

Training Need Assessment Online for Fisherman in the Coastal Area in East Nusa Tenggara, Indonesia

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Abstract:- The purpose of this study was to produce an overview of the results analysis training needs Online as an effort to program the identification of training needs of rural communities, disadvantaged areas of coastal communities in East Nusa Tenggara Province. This reanalysis is also to fulfill information about training needs, verification of the results of analysis training needs both offline and online in developing training guidelines, and developing syllabus and training event units that can be used by stakeholders related to community empowerment training activities which will be implemented in East Nusa Tenggara Province. The implementation method used in this study is Rapid Appraisal Methods, which is a community social mapping method that is used in a fast and appropriate way to collect information sourced from competent informants or samples regarding geographical, social and economic conditions in a particular region. Based on this reanalysis found recommend appropriate training for the people of East Nusa Tenggara in overcoming the problem of poverty and food insecurity. Recommended training needs are: Cattle Food Making Training, Hybrid Corn Cultivation Training, Clean Water Management Training, Milkfish Cultivation and Milkfish Cultivation Training, Salt Management Training, Tourism Guide Training, Weaving Training, Village Financial Management Training, Save Cooperative Training Borrowing, Training of Savings and Loans Cooperatives, Motorcycle Mechanic Training, Cassava Production and Marketing, Village Community Empowerment, Training of Managers and Educators or Tutors of Early Childhood Education. Furthermore, this training can help people in East Nusa Tenggara to improvement their skills.

Keywords:- *The coastal area society, fisherman, east nusa tenggara, Training Need Assessment.*

I. INTRODUCTION

The problem of poverty is one of the development policy targets in each region and poverty is a problem in development that is multidimensional because in overcoming the problems faced are not only limited to matters relating to the causal relationship due to the emergence of poverty, but also involve preferences, values and politics. Actually poverty in developed regions is the senior high school lest part of their community component. Unlike the case with developing regions, where the problem becomes more complex because the number of poor people almost reaches half of the total population. There are even very poor areas that have a poor population of more than two thirds of the population. Among the occupational

categories related to poverty, fishermen are often referred to as the poorest of other community groups (the poorest of the poor). Based on World Bank data on poverty, that 108.78 million people or 49 percent of the total population of Indonesia are in poor condition and vulnerable to being poor. The Central Statistics Agency (BPS), with a different calculation from the World Bank, announced the poverty rate in Indonesia was 34.96 million people (15.42 percent). This figure is obtained based on the size of the poverty line set at 1.55 US dollars. Most (63.47 percent) of the poor in Indonesia are in coastal and rural areas (BPS, 2016).

The problem of fishermen's poverty has a multidimensional nature so that to solve it a comprehensive solution is needed, and not a partial solution (Suharto, 2015). Therefore, it must be known the root of the problem that is the cause of poverty in fishermen. There are several aspects that cause the maintenance of poverty of fishermen or coastal communities, including; Government policies that do not favor the poor, many policies related to poverty reduction are top down and always make the community an object, not a subject. Conditions depending on the season are very influential on the level of welfare of fishermen, sometimes a few weeks fishermen do not go to sea due to uncertain seasons. The low human resources (HR) and equipment used by fishermen have an effect on how to catch fish, the limitations in understanding technology, making the quality and quantity of catches not improved. Other conditions that contribute to worsening the welfare level of fishermen are about habits or lifestyle. It is inappropriate if we mention lazy fishermen, because when viewed from the life cycle of fishermen who always work hard. But the problem is a consumptive lifestyle, where at the time of income a lot, it is not saved to prepare for famine, but instead is used as an opportunity to buy secondary needs. But when famine, eventually owed, including to loan sharks, which actually made the condition even worse. The description above is a whirlpool of problems that occur in the general fishing community in Indonesia.

