan teknik pengumpulan data melalui wawancara, observasi, dan dokumentasi. Tujuan penelitian ini yaitu untuk mengetahui implementasi strategi Dinas Pendidikan dan Kebudayaan Provinsi Lampung dalam meningkatkan partisipasi penyandang disabilitas di pasar tenaga kerja berdasarkan teori implementasi strategi Higgins, yang mencakup perencanaan integral dan sistem pengendalian; kepemimpinan, motivasi, dan sistem komunikasi; serta manajemen sumber daya manusia dan kultur organisasi. Hasil penelitian menunjukkan bahwa dalam pengimplementasiannya, perencanaan yang dilakukan oleh Bidang Pembinaan Pendidikan Khusus telah dilakukan secara menyeluruh meliputi strategi induk, perencanaan antara (program), perencanaan operasional, dan sistem pengendalian, didukung oleh kepemimpinan partisipatif, motivasi kerja, serta sistem komunikasi efektif. Serta manajemen sumber daya yang dimulai dari rekrutmen hingga pemeliharaan pegawai, dan kultur organisasi yang mendukung komunikasi yang terstruktur. Kendala yang dihadapi mencakup terbatasnya dana, minimnya kerja sama dengan dunia usaha, serta belum tersedianya sistem pendataan lulusan SLB dan pengukuran kompetensi guru secara terstruktur.

Kata kunci: implementasi strategi, pendidikan, partisipasi kerja, anak berkebutuhan khusus

ABSTRACT

STRATEGIES OF THE EDUCATION AND CULTURE OFFICE OF LAMPUNG PROVINCE IN INCREASING THE PARTICIPATION RATE OF PERSONS WITH DISABILITIES IN THE LABOR MARKET

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The low participation of people with disabilities in the labor market, especially in Lampung Province, has encouraged the Lampung Province Education and Culture Office to improve their work readiness through a strategy to improve the quality of special education services. This strategy is implemented through a program of fostering students' interests, talents and creativity, as well as fostering and developing the quality of educators and education personnel. This research uses a descriptive qualitative approach with data collection techniques through interviews, observation and documentation. The purpose of this research is to find out the implementation of the Lampung Province Education and Culture Office's strategy in increasing the participation of persons with disabilities in the labour market based on Higgins' strategy implementation theory, which includes integral planning and control systems; leadership, motivation and communication systems; and human resource management and organizational culture. The results show that in its implementation, the planning carried out by the Special Education Development Division has been carried out thoroughly including master strategy, intermediate planning (program), operational planning, and control systems, supported by participatory leadership, work motivation, and effective communication systems. Resource management starts from recruitment to employee maintenance, and the organizational culture supports structured communication. The obstacles faced include limited funding, lack of cooperation with the business world, and the unavailability of a structured data collection system for SLB graduates and measurement of teacher competence.

Keywords: *strategy implementation, education, work participation, children with special needs*