

## Accelerated And Extended "Share And Care" Model To Develop Socio-Preneur In Malang

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**Abstract:** This research propose a "socio-preneur" acceleration model, by extending and developing a "Share and Care" program. The purposes of this research are: 1) mapping the development program "Share and Care" based on interest, willingness and economic potential of local-a target group 2) building an understanding of the importance of developing socio-preneur; 3) program and acitivities associated with human resource development and formation of entrepreneurs; 4) the creation of techno-preneur. This research design use descriptive methods, policy research and applied research. The samples have been taken on purposive sampling. Research instrument use in-depth interviews and FGD technique. The results showed that there are many problems related to education and readiness of high school graduates who are not able to pursue higher education instead to get a job. The potential characteristics to be a successfull businessman is having entrepreneurship with varying degrees of understanding to develop their business. Respondents have a lot of carrying capacity to continue to learn, to understand the importance of cooperation and delegation of authority and to be professional even though a lot of things still need to be improved reviews such as self-confidence, hard work, toughness and work orientation.

**Keywords:** socio-preneur, "Share and Care", techno-preneur

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### I. Introduction

There were 4.8 million students or 18.4% percent of the population aged 19-24 years in 2011. Data National Selection State University (SNMPTN) showed that 118,233 strudents passed the exam from 540.953 people who sign up in 2012. Instead there are 1.5 million high school graduates in 2012. It means that there are about 1.4 million students which did not continue to study in a college, and it happens almost every year. Ideal number of college students in 2014 should be 30 percent. Indeks Indonesia noted that poverty is the main cause of low education levels. The data showed that 90% percent of the students are unable to continue their education up to university are from the poor (Indonesia Index, 2012).

Recently, Indonesia is facing some problems: unequal access for education, education-quality, less effective and efficient to irrelevance graduates with the field work. The low level of relevance and educated labor absorption is shown by the high number of educated unemployment. Based on BPS 2012, there are 6.32% or 7.61 million unemployed. The unemployment includes 1.98 million people graduated from high school, vocational school graduates are 0.99 million people, 0.25 million people graduated from Diploma I / III and 0.54 million graduates bachelor's degree or undergraduate. The level of workforce education is dominated by primary school (57.64%). The majority of workers is in the informal sector (70%) from 112.80 million workforce.

Job creation become more relevant in current issue with 200 million unemployment. The world's reaction to alleviate poverty and unemployment is innitiated by the Global Entrepreneurship Week campaign in the United States through Entrepreneurship USA, 2007. GEW campaign as a global movement of entrepreneurial development is expected to reduce poverty and unemployment. Active participation of entrepreneurs will bring change and renewal, and become a new strategy of economic development in job creation.

Peter Drucker (1985), concluded that there has been a movement from economic era based on management to economic era based on entrepreneurship. For example, new small and medium organizations of entrepreneurship will provide new fieldworks. Some efforts to develop the entrepreneurial spirit massively is not without reason, given the existence of *entrepreneurs* in a country, has a very big role for the progress of development. The Global Entrepreneurship Monitor (GEM), found that there is a correlation between entrepreneurship and economic development to create a prosperous country. Entrepreneur central role in creating superior quality, organize the necessary resources to create added value.

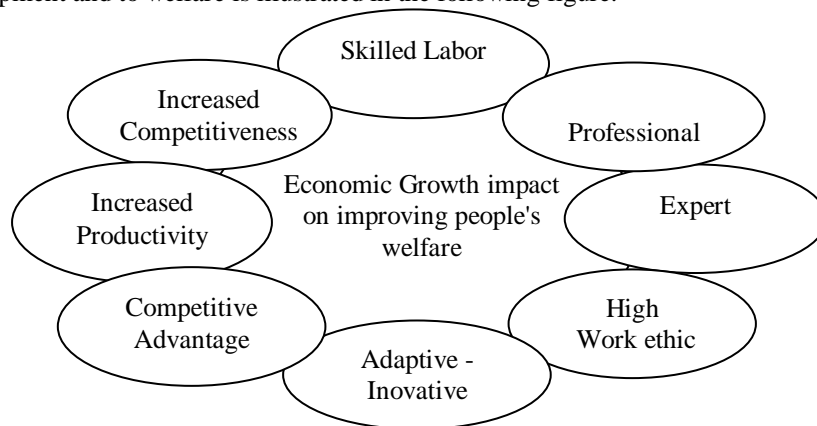
Indonesian President Susilo Bambang Yudhoyono has launched the National Entrepreneurship Movement (GKN) to increase the number of entrepreneurs in 2011. In 2014, GKN is expected to reach the ideal ratio of 2% or 4.8 million self-employment of the population of Indonesia, as a prerequisite to an economic development. GKN has shown its increasing performance during 2012. The Indonesian government has

