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# The governance of nurturing in education and training of Bali land transportation polytechnic

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**Abstract**---This article contains the result of in-depth research on how Governance of Nurturing in Education and Training of Bali Land Transportation Polytechnic is carried out. The purpose of the research is to find out the ideal number of caregivers in operational activities of supervision, mentoring, and nurturing for cadets/I and to find out the scheme for implementing nurturing patterns for cadets/I. It is also to find out innovations in the program for developing nurturing patterns. The method used in this research is Research & Development (R&D) method. From the result of the research, it can be concluded that the Bali Land Transportation Polytechnic (Poltrada) had an ideal ratio number of caregivers, which is 1: 16. The implementation of nurturing was carried out in the form of Picket (Existing) Nurturing by the Advisor, In-Campus Fostering Patterns, and Humanist Nurturing. The innovation of the nurturing Pattern Development Program uses the Application of Bali Land Transportation Polytechnic (Poltrada) Intelligence of Taruna System (ITS) Nurturing Pattern Model. Thus, it is hoped that Governance of Nurturing in the Education and Training of Bali Land Transportation Polytechnic will participate significantly to

achieve the government's program and make Indonesia's Land Transportation sector stronger by preparing professional and ethical human resources.

**Keywords**---collage of service, vocational education, nurturing patterns, intelligence of taruna system.

## **Introduction**

Based on Presidential Regulation (Perpres) No. 87 of 2017 concerning Strengthening Character Education, it is the consideration that to create a cultured nation through strengthening religious values, honesty, tolerance, discipline, hard work, creativity, independence, democracy, curiosity, the spirit of nationalism, love for the homeland, respect for achievement, communicative, love peace, love to read, care for the environment, care about socially, and be responsible, the government sees the need to strengthen the character education. In Presidential Regulation 87 of 2017 concerning Strengthening Character Education, it is stated that Strengthening Character Education, hereinafter abbreviated as SCE is an educational movement under the responsibility of the education unit to strengthen the character of students through harmonization of heart, taste, thought, and sports with involvement and cooperation between education units, families, and communities as part of the National Movement for Mental Revolution (NMMR).

Vocational schools are skills education, basically, education that is more oriented to the application of knowledge. Alumni must be competent and skilled at work. Vocational schools are directed to realize alumni who are ready to work according to the needs of today's world of work. Not only that, but education is also an effort to foster mentality, give birth to generations and apply the principles of nobility and instill noble values in the students. One of the success factors of vocational education in dormitories can be seen in the well-developed nurturing management, namely the system that is responsible for the daily activities of cadets. Good nurturing patterns will lead to a good impact on the child's behavior. Therefore, in the pattern of nurturing, planning is needed, it involves the preparation of the program to be achieved, competent human resources, adequate budgeting, and well-structured organization so that all elements in the nurturing system can contribute to creating ethical and professional students.

## **Legal basis**

- Regulation of Transportation Minister of Republic Indonesia Number 30 of 2019 concerning the Organization and Work Procedure of Bali Land Transportation Polytechnic;
- Regulation of the Head of Human Resources Development Agency Number: PK.2/BPSDMP-2018 concerning Guidelines for nurturing of Cadets in training institution environment;
- Regulation of the head of Human Resources Development Agency Number: PK.1/BPSDMP-2020 concerning Amendment to the Regulation of the Head of Transportation Human Resources Development Agency Number:

PK.2/BPSDMP-2018 concerning Guidelines for Care of Cadets in Transportation Education and Training Institutions within the Transportation Human Resources Development Agency;

- Decree of the Head of Land Transportation Human Resources Development Center Number: SK. 84 of 2019 concerning Guidelines for the career Care Program for Cadets at UPT within Land Transportation HR Development Center.

### **Goals and Objectives**

The objectives of the research are:

- To find out the ideal number of caregivers in the operational activities of supervision, mentoring, and nurturing of cadets/I;
- To find out the schemes for implementing the cadets/I nurturing pattern;
- To find out the innovation of the nurturing pattern development program.

While the targets are:

- As a basis for determining the number of caregivers needed;
- As a measuring method to know as well as evaluate the application of nurturing patterns;
- As one of the efforts to increase the output of education quality

### **Research Methodology**

The method of the research is steps taken to collect the data or information. Then, it is processed and analyzed scientifically. The method used Research & Development (R&D) method. It is a method that focuses on the purpose of developing, extending, and exploring further theory in a particular discipline as needed through training and education.

