

TAHAPAN KORESPONDENSI

| No | Tahapan | Tanggal |
|----|----------------------------|--------------------------|
| 1 | Submission Acknowledgement | Sabtu, 3 Desember 2022 |
| 2 | Revisi 1 | Jumat, 13 Januari 2023 |
| 3 | Revisi 2 | Senin, 20 Maret 2023 |
| 4 | Revisi 3 | Selasa, 28 Maret 2023 |
| 5 | Revisi 4 | Jumat, 08 September 2023 |
| 6 | Revisi 5 | Sabtu, 11 November 2023 |
| 7 | Editor Decision "Accepted" | Jumat, 08 Desember 2023 |
| 8 | Published | Jumat, 28 Juni 2024 |

Home > User > Author > Submissions > #26175 > Review

#26175 Review

SUMMARY **REVIEW** EDITING

Submission

Authors Bambang Sudarsono, Prabandari Listyaningrum, Fatwa Tentama, Fanani Arief Ghozali 
Title Developing learning and training within industry model to improve work readiness of vocational high school students
Section Educational Approaches
Editor Rafael Denadai  (Review)
Lena Lindenskov, Ph.D.  (Review)
Maja Ljubetic, Ph.D  (Review)
Asghar Soltani, Ph.D.  (Review)

Peer Review

Round 1

Review Version [26175-52202-1-RV.DOCX](#) 2022-12-03
Initiated 2022-12-05
Last modified 2023-03-09
Uploaded file Reviewer A [26175-52863-1-RV.DOCX](#) 2023-01-01

Editor Decision

Decision Accept Submission 2023-03-28
Notify Editor  Editor/Author Email Record  2023-03-28
Editor Version None
Author Version [26175-53134-1-ED.DOCX](#) 2023-01-13 [DELETE](#)
[26175-53134-2-ED.DOCX](#) 2023-03-20 [DELETE](#)
[26175-53134-3-ED.DOCX](#) 2023-03-28 [DELETE](#)
[26175-53134-4-ED.DOCX](#) 2023-09-08 [DELETE](#)
[26175-53134-5-ED.DOCX](#) 2023-11-11 [DELETE](#)
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International Journal of Evaluation and Research in Education (IJERE)

p-ISSN: 2252-8822, e-ISSN: 2620-5440

The journal is published by [Institute of Advanced Engineering and Science \(IAES\)](#) in collaboration with [Intelektual Pustaka Media Utama \(IPMU\)](#)



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Editor/Author Correspondence

Editor Subject: [IJERE] Editor Decision

[DELETE](#)

2023-
01-05
02:06
AM

The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

Dear Prof/Dr/Mr/Mrs: bambang bambang sudarsono,

We have reached a decision regarding your submission entitled "Development of the Learning and Training Within Industry (LTWI) Learning Model to Improve the Work Readiness of Vocational High School Students" to International Journal of Evaluation and Research in Education (IJERE), a SCOPUS and ERIC indexed journal (<https://bit.ly/2EI8hDj>).

Our decision is to revisions required.

Please prepare your revised paper (in MS Word or LATEX file format) adheres every detail of the guide of authors (<http://tiny.cc/laesijere>, or <http://tiny.cc/ijerelatex> for LATEX file format), and check it for spelling/grammatical mistakes.

The goal of your revised paper is to describe novel technical results.

A high-quality paper MUST has:

- (1) a clear statement of the problem the paper is addressing --> explain in "Introduction" section
- (2) the proposed solution(s)/method(s)/approach(es)/framework(s)/
- (3) results achieved. It describes clearly what has been done before on the problem, and what is new.

Please submit your revised paper within 6 weeks.

I look forward for hearing from you

Thank you

Best Regards,
Dr. Lina Handayani

=====
IMPORTANT!!
=====

For ORIGINAL/RESEARCH PAPER: the paper should be presented with IMRaD model:

1. Introduction
2. Research Method
3. Results and Discussion
4. Conclusion.

We will usually expect a minimum of 30 references primarily to journal papers. Citations of textbooks should be used very rarely and citations to web pages should be avoided. All cited papers must be referenced within the body text of the manuscript.

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- 1) to organize literature;
- 2) to evaluate literature;
- 3) to identify patterns and trends in the literature;
- 4) to synthesize literature; or
- 5) to identify research gaps and recommend new research areas.

The structure of a review paper includes:

1. Title – in this case does not indicate that it is a review article.
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4. Body – structured by headings and subheadings
5. Conclusion – states the implications of the findings and identifies possible new research fields

Number of minimum references for review paper is 50 references (included minimum 40 recently journal articles).

In preparing your revised paper, you should pay attention to:

1. Please ensure that: all references have been cited in your text; Each citation should be written in the order of appearance in the text; The citations must be presented in numbering and CITATION ORDER is SEQUENTIAL [1], [2], [3], [4],

Please download & study our published papers for your references:

- <http://jere.iaescore.com>
- <http://journal.uad.ac.id/index.php/edulearn>
- <http://jece.iaescore.com>
- <http://jeecs.iaescore.com>

(Please use "Search" menu under "JOURNAL CONTENT" menu in right side of the site)

2 An Introduction should contain the following three (3) parts:

- Background: Authors have to make clear what the context is. Ideally, authors should give an idea of the state-of-the art of the field the report is about.