increased the number of new entrepreneurs from 570,339 people in 2011 (0.24%) to 3,707,205 people (1.56%) at the end of 2012. The increasing ratio entrepreneurs to Indonesian population is needed to improve global competitiveness. Singapore has the entrepreneurial 7.2%, Malaysia 2.1%, Thailand 4.1%, South Korea 4.0%, and the United States 11.5% of the population. GKN is also expected to contribute positively to the government, which targets to decrease unemployment from 7% in 2011 to 5-6% in 2014, economic growth from 6.5% in 2011 to 7.7% in 2014 and poverty from 12.5% to 8-10% in 2014.

Various efforts to support GKN activities are human resource development, improvement of financing programs and marketing programs for entrepreneurs and aspiring entrepreneurs. Entrepreneurship development for educated people is the priority to encourage economic growth quality, so as to strengthen the foundations of the domestic economy and the primary sector directly related to the people. Entrepreneurial is expected to change the economic activity to be no longer rely on the exploitation based on the natural resources sector. Innovation through entrepreneurial development should be encouraged and empowered integrally. Indonesia was in the lowest-ranked in G-20 in innovation. It challenge us to face ASEAN Economic Community (AEC) implementation in 2015. How innovation and creativity should be held continuesly by all parties synergycaly, is the most importing thing to gain competitive advantage.

This research was conducted based on the low level of APK to go to college and high unemployment. There are approximately 3 million children who did not continue their education each year. It make them have no-skills and will be a spesific problem (Research and Education Ministry). The education conditions and human resource development, especially for high school students have problems such as: 1) Incompatibility between educational outcomes and the needs of the workforce; 2) The limited environment and inequality human resources development and; 3) Limited support on educational infrastructure.

Quality education, affordable, relevant and efficient become fundamental requirements in creating human resources who will have intelligent, competent, productive, independent, noble character, strong national character and high competitiveness. Skilled, independent and high competitiveness human resources can be achieved through improving the education quality \_include higher education, vocational \_, training and increasing technological competence and skills / expertise of the workforce and to develop an entrepreneurial culture. Entrepreneurial is expected to increase innovation that can open up access to marketing and distribution to potential markets. Further it will raise Indonesia's bargaining position in the global economic and make it possible to develop the economic development. The correlation of the increasing-qualified human resources to economic development and to welfare is illustrated in the following figure.



**Figure 1:** Framework for Human Resource Improvement Through Quality Education

The efforts and all resources available are inadequate to provide optimal support, especially in urban school which are marginalized. It needs support to develop by the acceleration, extention and development programs that focus on improving the independence and competitiveness which have local wisdom to improve the economy significantly.

Educational institutions as actors in educating and educate the children are not supposely profit-oriented but should develop socio-preneur to improve human resource capacity and encourage the creation of an independent entrepreneur to support the economic growth and development. This effort becomes important because of the high unemployment and low high school graduates who continue to have higher education.

Ashoka Fellows, characterizes social entrepreneurship as: 1) The social entrepreneurs' task of is to identify any bottlenecks or stagnation of the community and provide a plan of congestion or stagnation. He found what does not work, solve the problem by changing the system, spreading the solution, and convince people to make a change; 2) Social Entrepreneurs are not satisfied with just giving "fish" or teach how to "fishing" but he will change the "fisheries" industry.

Mohammad Yunus uses Grameen Bank to develop and serve the poor. This is an innovation, contrary with regularly targeted bank market (capable and have low risk). Congestion access to funds faced by the poor has been solved by the provision of micro-credit system, addressed to them in a group pattern.

Sofyan Tan, recipients of Ashoka Fellow, broke the gap between the local ethnic and Chinese in Medan, by establishing schools in poor areas for both ethnic, especially the poor. The poor is more difficult to integrate with other ethnic groups than the highly educated people. With the foster parent system from other local ethnic, the school has produced graduates who are able to enter a top state university. One of his goals is to develop the social entrepreneurship profession by identifying prominent social entrepreneurs, providing funds to support the person, idea, and institutions. His social activities are: education, environment, health, human rights, community participation, and economic development.

