



## Study of The Needs of The World of Work Industry For Graduates of Health Vocational High Schools

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### ABSTRACT

**Objective:** This study aims to describe the needs of the industry workforce for graduates of Health Vocational Schools. **Method:** This study employs a qualitative approach. Data collection is done through interviews, observations, and documentation studies. The object of this study is four industrial health facilities in the Surabaya area. The subjects of the study are health service business owners or personnel departments. Data analysis in qualitative research is carried out through four stages. **Results:** The challenging skill aspects required are the ability to operate a computer and good skills in each field of competence. Additional skills required are vital signs checks, monitoring child development, and basic childcare skills. The soft skills abilities required are teamwork, communication skills, leadership, networking, adaptability, friendliness, good work ethic, discipline, and empathy. **Novelty:** This study will examine the specific industrial needs of the workforce for graduates of Health Vocational High Schools, with a focus on the competency gap that still exists between the education curriculum and the demands of the healthcare industry. This study identifies the technical and non-technical skills most needed by companies in the health sector, thus providing new insights into improving the curriculum of Health Vocational High Schools.

### INTRODUCTION

Vocational high schools play a significant role in developing high-quality human resources through secondary education. It further provides benefits for individuals, groups, surrounding communities, work industries, and national development (Yoto et al., 2022). According to Indonesia's National Education System Law No. 20 of 2003, schools aim to prepare individuals maturely so that they can easily integrate into the workforce, compete effectively, and even create new jobs. Acquiring education and pursuing learning at school has its privileges, one of which is that students develop soft skills in their respective fields, enabling them to work directly after graduating from school.

Unemployment is one of the problems that is currently developing. The readiness of graduates to work is one of the factors suspected to be a causal factor (Wismansyah et al., 2024). Based on data from the Central Statistics Agency (BPS) in 2020, when viewed from the level of education, from a total of 9.77 million open unemployment figures, the highest rate was obtained by vocational high school graduates with a value of 13.55%, followed by 9.86% high school graduates, then diploma graduates (8.08%), 7.35% college/university graduates, 6.46% junior high school graduates, and 3.61% elementary school graduates. For vocational high school graduates in the health sector, for example, nationally in 2020, ideally, 80.00% to 85.00% of vocational high school graduates should be able to be absorbed into the world of work, and the remaining 15.00% to 20.00% are expected to be able to continue their studies at university.

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