According to data of the Central Bureau of statistics (BPS) in 2016, the population of the poor in East Nusa Tenggara in September 2015 991.88 reaches thousands of people (19.60%) reduced approximately 2.8 thousand compared to the poor population in March 2015 totaling 994.68 thousand people (19.82 percent). This decline occurred before the Government announced a rise in fuel prices in November 2014. Based on area of residence, during the period March-September 2015 2015, the percentage of the poor population in rural areas has decreased by as much as 8.2 thousand people (from 894.33 thousand people became 886.18 thousand people) and to increase urban as much as 5.4 thousand of people (from

100.34 thousand people become 105.70 thousand people). The percentage of the poor population in rural areas dropped from 22.15 per cent by March 2015 to 21.78 percent by September 2015. While the percentage of the poor population in urban areas by March 2015 amounted to 10.23 percent, rose to 10.68 percent in September 2015. In the period March-September 2015, Poverty Depth Index (P1) and the index of the severity of poverty (P2) decline. Poverty Depth index (P1) down from 3.338 in March 2015 to 3.252 in September 2015. While the index of the severity of poverty (P2) down from 0.826 to 0.792 during the same period.

An attempt to alleviate poverty must be put forward in favor of programs and empowering communities through economic development and the improvement of the people's economy. This program should be embodied in the strategic steps directed directly on expanding access of the poor to resources development and create opportunities for the public to participate in the very bottom of the process development, so that they are able to overcome the condition retarded. Besides poverty reduction efforts must always be based on a determination of the poverty line and on the right a clear understanding about the reasons for the onset of the question. To reduce the level of poverty in East Nusa Tenggara need to know actually what are some factors that are connected or affects the height of low levels of poverty (poor population) in the future so that East Nusa Tenggara can be formulated a public policy in the form of a analysis need effective training, not merely affect the further decline in numbers alone but qualitatively as well. Based on the above description of a formulation of the concept of community empowerment through training for villagers, the region lags behind the coastal area and the village is one of the elements of community empowerment activities.

The purpose of this re-analysis is to produce an overview of the results of the training needs in an effort to analysis program an identification of training needs of the community of the village, the region lags behind coastal communities in Nusa Tenggara province In the East. For that study was based on a Sari (2016), which deals with strategic fisherman planning information system development needs. From the results of the study required the introduction of technology so that the prosperous society through the development of embodied ICT. Training Need Assessment (TNA) can also be used in the field of agriculture. Sutrisno, Princess and Wasahua (2016) perform analysis training and mentoring potential social and economic Kopalima in TNA approach through the East Nusa Tenggara. Based on the results of society reanalysis Kopalima East was able to increase the knowledge and practice of institutional development. Therefore, training programs for rural communities must be dynamic, sustainable, and capable of anticipating the needs of the community as well as the job market and can be implemented effectively and efficiently so that it is able to create quality resources man expected. The need for training is not based only for learning, but more so is the main obtained results meet performance standards at the level that is needed. In order for the training are able to give a positive effect or gives maximum results, efficient and effective it

needs to be carried out the identification of training needs. Analysis needs (Training Need Assessment) is the first step in the cycle training event. According to Morrison (2001:27), need is the gap between what is expected with actual conditions, desire is the hope of the future or the ideals associated with the solution to a problem. While the needs of analysis is a tool for identifying problems, in order to determine the appropriate action.

Needs according to Briggs (AKD LAN, 2005) is the "inequality or the gap between what it should with what is real". Gilley and Egglund (AKD LAN, 2005) States that the need is "a gap between a set of conditions that existed at the time now with a set of conditions to be expected". In the world of work, the needs are also defined as performance problems (Tom Haryono, 2004). Education and training have a sense of organization of the learning process, in order to improve the ability in performing a particular job. Education and training needs is the kind of education and training needed by an executing job to enhance the knowledge, skills, and attitudes in carrying out the task effectively and efficiently (Dephutbun and ITTO, 2000). TNA is the identification of performance gaps. The performance gaps can be identified as the difference between the expected performance and actual performance of individuals. The performance gap can be found by identifying and documenting standards or competency requirements which must be met in carrying out the work and match with the actual performance of the individual workplace.