Philip Wickham (2004) analogous entrepreneurship development as a discipline, by "teen" phase, and branches of social entrepreneurship can be placed at an earlier phase, ie by "baby" phase. Dees, Gregory (2001) notes that social entrepreneurship is a combination of a great spirit in the social mission with discipline, innovation, and determination in business. Social entrepreneurship activities include the activities which: a) are not profit oriented, b) are doing business for social purposes, and c) both activities either is not for profit oriented, or for social purposes.

This research are inspired by the social entrepreneurship development by Women Farmers Group - Menur in Desa Wareng, Gunung Kidul, Yogyakarta, which has been recorded in the documentary film. CK Prahalad (2005) wrote that companies and universities can participate in solving social problems. He noted that we will see a new opportunity if we stop to think that the poor as victims and burdens, but as resilient and creative entrepreneurs. Asian Institute of Management (AIM) provide education in social entrepreneurship at Master's program in Development Management in Manila, Philippines. AIM is superior in producing cases for education and training, in addition to produce a model of the society development.

FEB University of Merdeka Malang performed "Share and Care FE for Children Education Progress" program as a form of socio-preneur commitment and concern for the educational progress and the human resources development since 2009. The purposes of this program are to increase social awareness and share knowledge to improve the quality of human resources.

The program is considered successful because it can increase the motivation and entrepreneurial knowledge of high school graduate candidates. But the program can not run optimally because it only afford less than 10% from a total of 365 schools in Malang. Besides, this activity has not resulted in concrete entrepreneur. It needs further development to generate the real entrepreneur through acceleration, extension and development to provide entrepreneurship skills provision to be more concrete. When he completed the social intervention process, will have a business and then run his business.

The main purpose of this research is to propose a model of "socio-preneur" through acceleration, extension and development of "Share and Care" program to make the people be independent and improve their competitiveness by increasing their motivation and skills. While the specific purposes of this program are: 1) establish a "Share and Care" program appropriate with the will and interests, potential, target groups, entrepreneurial characteristics of communities that have been mapped; 2) Create understanding of the importance of the socio-preneur development as a form to encourage and increase the independence and as a mean of strengthening the economy competitiveness and the increasing people's welfare and 3) Establish a high school graduate as an entrepreneur, especially a techno-preneur.

Based on these limitations, human resource development efforts will naturally be more focused in shape-selective strengthening of the creative efforts and the creation of innovation through excavation potential resources to generate new entrepreneurs to be more creative, encourage the development of social networks and network cooperation among stakeholders. Entrepreneurship development especially for educated people will be a priority to increase economic growth quality, strengthen the foundations of the domestic economy and the primary sector directly related to the people. Through entrepreneurial, economic activity is expected will be no longer rely on the exploitation based on the natural resources sector.

## **II. Research Methods**

The study is a combination of descriptive research, and applied research. The unit analysis are 1) the high school principal in Malang; 2) 3<sup>rd</sup> grade high school student in Malang and 3) the relevant stakeholders. Sample framework based on purposive sampling. The research instrument used in-depth interviews and focus group discussion techniques. The data were analyzed by descriptive analysis to describe the findings and policy involving the parties concerned to get the appropriate model.

### III. Results And Discussion

The latest poverty data (BPS, March 2012) showed that East Java has the biggest number of the poor. The results showed that the poor who live in the Malang are 25 816 households, 13 219 households in Batu and 31 723 households in Malang district.

**Table 1** Unemployment Rate in East Java and Research Location

Information	Unemployment Rate		
	2010	2011	2012
East Java	4:25	4:16	4:12
Malang City	8.68	5:19	7.68
Malang Regency	4:49	4.63	3.79
Batu City	5:55	4:57	3:41

Source: Jawa Timur in Figures and Regency/City in Figures 2012

The highest unemployment rate in August 2012 is Malang City (7.68%) which is higher than TPT East Java, while the other two cities Malang Regency (3.79%) and Batu City (3:41%) under TPT East Java (4:12%). The highest unemployment rate is high school graduates (7:29%), while undergraduates is 7:27% and the lowest (2.87%) is Junior High School graduates.

