

## **THE IMPACT OF WORK SKILLS DEVELOPMENT ON PRISONERS' READINESS TO REINTEGRATION INTO SOCIETY (CASE STUDY IN NARCOTICS CORRECTIONAL INSTITUTION CLASS II A PANGKALPINANG)**

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### **ABSTRACT**

*The correctional system aims to transform prisoners into complete individuals, admit mistakes in the past, try to improve themselves, and not repeat criminal acts. Based on Law Number 22 of 2022 concerning Correctional, also known as (Undang-Undang Nomor 22 Tahun 2022 tentang Pemasyarakatan), the guidance provided to prisoners includes various forms of personality development, which include fostering religious, national and state awareness, increasing intellectual abilities and legal awareness, and fostering independence. This research uses a qualitative descriptive approach, which is used to describe actual conditions in the field regarding the development of independence through job skills training. The authors use secondary data to compose the article. The research results at the Narcotics Correctional Institution Class II A Pangkalpinang show that the coaching activities in the prison, which focus on developing personality and independence, follow Law Number 22 of 2022 concerning Correctional. Most ex-convicts have applied the work skills previously provided by the Narcotics Correctional Institution Class II A. Therefore, it has successfully distributed work skills training to prisoners so that when they leave, they can immediately apply the training that has been provided.*

**Keywords: Impact; Prisoners; Work Skills**

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### **INTRODUCTION**

As the largest archipelagic country in the world, Indonesia is grappling with various problems and unique challenges in managing its diverse society. Among various problems that continue to exist is the welfare of society, where employment opportunities are limited, low levels of education, and modernization pressures hamper society's development, leading to an increase in criminal behavior. The Indonesian government has initiated various efforts

to improve the welfare of its citizens, especially in terms of employment, with various steps such as the pre-employment card program. However, the Implementation of this initiative faces various challenges and barriers, which prevent access that is fair to the employment opportunities that individuals, including former prisoners to improve their lives independently.

Addressing employment challenges for prisoners is an essential aspect of their rehabilitation and successful reintegration into society. Lack of opportunities for work and social stigma often prevent ex-prisoners from adapting to life outside the Correctional Institution. This situation can lead to high numbers of recidivism because individuals can return to criminal behavior when confronted with obstacles in obtaining employment and social support. In order to facilitate their reintegration, the Indonesian government has launched skills training initiatives that aim to equip prisoners with the necessary competencies

In recent years, collaborative efforts between the Indonesian government, such as non-governmental organizations (NGOs), and the private sector have stepped in to help inmates gain essential skills to enter the work life. Correctional institutions have implemented skill-straining programs, including sewing, crafts, and agriculture, to help inmates acquire those valuable skills. Moreover, they have collaborated with the company's private sector to create employment opportunities that enable inmates to work during their term prisoners to gain practical experience and income for their lives after liberation.

Holistic strategies for employing prisoners must be improved in the broader society. It is essential to improve understanding about the importance of giving ex-prisoners a second chance to reduce stigma. Through educational initiatives and partnerships with the media, society can be told that ex-prisoners have the potential to make a positive contribution to their communities as long as they are given the proper support. Support from all-inclusive parties and policies will significantly contribute to creating a better environment for ex-prisoners.

Correctional activities involve activities aimed at guiding the individuals referred to as prisoners. This activity is part of the criminal justice process, which includes systems, institutions, and guidance methods that represent the segment of the last of this system. The characteristic of imprisonment is its temporary nature (*enggarsari*); prisoners serve their sentences as determined by the judge and ultimately return to society. As a result, the correctional system has moved from that system, focusing on retribution and confinement to one that prioritizes guidance for convicts or detainees. This shift has caused a change in the image of correctional institutions.

