ABSTRACT

HAMSANI. Development of Technical Implementation Unit (UPT) Empowerment Training and Development In Small and Medium Industry in Riau Province. Supervised by Sarwititi as chairman, Yusman Syaukat members.

The study was conducted by Training and Development Unit Office of Industry and Trade is a means of Riau Province that serves as a forum for fostering and development of Small and Medium Industry in Riau Province. One of the Local Government program that supports the existence of Riau province is Poverty, Ignorance and Infrastructure (K2I), as a form of application of good governance in the province of Riau.

The purpose of this study was to review the extent to which the extent of Training and Development Unit is able to empower small and medium industries, evaluate programs UPT training and development undertaken in line with the needs of IKM so that an increase in human resources IKM, analyzing the enabling factors and institutional strengthening inhibitors Training and Development Unit in developing IKM and to formulate strategies and programs to find a solution meeting the needs of institutional and program development UPT Training and Development in empowering IKM, to achieve the SWOT analysis tool is used by looking at the strength (strength) and weakness (weakness) internal environment and opportunities (opportunities) and threats (threat) the external environment so as to answer the "how to design a program of institutional strengthening of Training and Development Unit is able to empower small and medium industries in Riau Province."

The results showed that: (1) Performance Training and Development Unit staff who do not yet have the ability in preparing the syllabus and training materials so impressed that any training undertaken is not well planned, (2) direction of UPT training and development policies that have not been oriented to the empowerment Small and Medium Industries, (3) do not have a syllabus and training materials appropriate to the needs of Small and Medium Industries, (4) is still limited facilities and infrastructure of the Training and Development Unit to become a constraint in conducting the practice field, (5) lack of manpower have technical competence in their field.

IKM empowerment process that has been done by the Training and Development Unit through training programs, internships and the application of the incubator and the facilitation of business management and banking. In this empowerment process, there are several constraints which include strategic enough yet compiled a standard syllabus of training, especially regarding the procedures and technical training activities that apply the methodology of empowerment to increase the participation of institutional members as well as IKM, limited facilities and infrastructure for practical training and internships as well as yet its technical personnel for the facilitation and implementation methodology for improved participation empowerment and institutional members of the IKM.

Strategy development programs Training and Development Unit to conduct scale priorities over several stages: (a) Year I (2010) Phase Settling, (b) Year II (2011) Development Phase (c) Year III (2012-onwards) Growth Phase, expected at this growth stage accreditation process Training and Development Unit has been achieved.

Keywords: community empowerment, institutional development, participation, good governance, capacity building and model development