**Table 2** TPAK and Workers Education

Information	Labor Force Participation Rate (TPAK)	Level of Education Workers		
		Elementary School	Junior High School	Senior High School and University
East Java	69.62	55.05	17:50	20:57
Malang City	64.26	1:28	29.61	69.21
Malang Regency	70.26	42.34	24.12	33.54
Batu City	70.09	27.26	17:21	55.53

Source: Jawa Timur in Figures and Regency / City in Figures 2012

The quality of human resources is a key factor to achieve regional development and local competitive advantage. The availability of qualified human resources will determine the ability of the area in facing the era of free-market economy, which demands high competitiveness. The role of education is very important and strategic to improve the quality of human resources, which is characterized by the mastery in science and technology as well as having adequate technical skills. Education, especially at medium and high levels are very important to support the development of human resources and labor competitiveness to face the tough competition tight locally, nationally, and globally. All three levels of education research area in Malang and Batu dominated by high school graduates and undergraduates while in Malang is dominated by elementary school graduates.

Indonesian labor market is characterized by a modern or formal sector which is relatively small and traditional or informal sector which is very large, reflecting the 'surplus' labor. Formal sector gives higher wages and better working conditions compared to informal sector. Workers in the formal sector has a bigger opportunity to increase their skills in the workplace (skills that enable them to get a job in the formal sector) and access to training so that they have a better position to increase their income and welfare. In contrast, the majority of workers (but not all workers) in the informal sector with a low level of productivity of informal labor income is generally lower and unsettled. The formal and informal workers numbers from 2011 to 2012 is shown in Table. 3

**Table 3** Labour Force Activity

Year	Work		Percentage		Open Employment Rate
	Formal	Informal	Employ	Entrepreneur	
2011	32.23	67.77	58.12	38.82	4,16
2012	33.80	66.20	59.13	36.75	4,12

Source: Jawa Timur in Figures 2012

The economy will grow higher to ensure that people who are more educated and skilled will have access to better jobs and be more productive. There are 3 percent of whom are professionals with undergraduate education level, while about 5 percent of them semi-skilled workers and vocational education diploma. It means that the majority of its workforce is semiskilled, with the percentage of junior high school graduates are relatively big. Therefore, the role of government is essential to increase worker productivity directly, to create a conducive policy environment as well as indirect;y, improving the quality and skills of the workforce.

### 3.1 Overview Programs

FEB University of Merdeka Malang performed "Share and Care FE for Children Education Progress" program as a form of socio-preneur commitment and concern for the educational progress and the human resources development since 2009. The purposes of this program are to increase social awareness and share knowledge to improve the quality of human resources. This activity is managed by a team of trainers, facilitators, resource persons with educational background and relevant experience and support from other professional organizations.

The shape of the activities offered are training motivation and entrepreneurship as well as free workshops at various schools in East Java, including in Malang, Pare Kediri, Jember, Bojonegoro, Blitar and Probolinggo.

**Table 4** Number of High School and Equal

Region	High School			Total
	SMA	SMK	MA	
Malang City	42	45	50	137
Malang Regency	63	88	54	205
Batu City	10	10	3	23
				365

Source: Regency/ City in Figures 2012

The program is considered successful because it can increase the motivation and entrepreneurial knowledge prospective of high school graduates. Unfortunately the program can not be run optimally because of limited access to schools. There are only 10% were able to afford from a total of 365 schools. Besides, this activity has not resulted in concrete entrepreneur due to various constraints such as limited systematics and training facilities. The program needs to be developed further to generate the real entrepreneur. One way to develop this program is through acceleration, extention and development program to provide entrepreneurship skills provision of more concrete so that after the intervention social process, high school graduates will able directly have a business, running his business and earn money from his business.

### 3.2 Description of Research

#### 3.2.1 Aspects of Entrepreneurship

##### 3.2.1.1 Willingness to continue to learn and seek information

One of the important aspects to be self-employed is knowledge. It means that to be a new entrepreneur should learn constantly and seek information to paractice his ability to analyze and make decisions. The results show that willingness to keep learning indicate that it is important to all respondents to keep learning and seeking information by 50%, not sure 13.6%, 28.5% do not matter and 7.8% did not answer. Instead there are 94.4% respondents who did not agree to think scientificly and understand about management. It means that respondents consider the will is enough for them to run a business. It is understandable considering that they are high school graduates. Therefore, it is important for entrepreneur candidates to seek information and knowledge and use it to help them in decision making in business.