- The Problem: If there was no problem, there would be no reason for writing a manuscript, and definitely no reason for reading it. So, please tell readers why they should proceed reading. Experience shows that for this part a few lines are often sufficient.

- The Proposed Solution: Now and only now! - authors may outline the contribution of the manuscript. Here authors have to make sure readers point out what are the novel aspects of authors work. Authors should place the paper in proper context by citing relevant papers. At least, 5 references (recently journal articles) are cited in this section.

3. Results and discussion section: The presentation of results should be simple and straightforward in style. This section report the most important findings, including results of statistical analyses as appropriate. You should present the comparison between performance of your approach and other researches. Results given in figures should not be repeated in tables. It is very important to prove that your manuscript has a significant value and not trivial.

The following template should be used for responses to reviewers:

I would like to thank the reviewers for their insightful feedback. All comments from Reviewer 1 are highlighted in yellow, those from Reviewer 2 are highlighted in red, and those from Reviewer 3 are highlighted in green.

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Response: We thoroughly updated our references; 5 references were eliminated, and two were replaced by more recent publications.

Comment 2: The presentation of Figures 2 and 3 should be improved.

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Reviewer 2

Comment 1:

Response:

Comment 2:

Response:

Comment 3:

Response:

All changes for reviewer 2 are highlighted in red in the main text.

Etc.

Such a document clarifies everything and will aid the reviewers in evaluating the work fast.

When providing your amended primary document files, you must also upload your corrections statement. Before your manuscript, the declaration of revisions should appear.

Reviewer D:

The IJERE form to evaluate submitted papers

Content:

Excellent

Significance:

Very good

Originality:

Very good

Relevance:

Very good

Presentation:

Very good

Recommendation:

Very good

Comments to the Author

This comment will be visible to the Author

⋮

- Good paper but have minor amendment
- It is recommended to proofread the paper

-
- Ref. from Journal article must be completed with vol., issue, pages, DOI
 - Update references in recent 10 years
 - Ref. in Bahasa must be translated into English in the bracket
 - Cite references in IEEE Style, not APA Style
 - Write biographies of authors after ref. section
 - Complete the ORCID ID for each author in Biographies section.
 - Make sure that each paragraph at least contained three sentences.
 - Each reference must be completed with DOI and can be traced online.
 - Similarity should be no more than 20 percent.
 - Proof read the English to expert.
 - State the research funding and its contract number, if any in the acknowledgment section

International Journal of Evaluation and Research in Education (IJERE)
<http://ijere.iaescore.com>

Author Subject: Development of the Learning and Training Within Industry (LTWI) Learning [DELETE](#)
2023- Model to Improve the Work Readiness of Vocational High School Students
01-13

09:35 AM The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

We have corrected all notes, suggestions and reviewer input

International Journal of Evaluation and Research in Education (IJERE)
<http://ijere.iaescore.com>

Author Subject: Development of the Learning and Training Within Industry (LTWI) Learning [DELETE](#)
2023- Model to Improve the Work Readiness of Vocational High School Students
01-13

03:41 PM The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

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Author Subject: Development of the Learning and Training Within Industry (LTWI) Learning [DELETE](#)
2023- Model to Improve the Work Readiness of Vocational High School Students
01-13

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2023- The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).
01-14
04:37 AM

Dear Prof/Dr/Mr/Mrs: bambang bambang sudarsono,

- Make sure that each paragraph at least contained three sentences.
- Each reference must be completed with DOI and can be traced online.
- Similarity should be no more than 20 percent.
- Proof read the English to expert.
- State the research funding and its contract number, if any in the acknowledgment section
- Write the decimal in English, mind all tables/figures
- Write biographies of authors after ref. section
- Complete the ORCID ID for each author in Biographies section.

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03-24
07:48 AM

-
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 - Ref. in Bahasa must be translated into English in the bracket

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[DELETE](#)

2023-
03-28
09:56
AM

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-- Paper ID# 26175
-- Authors must strictly follow the guidelines for authors at
<http://iaescore.com/gfa/ijere.docx>
-- Number of minimum references is 30 sources (mainly journal articles) for research
paper
-- and minimum 50 sources (mainly journal articles) for review paper

Dear Prof/Dr/Mr/Mrs: bambang bambang sudarsono,

It is my great pleasure to inform you that your paper entitled "Development of the Learning and Training Within Industry (LTWI) Learning Model to Improve the Work Readiness of Vocational High School Students" is conditionally ACCEPTED and will be published on the International Journal of Evaluation and Research in Education (IJERE), a SCOPUS (<https://www.scopus.com/sourceid/21100934092>, SJR: 0.236 (SJR Q3), CiteScore: 1.3 and SNIP: 0.582) and ERIC (<https://bit.ly/2EI8hDj>) indexed journal. Congratulations!