In General, Kaufman classify needs assessment in four types, namely the mega-level needs assessment, and macro-level needs assessment, micro-level needs assessment, and quasi needs assessment (Roger Kaufman, 1993). In performing an analysis using this type of assessment needs with the need expressed by Kaufman on top, needs to know the exact problems that give rise to inequalities are on the level. However, when performing a needs assessment using a type of this model, need to pay attention to another kind of needs assessment. Because it is between one level with the other level coupled that cannot be ignored its existence. On a micro level needs assessment can be used to make improvements on issues of human resources level because this level is the most appropriate to use. However, the existence of other such macro needs assessment, mega, and quasi also noteworthy because it has an affinity. This will make the results of the needs assessment be maximized and solution or intervention to be performed to eliminate the disparity would be appropriate.

Assessment needs based on the model of the Kaufman (Mega level, macro, micro, and Quasi) is done with the following stages: the identification system and the assessment area (whether located at level mega, macro, micro, or quasi), identifying needs and opportunities. Then determine your needs and opportunities. Then do a in depth studies on the needs and opportunities that have been elected, identify methods and tools that enable to meet the needs and opportunities. As well as determining the appropriate methods and tools, and developing or utilizing the right tools or methods. Further implementation of the

above methods and tools that have been successfully developed, tested the effectiveness and efficiency of the solutions that have been implemented, and make improvements based on the evaluation of the efficiency and the efficiency posed, and revisit what it takes.

TNA is a term used in the analysis to understand the performance problems related to the application of new technology (BNPP,2015). Training needs be known if the imbalances occur between conditions (knowledge, skills and behaviors) that there are real with the expected objectives are created in an organization. Educational needs (education needs) or training needs is a measurable gap between current results and results that are desired or required. Not all gaps or needs to have the same importance to immediately meet. Then between the selected interests needs to be filled sometimes problems occur or selected gap. TNA collects information about the skill, knowledge and the feeling of workers, gather information about job content and job context. Then defines the performance standards and actual performance in operational details. Next TNA function also involves stakeholders and form support and provide data for planning purposes.

II. ASSESSMENT METHOD

Before determining the type of training that is added, then the need to identify the training needed or better known as the Training Need Assessment (TNA). Thus, the training will have a positive impact or provide maximum results, effective and efficient. Therefore, it is necessary to know the needs and potential of the society. To know these things, then we'll do community social mapping through East Nusa Tenggara Rapid Appraisal Method. A method of Rapid Appraisal method is used with quick and precise way to gather information from informants or samples the competent regarding the geographical conditions, economic and social community in a specific area. The interview consists of a series of open-ended questions are made against specific individuals who have been selected because it is considered to have the knowledge and experience on the topic or the State on its territory. Interviews are qualitative, in-depth and semi-structured.

As for the Informant interviewees are as follows; The head of the coastal area of Empowerment of transmigration, the head of the construction of the Coastal, Kasie Transmigration, Resettlement and infrastructure Advice Provision, the head of the technical of implementation unit. PPT. Kasie Coastal Resettlement human resources, The head of village government and wards, BPMPD provincial Government of East Nusa Tenggara , the Secretary of the Agency for community empowerment and governance BPMPD village of East Nusa Tenggara , The Head of Facilities residential area Development Site Preparation Means Supporting, The technical of implementation unit Head Uluk Klubuk, Head Of Amir, Secretary of The Department of Transmigration Malacca District, The Village Head, Village Chief Wesley Oeikmurak, Members of The DPRD district. And then data conducted through group discussions involve 5-10 participants who have been selected based on similarities of background. Participant

discussion could be fishermen, local residents, the village chief, the leader from district, community leaders and others who considered the question of the master of the community in the region. Facilitators use a hint of discussion, noting the discussion process and then give comments on the results of his observations. Conduct field visits or observations directly against the local people. The data collected in the form of information on the socio-economic, geographical conditions, available resources, ongoing programme activities, social interaction, and others. The application of a structured questionnaire with samples (between 20-60). The selection of respondents uses purposive sampling. Interviews were also conducted in limited locations in the survey as in the settlement of local communities, fishermen and farmers groups, village hall, and others.