##### 3.2.1.2 Well-prepared to solve the problems

The rising of new entrepreneurs, require a willingness to be well-prepared to solve the problems. The ability can be taught. Characters can be built through his experiences and environment. Opportunity can be established by government support through many ways. Willingness is an intention which is embedded in entrepreneur candidates. Moreover, when considering to start a business means engaging a risk. Willingness to become an entrepreneur means the willingness to take the risk and solve any problems arise.

The result show that 67,9% respondents are well-prepared to deal with any problems. Nonetheless, 30.3% respondents are lack of confidence if their business will fail. Therefore it is necessary to motivate them that problems will arise in everywhere. They will get a problem and have to solve it, take higher risk as an entrepreneur than an employee.

##### 3.2.1.3 Self-confidence, Positive Thinking and ready to face the problems and risks

Another element in creating new entrepreneurs are self-confidence, positive thinking and ready to face the problems and risks. Analysis for the aspect of self-confidence, positive thinking and ready to face the problems and risks showed that the majority (51.1%) claimed to have high confidence, which is determined by the ability, determination and ambition of achieving the goal. 68.3% of respondents who agreed that the future should be seen as something exciting is not bleak. Positive thinking also had an impact on the readiness to face the future, to get a better future, to take decisions, especially to start a business. Business success is determined

by the ability to make wise decisions for business development. Analysis of attitudes shows that most respondents (67.8%) are ready to face any consequences of good and bad of each decision.

#### **3.2.1.4 Tough, Hard Work, Never Give up and be Responsibility**

The decision to manage the business should also be supported by physical readiness, willingness to work harder, and most importantly, never give up and be responsible. That are the attitude that must be owned by the start up business because the risks are very high. Hard work requires physical toughness and ability to mobilize resources. The analysis showed that 44.1% of respondents had a physical and mental endurance to start a business. Aspects of physical readiness to work under pressure showed that 22.2% of people are able to handle stress and 58.9% need encouragement to others.

From willingness to work harder than others aspect, showed that 31.1% claim to work harder. The results showed that the majority of respondents (65.2%) were able to face the challenges, able to finish the job and can work under pressure. Analysis on the responsibility for completing the work showed that 60.8% can carry out all work very well, without supervision of others and prepared to take responsibility for their work.

#### **3.2.1.5 Aspect of Capabilities**

Entrepreneurial skills are defined as technical and business skills to start and run a business. Without this ability, employers will not be able to take advantage of the opportunities that exist, and will not be able to start and run a business. Therefore, employers must believe that his ability is above average and were able to eliminate the weaknesses. The results showed that 55.4% of respondents have the ability to solve problems, 28.3% are unsure and the rest can not afford.

The majority of respondents still assume that they have the ability to cooperate with others. The results also showed that the main weakness of the respondents are the lack knowledge, experience and training to start a business. They need to continue to learn, gain experience, and training.

#### **3.2.1.6 Aspect of Ability to find Opportunities**

Entrepreneurship is seen as a creative act in using the opportunity to initiate and carry out an activity. Being entrepreneurial means having the ability to find and evaluate opportunities, gather the necessary resources and act to benefit from this opportunity. Opportunity is defined as the probability of a successful business and exploit the advantage. Entrepreneurial opportunity is higher if there are institutional framework and the legal framework to support the creation of an efficient market. In addition, the lower the barriers that must be faced by entrepreneurs to take advantage of business opportunities also affect the willingness and ability of entrepreneurship.

Entrepreneurship is a combination of entrepreneurial character, opportunities, support resources, and action. The results showed that the majority of respondents (76.1%) stated that they can see the possibilities and believe that behind the difficulties and obstacles there will be opportunities that can be exploited. This result proves that the entrepreneurial willingness alone will not be able to bring a new entrepreneur if it is not matched with the ability to create opportunities and respond to opportunities.

#### **3.2.1.7 Choosing a business risk and readiness to face Risk**

The decision to start a business should be supported by the ability to see how well the prospects of the business, how high business risks and willingness to handle business risks. Choice to be an entrepreneur means being ready and willing to take risks and be prepared to face the risk option. Assessment of business risk aspects of selection showed that when faced with the choice of risk, the majority of respondents (82.2%) chose the safe option that if the probability of success of 60% -100%.