The correctional system aims to transform prisoners into complete people who admit mistakes in the past, try to improve themselves, and do not repeat the crime. The goal of this process is for them to be accepted in the community so that they can play an active role in community development and live reasonable lives as responsible citizens.<sup>1</sup> Following Law Number 22 of 2022 concerning Correctional, guidance provided Various forms of personality development, including teaching religious, national, and state awareness, increasing intellectual abilities and legal awareness, and fostering independence. This independence building includes Providing various skills to prisoners, such as manufacturing skills, handicrafts, carpentry, stockbreeding, and agriculture.<sup>2</sup>

Research results at the Narcotics Correctional Institution Class II A Pangkalpinang show that prison coaching activities focus on coaching personality and independence by Correctional Law. Personality development includes spiritual formation, which includes five recognized

<sup>1</sup> Muhammad Ghifarri Satya Zaki and Umar Anwar. (2022) "Pembinaan Kemandirian Melalui Keterampilan Kerja Dalam Upaya Meningkatkan Keahlian Sebagai Bekal Narapidana Kembali Ke Masyarakat (Studi Pada Rutan Kelas IIB Kebumen)," *Jurnal Pendidikan Kewarganegaraan Undiksha*, 10(2): 301–309.

<sup>2</sup>Nur Bagus Wahyudi. (2018) "Pelaksanaan Pembinaan Narapidana Dalam Perspektif Undang-Undang No. 12 Tahun 1995," *Jurnal Supremasi*, 8(1): 3.

religions, while fostering independence, carried out through skills training, which will be increased yearly until 2024 to nine work skills. However, in the process of reintegration, there are still obstacles and challenges that prisoners often face in society, so they do not need to carry out these work skills more effectively.

Former prisoners continue to face significant challenges, such as the economy being inadequate, so it feels like they have to start a new life, lack of support facilities, and social stigma, which hinders their ability to apply skills acquired from on-the-job training. This research aims to assess the impact of job skills training on the individual's readiness to reintegrate into society. Apart from that, this research aims to contribute to academic knowledge and increase public awareness regarding the effectiveness of the training for inmates in Narcotics Correctional Institution Class II A Pangkalpinang.

## METHOD

This research uses a qualitative descriptive approach, which is used to describe the actual situation in the field regarding the development of independence through work skills training to increase experience as provision repatriation of prisoners returns to society in Narcotics Correctional Institution Class II A Pangkalpinang. This research method is designed to provide an overview of the effect of work skills development programs on the reintegration of prisoners' social status. Qualitative research was carried out to collect data or information about the research location from various sources. It is expected that information will simplify the research process. The research was conducted on one of the correctional institutions in Bangka Belitung Island, specifically in Pangkalpinang, predominantly the Narcotics Correctional Institution Class II A Pangkalpinang. Data Research was carried out continuously for 4 (four) consecutive days from Tuesday to Friday, coinciding with the implementation of Independence Development activities through job skills training. The authors can also meet correctional inmates and officers who need to know this information face-to-face. Information is collected using interview techniques and observation. Interviews were conducted with institutional inmates at Narcotics Correctional Institution Class II A Pangkalpinang and several officers carrying out independent development activities. Informant selection was conducted randomly but by the criteria for prisoners participating in the development program Job Skills Expertise. The authors also provide comments by observing. Narcotics Correctional Institution Class II A Pangkalpinang carries out work Skills Training activities. The goal is to have additional data. Additionally, the authors use secondary data to compose writing. Secondary data was collected from related literature, including books, articles, field surveys, and other publications. Through Comprehensive analysis, the results of this research can become the basis for improved development programs in correctional institutions and support the process of social reintegration of prisoners.

## ANALYSIS AND DISCUSSION

In Indonesia, correctional institutions are the last pillar of the criminal justice system. This shows that individuals who commit law violations will eventually fall within the scope of correctional services within the justice framework. Custom settings set the implementation of correctional services in the community, especially as stated in the Correctional Law. It provides a comprehensive picture of correctional services, detailing definitions, goals, responsibilities,

and functions.<sup>3</sup> To fulfill correctional objectives, each inmate has responsibilities, and prisoners must participate in coaching while serving their sentences. Program guidance for correctional inmates is carried out by Article 5, paragraph (1) Correctional Law, emphasizing personality development, aims to form patterns of thought and behavior that foster true humanity, divinity, and a sense of responsibility towards oneself, one family, and the public.