Please prepare your final camera-ready paper (in MS Word or LATEX file format) adheres to every detail of the guide of authors (MS Word: <http://iaescore.com/gfa/ijere.docx>, or <http://iaescore.com/gfa/ijere.rar> for LATEX file format), and check it for spelling/grammatical mistakes. Then you should upload your final paper to our online system (as "author version" under our decision, NOT as new submission).

You should submit your camera-ready paper (along similarity report by iThenticate/Turnitin that less than 20%, and with your payment receipt) within 6 weeks.

I look forward to hearing from you.

Thank you

Best Regards,
Dr. Lina Handayani

URGENT!! Pay attention to the following instructions carefully! YOU MUST DO!!

1). PLEASE ADHERE STRICTLY THE GUIDE OF AUTHORS

<http://iaescore.com/gfa/ijere.docx> (Use this file as your paper template!!) and pay attention to the checklist for preparing your FINAL paper for publication:
<http://ijere.iaescore.com/index.php/IJERE/about/editorialPolicies#custom-2>

2). It is mandatory to present your final paper according to "IMRAD style" format, i.e.:

1. INTRODUCTION

2. The Proposed Method/Framework/Procedure specifically designed (optional)

3. METHOD

4. RESULTS AND DISCUSSION

5. CONCLUSION

See <http://iaescore.com/gfa/ijere.docx>

3). Add biographies of authors as our template (include links to the 4 authors' profiles, do not delete any icons in the template).

--> Provide links for all authors to the 4 icons (Scholar, Scopus, Publons and ORCID). It is mandatory!! See <http://iaescore.com/gfa/ijere.docx>

4). Use different PATTERNS for presenting different results in your figures/graphics (instead of different colors). It is mandatory!! See <http://iaescore.com/gfa/ijere.docx>

5). Please ensure that all references have been cited in your text. Use a tool such as EndNote, Mendeley, or Zotero for reference management and formatting, and choose IEEE style. Each citation should be written in the order of appearance in the text in square brackets. For example, the first citation [1], the second citation [2], and the third and fourth citations [3], [4]. When citing multiple sources at once, the preferred method is to list each number separately, in its own brackets, using a comma or dash between numbers, as such: [1], [3], [5]. It is not necessary to mention an author's name, pages used, or date of publication in the in-text citation. Instead, refer to the source with a number in a square bracket, e.g. [9], that will then correspond to the full citation in your reference list. Examples of in-text citations:

This theory was first put forward in 1970 [9].

Zadeh [10] has argued that ...

Several recent studies [7], [9], [11]-[15] have suggested that....

... end of the line for my research [16].

6). Please present all references as complete as possible and use IEEE style (include information of DOIs, volume, number, pages, etc). If it is available, DOI information is mandatory!! See <http://iaescore.com/gfa/ijere.docx>

In order to cover part of the publication cost, each accepted paper is charged: USD 325 (~IDR 4900K). This charge is for the first 8 pages, and if any published manuscript over 8 pages will incur extra charges USD50 (~IDR 800K) per page

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The screenshot shows a Gmail interface with a search bar containing 'lina'. The left sidebar shows the 'Mail' section with a 'Tulis' button and a list of folders: 'Kotak Masuk' (27), 'Berbintang', 'Ditunda', 'Terkirim', 'Draf' (9), and 'Selengkapnya'. The main content area displays an email from 'Dr. Lina Handayani' with the subject '[IJERE] Submission Acknowledgement'. The email body contains the following text:

The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

bambang bambang sudarsono:

Thank you for submitting the manuscript, "Development of the Learning and Training Within Industry (LTWI) Learning Model to Improve the Work Readiness of Vocational High School Students" to International Journal of Evaluation and Research in Education (IJERE). With the online journal management system that we are using, you will be able to track its progress through the editorial process by logging in to the journal web site.

Manuscript URL:
<https://jere.iaescore.com/index.php/IJERE/author/submission/26175>
Username: bsudarsono

If you have any questions, please contact me. Thank you for considering this journal as a venue for your work.

Dr. Lina Handayani
International Journal of Evaluation and Research in Education (IJERE)
International Journal of Evaluation and Research in Education (IJERE)
<http://ljere.iaescore.com>

At the bottom of the email, there are two buttons: 'Balas' and 'Teruskan'.

Gmail interface showing an email from Dr. Lina Handayani. The email subject is "[JERE] Editor Decision". The email content includes:

Dear Prof/Dr/Mr/Mrs: Bambang Bambang Sudarsono,

We have reached a decision regarding your submission entitled "Development of the Learning and Training Model Industry (LTMI) Learning Model to Improve the Work Readiness of Vocational High School Students" to International Journal of Evaluation and Research in Education (JERE), a SCOPUS and ERIC indexed journal (<https://doi.org/10.24127/jere.v1i1.20180101>).

