

Socialization Of The International Certified Internship Program In Support Of The Merdeka Belajar - Kampus Merdeka Policy At The Faculty Of Teacher Training And Education, Santo Thomas Catholic University, Medan

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Abstract.

The internship program is an activity for students to apply knowledge, attitudes, general and specific skills in the workplace. The duration of this internship is a minimum of 6 months and can be extended according to the provisions or agreement between the original institution and the Internship Workplace. Students must be guided by internal supervisors from lecturers and external supervisors from the Internship Workplace. The purpose of this paper is to find and take an inventory of several businesses as partners in the implementation of student internships at the Faculty of Teacher Training and Education, Santo Thomas Catholic University, Medan. Literature research on ideas was reviewed, various literatures were collected and analyzed descriptively. This study shows that there are several businesses that can be used as student internship partners. Such as multi-language internships in Altissia - Belgium, IT Internships at Smartinternz - Singapore, Hospitality Internships in Hotels in Asia Pacific, Middle East and Australia countries, and Internships on Cruise Ships. This program is to encourage students to be able to master various competencies and this program is expected to enable students to improve the competence of graduates, both soft skills and hard skills, to be ready with the needs of the times and prepare graduates who are superior, moral and ethical.

Keywords: *The Merdeka Belajar - Kampus Merdeka Policy, Partners, Internship Program, Link and Match*

I. INTRODUCTION

The latest policy from the Indonesian Ministry of Education and Culture (Kemendikbud) is the implementation of 8 key performance indicators. These eight indicators then become a form of achievement for each university towards the implementation of The Merdeka Belajar - Kampus Merdeka Policy (MBKM). In accordance with The Merdeka Belajar - Kampus Merdeka Policy in Permendikbud Number 3 of 2020 concerning National Higher Education Standards, Article 18 is expected to provide opportunities for students for one semester or equivalent to 20 credits, students take learning outside the study program at the University the same height; and a maximum of 2 (two) semesters or the equivalent of 40 (forty) credits of carrying out learning in different study programs at different universities; and/or learning outside of Higher Education [1]. So, the purpose of the Merdeka Belajar - Kampus Merdeka policy is to encourage students to master science in the field of expertise that is useful for entering the world of work [1,2,3].

The Merdeka Belajar - Kampus Merdeka policy aims to encourage students to master knowledge in their fields of expertise that are useful for entering the world of work [4,5,6]. The MBKM program has a paradigm similar to the link and match policy [7], the substance of which prioritizes practice in the field (link and match) [8]. Thus, the expected outcome of this program is the formation of student readiness (both soft skills and hard skills) that are relevant to the times, capable and skilled when entering the world of work and can also play a role as creators of new jobs. Forms of student learning activities that can be carried out outside the home campus include student exchanges, internships/practices, teaching assistance in education units, research study, humanitarian projects, entrepreneurial activities, independent studies/projects, and building villages/thematic real work lectures [9]. The whole form of this activity is a place to hone students' skills in the world of work and industry so that they can prepare themselves for the future. One of the places for practical competency development is internship/practice. The purpose of writing this paper is to find and take an inventory of some of the business world as partners in the implementation of student internships at the faculty of teacher training and education at the Catholic University of Santo Thomas, Medan.

II. METHODS

The research approach is qualitative method with descriptive research type intended for exploration and clarification of a phenomenon or social reality, by describing a number of variables relating to the problem and unit being studied. In a descriptive study, do not use and do not test the hypothesis (as is done in explanatory research) [10].

III. RESULT AND DISCUSSION

Since several semesters, the Faculty of Teacher Training and Education (FKIP) UNIKA Medan has formulated a curriculum and set internship courses. So that all students must program these lectures in the appropriate semester. Internship-I and Internship-II each amount to 1 credit, while internship-III amounts to 2 credits. Internship-I and Internship-II are the preparatory stages for students to go to Internship- III. Similar to various other LPTKs, in internship-III or more familiarly called PPL, where students are assigned to participate in field practice in various schools at the elementary, junior high, and high school levels spread across several areas in Medan. This activity takes place within a period of 1 semester, so that it can facilitate teacher students to develop their identity and abilities as educators. The internship-I, II, and III internships are the embodiment of MBKM in the teaching assistance program. The internship program at partner schools for FKIP students is expected to make them master the four basic competencies (pedagogic, personality, social, and professional competencies), school management, and make lesson plans and teaching assistance in educational units [11,12]. In addition to teaching assistance programs or internship programs at partner schools, FKIP students can also take part in internship/work practice programs with various partners, one of which is business internships in the official business world.

