



## Using CIPPO Model to Evaluate Community Empowerment Education and Training Programs: A Case Study in East Java

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**Abstract:** The purpose of this study is to describe the CIPPO model to evaluate the education and training program by Civil Aviation Safety and Engineering Academy of Surabaya to carry out community empowerment programs in East Java. Program evaluation in this study uses the CIPPO model. The method in this research is qualitative research. The informants in this study were the head of the Bojonegoro East Java Manpower Office, four students from the Empowerment Training Program (ETP) in the Civil Aviation Safety and Engineering Academy of Surabaya. The processes of collecting the data are surveys and interviews. The results of this study indicate the Context has an ideal educational infrastructure as a strategic educational programs. For Input namely teaching staff at Civil Aviation Safety and Engineering Academy of Surabaya in providing assistance to students. Then, Process shows that the education and training program is going very well and in accordance with existing procedures. For this products show how researchers from ETP are quite suitable to compete in the world of work, however for this outcome in the future there needs to be socialization of education and training needed by the people in Indonesia.

**Keywords:** CIPPO Model, community empowerment education, training programs

### I. INTRODUCTION

The government exerted an effort to improve the condition of a nation. It is a way to become a better nation carrying out social development activities through the implementation of ongoing and continuous renewal. (Thomas & Grindle, 1990). In these efforts, the government made a policy leading to equity.

In Eastern Indonesia, especially in East Java, Infrastructure development in East Java is through an expansion of the airport. It expected to speed up travel time through air transportation (Jeffreys et al, 2013). These efforts involved the human resource (HR) in the development. However, the availability of human resources considered the existing HR criteria under the needs needed in the development. It expected that the welfare of the local community would improve with the expansion and construction of the new airport.

The Civil Aviation Safety and Engineering Academy of Surabaya (Poltekbang) has become one of the Polytechnics appointed to empower the people of the East region. It includes the East Java region. The involvement of the Poltekbang in community empowerment efforts through education and training seen the Surabaya Transportation Human Resources Development Agency. It meets the needs of the availability of human resources. One of the community empowerments undertaken is to provide facilities in the form of specific programs. People who are less capable in economic terms can meet the job opening criteria, which is the mandate of the president. It is currently carried out by the Head of Transportation HR Development Agency, Djoko Sasono (Praditya, 2018).

Civil Aviation Safety and Engineering Academy of Surabaya is involved in community empowerment efforts through education and training, especially in the field of aviation conducted by the Surabaya Transportation Human Resources Development Agency. The expected efforts complete the facilities and infrastructure that support education and training plans in the Civil Aviation Safety and Engineering Academy of Surabaya. The empowered community increases its employment opportunities for particular residents in the East Java Region. Ambar (2009) explains that education and training defined as an effort to develop potential, maintain performance, and also focus on the expert field of employees. Education and training are essential to maintain, preserve, retain employees in the organization, and increase employee skills.

Hasibuan (2001) explains that the system of education and training can improve work skills. Umar (1999) added that education and training are efforts to improve the methods of carrying out exceptional work

and skills expertise for current needs as well as preparing employees for certain positions in the future. According to Atmodiwirio (1993), education and training efforts will fulfill to improve skills, knowledge, and attitudes through educational activities of prospective employees and employees in achieving the goals of the institution effectively so that the rank criteria for functions in specific areas.

Lately, efforts to implement empowerment had gone as planned. There are several constraints obtained from the evaluation of the Poltekbang education and training program. It includes the criteria set by the institution or agency that have not been able to be fulfilled by graduates of the Civil Aviation Safety and Engineering Academy of Surabaya. Also, several studies plan where students are required to travel but are not part of the category. Besides, it only focuses on DPM Poltekbang graduates who have high qualifications to meet the job evaluation criteria.

It is necessary to have a proper evaluation of education and training programs to overcome this problem. There are various types of learning assessments, including using CIPP (Context, Input, Process, and Product) (Madaus et al., 1993), elaborating that the model's evaluation targets to recover.

The bases for the evaluation is with Stufflebeam and Shinkfield (1985), including: (1) Context Evaluation. The construct for evaluating all concepts are regarding the identification of deficiencies. It aims to define the occurrence of the ability used to recover, suspect the case of the solution, can develop the tranquility of the object, and used as a depiction of the environment. The expected context evaluation is to control goals and priorities based on needs. (2) Input Evaluation.

The core idea of input evaluation is to determine the method for the assessment. Input evaluation controls the way to obtain in deciding the origin needed, for the planner, and tactics in obtaining targets, getting ages of work in achieving it. Input evaluation elements formed from (a) human resources, (b) adequate facilities, (c) funds, (d) several policies needed. (3) Process Evaluation. The purpose of the evaluation process is to provide feedback on activities on schedule to managers and staff and to utilize data material efficiently, provide guidance, and then change it as needed. Evaluation activities are displayed periodically so that the program implementation activities run according to the task plan. Mashudi (2015) explained that the results of the process evaluation could contribute to the determination of various policies concerning improving the quality and performance of program implementers who were the spearhead of the application of the education process when giving birth to individuals who were comprehensive, intelligent and highly competitive. (4) Evaluation of Results. Product evaluation for the interpretation, measurement and determination of the acquisition on activity, ensuring the number of activities as needed.

