

THE EFFECTIVENESS OF THE SPECIAL JOB FAIR'S ROLE AT SMK SMTI BANDA ACEH IN ENHANCING GRADUATES EMPLOYABILITY TO THE BUSINESS WORLD

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Abstract: *This study aims to see the effectiveness of the role of the Special Job Fair at SMK SMTI Banda Aceh in enhancing graduates' employability to the Business World. This study uses a qualitative method by conducting interviews with the Industrial Relations Team and Alumni of SMK SMTI Banda Aceh and the Special Job Exchange Unit of SMK SMTI Banda Aceh from 2016 to 2021 covering the total number of graduates and the number of graduates working in The Business World, the graduates who are entrepreneurs, and the graduates who continue their education. The results showed that the role of the Special Job Fair SMK SMTI Banda Aceh in enhancing graduates to The Business and Industrial was effective. This can be seen from the number of graduates who work and are being an entrepreneur, is increasing every year except for 2021. In 2021, there is a decrease in the number of graduates who work due to the COVID-19 pandemic situation. Many Special Job Fair program activities cannot be implemented due to efforts to overcome the covid-19 pandemic which has an impact on the distribution of graduates to The Business World.*

Keywords: *Special Job Fair, Business World*

Abstrak: Penelitian ini bertujuan untuk melihat efektivitas peran Special Job Fair di SMK SMTI Banda Aceh dalam meningkatkan kemampuan kerja lulusan ke Dunia Usaha. Penelitian ini menggunakan metode kualitatif dengan melakukan wawancara dengan Tim Hubungan Industrial dan Alumni SMK SMTI Banda Aceh dan Unit Kerja Khusus SMK SMTI Banda Aceh dari tahun 2016 sampai dengan tahun 2021 meliputi jumlah lulusan dan jumlah lulusan yang bekerja di PT. Dunia Usaha, lulusan yang berwirausaha, dan lulusan yang melanjutkan pendidikan. Hasil penelitian menunjukkan bahwa peran Job Fair SMK SMTI Banda Aceh dalam meningkatkan lulusan ke Dunia Usaha dan Industri efektif. Hal ini terlihat dari jumlah lulusan yang bekerja dan berwirausaha setiap tahun semakin meningkat kecuali tahun 2021. Pada tahun 2021 terjadi penurunan jumlah lulusan yang bekerja akibat situasi pandemi COVID-19. Banyak kegiatan program Special Job Fair yang tidak bisa dilaksanakan karena upaya mengatasi pandemi covid-19 yang berdampak pada sebaran lulusan ke Dunia Usaha.

Kata Kunci: Job Fair, dunia bisnis

A. Introduction

The facts show that education development is still faced the high unemployment rate due to the imbalance between education output and employment. The number of the workforce from year to year continues to increase, while the availability of job opportunities cannot keep up with the increase.¹ The Central Statistics Agency noted that the number of unemployed in Indonesia reached 8.75 million people in February 2021 with the open unemployment rate in Indonesia reaching 6.26%. The number increased compared to 1.32% points compared to February 2020 which was 4.99%. However, the figure fell by 0.81% points compared to August 2020 which was 7.07%. The highest number of unemployed in February 2021 was recorded in urban areas reaching 8%. Meanwhile, number of unemployed in rural areas is 4.11%.²

One of the school education pathways used as an alternative to overcome unemployment is vocational education. According to vocational education is an educational program that prepares people to enter the world of work, both formal and non-formal. This understanding indicates that the output to be achieved from the educational process in Vocational High Schools (SMK) is graduates who have a certain skill level so that they are ready to enter the job market. Based on UUSPN 20 of 2003 Article 15 paragraph 2 states that vocational education is secondary education that prepares learning participants, especially to work in certain fields.³

SMK as an educational institution that develops the vocational field in Indonesia plays an important role in improving human resources (HR). This increase in human resources is more oriented to the learning experience of students, namely through education and training by providing knowledge and skills to students that can be applied to the world of work, so that they are able to compete competitively in the world of work.⁴

The strategic issue of implementing SMK that is currently developing is how to unite the two interests of internal and external efficiency at the same time. Internal efficiency refers to the achievement of learning objectives based on the curriculum and syllabus, while external efficiency refers to the ability of graduates to penetrate the job market, with a benchmark of how much graduates can be absorbed and accepted in The Business World as a productive workforce. Efforts to unite the two

¹ Ixtiarto, B. (2016). Kemitraan sekolah menengah kejuruan dengan dunia usaha dan dunia industri (Kajian aspek penhgelolaan pada SMK Muhammadiyah 2 Wuryantoro Kabupaten Wonogiri). *Jurnal Pendidikan Ilmu Sosial*, 26(1), 57.