This official business world can be used as a partner in FKIP student internships in particular. This is of course very necessary to be able to realize the graduate profile that has been set. International Partner Companies are very open to scientific insight and provide opportunities for students to study abroad so that they have experience studying and working abroad so that their soft skills can improve. The partners who have supported the MBKM program are Altissia – Belgium, Smartinternz – India and hotels in the UK, Germany, South Korea, Japan and Malaysia, and Australia. This International Partner can be taken as an off-campus internship program and outside the study program. So, students do not lose their semester, they just continue the remaining credits that have not been taken. Based on table 1, these partners are expected to be able to facilitate FKIP students through learning by doing to be able to explore and identify themselves, and recognize early on the scope of the local and international world of work. The main principle of apprenticeship and job training is that of learning and developing skills through a combination of experience and formal training. The primary responsibility for providing internships and training with relevant instruction and practical experience resides in the industrial world. In general, there are 3 things that must be in this internship activity, namely: (a) an internship/training contract; b) wages or salaries; and (c) activity planning.

Internship/training contract signed by both leaders (School and Business World), and internship or training approved by the State Training Service. Interns/training must be remunerated or paid according to an appropriate industry setting (eg award agreement or partner company). In addition to the above, there are several aspects of the benefits or advantages of international internship programs outside this study program, including (a) a serious commitment to the integrity of learning, which encourages a strategic approach; (b) obtain sufficient job satisfaction from coherent mastery of abilities and skills; (c) the benefit to society is to have people who are really experts in their fields [13]. The socialization of the internship for FKIP UNIKA Medan students was carried out on April 25, 2022, at 10.30 WIB. Based on the results of interviews with the Dean of FKIP UNIKA in his office, it is known that there is diversity in the careers of collegiate FKIP UNIKA, including being professional educators and lecturers at official government institutions and other private institutions, being private employees outside educational institutions, becoming entrepreneurs, becoming consultants. both in the field of education and outside the field of education, and so on. Thus, that there are some collegiate FKIP UNIKA who do not work as educators and professional teachers.

Fig 1. Activity Socialization MBKM

The socialization of The MBKM Policy work internships can indeed be carried out in the education sector and not in the education sector. As offered during this socialization, internships can be carried out with business and industrial partners who are not in the education sector. Based on this and with the implementation of The MBKM policy, the author tries to map out some of the business world that can be used as partners for FKIP student internships, so that they can gain knowledge and other experiences to support career development in the future. The official business world that can be used as a partner is chosen subjectively by the author and is shown in the following table:

Tabel 1. Business Partners for the FKIP Student Internship International

No	Business World	Category	Appropriate Study Program			
			BSI	ENG	MTK	GSD
1	Altissia	Multi Language Learning	√	√	√	√
2	Smartinternz	IT Developer Learning	√	√	√	√
3	Cruises Lines	Hospitality	√	√	√	
4	International Hotels	Hospitality	√	√	√	
5	Japan Internships	Education, Farm, Agriculture, Factory Industrial, Hospital	√	√	√	

Note: BSI : Indonesian Language Education and Literature, ENS : English Language Education, MTK : Mathematics Education, GSD : Elementary School Education

IV. CONCLUSION

The implementation of internships for FKIP UNIKA students in several business worlds in Medan and the International Work Internship is one of the manifestations of the Merdeka Learning Merdeka Campus Policy, because it is felt that it can improve competence, ability, and provide comprehensive real experience so that they can get used to being ready to work in the future. It is very important that workers, interns and trainees read and study this manual carefully, including understanding the roles, rules and responsibilities of contracted apprentices. This means that the international internship program offered is well established, where every internship activity must meet the following conditions:

(a) how stable the program is; (b) the existence of a national training contract and registration with the State Training Service; (c) employer obligations, internships and training; (d) Financial services; (e) the role of apprenticeship institutions both at the central and regional levels, registered training organizations and group training organizations for the support provided by the State Training Service. In accordance with research, that internships provide many benefits for students in improving their soft skills [14]. Furthermore, states that business internships are an effort to improve the quality of graduates who are ready to compete and open up business opportunities in the digital era [15].

V. ACKNOWLEDGMENTS

Thank you to the Faculty of Teacher Training and Education, Santo Thomas Catholic University, Medan for helping to provide a place for socialization and providing information for students to take part in seminar activities so that they can be carried out properly.

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