In an interview with the Head of the Personality Development Section at the Narcotics Correctional Institution Class II A Pangkalpinang, the authors discussed various personality development initiatives, including spiritual development, which includes five recognized religions. Correctional institutions collaborate with the Ministry of Religion to provide instructors who can teach in prison. For example, they provide Islamic scholars with the opportunity to lead tadarus, be the imam for Friday prayers in the Islamic religion, and support other religions. Program This was carried out carefully, considering that most prisoners were Muslim. Activity in Islam is scheduled daily, while sessions in other religions occur twice a week. However, significant challenges remain, such as the lack of adequate facilities, such as a special place of worship for Confucian practitioners, which currently uses a makeshift room. He said that almost all the prisoners who took part showed changes in characters on average, but that does not guarantee that they will continue to embrace the spirituality they developed while in prison after they were released.

Apart from personality development, independence development is also a form of work skills training. Equipping them with these skills aims to facilitate their return to normalcy as responsible citizens accountable, provide resources for life after prison, and improve their productivity during their sentence. The authors also interviewed the Head of Job Skills in prison, confirming that this initiative aligns with the prison motto: "Practice Until You Skill to Become Independent- *Berlatih Hingga Terampil untuk Menjadi Mandiri.*"

**Table 1.** Interviews data with correctional inmates

No	Subject	Instructor	Training Section	Timeline	Reason
1.	Inmates 1	Training Center (Province)	Vehicle Service Training	10 Days	Talent Interest
2.	Inmates 2	Training Center (Province)	Barber Training	10 Days	Talent Interest
3.	Inmates 3	Narcotics Correctional Institution Class II A Pangkalpinang	Risol Bakery Training	10 Days	Talent Interest
			Bake Training	10 Days	
4.	Inmates 4	Narcotics Correctional Institution Class II A Pangkalpinang	Pond Construction Training	14 Days	Talent Interest
			Convection Training	14 Days	

<sup>3</sup>Tri Apriliana Dewi and Padmono Wibowo. (2023) "Strategi Pembinaan Keterampilan Kerja Yang Efektif Dalam Mengembalikan Kehidupan Warga Binaan Lembaga Pemasyarakatan Kelas II B Bondowoso," *JURMA: Jurnal Riset Manajemen*, 1(4): 57–77.

5.	Inmates 5	Training Center (Province)	Workshop Training	10 Days	Talent Interest, same business
6.	Inmates 6	Training Center (Province)	Vegetable Planting Training	10 Days	Bakat Minat, same business
			Workshop Training	10 Days	
7.	Inmates 7	Training Center (Province)	Hydroponic Training	10 Days	Talent Interest
8.	Inmates 8	Training Center (Province)	Farm Training	2 months	Bakat Minat, same business
9.	Inmates 9	Training Center (Province)	Barista Training	10 Days	Talent Interest
10.	Inmates 10	Training Center (Province)	Screen Printing Training	10 Days	Talent Interest
			Barber Training	10 Days	

Narcotics Correctional Institution Class II A Pangkalpinang offers eight programs for different job skill training for Correctional Inmates. These programs cover areas such as sewing, kitchen operations, barbering, Welding, mechanics, agribusiness, animal husbandry, and various crafts. Every program lasts 10 to 14 days and accommodates up to 20 participants per session. After completing the training, participants will undergo a selection process to identify who fulfils the requirements for permanent work activities in a correctional institution.

Professional instructors from external sources, including Training Centers, are brought in to ensure the training is practical and aligned with industry standards. These instructors must provide W.B.P. with relevant skills and practices that meet workforce demands. The motto that guides this training is “Practice to Skill to Become Independent- *Berlatih hingga Terampil untuk Menjadi Mandiri*” which summarizes the primary goal. This program fosters independence among inmates, enabling them to support and acquire their family’s economy and acquire it. They are required to start a business post-release.