Our decision is to revisions required. Please prepare your revised paper (in MS Word or LATEX file format) adheres every detail of the guide of authors (<http://www.ijer.in>), or <http://www.scopus.com> for LATEX file format, and check it for spelling/grammatical mistakes.

The goal of your revised paper is to describe novel technical results.

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Please submit your revised paper within 8 weeks.

I look forward for hearing from you.

Thank you.

Best Regards,
Dr. Lina Handayani

Gmail interface showing an email titled "Telusuri dalam email". The email content includes:

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IMPORTANT!!

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Number of minimum references for review paper is 50 references (included minimum 40 recently journal articles).

Tulis

Kotak Masuk 15

Berbintang

Ditunda

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Please download & study our published papers for your references:

- <http://ijere.iaescore.com>

- <http://journal.uad.ac.id/index.php/edulearn>

- <http://ijece.iaescore.com>

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(Please use "Search" menu under "JOURNAL CONTENT" menu in right side of the site)

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Response: We thoroughly updated our references; 5 references were eliminated, and two were replaced by more recent publications.

Comment 2: The presentation of Figures 2 and 3 should be improved.
Response: The necessary adjustments have been made.

Comment 3: Equation (2) seems to be incorrect.
Response: Equation (2) is correct. This can be proven as follows:...
In order to clarify equation 9 in the manuscript, the following remarks have been added... etc.

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Reviewer 2

Comment 1:
Response:

Comment 2:
Response:

Comment 3:
Response:

All changes for reviewer 2 are highlighted in red in the main text.

Etc.

Tulis

Kotak Masuk 15

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When providing your amended primary document files, you must also upload your corrections statement. Before your manuscript, the declaration of revisions should appear.

Reviewer D:

The IJERE form to evaluate submitted papers

Content:

Excellent

Significance:

Very good

Originality:

Very good

Relevance:

Very good

Presentation:

Very good

Recommendation:

Very good

Comments to the Author

This comment will be visible to the Author

:

- Good paper but have minor amendment
- It is recommended to proofread the paper

-
- Ref. from Journal article must be completed with vol., issue, pages, DOI
 - Update references in recent 10 years
 - Ref. in Bahasa must be translated into English in the bracket
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☰ Gmail

✉ 27 Mail

💬 Chat

🗣 Meet

Tulis

📧 **Kotak Masuk** 27

☆ **Berbintang**

🕒 **Ditunda**

▶ **Terkirim**

📄 **Draf** 9

∨ **Selengkapnya**

Label +

🔍 lina

← 📅 ⌚ 🗑️ 📧 ⌚ ↶️ 📄 🗑️ ⋮

[IJERE] Editor Decision Eksternal Kotak Masuk x

Dr. Lina Handayani ijere@iaesjournal.com lewat smtpcorp.com kepada saya, Prabandari, Fatwa, Fanani ▾

🗣 [Terjemahkan ke Indonesia](#) x

The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

Dear Prof/Dr/Mr/Mrs: bambang bambang sudarsono,

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International Journal of Evaluation and Research in Education (IJERE)
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Tulis

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Berbintang

Ditunda

Terkirim

Draf 8

Selengkapnya

Label +

[IJERE] Editor Decision Eksternal Kotak Masuk x

Dr. Lina Handayani ijere@iaesjournal.com lewat kirimdata.id kepada saya, Prabandari, Fatwa, Fanani ▾

Terjemahkan ke Indonesia X

The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

- Write the decimal in English, mind all tables/figures
- Ref. in Bahasa must be translated into English in the bracket

International Journal of Evaluation and Research in Education (IJERE)
<http://ijere.iaescore.com>

Thank you for the information. Received, thank you. Thanks a lot.

Balas Balas ke semua Teruskan

Tulis

Kotak Masuk 15

Berbintang

Ditunda

Terkirim

Draf 8

Selengkapnya

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Dr. Lina Handayani ijere@iaesjournal.com lewat kirimdata.id
kepada saya, Prabandari, Fatwa, Fanani

Terjemahkan ke Indonesia

The following message is being delivered on behalf of International Journal of Evaluation and Research in Education (IJERE).

-- Paper ID# 26175
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-- and minimum 50 sources (mainly journal articles) for review paper

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Best Regards,
Dr. Lina Handayani

Tulis

Kotak Masuk 15

Berbintang

Ditunda

Terkirim

Draf 8

Selengkapnya

Label +



URGENT!! Pay attention to the following instructions carefully! YOU MUST DO!!

1). PLEASE ADHERE STRICTLY THE GUIDE OF AUTHORS

<http://iaescore.com/gfa/ijere.docx> (Use this file as your paper template!!)

and pay attention to the checklist for preparing your FINAL paper for publication:

<http://ijere.iaescore.com/index.php/IJERE/about/editorialPolicies#custom-2>

2). It is mandatory to present your final paper according to "IMRADC style" format, i.e.:

1. INTRODUCTION
 2. The Proposed Method/Framework/Procedure specifically designed (optional)
 3. METHOD
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Zadeh [10] has argued that ...