Currently, the CIPP type has perfected an O element, which is an outcome, becoming the CIPPO model. If the measurement of the output of the CIPP model stops, the CIPPO model arrives at the implementation of the output (Stufflebeam & Shinkfield, 1985).

The CIPPO model has several advantages compared to other evaluation models. It includes more comprehensive or comprehensive because the object of evaluation is related to context, input, process, and results. Aside from the strengths, limitations also exist in the CIPPO model, including its application in the field of education and training evaluation programs that need modification or adjustment to implement. Because to weigh the context, the input, and even the final value on meaning, involves a large group, requiring a lot of costs and quite a long period (Stufflebeam & Shinkfield, 1985).

## II. METHODS

The method in this research is qualitative research. The subjects in this study were the head of the Bojonegoro East Java Manpower Office (S1), four students from the Empowerment Training Program (ETP) in the Civil Aviation Safety and Engineering Academy of Surabaya, mainly S2, S3, S4, and S5. Data collection methods used the survey and interviews.

The interview guide uses the CIPPO example of Context, Input, Process, Product and Outcome. In addition, the validity of the data was tested using the triangulation method. Based on Moleong [11], triangulation is a way to test the validity of the data requiring other data outside the data to be used as a comparison of the data. Meanwhile, to check the validity of the data that has been collected, then the data validity test is carried out including: credibility, transparency, dependability, and confirmability. The data techniques in this study used interviews and observations. The data analysis technique used during this study used an

interactive model of Miles and Huberman's analysis, namely data reduction, data display and conclusion drawing.

### III. RESULTS

Based on the results of evaluations using CIPPO conducted in this study, it can be formulated several essential things related to the implementation of training (Training for Community Empowerment) both in East Java, as follows:

**Table - 1: The results of evaluations using CIPPO**

| No. | CIPPO Model    | Results  |
|-----|----------------|--|
| 1   | <i>Context</i> | <ol style="list-style-type: none"> <li>1. This program is carried out in general and is free of charge; (S1)</li> <li>2. Participants receive competency certification after graduation; (S1)</li> <li>3. Implementation of training in accordance with standards; (S2)</li> <li>4. Complete educational infrastructure; (S4)</li> <li>5. Adequate training facilities; (S3)</li> <li>6. Instructors are friendly, disciplined, and standard; (S1)</li> <li>7. Lack of socialization and promotion; (S1)</li> <li>8. Less training duration; (S2)</li> <li>9. Lack of intense monitoring to ensure DPM graduates; (S1)</li> <li>10. There are no transportation facilities; (S2)</li> <li>11. Limited uniforms (S5)</li> </ol> |
| 2   | <i>Input</i>   | <ol style="list-style-type: none"> <li>1. Instructors have good readiness in teaching; (S2,S3,S4,S5)</li> <li>2. Instructors have a high sense of discipline in conducting training; (S1)</li> <li>3. Instructors have good quality and firmness in teaching; (S2)</li> <li>4. Complete infrastructure facilities, adequate and according to standards and according to needs in training (S1)</li> </ol>  |
| 3   | <i>Process</i> | <ol style="list-style-type: none"> <li>1. Implementation of the program in accordance with existing procedures (S1)</li> <li>2. The training process is in accordance with SOP (S1)</li> <li>3. The training process is quite good and disciplined (S3)</li> <li>4. The curriculum is in accordance with applicable standards and rules and can be used as a guide when on duty (S2)</li> <li>5. Utilizing infrastructure during the training process (S5)</li> <li>6. The intensity of the training is very good but needs to be planned carefully to fit the needs of stakeholders (S3)</li> <li>7. There are still obstacles encountered in the implementation of education and training (S4)</li> </ol>                    |
| 4   | <i>Product</i> | <ol style="list-style-type: none"> <li>1. Producing graduates who are competitive in the world of work (S1)</li> <li>2. Providing facilities for graduates to obtain jobs (S1)</li> <li>3. Training graduates can be more responsible and disciplined (S2)</li> <li>4. Increased skills according to their fields (S1)</li> <li>5. Increasing the competency of training participants (S3)</li> <li>6. Increased original integrity (S5)</li> </ol>  |

|   |                |  |
|---|----------------|--|
|   |                | <ul style="list-style-type: none"> <li>7. Increased calmness and alertness in serving (S2)</li> <li>8. Graduates can be more understanding in overcoming incidents while on duty (S4)</li> </ul>                         |
| 5 | <i>Outcome</i> | <ul style="list-style-type: none"> <li>1. Need education and training (S1)</li> <li>2. DPM training needs to be improved because skills are still low so it is less competitive in finding work (S2,S3,S4,S5)</li> </ul> |