### **Results and Discussion**

#### **Current nurturing pattern**

Based on the Regulation of Head Transportation Human Resources Development Agency Number PK. 2 / BPSDMP-2018 concerning Guideline for Care of Cadets at Transportation Education and Training Institutions within the Transportation Human Resources Development Agency, Bali Land Transportation Polytechnic using a pattern for developing the characteristics of transportation human resources with an emphasis on the formation of soft skill competencies that need to be carried out in an integrated structured, planned manner and tiered with the right method. The proportion of caregiver is one (1) person who supervises and be responsible for 30 (thirty) cadets of the Transportation Education and Training Institute in the BPSDMP environment. The method that needs to be done is the nurturing method as an inseparable part of the overall education and training process. Caregivers for cadets at Bali Land Transportation Polytechnic consist of direct and indirect Caregivers. It can be seen as follows:

- Direct Caregivers are functional staff. They have duties and responsibilities as caregivers in carrying out coaching through direct interaction with cadets in life at Transportation Education and Training Institute in Bali Land Transportation Polytechnic (Poltrada) environment. It consists of psychologists, health workers, and caregivers who are hired based on needs (external).
- Indirect Caregivers are educators or education personnel. They are appointed by the director who carried out coaching through indirect interaction with cadets in life on campus and must become the role models. They also must be responsible for supporting the success of cadets' care goals at the Transportation and Education Training Institute in the Bali Land Transportation Polytechnic (Poltrada) environment.

Duties and powers of indirect caregivers:

- Educator
  - Provide an exemplary example in appearance and behavior when carrying out the duties as an educator;
  - Provide regular input for direct caregivers about the condition of Cadets who have problems in the learning and training process;
  - Coordinate with the direct caregivers about the steps that need to be taken in overcoming problems faced by the cadets;
  - Provide tutoring for cadets who have learning difficulties;
  - Warn the cadets who are proven to committed violations;
  - Responsible for carrying out his duties to the Chairman/Director/Head of the Transportation Education and Training Institute.
- Education Personnel
  - Providing exemplary examples in appearance and behavior while carrying out duties as educational staff
  - Prepare the necessary facilities and infrastructure for nurturing activities;
  - Provide input, suggestions, considerations to the Chair/Director/Head of the Transportation Education and Training Institute and direct caregivers regarding various things that need or no need to be done in the context of nurturing;
  - Following their respective fields, providing input regularly to direct caregivers about the development of cadets' conditions (health, psychological, health, etc.);
  - Give a warning to cadets at the Transportation Education and Training Institute in the BPSDMP environment who are proven to have committed violations;
  - Responsible for carrying out his duties to the Chairman/Director/Head of the Transportation Education and Training Institute
- Nurturing Stage
  - Orientation Stage
    - General Understanding  
This stage is the first step in nurturing cadets at the Transportation Education and Training Institute within the BPSDMP environment, which focuses on introducing the goals, objectives, and character

development activities of transportation human resources, to prepare cadets to be able to adapt to life in dormitories and have a complete picture about the purpose of activities associated with various tasks, responsibilities, and challenges that will be faced in the world of work. It aims to foster a spirit of togetherness, physical resilience, the formation of attitudes and behavior of all cadets, both from the land, sea, and air dimensions at the Transportation Education and Training Institute within the BPSDMP environment to be given guidance for a maximum of 2 (two) weeks, in cooperation with the appointed agency based on the results of the agreement. Which is called the basic period of character formation of cadets (Madatukar)

- Nurturing Purpose
  - Introducing the importance of character building for cadets related to the challenges that will be faced in carrying out their duties and responsibilities after graduating from the Transportation Education and Training Institute within the BPSDMP environment;
  - Introducing the obligations and rights as young cadets at the Transportation Education and Training Institute within the BPSDMP environment;
  - Introducing activities during the orientation period (activities in arranging bedrooms/bathrooms, in classrooms, dining rooms, sports facilities, and other extracurricular activities, tidiness, and cleanliness of the use of uniforms and their attributes);
  - Introducing the procedures for interacting with other people;
  - Introducing the infrastructure owned by the Transportation Education and Training Institute within the BPSDMP environment;
  - Introducing the rules of life in the hostel;
  - Introducing existing organizations on campus, both training institutions, and youth organizations;
  - Introducing good worship procedures according to their respective religions and beliefs
- Nurturing Time
 