Several recent studies [7], [9], [11]-[15] have suggested that....

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Authored by:

Bambang Sudarsono, Prabandari Listyaningrum, Fatwa Tentama, Fanani Arief Ghozali

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Developing Learning and Training within Industry (LTWI) Model to Improve Work Readiness of Vocational High School Students

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ABSTRACT

Unemployment is still a national priority that needs to be addressed. In 2022, vocational high schools in Indonesia had the highest open unemployment rate. The highest open unemployment rate is a result of vocational high school students' insufficient work readiness. Therefore, This research aims to develop a Learning and Training Within Industry (LTWI) model, and to evaluate the model's efficacy in increasing vocational high school students' work readiness. The research employed a research and development (R&D) design by Richey and Klein with the phases needs analysis, internal validation, and external validation. 12 teachers and 89 students from the automotive engineering department at SMK Muhammadiyah 1 Pakem and SMKN 1 Puring, as well as 6 instructors from the automotive industry (GAS Auto Service, Automotive Jogjakarta Center (OJC), Bengkel Barokah, and RND Auto Service) participated in the research. Data collection strategies adopted were interviews, questionnaires and performance tests. The data were descriptively evaluated, and the conclusions were drawn using a categorization formula. With an average score of 3.43, the LTWI model can be used to learning very well. With an average final score of 3.32, the efficacy of the LTWI learning model falls into the category of "very good." The LTWI model can be applied effectively to learning in vocational high schools since it has a positive influence on students' work readiness.

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1. INTRODUCTION

Vocational High School (VHS) is an education level designed to generate a skilled and productive workforce [1-3]. The VHS offers a competency-based learning structure with work accomplishments [4], [5]. It is envisaged that VHS would contribute to the government's objective of lowering the unemployment rate. In actuality, however, VHS continue to have the highest unemployment rate in 2022, which is 9.42% [6]. In addition, many graduates of VHS work outside their disciplines. Graduates of VHS reported working outside the department due to a lack of work readiness acquired at VHS [7-10].

Work readiness is the most essential aspect that students must possess in order to work effectively [11,12]. Work readiness consists of the industry-required competencies. Graduating from a VHS with a high level of job preparation will influence self confidence at work, the capacity to get a career, and high levels of production [13,14]. In VHS, work readiness can be developed in phases through preparation, implementation,

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and evaluation of learning. Good learning in a VHS is linked and collaborative with the requirements of the industrial world. The industrial world serves as a reference since they can employ graduates of VHS [15–19].

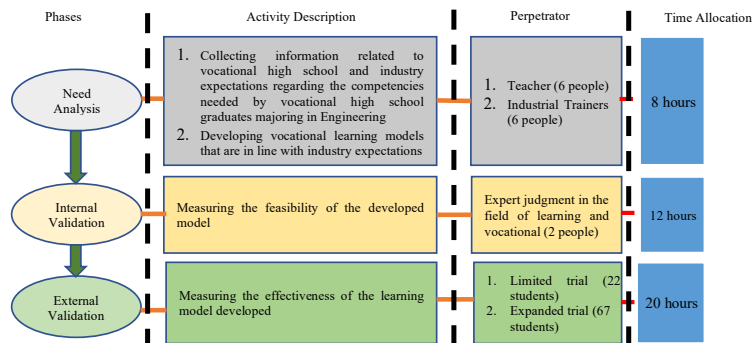
By implementing learning models, VHS has attempted to improve and increase the quality of learning. Industry-oriented learning models, including project-based learning, problem-based learning, and problem-solving, are presently frequently employed and used at VHS [19,20]. However, contemporary learning models continue to have limitations, most notably the lack of industry participation in learning and training. The present approach continues to be teacher-oriented, and is completely implemented in schools [21–23]. Good VHS learning is learning that is conducted using industrial replicas, competences based on industry standards, and taught by industrial instructors with knowledge in their respective professions [24–26].

To increase VHS students' work readiness, a learning model based on the concept of learning and training in industry, or Learning and Training Within Industry (LTWI), was established. LTWI is a development of the Training Within Industry (TWI) learning model, which has been applied to the industrial training model up to now. The United States Department of War launched TWI with the purpose of preparing armament specialists for the second world war in 1940. TWI is a model for the rapid and consistent training of entry-level professionals in the workplace. TWI develops relationships high integrity, cooperation, and responsibility. Beginner employees will soon acquire the abilities required for industrial employment. In addition, the TWI model develops beginner employees in leadership qualities [27]. The TWI model consists of the preparation phase, demonstration phase, imitation phase, practice phase, and evaluation phase. (a) Phase of preparation includes preparation activities and the creation of teaching resources. (b) Phase of demonstration includes activities in which industrial trainers demonstrate and exemplify the phases of work based on worksheets. (c) Phase of imitation includes the student application activities based on worksheet steps and trainer demonstrations in the workplace. (d) Phase of practice includes independent student repetitions of the imitation phase. (e) Phase of evaluation includes activities designed to evaluate the students' achievement [28,29].