Analysis of the aspects of readiness to face risks, the majority (71.3%) expressed readiness to face the risks in order to achieve the goal. Success in managing a business is determined by how the owners are able to manage all the resources.

#### **3.2.1.8 Leadership and Cooperation**

A good entrepreneur is a person who is able to manage human resources which means being able to be a leader, able to work together in teams and are ready to delegate authority if necessary for business to grow rapidly. Analysis of aspects of preparedness became leader 47.3% of respondents who expressed readiness to become a leader. This means that most are not ready to be a leader and take the initiative. 51.8% of respondents claimed to have not been able to influence others to execute the idea.

The aspect of cooperation and delegation of authority shows that the majority of respondents (58.3%) stated that it is important for them to engage others to achieve the expected goals. Readiness receive feedback and delegating authority is crucial for business growth because not all can be done alone. In addition, when a person decides to cooperate with others, it must be ready to accept criticism and suggestions

for business growth. Readiness of respondents to accept criticism shows that 72.9% expressed readiness to accept criticism and suggestions for improvement and business development.

### **3.2.1.9 Access to Resources**

New entrepreneurs not only requires the willingness and ability of entrepreneurs, but also require financial and non-financial support. Analysis of the respondent's ability to access the resources, especially financial resources showed that, 32.3% did not face difficulties in accessing financial resources 22.2% of them expressed difficulty accessing financial resources,. This conviction shows that they have the ability to access financial resources, among others, can be derived from themselves, their families and other financial institutions that currently provide an opportunity to access many sources of funding, so that the difficulties associated with the ability to access resources can be resolved

### **3.2.1.10 Focus and Consistency.**

The success of business requires someone to stay focused and consistent despite many weaknesses and constraints. Focus and consistency of respondents in dealing with problems that arise showed that 45% of respondents would divert attention to other destinations if it fails to achieve the initial objectives, 21.1% said not sure. Failure to achieve the goal should not be a barrier even be the basis for changing the direction of the business.

Focus on the initial objective is more important for entrepreneurs to learn from failure and may rise toward long-term success. Dissatisfaction as an excuse to change the goal could be a boomerang that can eliminate the beliefs of others and raises the suspicion that the respondent is a person does not have a strong commitment.

### **3.2.1.11 Innovation and Readiness To Change**

Facing changes and higher competition and attempt to win it requires a lot of creativity and innovation as well as the ability to adapt. The analysis showed that 71.8% of respondents are ready to innovate in order to grow the business and win the competition. However there is one thing that is avoided by most of the respondents (52.2%) stated that they were not able to make these crazy ideas. This suggests that one must have the courage and the ability to receive a very big risk if issued a crazy idea even considered odd because everyone else takes a long time to accept the idea.

From the aspect of readiness to accept the changes show that only 29.6% are ready to change the decision if there is a situation and current conditions. 35.2% of respondents considers it important to adapt to the situation, change and try to enter new businesses while the rest were not sure. This fact demonstrates the need for an effort to raise awareness about the importance to always observe the events happening around them and be ready to adapt to the survival of the business.

### **3.2.1.12 Professionalism**

The demands of competition and efforts to develop a professional business requires professional people to manage and evaluate its performance. The analysis showed that the majority of respondents (88.4%) said it was important to create performance reports in order to achieve its goals and carry out an evaluation of the results. It is intended to find a match between the objectives and results.

From the aspect of election workers showed fairly balanced. 37.8% prefer to hire someone on the basis of skill. While 36.6% prefer to employ people on the basis of family ties and friends by reason of their loyalty and 20% said not sure. In the implementation of the concept of good management can choose a friend or family to help develop the business on the assumption that they are experts and can work in a professional manner not solely because of the family.