Participants will receive a certificate recognizing their competencies whenever the training is completed. This certification is hoped to encourage them and provide valuable leverage when they look for work or start their own businesses. Although this training offers many advantages after returning to society, various challenges remain. One significant hurdle is its rarity. Employment opportunities arise from external agencies when prisoners are engaged in work while in the facility. As a result, the connections they can work with are limited, which hinders their ability to build strong professional networks, which is critical to their successful reintegration into society.

Moreover, there are restrictions for prisoners who want to participate in training skills, as each inmate can only attend one training per year. It ensures all inmates have Equal opportunities to acquire and improve new skills. However, It also requires that inmates choose the most relevant and profitable training for their needs, considering the limited opportunities available in a year. Job skills training at the Narcotics Correctional Institution Class II A Pangkalpinang is designed to give inmates skills that increase independence and productivity. While serving a sentence or after being released. By acquiring skills and new competency certificates, inmates are expected to increase their prospects of success after leaving prison.



## Developing Independence Through Skills as an Effort to Prepare the Prisoners to Return into Society

As a unitary country, Indonesia is the basis of the Pancasila state, which upholds human values. Familiar systems such as retribution and deterrence are the supposed colonial legacy that is no longer relevant and valid in society. Its existence causes correctional institutions to be looked down upon as institutions that facilitate the imposition of punishments and restrictions on the freedom of crime suspects. Correctional institutions should function as institutions that focus on protecting inmates until they are ready to return to society. Prisoners are people, too, and they have the right to be treated with dignity and given their rights.

The Indonesian state has recognized that a correctional system is an order regarding direction and boundaries as well as methods of implementing functions of integrated correctional care that is more humane for prisoners. The process is that prisoners are no longer just deterred by punishments but assisted by guidance that helps them to be better as a personality and live independently after returning to society. The history of correctional institutions in Indonesia is divided into 3 (three) periods, namely:

### 1. Correctional Periode I (1963-1966)

It is usually symbolized by a banyan tree, which represents protection and introduces the idea that imprisonment has a correctional purpose; this idea is emphasized by Dr Saharjo, SH, regarding the concept of national law. The term “correctional” was redefined during the 1964 Conference of Institutional Directorates Correctional, held in Lembang Bandung, where it is characterized as an essential component of deep-rooted societal integrity based on experience.

### 2. Correctional Periode II (1966-1975)

This period was marked by the establishment of the Institute of Correctional Development and Eradication of Children (Lembaga Pemasyarakatan Pembinaan dan Pemberantasan Anak-BISPA), which was increased to 20 units in 1969. This period is an internal testing phase, reflecting the first signs of a shift from the old paradigm to a new one. The prison's name was later changed to the communal Tuna Community.

### 3. Correctional Periode III (1975-present)

The Correctional Era began in 1975 with the Evaluation Workshop Correctional System, which examines the application of laws and regulations as the foundation for correctional operations, staffing, financial management, and facility infrastructure. The original name of the community development program was refined to improve the organizational structure. As a result, the formation of the prison system marked the beginning of a new era aimed at fostering and developing individuals who are nurtured, guided, and prepared to become members of valuable society. Based on the correctional system, institutions' correctional services provide direction to inmates and students, both inside and outside the prison environment (BAPAS).

Correctional Institutions, better known as prisons, guide the current correctional system. In the Correctional Institution, correctional guidance is carried out through treatment and services, education, development and human dignity, with the only pain being the loss of freedom and guaranteeing that. The rights of convicts can be linked to specific families and individuals. Correctional Institutions are divided into 2 (two), namely, coaching personality, which includes spiritual aspects, and fostering independence, which provides training to prisoners to support themselves when they return to society.

Through a criminological perspective, crime is an act that violates the law or criminal law but more broadly, namely includes anti-social acts, which are detrimental to society, even though these acts have not been regulated or regulated by law criminal law, So that individuals or groups that commit these acts will get stigma or negative assumptions from

society. Therefore, be present. Correctional institutions provide independence development and work skills training, as well as supporting society. They help prisoners reintegrate into society by blending in and using skills that they have acquired.

Successful implementation of self-reliance development through training skills depends on the technical implementation procedures of the Institution Corrections that carry out this guidance. Hence, it is necessary to reviewed further so that it can used to prepare to return to society.