The current TWI model has limitations, namely: (a) The TWI model contains weaknesses, particularly those connected to the integration of VHS curriculum and industrial world demands [30,31]. (b) The TWI approach does not involve industry in the preparation, implementation, and evaluation phases of learning. It affects the inefficient learning process. (c) The TWI model conducts only industry-based activities, hence influencing the amount of support for technical high schools, and (d) The TWI model focuses on enhanced components of students' skills [32,33]. The LTWI model is an expansion of the TWI model that addresses the limitations of the TWI model. Several properties of the LTWI model are projected to improve the TWI model, namely: (a) LTWI is consists of school and industry-integrated learning components. (b) LTWI focuses not only on skill development, but also on knowledge competency and attitudes, so that VHS students may become productive employees with character. (c) Contains work instructions that are standardized using industry expertise and school-approved.

2. RESEARCH METHOD

2.1. Research design



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Figure 1. Phases of learning model development [34]

Figure 1 illustrates the phases of constructing the learning model. The developed study applied the research and development (R&D) design of Richey and Klein with the phases of need analysis, internal validation, and external validation.

2.2. Research subject

Teachers, students, and industrial instructors at Muhammadiyah 1 Pakem VHS and Puring 1 State VHS, a total of 44 teachers and 145 students, as well as industrial automotive in the Special Region of Yogyakarta and Central Java, a total of 10 industries, served as research subjects for this study. Using a strategy of purposive sampling, the study sample comprised 6 teachers and 6 industrial trainers for the need analysis phase, 22 students for the limited trial, and 67 students for expanded trial.

2.3. Research instrument

In this investigation, both non-test and test-type instruments are utilized. Utilized non-testing instruments include interview lists and questionnaires. While the test instrument employed is the performance test (practice). Before they are used, the designed research instruments and models are conducted to content validation testing to ensure their practicability. The content validity of a research instrument demonstrated its capacity to reveal or accurately reflect all the material to be measured [35]. Two experts in vocational learning serve to content validation assessors. In addition, the questionnaire instruments and practical performance assessments are tested for reliability using the Cronbach Alpha (α) test, with consistent results.

A grid of interview questions is utilized in focus group discussion (FGD) activities in order to collect information throughout the phase of requirements analysis. The interview question grid includes: (a) the quality of current VHS graduates; (b) the learning model that has been used so far; (c) competencies needed by VHS graduates; and (d) the learning model is expected to improve the work readiness of VHS students and (e) Expected model phases [36]. The next instrument that is not a test is a questionnaire for internal validation that attempted to evaluate the model's feasibility, and offered feedback on the learning model that had been created. The questionnaire grid includes: (a) according to government goals; (b) suitable for industrial purposes; (c) includes aspects of competence required by schools and industry; (d) easy to prepare infrastructure and learning tools; (e) easy to apply; and (f) easy to measure the success of learning [37].

The following phase was external validation. External validation includes the implementation of the created model with restricted and expanded trial phases. The practical exam test assessment instrument is developed by teachers and industry by adapting the Work-Based Learning Models Based on Work Readiness research instrument (WBL-WoRe) [10]. To evaluate the effectiveness of the LTWI model, practical tests were employed. The practice exam test instrument is displayed in Table 1.

Table 1. Practical exam test instruments

| | Performance Test Aspects | Description |
|-------------------------------------|---|--|
| Attitude | Creativity | Ability to solve problems and get the right solution |
| | Communication | The ability to establish cooperation and good social relations |
| | Integrity | Consistency in work |
| Knowledge | Understanding of components and how they work | Knowledge of the field of work and its characteristics |
| Skills | Completion of work with time efficiency | Complete the job correctly and in the time required |
| Occupational Safety and Health (K3) | Application of Occupational Health and Safety | Carry out occupational safety and health procedures at work according to safety procedures |

[10]

2.4. Data analysis technique

The results of questionnaires and practical performance tests are categorized to produce conclusions for each instrument. Categorization is displayed in Table 2.

Table 2. Categorization of questionnaires and practical performance tests

| Formula | Score | Category |
|------------------------|----------------------|------------|
| $X \geq x + 1.SBx$ | $X \geq 3.00$ | Very good |
| $x + SBx > x \geq x$ | $3.00 > X \geq 2.50$ | Well |
| $x > x \geq x - 1.SBx$ | $2.50 > X \geq 2.00$ | Enough |
| $X < x - 1.SBx$ | $X < 2.00$ | Not enough |

[38]

X = final score, SBx = standard deviation, x = average score, $x = (1/2)$ (max. score – min. score), $SBx = (1/6)$ (max. score – min. score), Ideal Max score = \sum item x the highest score, Ideal Min Score = \sum item x the lowest score.