The nurturing time for this orientation stage is 6 (six) months. In the first 3 (three) months, cadets are prohibited from leaving campus for cruises. The implementation of care at this stage for each level of education is attached in Table 1

Table 1  
Orientation Stage Development Time

Education Level	Execution time	Duration
SMK	First semester	6 months
Diploma Two	First semester	6 months
diploma three	First semester	6 months
Diploma Four	First semester	6 months

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Caregiver Duties
 

During this period, the duties of the caregiver in carrying out their care

are:

- Make a plan of the care activities following the purpose of care;
- Conduct strict supervision and guide cadets to adapt to changing lifestyles and carrying out their obligations as members of the boarding community;
- Build awareness of cadets at the Transportation Education and Training Institute within the BPSDMP environment to respect human rights, not to make distinctions based on SARA, and comply with all applicable regulations on campus;
- Communicate regularly with the parents of the cadets and the unit at the training institution responsible for the care of the cadets about the development of their foster cadets;
- Build a conducive atmosphere and passion/spirit of the cadets to quickly adapt and perform optimally;
- Introducing the rules to the cadet;
- Reporting, coordinating with related units, and taking actions following procedures regarding the condition of cadets at the Transportation Education and Training Institute within the BPSDMP environment;
- Record and report every achievement and violation committed by cadets at the Transportation Education and Training Institute within the BPSDMP environment to the caregiver's direct supervisor according to the applicable procedure or hierarchy.
- Record the attitudes and behavior of cadets at the Transportation Education and Training Institute in the BPSDMP environment daily and provide the data and information about the attitudes and behavior of the cadets to their supervisors following applicable procedures or hierarchies;
- Evaluate the development of cadets' attitudes and behavior in the field of care for which they are responsible, for further evaluation results and recommendations are submitted to the caregiver's supervisor following the applicable procedure or hierarchy.
- Nurturing Techniques and Activities  
To achieve learning outcomes following educational goals, the implementation of care at this stage is carried out through activities listed in Table 2 as follows:

Table 2  
Orientation Stage of Nurturing Techniques and Activities

No.	Nurturing Purpose	Method	Operational/ Real Practice	Supporting facilities
1.	Recognize the importance of character building for cadets at the Transportation Education and Training Institute	Instructive, Educational, Suggestive	Public lectures, discussion forums	Halls, classrooms, audio-visual equipment, official vehicles

	within the BPSDM environment associated with the challenges that will be faced in carrying out tasks and responsibilities after graduation			
2.	Introducing academic and boarding rules	Instructive, Habituation, Sanctioning	Lectures, PUDD discussion forums, etc.	Hall rooms, classrooms, and pocketbooks for cadets at the Transportation Education and Training Institute in the BPSDMP environment.
3.	Introducing activities in the early days of dorm life	Instructions, Habituation, Sanctions, Guidance, and Counseling	Directions introduce dormitory life, activities for arranging bedrooms/bathrooms, in classrooms, dining rooms, sports facilities, and other extracurricular activities, tidiness, and cleanliness of the use of uniforms and their attributes	Dormitories, classrooms, dining rooms, sports facilities and extracurricular activities, uniforms, and their attributes.
4.	Introducing physical fitness activities	Instructive, Educational, Suggestive	Marching exercises, ceremonies, honors, sporting activities	Ceremony grounds, picket rooms, dormitories, sports and arts facilities
5.	Introducing soft skill activities	Educational, Suggestive, Persuasive, Discussion, Group	Art and mental attitude formation (outbound, game)	The field is a means of forming mental attitudes
6.	Knowing how to interact with other people	Educational, Suggestive, Persuasive, Discussion, Group	Lectures, correspondence practice	Class, hall, dormitory

7.	Getting to know the infrastructure of life on campus	Instructive	Lecture, introduction to the campus area, map distribution	Campus plans, information boards
8.	Introducing organizations that exist on campus, both training institutions and youth organizations	instructive	Lecture, division of organizational structure	Classroom, hall, organization chart
9.	Introducing good worship procedures according to their respective religions and beliefs	Educative, suggestive, persuasive	Worship activities, spiritual lectures	Facilities for worship

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Formation Stage
  - General Understanding
 