III. RESULT AND DISCUSSION

Finding:-

➤ *Uluk Klubuk Society*

The hamlet of Uluk Klubuk new transmigrasi is a region located in the coastal village of Weoe, Kecamatan Weiwiku, Kabupaten Malacca. This village about 15 km away from the town of Betun, county seat of Malacca. This new area of Uluk Klubuk has relatively good road infrastructure and flat. Though, not yet paved jalanannya been Rocky, so it can be passed by a two-wheeled or four-wheeled at the time of rain. This village is also nearby to the Village Hall, village residents can reach the beaches just about 2 km through the highway through the County. Uluk Klubuk inhabited by 200 Family Card and not uncommon in home unit one is inhabited by one to two family. There are about five groups and each group has members of about 30-50 people. The group regularly performs meeting fellow group members at every Saturday after making mutual activities conducted with fellow members of the community around the Uluk Klubuk. The management consists of the head of the consists civil servants is assisted by one public administration and personnel with the status still non civil servants, Sefriana, are devoted in Uluk Klubuk. Until now, there hasn't been an Office for while still using the Head Office houses for adminstraitf activities. Considering the large amount of head of the family that is in the Uluk Klubuk, then required the addition of facilities supporting everyday activities in the form of the Home Office as well as the addition of the implementing power to further facilitate the settlement of the Affairs of the Administration or Affairs of the other.

Furthermore, a facility owned by the technical of implementation unit of Uluk Klubuk area is already quite sufficient, where there is already a one unit of the Office of the technical of implementation unit, and one Unit Warehouse the technical of implementation unit. In addition, the technical of implementation unit also already have 1 unit the technical of implementation unit as well as meeting space facilities, for example, a student learning the local elementary, junior and senior high school although still require local additions. The potential of the land in this village is quite good, although the soil is dry conditions the population can still menggunakannya as agricultural land. They use it for farming, such as corn and beans. The

location of this village is also only about 1 km from the sea, so that its citizens can, for example, fish farming, fish, milkfish nener and shrimp. Penguhini this also leverages its the technical of implementation unit to farm of goats, cows, pigs or poultry. The citizens of Uluk Bottom prefer beef cattle predominate, so there. During the day the cows being herded entered the cage and released in the evening. Beef cattle farming inherited hereditary and the majority of cattle are owned by individuals. Sell-buy a cow done individually and according to customizing the fishermen. While the constraints faced by the breeder was feeding, in which case the supply of grass. But the ranchers get around the lack of animal feed by giving shoots sago that at once can also be consumed by the fishermen themselves, because in this village many Sago. In general the existence of sago pretty much though not excess but arguably grown almost every home page or land-land empty around the technical of implementation unit of Uluk Klubuk area location. How to manufacture livestock feed from sago, sago tree is cut down and the top of the Sago taken 2 meters taken its center then minced and used as animal feed.

➤ *Education Level in UlukKlubuk*

Education level of the head of the family of citizens of the fishermen in The technical of implementation unit of Uluk Klubuk area range from never school, elementary school, junior high school, by comparison to more elementary graduates dominated.

“We as fishermen didn’t school until higher education. Because we didn’t have enough money to do it” (Participant, UlukKlubuk, 2017)

However, their many children who do not go back to the village and, they continued his career in the big cities. Training programs for fishermen have often done by the technical of implementation unit of Uluk Klubuk area, including the training of senior high school Livestock Farming is carried out starting from the date of on October 8th to October 13th 2017 in Balai Village the technical of implementation unit of Uluk Klubuk area. It was attended by 30 fishermen implementation training starting from the morning until the afternoon.

A variety of training conducted by the head of the technical of implementation unit, among them, the manufacture of fertilizer is done in Demplot his coach from the Office of the provincial Nakertrans and fertilizers used on its own. This training is done being able to motivate fishers to interact directly with the speaker. Fishermen brave and willing to believe or pass on the question. Similarly, at the time the speaker ask questions to any fisherman, answered with enthusiastic. Especially when the training themes discussed related to the everyday skills in accordance with the fishermen. According to the explanation of the head of the technical of implementation unit of Uluk Klubuk area, Mr. Moses, training and guidance will be more effective if done directly in field, through the introduction of training materials.