² <https://databoks.katadata.co.id/datapublish/2021/05/05/jumlah-pengangguran-capai-875-juta-orang-per-februari-2021>

³ Ixtiarto, B. Kemitraan Sekolah Menengah Kejuruan ...57-58.

⁴ Jubaedah, Y. (2015). *Model Link And Match dengan Pendekatan Competency Based Training Pada Pembelajaran Tata Graha di Sekolah Menengah Kejuruan*. *Jurnal Penelitian Pendidikan*, 15(1), 1.

efficiencies, one of which is through a graduate placement approach through a Special Job Fair.⁵

Various problems that can be identified from the implementation of the Special Job Fair, especially the placement of graduates, include: not all graduates are accommodated in The Business and Industry; the industry is experiencing difficulties in recruiting and placing workers so that it needs assistance from labor service agencies, including special job fairs in schools; graduates need specific guidance in an effort to fill job vacancies, ranging from information on vacancies, recruitment, selection, and placement, so the presence of Special Job Fair is very necessary; the absence of a reliable strategy in labor placement activities, so that Special Job Fair is expected to be used as a model for cooperation between schools and industry in efforts to place workers; Special Job Fair activity facilities are not adequate to assist the placement process for SMK graduates; and the results of the Special Job Fair activities have not satisfied all parties, be it schools, the business or vocational school graduates.⁶

These things have encouraged the author's interest in writing related to the the Effectiveness Of the Special Job Fair's Role At SMK SMTI Banda Aceh In Enhancing Graduates Employability To The Business World.

B. Conceptual Foundations

This study uses theories supporting research on the effectiveness of Special Job Fair in enhancing graduates of SMK SMTI Banda Aceh to the Business World. The theory that forms the basis includes the theory of effectiveness, the theory of Special Job Fair, and the theory of enhancing graduates to the Business World. The foundations of these theories are as follows:

Effectiveness Theory

Effectiveness is the main element to achieve the goals or objectives that have been determined.⁷ Effectiveness is the ability to carry out tasks, functions (operations, program activities or missions) of an organization or the like in which there is no pressure or tension between its implementation. Effectiveness is the use of resources, facilities and infrastructure in a certain amount that is consciously determined beforehand to produce a number of goods for the services it carries out. Effectiveness shows success in terms of achieving the goals that have been set. If the results of the activity are closer to the target, it means the higher the effectiveness.

⁵ Sukardi, T., & Hargiyarto, P. (2007). *Peran Bursa Kerja Khusus sebagai upaya penempatan lulusan SMK dalam rangka terwujudnya Link and Match antara Sekolah dengan dunia Industri*. Jurnal Pendidikan Teknologi dan Kejuruan, 16(2), 142.

⁶ Sukardi, T., & Hargiyarto, P. *Peran Bursa Kerja Khusus...*143.

⁷ Rifa'i, B. (2013). *Efektivitas Pemberdayaan Usaha Mikro Kecil dan Menengah (UMKM) Krupuk Ikan dalam Program Pengembangan Labsite Pemberdayaan Masyarakat Desa Kedung Rejo Kecamatan Jabon Kabupaten Sidoarjo*. Sumber, 100(100), 132.

So, effectiveness is the level of success of the goals that have been planned, in this case the goals of the Special Job Fair which are arranged in the Special Job Fair programs. Special Job Fair is considered effective if the results achieved are in accordance with the planned program. The more appropriate the results achieved based on the planning program that have been prepared, the more effective the Special Job Fair will be.⁸

Theory of the Special Job Fair

1. Defining Special Job Fair

Based on the Decree of the Director General of Manpower Placement Development No. KEP-4587/BP/1994, Special Jobs Exchange is a job fair in the Secondary Education Unit, in the Higher Education Unit, and in the Training Institute that carries out activities to provide job market information, register job seekers, provide counseling and job guidance, as well as distribution and placement job seekers. The Special Employment Exchange for SMK SMTI Banda Aceh is a work unit under the auspices of SMK SMTI Banda Aceh which is tasked with managing the search for job vacancies and distribution of graduates of SMK SMTI Banda Aceh as prospective workers to the Business World in need with applicable terms and conditions.