This stage is started from the completion of the orientation stage by focusing on building the character of cadets at the Transportation Education and Training Institute within the BPSDMP environment through supervision and care so that the cadets can understand well, have awareness (confidence and belief) to behave following the provisions/rules in the Transportation Education and Training Institute to create a conducive atmosphere. At this time, cadets at the Transportation Education and Training Institute in the BPSDMP environment are called Youth Cadets.
- Nurturing Purpose
  - Implementing the responsibilities and rights as youth cadets at the Transportation Education and Training Institute within the BPSDMP environment;
  - Implementing activities during the formation period, including arranging the tidiness and cleanliness of bedrooms/bathrooms, classrooms, dining rooms, sports facilities, and other extracurricular activities, using uniforms and their attributes
  - Applying the procedures for interacting with other people;
  - Applying the rules of life in the dormitory;
  - Implementing organizational activities in youth organizations;
  - Implementing good worship procedures following their respective religions and beliefs;
  - Instilling nationalism (love of the homeland);
  - Instilling a national transportation philosophy;
  - Building the soul of the corps (maintaining the honor of the corps);
  - Introducing the leadership traits.
- Nurturing Time



The implementation of care at this stage for each level of education is attached in Table 3

Table 3  
Formation Stage Development Time

Education Level	Execution time	Duration
SMK	Second-third semester	9 months
Diploma Two	Second semester	6 months
diploma three	Second-third semester	9 months
Diploma Four	Second-third semester	12 months

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Caregiver Duties
 

During this period, the duties of the caregiver in carrying out their care are:

  - Planning care activities following the goals of care;
  - Carry out strict supervision and guide cadets at the Transportation Education and Training Institute within BPSDMP to adapt to changing the lifestyle and carry out their obligations as members of the boarding community;
  - Build awareness of cadets at the Transportation Education and Training Institute within BPSDMP to respect human rights, not to make distinctions based on SARA, and comply with all applicable regulations on campus;
  - Communicate regularly with the parents of the cadets and the unit at the training institution that is responsible for nurturing cadets about the development of their foster cadets;
  - Building a conducive atmosphere and the passion/spirit of the cadets at the Transportation Education and Training Institute within the BPSDMP environment to quickly adapt and perform optimally;
  - Record every achievement and violation committed by the cadets in the cadet's pocketbook;
  - Report any achievements and violations committed by cadets to the direct supervisor of the caregiver according to the applicable procedure or hierarchy;
  - Record the daily behavior of cadets and provide the data and information about cadet's behavior to supervisors and caregivers following applicable procedures or hierarchies;
  - Evaluating the development of the cadet's behavior in the field of care that becomes his/her responsibility, then the evaluation results and recommendations are submitted to the caregiver's supervisor following the applicable procedure or hierarchy
- Nurturing Technique and Activities
 

To achieve learning outcomes following educational goals, the implementation of care at this stage is carried out through activities listed in Table 4 as follows:

Table 4  
Nurturing Techniques and Activities During the Forming Period

No.	Nurturing Purpose	Method	Operational/ Real Practice	Supporting facilities
1.	Implementing the obligations and rights as cadets at the Transportation Education and Training Institute within the BPSDMP	Instructive, Habituation, Giving Sanctions, Guidance, and Counseling	Lectures, discussion forums, watching movies together, visits to transportation companies	Hall, class, pocketbook cadets
2.	Implement activities in the formation period	Instructive, Habituation, Giving Sanctions, Guidance, and Counseling	Organize the tidiness and cleanliness of bedrooms/bathrooms, classrooms, dining rooms, sports facilities, and other extracurricular activities, use uniforms, and their attributes	Dormitory, class, dining room, facilities sports, activities extracurricular, uniform and attribute
3.	Applying patterns of interaction with other people	Educational, Persuasive Suggestions, Group Discussion	Correspondence practice, group discussion, storytelling	Classrooms, dining rooms, sports facilities, extracurriculars, places of worship
4.	Applying the rules of life in the dormitory	Instructions, Guidance, Giving Sanctions, Guidance, and Counseling	Storytelling, ceremony, organizational activities	Classrooms, dining rooms, sports facilities, extracurriculars, places of worship
5.	Implementing organizational activities in youth organization	Instructions, Giving the trust of Organizational activities	Discussion	Halls, classrooms, cadets' organization room

	s			
6.	Applying the procedures for a good place of worship following their respective religions and beliefs	Suggestive, Persuasive,	Lectures, worship activities	place of worship
7.	Instilling Discussions, Class lectures, halls of nationalism (love of the homeland)	Persuasive Group Discussion Suggestions	Discussion, lecture	Class, hall
8.	Suggestive, Persuasive, Group Discussion	Suggestive, Persuasive, Group Discussion	Discussion, lecture	Class, hall
9.	Building Corsa (keeping the honor of the corps)	Instructive, Habituation, Suggestive	The ceremony, apple, discussion	Halls, classes, dining rooms, uniforms, and attributes
10.	Introducing leadership traits	Persuasive, Suggestive, Habituation, Giving Trust	Apples, lectures, ceremonies, discussions	Hall, class