## **3.3 Business Options**

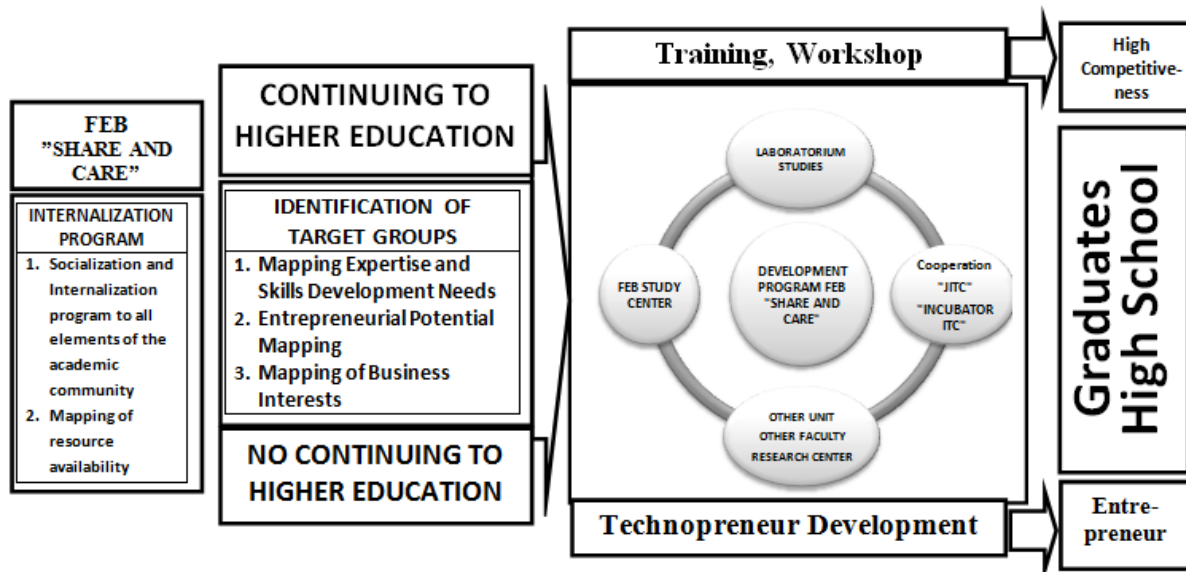
Everyone has a stereotyped concept of the existing work or provided by the public, then choose the appropriate job, although there is also a stereotype that is not based on a particular idea or no relationship with the work. The stereotype is based on the specificity of the work so as to enable the stereotype is true or false. One method that can be used is RMIB, which functions: 1) as consideration in directing or choose a satisfactory job, 2) To help individuals determine the main interests and continued to study the work of the interest.

The option to work from the study include: 15.4% liked the kind of work **out door** activities or jobs that are not associated with the routine. 14.1% liked the **mechanical** work that is worked using machinery, equipment and engine power, 12.8% liked the **medical** work that is work-related interest in the treatment, to reduce the effects of illness, healing, and in the field of medical and biological matters Other, 11.5% liked the work of **social service** that work related to the interest in the welfare of the population, with a desire to assist and provide guidance / advice about their problems and difficulties. 10.3% like the **musical** that is job-related

interests to play an instrument or listen to other people sing or read something related to music, including music appreciation.

In addition, 9.0% liked the **practical** work that is work-related interests of practical work, carpentry work, and that requires skill. 7.7% like job **persuasive** that the work related to humans, discussion, persuade, along with others who basically is a job that requires contact with other people. 6.4% like **clerical** work that is work related to the interests of the routine tasks that require precision. 5.1% like **literacy** work that is work-related books, reading, writing. 3.8% like job **aesthetic** work related to matters of art and create something, a 2.1% like **computational** jobs are jobs related to numbers and 1.3% like **science** associated with the job in terms of analysis and investigation, experiment, chemistry and science in general.

### 3.4 Model of "Share and Care"



The steps in the development model are:

#### a. Program Internalization

The purposes and benefits of this steps are: 1) To disclose of information to all stakeholders in order to participate actively in the activities; 2) It needs an initiative simultaneous and continuous socialitation in program management, and awareness to improve the dynamic development of the program; 3) Increase the motivation to develop a program by strengthening the awareness level and increasing stakeholders' participation level; 4) Maintaining an intensif interaction among program administrator in the development and institutionalization process that affects an increasing motivation to achieve the goal; 5) Increasing the committee's role in strengthening the dynamics through the integration process with a variety of programs managed by institutions and other educational institutions, to increase human resource capacity to adapt with the rapid development of technology.

During the process of internalization, program administrators will regularly evaluate and formulate innovative programs, particularly for the benefit of developing programs and networks, to strengthen and accelerate the institutionalization process of their independence as the program output.