2. Legal Foundation of Special Job Fair

Based on the Cooperation Agreement between the Ministry of Education and Culture, and the Ministry of Manpower of the Republic of Indonesia Number 076/U/1993 and Number KEP.215/MEN/1993 concerning the Establishment of a Job Market and Guidance of Employment Exchange Organizers in the Secondary and Higher Education Units.

Joint Decree of the Director General of Primary and Secondary Education, Ministry of PDK and Director General of Manpower Placement Development, Ministry of Manpower Number 009/C/KEP/U/1994 and Number KEP 02/BP/1994 concerning the Establishment of a Job Market in the Secondary Education Unit and guiding the organizers of the Job Market.

Law No. 7 of 1981 concerning Mandatory Reporting on Employment in Companies. Law No. 13 of 2003 concerning Manpower. Presidential Decree number 4 of 1980 concerning Mandatory reporting of job vacancies, Presidential Decree number 36 of 2002 concerning the ratification of the ILO convention no. 88 of 1948 concerning labor placement service institutions, Permenakertrans number 07 of 2008 concerning labor placement and the decision of the Director General of PPTKDN

⁸ Sutarno, E. (2012). *Efektivitas BKK (Bursa Kerja Khusus) dalam Membantu Menyalurkan Lulusan SMK Memasuki Dunia Industri di SMK Bina Karya 1 Karanganyar*. 9.

Number KEP131/DPPTKDN/XI/2004 concerning Technical Instructions for the Special Employment Exchange.⁹

3. Task of Special Job Fair

The Special Job Fair Vocational High School has the following main tasks: (1) Providing employment information services to students and alumni who will enter the workforce; (2) Fostering and developing cooperative relationships between schools, relevant agencies and the Business World; (3) Carrying out activities related to the recruitment and selection process for labor brokers at the request of either the Ministry of Manpower, related agencies, or the Business World; (4) Fostering relationships between alumni who are already working or entrepreneurship in order to help distribute and place new alumni who need work; (5) Assisting efforts to develop and perfect existing educational programs in schools by taking into account the demands of job opportunities in the Business World; (6) Conducting HR development activities related to employment which includes hard skills and soft skills.

The Special Job Fair SMK also has a scope of activities which include: (1) Registering and registering job seekers and seeking employment for graduates; (2) Recording job opportunity vacancies and carry out work with labor users in order to fill job vacancies based on the Inter-Employment System; (3) Implementing guidance to job seekers and graduates to find out their talents, interests and abilities, in accordance with the needs of labor users or work independently; (4) Making offers to labor users regarding the supply of labor; (5) Making deliveries to meet the demand for labor; (6) Carrying out verification as a follow-up to the dispatch of labor carried out; (7) Providing the forms of Inter-Employment Cards; (8) Cooperating with Agencies/Agencies/Community Institutions in the context of coaching job seekers to work independently; (9) Cooperating with the Department of Manpower and Transmigration and the Regency Manpower and Transmigration Office and related agencies in order to seek Information on the Job Market (GPA), Job Exchange and other Employment Information.

4. Special Job Fair Purpose

The objectives of the Special Job Fair are: (1) Bringing SMK graduates together with the Business World; (2) Providing opportunities for mutual interaction between graduates of SMK and The Business World to offer their competencies; (3) Improving the cooperative relationship between SMK and the Business World through the approach of SMK management personnel with industry representatives; (4) The occurrence of a recruitment process in accordance with the work formation and required competencies; (5) Absorption of graduates into the world of work.

⁹ Sutarno, E. *Efektivitas BKK (Bursa Kerja Khusus) ...*9-11.

5. Special Job Fair Role

Special Job Fair is an institution that has a function/role to bring together job seekers and labor users. Its activities are providing job market information, registration of job seekers, providing counseling and job guidance as well as distribution and job placement. For vocational high schools, the measure of success is, among others, the satisfaction of graduates in job placements or how many graduates are able to work immediately. Meanwhile, for the community, SMK graduates are the most important human resources. If they are unemployed, it certainly burdens the family or community where they live, while if they work, the community will be helped because they become productive.¹⁰