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Maturity Stage
  - General Understanding
 

At this stage, the emphasis is on shaping the character of cadets through minimal supervision and care, as well as assigning duties and responsibilities to assist caregivers in carrying out cadet's activities and supervising cadets during orientation and formation. At this time, cadets at the Transportation Education and Training Institute in the BPSDMP environment are called Middle Cadets.
  - Nurturing Purpose
    - Able to carry out the obligations and rights as middle cadets;
    - Able to carry out the activities during maturity, such as: maintaining the tidiness and cleanliness of bedrooms/bathrooms, classrooms, dining rooms, sports facilities, and other extracurricular activities, use of uniforms and their attributes;

- Able to maintain the tuning of how to interact with other people;
  - Able to maintain the rules of life in the dormitory;
  - Able to lead youth organizations;
  - Able to carry out good worship procedures according to their respective religions and beliefs;
  - Strengthening nationalism (love of the homeland);
  - Strengthening understanding of national transportation philosophers;
  - Strengthening the understanding of the spirit of the corps (maintaining the honor of the corps)
  - Able to apply leadership qualities;
  - Able to maintain the behavior to provide an example.
- Nurturing Time  
The implementation of care at this stage for each level of education is attached in Table 5

Table 5  
Maternity Stage Development Time

Education Level	Execution time	Duration
SMK	Third-fourth semester	9 months
Diploma Two	Third semester	6 months
diploma three	Third-fourth semester	9 months
Diploma Four	Fourth-sixth semester	18 months

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Caregiver Duties  
During this period, the duties of the caregiver in carrying out their care are:
  - Planning care activities following the goals of care;
  - Carry out strict supervision and guide cadets at the Transportation Education and Training Institute within BPSDMP to adapt to changing the lifestyle and carry out their obligations as members of the boarding community;
  - Build cadet awareness to respect human rights, not to make distinctions based on SARA, and comply with all applicable regulations on campus;
  - Communicate regularly with parents of cadets and units at the training institutions responsible for nurturing cadets about the development of their foster cadets;
  - Build a conducive atmosphere and passion/spirit of the cadets to quickly adapt and perform optimally;
  - Record every achievement and violation committed by the cadets in the cadet's pocketbook;
  - Report any achievements and violations committed by cadets to the caregiver's direct supervisor according to a different procedure or hierarchy;
  - Record the daily behavior of cadets and provide data and information on cadets' behavioral attitudes to caregivers' supervisors following applicable procedures or hierarchy;

- Evaluate the development of cadets' attitudes and behavior in the field of care for which they are responsible, for further evaluation results and recommendations are submitted to the caregiver's reasons;
- Order the cadets to tell the young cadets (orientation stage) and youth cadets (formation stage) about positive actions that must be done.
- Nurturing Techniques and Activities  
To achieve learning outcomes following educational goals, the implementation of care at this stage is carried out through activities listed in Table 6 as follows:

Table 6  
Nurturing Techniques and Activities during Maturity

No	Nurturing Purpose	Method	Operational/ Real Practice	Supporting facilities
	Able to carry out the obligations and rights as Middle cadets	Persuasive, Habituation, Giving Trust	Daily activities of cadets	Classrooms, dormitories, halls, pocketbooks, dining rooms, sports facilities, worship facilities
	Able to carry out activities in adulthood,	Persuasive, Habituation, Giving Trust	Maintain the tidiness and cleanliness of bedrooms/bathrooms, classrooms, dining rooms, sports facilities, and other extracurricular activities, use of uniforms, and their attributes.	Classrooms, dormitories, halls, dining rooms, sports facilities, and worship facilities.
	Able to maintain the order of interaction with other people.	Persuasive, Habituation, Giving Trust, Guidance, and Counseling	Storytelling, ceremony, daily activities of cadets	Classrooms, dormitories, halls, dining rooms, sports facilities, worship facilities
	Able to maintain the rules of life in the hostel	Persuasive, Habituation	Daily activities of cadets	Dormitory, Sau book