#### Patterns of Work Skills Development in Narcotics Correctional Institution Class II A Pangkalpinang

Correctional Institutions are regulated in Article 1 Number 18 of Correctional Law, which reads, "Correctional institutions, referred to as prisons, will be institutions or places that carry out the function of coaching prisoners." Correctional institutions are institutions to handle prisoners after the Court has decided if it is found proven to have committed a criminality.

In general, coaching at Narcotics Correctional Institutions Class IIa Pangkalpinang is divided into 2, such as coaching personality and fostering independence following Article 2 letter b and Article 24 of Correctional Law. One form of coaching actively carried out by the Narcotics Correctional Institution Class II A Pangkalpinang is the development of independence, namely work skills. The following is data on implementing work skills training in Narcotics Correctional Institution Class II A Pangkalpinang

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**Table 2.** Education and Independence Training Activities in 2021

No	Name of Activities	Training Institution	Number of Participants	Type of Activities	Timeline
1.	Vehicle/Automotive Training	Training Center (Province)	20	Automotive Vocational	10 days
2.	Operator Caint Making Training	Training Center (Province)	20	Construction Vocational	10 days
3.	Light Steel Training	Training Center (Province)	20	Construction Vocational	10 days

4.	Baking Training	Training Center (Province)	20	Tourism Vocational	10 days
5.	Fabrication Welding Training	Training Center (Province)	20	Welding Vocational	10 days
6.	Digital Screen Printing Training	Training Center (Province)	20	Information and Communication Vocational	10 days

**Table 3.** Education and Independence Training Activities in 2022

No	Name of Activities	Training Institution	Number of Participants	Type of Activities	Timeline
1.	Light Steel Training	Training Center (Province)	20	Construction Vocational	10 Days
2.	Fabrication Welding Training	Training Center (Province)	20	Welding Vocational	10 Days
3.	Carpentry Training	Training Center (Province)	20	Construction Vocational	10 Days
4.	AC Technician Training	Training Center (Province)	20	Refrigeration Vocational	10 Days
5.	HP Technician Training	Training Center (Province)	20	Electronics Vocational	10 Days
6.	Automotive Service Training	Training Center (Province)	20	Automotive Vocational	10 Days
7.	Barista Training	One-Stop Investment Licensing Service And Man-power Service	20	Cullinary Art Vocational	10 Days
8.	Vehicle Service Training	One-Stop Investment Licensing Service	20	Automotive Vocational	10 Days



9.	Barber Training	And Man-power Service	20	Service Vocational	10 Days
10.	Cullinary Art Training	One-Stop Investment Licensing Service	20	Cullinary Art Vocational	10 Days
11.	Light Steel Training	Training Center (Province)	20	Construction Vocational	10 Days
12.	Cullinary Art Training	One-Stop Investment Licensing Service And Man-power Service	20	Cullinary Art Vocational	10 Days
13.	Fabrication Welding Training	Training Center (Province)	20	Welding Vocational	10 Days
14.	Light Steel Roofer Training	Training Center (Province)	20	Construction Vocational	10 Days
15.	Light Steel Roofer Training	Training Center (Province)	20	Construction Vocational	10 Days
16.	Ceramist Training	Training Center (Province)	20	Construction Vocational	10 Days
17	Aluminium Training	Training Center (Province)	20	Construction Vocational	10 Days

**Table 4.** Education and Independence Training Activities in 2023

No	Name of Activities	Training Institution	Number of Participants	Type of Activities	Timeline
1.	Cullinary Art Training	Lapaſtika Training Institute Pangkalpinang	20	Cullinary Art Vocational	10 Days
2.	Light Steel Roofer Training	Lapaſtika Training Institute Pangkalpinang	20	Construction Vocational	10 Days

From 2021 to 2023, 25 job skills training sessions were carried out by the Narcotics Correctional Institution Class II A Pangkalpinang Facility. Every training job skill can be followed by 20 (twenty) people, which means there are around 500 (five hundred) prisoners who have been given provisions through work skills training Narcotics Correctional Institution Class II A Pangkalpinang. These twenty prisoners are not taken from just any prisoner. Still, they are screened first by asking why they want to take work skills training and whether it will benefit them. So when they carry out this job, skills training for prisoners is not just about running but seriously pursuing and applying work skills for themselves in the future.