6. Special Job Fair Problem

In terms of implementing the Special Job Fair, schools must try and try to interact with the business world and the industrial world so that there is adequate communication between the school and the the Business World, namely as a mediator meeting the interests of graduates as prospective workers and the Business World as potential users of labor with various criteria and the required qualifications. Although the concept of implementing the Special Job Fair has been around for a long time, in its implementation, it still has problems concerning the management of the Special Job Fair, including the legal force of the Special Job Fair organization in schools with facilitation of human resources, facilities and infrastructure, and budget. In addition, the ability to place graduates who have not been able to reach 100%, competition between Special Job Fair and other job placement institutions, etc. For this reason, a research is needed so that Special Job Fair problems, potentials and opportunities can be mapped in the future, as well as an ideal Special Job Fair implementation model can be developed as a bridge that brings SMK graduates to work.¹¹

Graduate Enhancing Theory

Enhancing of graduates here is all the efforts made by the SMK SMTI Banda Aceh to channel their graduates so that they can be accepted by the world of work. Enhancing of graduates for SMK SMTI Banda Aceh is a task that must be carried out as a form of responsibility towards graduates. SMK SMTI Banda Aceh, must be able to convince the Business World that its graduates are ready to work.¹²

Previous Studies

¹⁰ Sutarno, E. *Efektivitas BKK (Bursa Kerja Khusus) ...*11-13.

¹¹ Sukardi, T., & Hargiyarto, P. *Peran Bursa Kerja Khusus...*142.

¹² Abdullah, G. (2012). *Upaya Perguruan Tinggi dalam Mempersiapkan Lulusan Berdaya Saing pada Era Globalisasi*. CIVIS, 2(1).

Research related to the role of Special Job Fair has been done by many previous researchers. For example, research conducted by Thomas Sukardi and Putut Hargiyarto (Lecturers of the Department of Mechanical Engineering Education, Faculty of Engineering, Yogyakarta State University) in 2007 was in the form of the Journal of Technology and Vocational Education. This study aims to reveal the roles, strategies, achievement of goals, and obstacles faced by the Special Job Fair carried out by schools in the context of graduate placement. The results of the study show that, (1) Special Job Fair in SMK plays a significant role in the placement of graduates to work, this is carried out through career guidance counseling activities, internships in industry, selection and placement of graduates in industry; (2) placement of graduates using a closed recruitment strategy, namely through direct communication with companies, both in terms of vacancies information, requirements, selection and placement; (3) Special Job Fair in SMK can achieve its objectives well, namely being able to place graduates to work with a percentage of more than 60%; (4) Constraints faced by Special Job Fair in the form of managerial constraints such as funding, personnel, communication and promotion. Other obstacles include cultural constraints from graduates who do not want to register themselves as job seekers, do not report themselves after getting a job, graduates are reluctant to work outside the region, graduates are still picky about jobs, graduates do not know in depth the company to be applied for.¹³

Another research on the role of the Special Job Fair is the research conducted by Dyah Budi Lestari, Sutaryadi, and Anton Subarno (Economic Education – Office Administration Education Special Job Fair, Faculty of Teacher Training and Education, Sebelas Maret University, Surakarta) in 2014 in the form of the Economic Education Journal. The aims of the research are to find out: (1) the efforts made by the Special Job Fair of SMK Negeri 1 Surakarta to increase the absorption rate of its graduates in the world of work; (2) the obstacles faced by the Special Job Fair of SMK Negeri 1 Surakarta in carrying out its role in increasing the absorption rate of its graduates in the world of work; and (3) the solution taken by the Special Job Fair of SMK Negeri 1 Surakarta in dealing with obstacles in the implementation of its role to increase the absorption rate of its graduates in the world of work. From this research it is known that: (1) Efforts made by Special Job Fair SMK Negeri 1 Surakarta to increase the level of employment of graduates in the world of work include establishing cooperation with the Business World companies in the form of increasing links to channel graduates to the world of work, attracting students' attention to work by displaying company profiles, inviting company representatives to schools, improving the hard and soft skills of graduates, networking with other specialized jobs, exhibitions of other schools in Surakarta City and its surroundings, as well as collaborating with Indonesian Manpower Agencies; (2) Obstacles faced by

¹³ Sukardi, T., & Hargiyarto, P. *Peran Bursa Kerja Khusus...*141.