		, Courage		
	Able to lead the youth organization	Instructive, Giving trust Organizational activities	Meetings, discussions, art events, sports communities, class organizations, and officer service cadets	Organization space
	Able to carry out good worship procedures according to their respective religions and beliefs	Suggestive, Persuasive	Religious activities	Praying room
	Strengthening nationalism (love of the homeland)	Persuasive Suggestions, Group Discussion	Ceremony, apple	Halls, dormitories, classrooms, ceremonial grounds
	Strengthening understanding of the philosophy of national transportation	Persuasive Suggestions, Group Discussion	Discussion	Class, hall
	Strengthening the daily activities of the cadets to understand the spirit of the corps (maintaining the honor of the corps)	Persuasive Suggestions, Group Discussion	Daily activities of cadets	Classroom, sports facilities, hall, dormitory
	Able to apply leadership traits	Persuasion, Habituation, Giving Trust, Guidance, and Counseling	Youth daily activities	Classrooms, halls, sports facilities, dormitories

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Maturation Stage
  - General Understanding
 

The maturation stage is the final stage of nurturing, at this stage nurturing is more of a partnership by developing maturity that gives birth to leadership traits. At this time, cadets are called adult cadets,
  - Nurturing Purpose
    - Always fulfill obligations as an adult cadet;
    - Always compete and be an example in interaction with others;
    - Always maintain and be an example in carrying out the rules of life in the dormitory;
    - Able to act as an advisor in youth organizations;

- Become the role model in carrying out worship according to their respective religions and beliefs;
  - Able to play the role in strengthening nationalism (love of the homeland);
  - Able to play the role in strengthening understanding of the national transportation philosophy;
  - Able to play the role in strengthening the understanding of the soul of the corps (maintaining the honor of the corps);
  - Able to be an example in applying leadership qualities;
  - Able to be an example in maintaining behavior.
- Nurturing Time  
The implementation of care at this stage for each level of education is attached in Table 7

Table 7  
Maturation Stage Development Time

Education Level	Execution time	Duration
Diploma Two	Fourth semester	6 months
diploma three	Fifth-sixth semester	12 months
Diploma Four	Seventh-eighth semester	12 months

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

- Caregiver Duties  
During this period, the duties of the caregiver in carrying out their care are:
  - Make a plan of care activities following the purpose of care;
  - Carry out strict supervision and guide cadets to adapt to changing their lifestyles and carry out their obligations as members of the boarding community;
  - Build cadet awareness to respect human rights, not to make distinctions based on SARA, and comply with all applicable regulations on campus;
  - Communicate regularly with the parents of the cadets and the unit at the training institution that is responsible for nurturing cadets about the development of their foster cadets;
  - Build a conducive atmosphere and passion/spirit of cadets to quickly adapt and perform optimally;
  - Record every cadet's achievement in the cadet's pocketbook;
  - Report any achievements and violations committed by cadets to the direct supervisor of the caregiver according to the applicable procedure or hierarchy;
  - Record the daily behavior of cadets and provide the data and information about cadets' behavioral attitudes to caregivers' supervisors following applicable procedures or hierarchies;
  - Evaluating the development of cadets' behavioral attitudes in the field of care for which they are responsible, furthermore, the evaluation results and recommendations are submitted to the caregiver's supervisor following the applicable procedure or hierarchy.

- Nurturing Techniques and Activities

To achieve learning outcomes following educational goals, the implementation of care at this stage is carried out through activities listed in Table 8 as follows:

Table 8  
Nurturing Techniques and Activities during Maturation

No.	Nurturing Purpose	Method	Operational/ Real Practice	Supporting facilities
1.	Always fulfill obligations as an adult cadet	Habituation, Giving Trust, Guidance, and Counseling	Daily activities of cadets	Classes, halls, facilities, sports, dormitories
2.	Always maintain and become a role model in interactions with others.	Habituation, Giving Trust, Guidance, and Counseling	Daily activities of cadets	Classrooms, halls, sports facilities, dormitories.
3.	Always maintain and become an example in carrying out the rules of life in the hostel.	Habituation, Giving Trust, Guidance, and Counseling	Daily activities of cadets	Classrooms, halls, sports facilities, dormitories
4.	Able to play an advisory role in youth organizations	Habituation, Giving Trust, Guidance, and Counseling	Discussion, sharing	Youth organization room, hall
5.	Become the role model in carrying out worship according to their respective religions and beliefs	Habituation, Giving Trust, Guidance, and Counseling	Religious activities	Praying room
6.	Able to play a role in strengthening nationalism (love of the wild)	Habituation, Giving Trust, Guidance, and Counseling	Discussion, ceremony, apple	Halls, dormitories, classrooms, ceremonial grounds
7.	Able to play a role in strengthening understanding of national transportation philosophers	Habituation, Giving Trust, Guidance, and Counseling	Discussion, ceremony, apple	Discussion, ceremony, apple
8.	Able to play a role in strengthening understanding of the soul of the corps (maintaining the honor of the corps)	Habituation, Giving Trust, Guidance, and Counseling	Daily activities of cadets	Classrooms, halls, sports facilities, dormitories



9.	Able to be an example in applying leadership traits	Habituation, Giving Trust, Guidance, and Counseling	Daily activities of cadets	Classrooms, halls, sports facilities, dormitories
10.	Able to be an example in maintaining behavior	Habituation, Giving Trust, Guidance, and Counseling	Youth daily activities	Classrooms, halls, sports facilities, dormitories
11.	Assist caregivers in solving problems faced in the framework of cadet activities and problems faced by cadets	Habituation, Giving Trust, Guidance, and Counseling	Discussion	Counseling room, nanny room, hall, classroom, dormitory

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

The following summarizes the duration and mentions the stages of nurturing during the education period.

Table 9  
Nurturing Implementation Duration

No	Education Level	Stages				Education Period
		Orientation Stage	Formation Stage	Maturity Stage	Maturation Stage	
		Young cadets	Youth cadets	Middle cadets	Adult cadets	
1	SMK	Semester One (6 months)	Semester Two-Three (9 months)	Semester Three-Four (9 Months)	-	2 years
2	Diploma Two	Semester One (6 months)	Semester Two (6 months)	Semester Three (6 Months)	Semester Four (6 months)	2 years
3	diploma three	Semester One (6 months)	Semester Two-Three (9 months)	Semester Three-Four (9 Months)	Semester Five Six (12 months)	3 years
4	Diploma Four	Semester One (6 months)	Semester Two-Three (12 months)	Semester Three-Four (18 Months)	Semester Seven-Eight (12 months)	4 years

Source: Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP- 2018

Note: The stage of nurturing in non-diploma education and training that is not listed in the table above can be adjusted by the respective transportation education and training institutions

### **Number of cadets**

The number of cadets/I of the Bali Land transportation Polytechnic currently amounts to 72 people divided into 3 study programs:

- D III Road Transportation Management Study Program 24 people,
- Automotive Technology Study Program 24 people and
- Logistics Management Study Program 24 people.

There are 144 new cadets planned for the 2021/2022 academic year, divided into 3 study programs:

- D III Road Transportation Management Study Program 48 people,
- Automotive Technology Study Program 48 people and
- Logistics Management Study Program 48 people.

### **Nurturing Improvement Strategies**

Improve nurturing, it can be done through several mechanisms:

- Picket (Existing) Nurturing Model by The Coach  
The application of the Picket (Existing) Nurturing Model by the coach is a supervision of the cadets that is carried out directly by the caregivers in the campus environment. This Nurturing is carried out to guide cadets as the role of parents/guardians of cadets is to protect and give the direct the values of life. The methods applied in this caregiver pattern are:
  - Instructive Method
  - The method is in the form of giving instructions to cadets to know, understand, and do and prohibit something to improve discipline, skills, abilities, and intelligence that are balanced for the unanimity of education and training goals.
  - Suggestive Method
  - This method is used to encourage the form of views, suggestions, or advice in a more communicative atmosphere.
  - Persuasive Method
  - This method is used to invite cadets to always act and take positive and constructive actions
  - Trust Giving Method
  - This method is a form of instilling cadets to gain confidence in obeying the rules and carrying out their duties without being supervised or coerced, thus they will try to carry out that belief. Giving this trust can lead to an attitude of independence and self-confidence.
  - Guidance and Counseling Method
  - This method guides and directs cadets to help them get out of the difficulties that they faced, both related to personal problems, friends, lessons, and other activities experienced by cadets.
  - Methods of Giving Sanctions

- As an act of educating cadets according to the type of level of action carried out. What is included in the sanctions here, apart from being in the form of awards/praises, is punishment or reprimand.