The average number of prisoners who take part in job skills training is 10 (ten) days from the beginning of the theory until the practice. Participants who take part in job skills training are new prisoners and recidivists in the sense that he has already been committing repeated criminal acts as long as they have a valid reason suitable for participating in work skills training. Interview results of prisoners who are in Narcotics Correctional Institution Class II A Pangkalpinang, most of them feel that skill the work given is helpful for them later in life outside the prison to make a profit independently or in jail to fulfil the interests and talents of prisoners. All prisoners who took job skills training from Narcotics Correctional Institution Class II A Pangkalpinang feel knowledge and experience that is useful to them apply later; this then becomes the reason why they are motivated to take job skills training, for more he explained it can be seen in the following chart



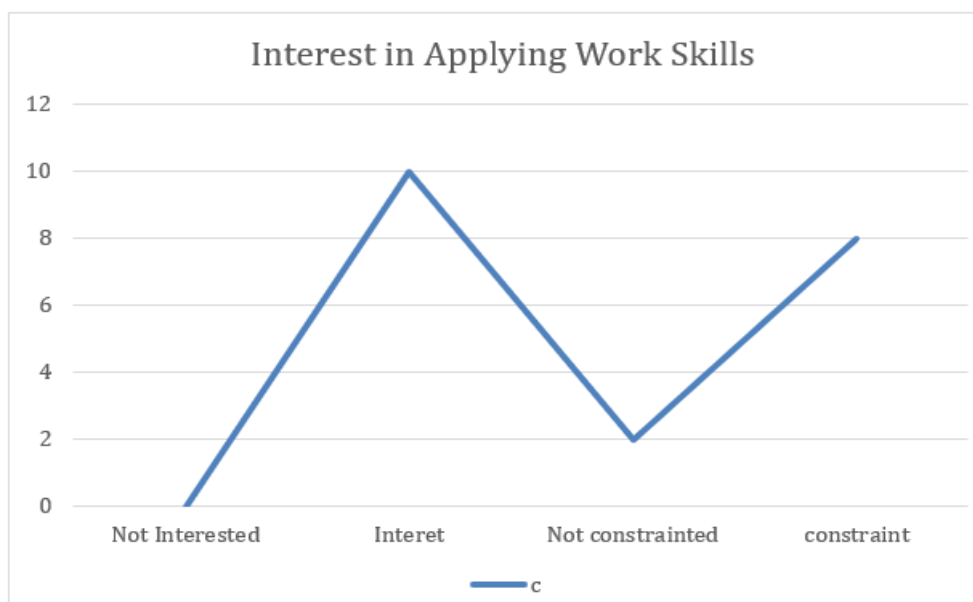
**Chart 1.** Data on the use of work skills for Prisoners

The essence and basic principles of coaching, in general, are the recipient is an ordinary person, and certain norms will cause a person to become a prisoner. Therefore, they must apply the basic principles of guidance in their development. These basic principles, According to Harsono, consist of 4 (four) coaching components, namely:

- a. The Prisoners himself
- b. Close family member
- c. The community, the people around the prisoners who are still in prison outside state prisons/detention centres, be they ordinary people, community leaders, or officials local
- d. Officers can be police, lawyers, religious officials, social officials, and correctional officers.

If these four components are fulfilled, then training work skills implemented by Narcotics Correctional Institution Class II A Pangkalpinang can have the maximum impact on prisoners inside and outside prison.

One of the known theories in conducting coaching theory is a combination; in this case, Van Bemmelen argues, “Criminal aims avenge wrongs and safeguard society. Intentional action secure and maintain objectives. So criminal and action are both aims to prepare to return the prisoners inside community life” It means criminal objectives and coaching are still in line to prepare prisoners to return to the public. However, currently, there are obstacles to the process. The provision of job skills training is still available, but quite a lot of prisoners lack motivation, plus the presence of elderly prisoners makes the process of providing job skills training stressful. Access for inmates to apply for job skills What has been given is also quite minimal; there is a lack of capital and facilities, which is the main obstacle when they want to try to apply for job skills that they get out of.