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3. RESULTS AND DISCUSSION

3.1. Needs Analysis

The requires analysis phase is the initial phase in developing LTWI learning model. The needs analysis phase aims to gather information regarding the condition of VHS graduates, the competencies requires and the learning model of VHS that are in line with industry expectations/needs. The requirements analysis phase contains interviews with FGD activities. FGD participants consisted of 6 teachers and 6 industrial practitioners. The FGD results are displayed in Table 3. A description of conceptual LTWI competence and learning is displayed in Table 4 and Figure 2.

Table 3. Results of needs analysis phases

| No | Indicator | Results |
|----|---|---|
| 1 | The quality of current VHS graduates | - The industry concludes that graduates of this 4-year VHS experience a decline in work ethic and skills and less responsive and lazy to gain new knowledge |
| 2 | The learning model that has been used so far | - The learning model that has been used so far has implemented product and competency-based learning. - The weakness of the learning model so far is the participation of the industry in the learning phases. |
| 3 | Competencies needed by VHS graduates | - The competencies needed for VHS graduates today include attitudes, knowledge, skills and work safety competencies. |
| 4 | The learning model is expected to increase the work readiness of VHS students | - The expected learning model is a learning model that can adopt school and industry goals. |
| 5 | Expected model phases | - The phases that are expected to be implemented include: Material preparation phase and learning objectives and infrastructure, The phase of understanding student worksheets, The exemplary phase of the industrial instructor, The phase of practicing worksheets and directions from industrial instructors, Learning evaluation phase / performance test and Follow-up phase |

Table 4. Competency aspects needed by industry and vocational high schools

| | Performance Test Aspects | Description |
|-------------------------------------|---|--|
| Attitude | Creativity | Ability to solve problems and get the right solution |
| | Communication | The ability to establish cooperation and good social relations |
| | Integrity | Consistency in work |
| Knowledge | Understanding of components and how they work | Knowledge of the field of work and its characteristics |
| Skills | Completion of work with time efficiency | Complete the job correctly and in the time required |
| Occupational Safety and Health (K3) | Application of Occupational safety and health | Carry out occupational safety and health procedures at work according to safety procedures |

3.2. Internal Validation

The internal validation phase aims to obtain feasibility and input from experts for the development of learning models to background expertise in the field of vocational learning with qualifications, namely: active as academics and practitioners in vocational education institutions for at least 10 years and have produced scientific work in the field of developing vocational models. From the results of internal validation, it can be concluded that the feasibility of the LTWI learning model is in the very high category with an average score of 3.43. Internal validation experts provide input regarding the LTWI model, including: (a) the LTWI model must be prepared in detail and optimally, especially during the preparation phase. (b) Infrastructure facilities are prepared so that they can be implemented sustainably. (c) The teacher monitoring process needs to be carried out at the phases of learning. The results of the LTWI learning model after expert input (hypothetical) are displayed in Table 5 and Figure 3.

Table 5. Phases of the LTWI learning model

| Phases | Activity Description | Perpetrator |
|-----------------------------|---|-----------------------------------|
| Preparation Phase | - Industrial instructors and teachers meet to agree on learning objectives and learning infrastructure. | Industry instructors and teachers |
| Problem Understanding Phase | - Students understand student worksheets and find solutions to problem solving. | Industry instructor |
| Exemplary Phase | - Industrial instructors demonstrate/ exemplify student worksheet steps. | Industry instructor |
| Practicing Phase | - Students apply student worksheets. - Industry instructors provide mentoring and monitoring. | Industry instructor |
| Evaluation Phase | - Students are tested for work readiness with a practical performance test | Industry instructor |

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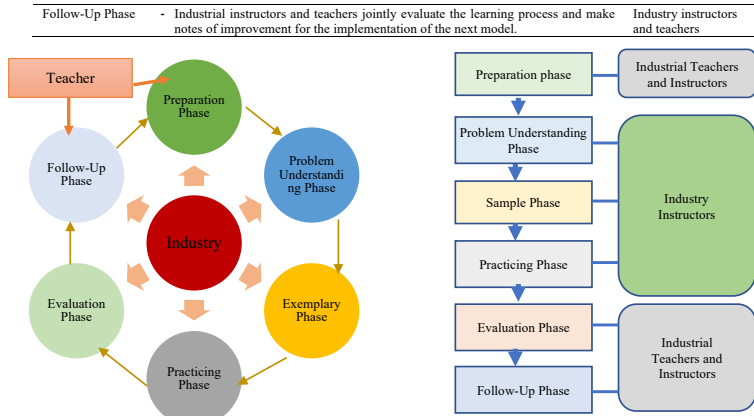