### **Foster Sibling Pattern (Senior to Junior)**

The application of the Foster Brother Pattern (Senior to Junior) has a role as a companion and helps to control the learning activities of foster siblings as well as providing motivation for foster siblings in need. This is very helpful for foster siblings because they can tell or transmit knowledge or ways of learning so that they can discuss each other. Through this nurturing style, it is hoped that the foster siblings/cadets will become more independent and care about their academic condition. Furthermore, foster seniors or cadets can solve their problems more independently according to the experience that has been learned. The methods applied in this caregiver pattern are:

- **Group Discussion Method**  
Nurturing technique by conducting group meetings where each individual in the group has a different role from one another. With this technique, it is hoped that the cadets will understand the way of thinking of others and respect other people it creates motivation to overcome their shortcomings
- **Guidance and Counseling Method**  
This method guides and directs cadets to help them get out of the difficulties that they faced, both related to personal problems, friends, lessons, and other activities experienced by cadets.

### **Humanist Nurturing (By Promoting Norms and Ethics)**

The application of the Humanist Nurturing Pattern (By Emphasizing Norms and Ethics) is the supervision of cadets that are carried out more pleasantly and provides space to innovate and prioritize the semi-formal system. It keeps up with the times. The method applied in this caregiver pattern is the Organizational Activity Method. The activities are about whose application is given to cadets outside of curricular activities to educate organizational life and as a form of talent development owned by the cadets.

### **Nurturing Pattern Development Program Innovation**

The application of the Bali Land Transportation Polytechnic (Poltrada) Intelligence of *Taruna* System (ITS) Nurturing Model. As for the understanding of the ITS Land Transportation Polytechnic (Poltrada) model, intelligence means information that is valued for its timeliness and relevance. *Taruna* means the cadets/I of Bali Land Transportation Polytechnic (Poltrada) as the targets or students. A system is a unit consisting of components or elements that are connected to facilitate the flow of information and materials to achieve certain goals. The purpose of this nurturing model is to facilitate monitoring and quick action against the cadets/I who violate the cadet rules. The target is the cadets/I of Bali Land Transportation Polytechnic (Poltrada), who carry out internal and external activities.

The implementation of ITS requires adequate support in the form of facilities and infrastructure with CCTV software that is being installed in places; dormitory rooms, study rooms, dining rooms, laboratory/practice rooms, and other open spaces that are considered potential locations for violence to occur. ITS must be connected with BPSDMP, PPSDMPD, the director's workspace, Deputy Director (Wadir) 3, and the Head of Research and Development. Reports on cadet's violations must be filled out every 24 hours and emergency incidents are immediately reported to the Director.

### **Conclusion**

Based on the description above, in this final section, it can be concluded of how is the condition of Governance of Nurturing in the Education and Training of the Bali Land Transportation Polytechnic. According to the Regulation of the Head of the Transportation Human Resources Development Agency Number PK. 2 / BPSDMP-2018, the ratio of the ideal number of caregivers in the operational activities of supervision, mentoring, and nurturing for cadets/I is 1 : 30 cadets. The current condition is a ratio of 1 : 16, so this condition is still ideal until the number of cadets reaches 135 cadets. If the cadets have exceeded this number, additional caregivers are required. Implementation of the Picket (Existing) Nurturing Model by the Trustees, as follows:

- There are counseling activities that cadets can carry out when needed;
- Carrying out activities that direct cohesiveness, corporal spirit and enthusiasm, namely Class Meeting, Family Gathering and Outbound Activities;
- The formation of an Organization for Cadets under the guidance of the coaches/caregivers;
- Socialization is carried out by the Psychology Officer regularly to help monitor the cadets' psyche.

The implementation of the Foster Sibling Pattern on campus is as follows:

- Conducting Class Meeting activities between Levels or Study Programs to foster a sense of togetherness
- There is a regular schedule once a week for Eating Together between Foster Brothers and Foster Sisters
- Time hours are given for communication between Foster Brothers and Foster Brothers outside of Academic activities

While the form of implementation of the Humanist Nurturing Pattern (By Implementing Norms and Ethics) is to carry out sports activities together and have fun and provide a schedule for developing talent and interests for cadets every weekend. The innovation of the Nurturing Pattern Development Program uses the Application of Bali Land Transportation Polytechnic (Poltrada) Intelligence of Taruna System (ITS) Nurturing Pattern Model.

### **References**

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