**Chart 2.** Interest in Applying Work Skills

#### Process of Applying Work Skills as a Unification Effort Returning to Society

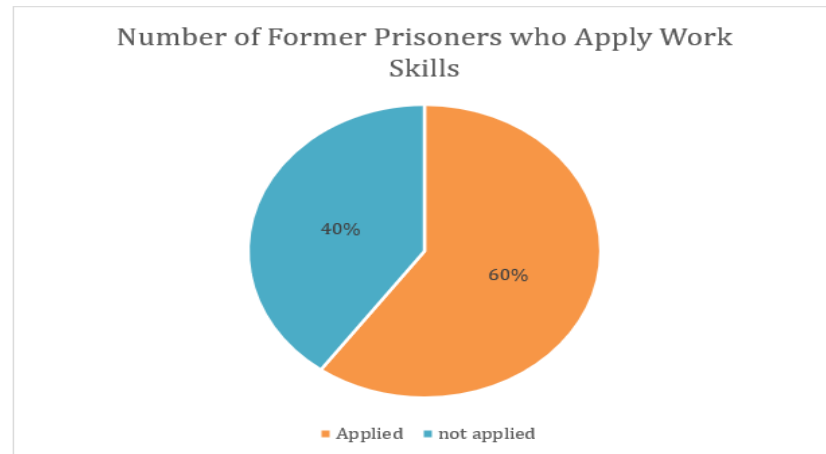
Data collection is carried out both within and outside the institutional correctional facility, especially for former prisoners who have received work skills training in a correctional facility.

**Table 5.** Interviews Data of Former Prisoners

No	Subject	Work Skills Training (Taken)	Current Work	Reason	Income per
1.	Former Prisoner 1	Ginger Planting and Water Machine Installation Training	Construction Laborers	Based on Skills	<1m
2.	Former Prisoner 2	Convection Training	Tailor	Based on Skills	<1m

3.	Former Prisoner 3	Cook Training	Martabak Seller	Based on Skills	5m>
4.	Former Prisoner 4	Clinical Training	Food Seller and Barber	adapt to abilities	5m>
5.	Former Prisoner 5	Craft Training and Refrigerator Repair Training	Construction Laborers	adapt to abilities	2m>
6.	Former Prisoner 6	Electricity Installation Training	Fisherman	Left certificate	1m>
7.	Former Prisoner 7	Batik Training	Security	adapt to abilities	3m>
8.	Former Prisoner 8	Hydroponic Training	Hydroponic	Based on Skills	14m>
9.	Former Prisoner 9	<i>Otak-Otak</i> made Training	Food Seller	Based on Skills	2m>
10.	Former Prisoner 10	Light Steel Training	Construction Laborers	Based on Skills	1m>

Correctional institutions play a crucial role in coaching prisoners. It can be proven by the seriousness of correctional officers in providing guidance to prisoners. Indicators of success in developing independence through skills training for the prisoners can be seen through the former prisoners. Questions such as whether the inmates will apply for skills employment outside of prison or how prosperous a person will be when applying for job skills training outside prison can be answered through the table. More details can be seen in the following chart.



**Chart 3.** Data of Work Skills Application

Most ex-prisoners have applied skills work provided by Narcotics Correctional Institution Class II A Pangkalpinang previously; Itt successfully distributed training job skills to the inmates so that when they are out, they can immediately train things given.

Job skills training is undoubtedly beneficial for prisoners. However, for former prisoners, there are obstacles or challenges separately when they want to try to apply skills to work in real life; constraints such as capital are limited society's knowledge and stigma towards them causes they to find it challenging to implement these work skills in society even though they want to implement it.

Society's life tends to stigmatize ex-convicts as criminals, felons, and others, causing no effort running because society does not trust them to do so. The approach is also quite tricky because it takes a long time and slowly to regain the public's trust, as one of the former convicts stated. It is hoped that they will be treated better and that their future welfare will be maintained.