Special Job Fair SMK Negeri 1 Surakarta in channeling graduates to the world of work are the unstable personality of students, difficulties in conveying information to students, and incompatibility between the world of work and the competence of graduates; (3) The solutions taken by the Special Job Fair of SMK Negeri 1 Surakarta include: motivating students, increasing the intensity of company visits to schools, and disseminating job vacancies information through SMK, and increasing collaboration with stakeholders.¹⁴

Based on the two research samples related to the role of the Special Job Fair above, the authors conclude that in general, the objectives of research related to the role of the Special Job Fair are similar to one another. The results found from these studies also have similarities. However, regarding the research that the author will carry out at the SMTI SMK Banda Aceh later, the author assumes that the results found will be slightly different from the results of previous studies due to various factors. One of the factors is the lack of the Business World in Aceh so that the Special Job Fair SMK SMTI Banda Aceh has to shoot the job market outside Aceh which has a high level of competition and graduates from Aceh have to be a little proud because in general the Business World prioritizes recruiting personnel. His work is from the local area where the Business World operates.

C. Research Method

There is an inevitable link between paradigms, methodologies, and methods. This is explained simply by Sarantakos (1993). Methodology derives the basic principles in a paradigm to form a model that details a guide or theoretical framework for how to acquire knowledge in a particular paradigm using empirical evidence-gathering methods or tools.¹⁵

In the preparation of writing, of course using research methods, one of which is a qualitative method, to get maximum results. The qualitative approach rejects the assumptions of objective reality and science, so they tend to dislike questionnaires that create a distance between the subject and the object of research.¹⁶ Therefore, interviews, observations, documentation, taking notes in the field, and taking pictures or videos are considered more suitable data collection methods.¹⁷

This study will use a qualitative method by conducting interviews with the Industrial Relations Team and Alumni of SMK SMTI Banda Aceh and the Special Job Fair Unit for SMK SMTI Banda Aceh. The author himself is one of the Non-

¹⁴ Lestari, D. B., Sutaryadi, A. S., & Perkantoran, P. E. B. P. A. (2014). *Analisis Peran Bursa Kerja Khusus (BKK) dalam Pengambilan Keputusan Karier Siswa SMK Negeri 1 Surakarta*. Jurnal Pendidikan Ekonomi. Surakarta: Universitas Sebelas Maret.

¹⁵ Kamayanti, A. (2015). *Paradigma Penelitian Kualitatif dalam Riset Akuntansi: Dari Iman Menuju Praktik*. Infestasi, 11(1), 7.

¹⁶ Rahmalia, R., & Zulyadi, T. (2019). Performance in public: Interpersonal communication of beggar. *Jurnal Ilmiah Islam Futura*, 19(1), 49-67.

¹⁷ Syamaun, S. (2021). Peran dan Kendala Jurnalis Dalam Pemberitaan Deforestasi Di Aceh. *Jurnal Peurawi: Media Kajian Komunikasi Islam*, 4(1), 15-30.

Civil Servant Government Employees at SMK SMTI Banda Aceh so that the interview process is easier and more optimal in its implementation.

In this study of the Effectiveness Of the Special Job Fair's Role At SMK SMTI Banda Aceh In Enhancing Graduates Employability To The Business World. (Case Study at the SMTI Vocational High School in Banda Aceh), the research covers the role of the the Special Job Fair, the effective strategy developed, the Special Job Fair programs, and the solutive steps taken to the problems of implementing the Special Job Fair activities.

D. Result and Discussion

The Special Job Fair SMK SMTI Banda Aceh has been established since 2016 with permission from the Banda Aceh City Government Manpower Service through Registration Certificate Number 560/49/BKK/II/2020 dated February 3, 2020. Since its inception until now, SMK SMTI Banda Aceh always organizes the Special Job Fair every year with various activities, such as holding a Mini Job Fair in 2017, collaborating with companies and even bringing companies to schools to carry out the recruitment process, and conducting focus group discussions (FGD) by inviting various parties from the Business World to SMK SMTI Banda Aceh on November 23, 2019 regarding the discussion of Dual System Education. FGD was attended by companies in Aceh Province, namely: (1) PDAM Tirta Daroy, (2) PDAM Tirta Montala Aceh Besar, (3) PT Solusi Bangun Andalas, (4) PT Dunia Barusa (Toyota) Banda Aceh, (5) PT Yakin Pasifik Tuna, (6) PT Fajar Baizuri & Brother Nagan Raya, (7) PT Karya Tanah Subur Meulaboh, (8) PT Pupuk Iskandar Muda (Persero) Lhokseumawe, and (8) PT Surya Panen Subur II.