Figure 2. Phases of the conceptual LWTI learning model

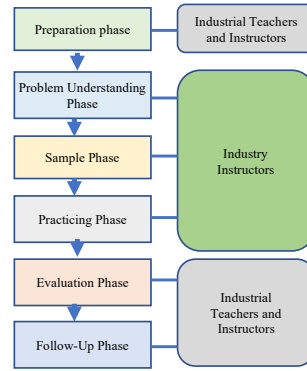


Figure 3. Phases of the hypothetical LWTI learning model

3.3. External Validation

The external validation phase is carried out at the end of the development phase of the LWTI learning model. The external validation phase aims to test the effectiveness of the LWTI model in increasing the work readiness students. To find out the comparison of the increase in practice exam results, before limited trials and expanded trials, a pretest was carried out. The pretest was carried out at Muhammadiyah 1 Pakem VHS with a total of 25 students with the competency of removing the nozzle. Limited trials were implemented at Muhammadiyah 1 Pakem VHS with a total of 22 students. The work competency used is the dismantling of injection pumps. While the tryout was expanded to use the subjects of Muhammadiyah 1 Pakem VHS students and Puring 1 State VHS, a total of 67 students with competency expertise in injection system maintenance. The results of the pretest, limited trial and extended trial are displayed in Figure 4.

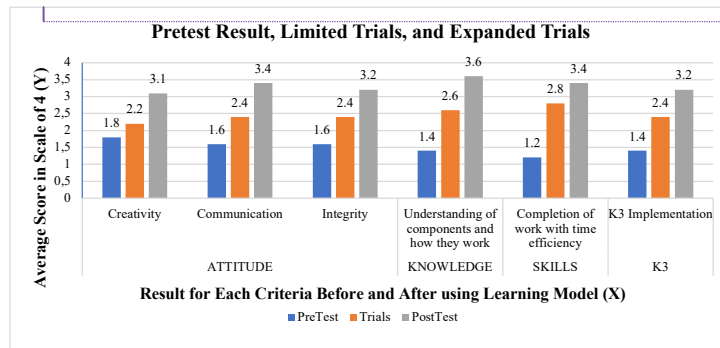


Figure 4. Pretest results, limited trials and expanded trials

3.4. Discussion

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The Learning and Training Within Industry (LTWI) learning model is a learning model developed from the Training Within Industry (TWI) learning model. The LTWI model has main characteristics, namely learning with industry-based competency standards, completeness in achieving learning competencies and being fully trained by the industry. Learning on an industrial basis will optimize student work readiness and shape the character of VHS students according to industry expectations [7], [38,39]. Learning provided by industrial instructors will provide knowledge based on work experience and have a positive impact on the motivation and learning outcomes of VHS students [40–42].

The LTWI learning model has excellent effectiveness in increasing the work readiness of VHS students. Improved work readiness can be seen from the increase in the average score of the competency aspects of attitudes, knowledge, skills and occupational safety and health. Aspects of attitude competence consist of a creative attitude, communication and integrity. The attitude of creativity is students' ability to solve problems and get the right solution. The application of the LTWI learning model can improve creative attitudes very well. Industry-oriented learning models will encourage students to know real problems in the industry and get the right solutions from solving problems. The process of solving work issues will form creative competence gradually [40–42].

Communication attitude competence is the ability of students to establish cooperation and good social relations with other people. Applying the LTWI model properly will build a learning system as if working in an industry that prioritizes work communication in getting work done [40–42]. The next competency attitude is an attitude of integrity. Attitude of integrity is student consistency in work or seriousness in studying and working. The LTWI learning model forms an attitude of integrity very well because the LTWI learning model has the main characteristics of learning and practicing with industry. An attitude of integrity will be formed with industry-oriented learning patterns that demand complete and complete work. The industry-oriented learning model will create a spirit of consistency in work because work in industry must be completed and completely solve problems [43–45].

The LTWI learning model forms knowledge about the field of work gradually. Industry-oriented learning models with real work patterns will encourage students to collect new information and knowledge according to various problems [46–48]. Skill competence is the ability of students to complete the work correctly and according to the time needed. The LTWI learning model demands completion of work according to industry standards, that is, effective in work and time. The work is not only finished but must be correct, complete and have the right time to do it [49,50]. Competency aspects of implementing K3 which contain student abilities carry out K3 procedures at work according to safety procedures. The LTWI learning model shapes understanding and the importance of application K3 very well. The industrial-oriented learning model will be faced with activities related to machines and have high job risks. This will form the ability and awareness of students to apply K3 procedures properly [51–54].

4. CONCLUSION

This research produced a LTWI learning model that can be applied very well to VHS learning. The LTWI learning model is a model that was developed from the TWI learning model by adding several phases and treatments that focus on the involvement of teachers and industry in learning. The LTWI model which was applied in two trials very well increased work readiness which consisted of aspects of attitude competence, knowledge, skills and occupational safety and health (K3). At the phase of implementing the LTWI learning model two weaknesses were found, namely, it required a pre-application phase of the model which contained the selection of industries that collaborated and supported the goals of VHS. Second, the readiness of infrastructure facilities in VHS must be gradually improved according to industry criteria. The hope is that after the development of the LTWI learning model, the development of models that involve more industries will be continued for collaboration. The LTWI learning model is not only applied to VHS students but teachers need to try to implement it in order to increase the quality of teaching according to industry criteria.

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