## CONCLUSION

Indonesia, based on Pancasila, upholds the concept of humanity for every citizen, including prisoners. The system that used to refer to retaliation is now slowly becoming more about correcting the perpetrator through integrated guidance and coaching. System-based, institutional, and methods training is the final stage of the criminal justice system in a judicial process criminal. Prisons have an exceptional quality and they temporary. The inmates just run. The sentence followed the Judge's decision, and in the end, he was released and intended to return. As a result, the previous correctional system led to the nature of revenge and confinement, now transformed into a penitentiary system, which leads to the element of caring for prisoners' fellow prisoners. The correctional systems are used to make inmates fully human, admit their mistakes, correct them, and not repeat them so that it is acceptable to return to society afterward. They play an active role in correctional institutions, participate in community development, and go towards a good life as a citizen who is excellent and responsible.

Developing independence through work skills in correctional institutions significantly impacts Correctional Inmates. It provides functional, practical skills and plays a vital role in shaping the attitude and mentality of inmates during their prison period. By attending skills training, inmates learn to work productively, develop a sense of responsibility, and blend in a more positive environment. This process helps them build confidence and prepare for life after freedom, hoping to become a better individual and contribute positively to society.

Apart from providing technical skills, this training also equips inmates with knowledge and experience they can take when they return to society. It covers various fields such as tailoring, barber Manship, mechanics, and agribusiness, all designed to give them relevant skills in the world of work. More than just skills, it prepares inmates mentally to face challenges outside prison. With the training they receive, they are expected to have a strong foundation for starting a business or looking for work after being released.

However, even though the positive impact is visible, several frequent obstacles become obstacles for inmates when they want to apply the skills they have learned after leaving prison; one of the main obstacles faced by inmates is that there is still a strong social stigma towards former prisoners. This stigma often gets in the way of them getting a job or being accepted back into society. To address this, it is essential to conduct a purposeful public campaign to reduce the stigma. This campaign can involve various parties, including the media, community leaders, and the government, to convey its importance in giving ex-convicts a second chance. With community support, which is more inclusive, Inmates will have a more significant opportunity to start life with new skills and utilize the skills they have learned. However, even though the positive impact is visible, several frequent obstacles become obstacles for inmates when they want to apply the skills they have learned after leaving prison. One of the main obstacles faced by inmates is that there is still a strong social stigma towards former prisoners. This stigma often gets in the way of them getting a job or being accepted back into society. To address this, it is essential to conduct a purposeful public campaign to reduce the stigma. This campaign can involve various parties, including the media, community leaders, and the government, to convey its importance in giving ex-convicts a second chance. With community



support, which is more inclusive, Inmates will have a more significant opportunity to start life with new skills and utilize the skills they have learned.

Moreover, Inmates often need help accessing employment opportunities or capital to start a business after being released. Prisons can establish closer partnerships with the private sector, state-owned enterprises, and non-governmental organizations to overcome this obstacle. Through this partnership, internship programs, work placements, or even access to business capital with low interest for inmates who want to start their businesses. With the proper support, inmates will more easily apply their skills in the world of independent work or enterprise, which in turn helps them reintegrate into society better.

Post-release assistance is also crucial in helping inmates face challenges outside prison. Inmates will feel more confident in implementing their skills, which will be improved by providing mentors who can provide guidance and support. These mentors can help them overcome social barriers, seek job opportunities, or even start a business. Apart from that, strengthening work networks and relationships with professionals for inmates through job fairs or online platforms can open up more opportunities and give them a supportive community.

These obstacles show that although prison training is precious, further efforts are needed to support the reintegration of inmates into the public. Support from the government, non-governmental organizations, and the wider community must create a more inclusive environment where former inmates can apply their skills and build a better life. By overcoming these obstacles through strategic steps, the positive impact of job skills development in prison and narcotics can continue after inmates leave prison. It does not just give them a chance to start a better life but also contribute to the Security and welfare of society as a whole.

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