There are also companies from North Sumatra Province, namely: (1) PT VVF Indonesia, (2) PT Sinar Sosro, (3) PT Medan Sugar, (4) PT Sumber Tani Agung Resources, (5) PT Ivo Mas Tunggal, and (6) PT Sago Nauli. The FGD was also attended by the Head of MKKS for the Banda Aceh City Vocational High School, the Banda Aceh City Vocational School Head, the Head of the Aceh Research and Standardization Center, the Head of the Aceh Province Industry and Trade Service, the Head of the Aceh Province Education Office, the Head of SMAN 2 Banda Aceh, the Head of the Aceh Oil and Gas Management Agency, the Aceh Oil and Gas Management Agency, dan Aceh Industrial Development-LPIA.

Various obstacles faced in its implementation include: at least the Business World in Aceh, especially Banda Aceh City so that the Special Job Fair must target the Business World outside Aceh; the unpreparedness of students to migrate and the difficulty of parents' permission for their children to migrate; the age of the graduates is not 18 years old yet when they graduate from SMK¹⁸; the Business World operates; and the obstacles faced in the process of creating MoU between SMK SMTI Banda Aceh with the Business World.

¹⁸ UU No 13 Tahun 2003 Tentang Ketenagakerjaan Pasal 68.

Table 1
Data for SMK SMTI Banda Aceh Graduates

Number	Year	Total				
		Graduates	Work	Entrepreneur	Continue Study	Work (%)
1	2017	149	28	46	75	18,8
2	2018	190	49	56	85	25,8
3	2019	184	91	6	87	49,5
4	2020	190	103	68	19	54,2
5	2021	190	27	24	67	14,2

Source: The Special Job Fair SMK SMTI Banda Aceh

Based on the data on uptake of graduates of the SMTI SMK Banda Aceh in table 1, it can be explained that the number of graduates who are absorbed in the world of work continues to increase until 2020. Where in 2017 employment absorption was 18.8%, 25.8% in 2018, 49.5% in 2019, and as much as 54.2% in 2020. The rest of the graduates are also being the entrepreneurs and continue their studies. But in 2021 there will be a very significant decline. Only 14.2% of graduates are employed, 12.6% are entrepreneurs, and 35.2% are continuing their studies. Meanwhile, 72 people or 37.9% are in the recruitment process and there are no results so far.

The increase in the number of job absorptions from 2017 to 2020 shows the effectiveness of the Special Job Fair's excellent performance in maximizing graduate work placements. The efforts made by the Special Job Fair SMK SMTI Banda Aceh in improving their performance are broadly the same as the theories discussed previously, namely: (1) Maximizing cooperation with related the Business World through MoU agreements and personal good relations; (2) Providing employment information services through various media to both students and alumni; (3) Carrying out soft skills guidance as preparation for entering the world of work by inviting resource persons from the company; (4) Planning the workforce by recording prospective alumni based on students' interests, talents, and competencies; and (5) Building strong relationships with alumni.

What about the decline in the employment rate in 2021? The covid-19 pandemic has greatly impacted various sectors, especially the economic sector and the workforce. Based on LIPI data, the impact of covid-19 on employment in Indonesia is crucial, where in terms of workers, 15.6% of layoffs occurred and 40% of workers experienced a decrease in income as a result of disruption to business activities. In addition, LIPI noted that 39.4% of businesses had stopped and 57.1% of businesses experienced a decline in production.¹⁹

¹⁹ <http://lipi.go.id/siaranpress/survei-dampak-darurat-virus-corona-terhadap--tenaga-kerja-indonesia/22030>

This has caused the acceptance of new workers to be very low during the 2020-2021 pandemic, so that the effectiveness of the performance of the Special Job Fair SMK SMTI Banda Aceh is also disrupted in achieving its goals. Several aspects that hinder the performance of the Special Job Fair include many companies that do not open job vacancies for workers and students who carry out Industrial Work Practices during the covid-19 pandemic. This causes the cooperation between the Special Job Fair and the Business World to not run well, especially companies located outside Aceh Province. However, the decrease in job absorption in 2021 is still possible to decrease because there are still 37.9% of graduates who are in the recruitment process and are still waiting for the results to date.

E. Conclusion

Based on the results of the research and discussion above, the authors can conclude that the Special Job Exchange for SMK SMTI Banda Aceh has implemented efforts according to their needs and abilities in enhancing graduates employability to the Business World. As the result, the number of graduates who are absorbed in the Business gradually increased until 2020. However, the placement are significantly decreased due to the covid-19 pandemic during 2020-2021, thus it effects the archievement of Special Job Fair SMK SMTI Banda Aceh.

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