#### IV. DISCUSSION

The study used the model CIPPO (Context, Input, Process, Product, and Outcome) to evaluate the education and training programs for community empowerment by the Surabaya Aviation Polytechnic. It revealed that in terms of context, there were advantages to the superior DPM program (First Gada), the free DPM program, and the DPM program carried out en masse. Also, the excess leads to certificates for free. It will increase the participation of participants who will take part in the DPM. The more people who follow the training program, the more likely the training objectives will achieve, which can improve the abilities and skills of the community so that it can empower the community to find decent work. It is because basically, the purpose of training is to improve skills align with the claim of Hasibuan (2001), which states that education and training is a process of improving managerial or work skills. Education focused on theory, carried out in class, lasted a long time. Whereas the practice-oriented training, conducted in the field, was short-lived.

Quality human resources support the implementation of a good DPM training program at Surabaya Aviation Polytechnic in providing training seen from the presence of very friendly and disciplined coaches. With the support of qualified human resources, it can help the implementation of training which is more effective, as is the opinion expressed by Mozael (2015) that a competent and appropriate trainer or instructor in transferring knowledge during training can support the course of the training process

Furthermore, there are shortcomings in the short time in training. It can be an obstacle or obstacle in the implementation of the DPM (Community Empowerment Training) training program. One of the things that can support the implementation of the training program is sufficient time duration in its implementation. Kraiger, et al (1993) stated that one indicator of the success of the implementation of education or training (education and training) is the length of time the training relating to how long the delivery of the subject matter studied and how fast the delivery of the material is.

In terms of input, it shows that most of the instructors at Surabaya Aviation Polytechnic have good readiness for conducting training. It is evident as the ability of instructors to educate to be honest, responsible, and disciplined students. Moreover, some of the instructors at Surabaya Aviation Polytechnic have good quality in their fields. They have been trained and also have firmness in teaching. It is supported by Rae in Mozael (2015), which states that one indicator of the success of the implementation of education or training (training) is the attitude and skills of the instructor related to whether the instructor has the attitude and delivery skills that encourage people to learn.

Empowerment Education and Polytechnic education and training program in Surabaya is running very well and under applicable procedures. The process of implementing a good education and training can also be seen from the use of good infrastructure facilities by the instructors by their respective vocational training programs and achieving Community Empowerment at Surabaya Aviation Polytechnic. Besides, in the process of implementing education and training needs to be done with fairly good intensity.

Based on these findings, it explained that the evaluation in terms of the process shows that there is a good DPM training process. Mashudi (2015) states that the results of the process evaluation are to provide benefits to determine various policies related to improving the quality and performance of program implementers as the spearhead of the implementation of the education process in creating individuals who are smart, comprehensive, and have high competitiveness. By reviewing this, it explained that the results of the process evaluation could be used to determine further policies related to the implementation of education and training.

Judging the product shows that the output of the implementation of education and training are graduates who have competitiveness in the world of work. Following training can have an impact on the ease of obtaining employment. Moreover, by participating in the training, the participants can gain several things such as being more responsible, disciplined, adding korsa relatives, and getting a free certificate and membership card. The existence of an education and training program that carried out that there is an increase in students' skills in their fields, making it easier to find work.

Product evaluation carried out to measure, interpret, and determine the achievement of a program, ensuring the size of the program that meets the needs (Stufflebeam & Shinkfield, 1985). Likewise, the findings in this study indicate the existence of products or results obtained from the implementation of the DPM training program, which makes the training participants more competitive in finding work due to an increase in the training participants' skills in their fields.

Results show that in the future, there are needs to be an education and training program needed by the community in Indonesia. Also, in the future, DPM training can be improved because there are still many job seekers who do not yet have the skills, making it difficult to compete in the world of work. Thus, it can account that the implementation of DPM (Community Empowerment Training) training conducted by Surabaya Aviation Polytechnic can produce professional community empowerment with well-planned, organized, directed, and controlled. Each region can absorb the needs of workers who have vocational or expertise in the field. The training carried out has resulted in professional community empowerment. Mulyasa (2007) states that professionalism is a condition where a person has competence in a particular job and is related to special abilities to carry it out.

## V. CONCLUSION

Based on the results and discussion, the Context shows that the education and training program has several advantages that can help achieve the goals in the implementation of education and training programs. Furthermore, Input shows that the education and training program has been supported by the readiness of the teaching staff at the Surabaya Aviation Polytechnic in providing teaching to students. The process shows that the education and training program at Surabaya Aviation Polytechnic is going very well and under the existing procedures. Then, Product shows that graduates from DPM are sufficient to compete in the world of work. The most important thing is outcome, where these results indicate that in the future there needs to be a socialization of education and training needed by the community in Indonesia.

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