#### b. Target Groups Identification

The aim of this activity is mapping the need for skills and expertise which is desired by the target group, potential entrepreneurial spirit and his business interests. The real needs analysis of the target group are efforts to collect and filter the information concerning their needs or present the results for target groups with various specifications which is suitable with their capabilities and capacities. The next step is determining the pattern of intervention to solve the problem of needs fulfillment

Target Group (High School Student) as object and subject has an important role (key holder) to develop his ability. It needs participation from problem diagnosis phase to planning, implementation and evaluation. The target group idea will be the main point to program development to cut the gap among the needs with the program types which will be given to them. It is necessary to motivate and explain the benefit of every plans they make to increase their participation individually or collectively to achieve the program purposes.



**c. External Support**

The data show that not only high school students but also society need support from others to be their facilitator, catalyst, motivator and provide technical guidance to develop. Lacking of resources need to be supported by other resources including by themselves. These supports should follow the empowerment principle to improve themselves and to be independent.

All parties should collaborate and coordinated among themselves in accordance with each capacity and capability. Synergy in this program become a determinant key in building strong resource and high competitiveness in the future. One of the these synergy are formed by cooperation or partnership with the competent institutions associated with the program. Ideal partnership is based on an association, through the principle of mutual need, reinforcing, and benefit ("win-win solution"). Through a pattern of cooperation or partnership, it is expected to transfer of technology, skills, abilities and expertise to improve their competitiveness.

Stakeholders support are aimed to: 1) Build a relevant bases to scientific development to respond the dynamic global change; 2) Develop some target group development centers by utilizing available local resources; 3) Disseminate required information through public education to make the target group getting adaptive ability to meet the globalization.

**d. Program Implementation**

FEB "Share and Care" is a program with certain conditions that is aimed to increase the target's ability better and achieve independence. The model was built to improve acceleration, accessibility and affordability process of technology transfer, innovation, skills and expertise which are needed by target group.

Program interventions are:

**1) Human Resource Capacity Increasing**

Increasing the capacity of human resources is a strategy to develop the basic capabilities and the ability to work through education and skills and can use the environmental development. Education and skills will enable them to seize opportunities and job opportunities and be able to adjust to the changes. Increasing capacity is intended to improve themselves, explore their self-potential to reach a wide range of opportunities and put themselves into the better socio-economic environment and competitiveness improvement.

Human resource development strategy should concern with the conditions, aspirations, potential and local needs to expand employment and business opportunities. The "uniform" approach is no longer be used in planning the human resources development which have different characteristics. Coaching in human resources' ability improvement has been done through the introduction, development of innovation ability, understand and explore the capabilities and capacity, to boost the continuous and intensive-learning process to make effective learning environment. These mutualism can drive intensity and the various incentives that can create further understanding and action in order to achieve the goals.

**2) Economic Empowerment to increase the Economic Independence**

Coaching in this program has been done by seeking business opportunities that concerned with the program, providing the experts to assist in the learning process of technology transfer such as dynamics of managerial learning, adopt interaction and innovation adaptation of technologies, techniques and methods. The results of this learning process is expected to provide added value and economic benefits to the target group as mutualism, which will improve the economic independence of the target group.

**IV. Conclusion**

The results showed that there are many issues related to education and well-prepared- high school graduates who are not able to pursue higher education to enter the workforce. The most important in preparing the next entrepreneurs to run their business is the readiness to accept the risk and the ability to see opportunities. It needs entrepreneurship to be successful in business with varying degrees of understanding which needs many efforts to develop it. Entrepreneurship is inseparable from creativity and innovation. Innovation is created by the presence of high creativity. Creativity is the ability to bring something new in life.

Creativity is an important thing of competitive strength due to the changing environment and the courage to take risks which is part of creativity. Internally, respondents has a lot of self-carrying capacity such as the desire to keep learning, to understand the importance of teamwork and to delegate the authority as well as being a professional, instead there are a lot of things which need to be improved such as confidence, hard work, toughness and work orientation.

The main steps to be implemented are: 1) Build a job competence development infrastructure; 2) Implement facilitation program at performance improvement of training institutions; 3) Carry out monitoring, evaluation and supervision of the implementation of the performance improvement program of training

institutions; 4) Report the training conditions and training institutions; 5) Verify the target group of beneficiary entrepreneurship and apprenticeship programs; 6) Update the labor market data in a regency/city.

### **Acknowledgements**

This article is dedicated to all of civitas academica University of Merdeka Malang. They have already contributed to this article significantly.

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