➤ *Training Time in Uluk Klubuk*

Based on the interview 30 fishermen, the researcher found the recommendation of training time is: “the more effective the training time is in the morning until the afternoon” (Participant, UlukKlubuk, 2017)

This relates to the majority of informal sector work of fishermen. While the ideal place for training is a Village Hall, because it is in the midst of the housing of the fishermen, so it is relatively easy to take. Other problems still faced by the fishermen is infrastructure. Means of education to the level of the old and still not have special classrooms. They use the technical of implementation unit of Uluk Klubuk area Village Hall. On the other hand, elementary school, Junior High School still lack study room. Nevertheless, educators or Teachers are already available and a fisherman and lives in the area surrounding the location of the technical of implementation unit of Uluk Klubuk area.

Considering the level of education of the fishermen is still classified as low, then a model of learning or training is better implemented better practice operates. So the introduction of the theory course and gradually became more done when discussion on the practice field. The weaknesses of this training is still not satisfy the need for adequate electricity, need management training as well as training effort village government economic earning more accordingly with the potential of its natural resources.

Health facilities in the technical of implementation unit of Uluk Klubuk area already have midwives and nurses, however, still shorthanded physicians in routine visit to the technical of implementation unit. Whereas, the health Cadres already exist, health activities carried out on every week including the concept of 5 tables of pregnant women. This activity give benefits, because there is always people visiting health facilities for medical treatment. When compared with the number of fishermen and visit local people so desperately needed the presence of the addition of spaces for health or medical personnel.

➤ *Training Needs in UlukKlubuk*

Training needed, is training in accordance with the potential of natural resources and human resources, for example, ranching, farming, aquaculture as well as the building exclusively for the area adjacent to the beach for example the utilization and processing of coastal lands to riparian nener banding. Other training, related to the improvement of the quality of crafts (handy craft). This handicraft training has been conducted by, with 10 fishermen were sent to Kupang. Trade crafts for this still wear the traditional pattern, so it requires training in accordance with business development craft handy, for example, need for training and practice dyeing yarn colors or basic ingredients for coloring weaving. The perpetrators of the handicraft weave is dominated by mothers. Better training is conducted at the site in the form of a practice that many participants came. Because in addition to already have a basic knowledge of animal husbandry, farming and weaving and others are also more familiar when there was too much theory. Discussion and practice is preferred this is

in accordance with the educational background and reading skills that are uneven. In addition to the fishing location in the technical of implementation unit of Uluk Klubuk area also a lot of teenagers dropping out of school or who have graduated high school or Junior High School because of economic factors so it is not able to continue their education at a higher level. For the teens to do good approach through training or mentoring special skills areas, for instance, motorcycle mechanic engineering.

”Various training programs need to be done systemically, consistent and sustainable so that understanding and knowledge from one training to the other training will keep remain.” (Participant, Uluk Klubuk, 2017)

This will be the basic capital in practice everyday activities. Because it is not geographically how far from shore Taberek the distance is approximately 2 km, so that the moisture content in this region tend to be salty.

➤ *Weiwiku Village*

At the second meeting was conducted in Weoe Village Hall which was attended by the head of Weiwiku, Department of Nakertrans District of Malacca, the head of the village along the range. Briefly displayed on the objective conditions geographically, socio-cultural conditions and demography community Weiwiku Subdistrict, in particular the village of Weoe. After exposing a territorial objective conditions, mentioning the technical of implementation unit of Uluk Klubuk area. Aspects of natural resources as well as human resources in the village, is quite adequate. Therefore, worthy of being capital in combating poverty. Potential ranging from agriculture, livestock, fisheries or tourism is promising. In addition, many sago that could be used as a meal for the villagers, as well as for livestock feed. But due to the population and the existence of local fisherman program, then a hamlet of Uluk Klubuk disable townhouse into the technical of implementation unit. Potentials that belong to this village deserves to be developed. So it is with the tourist area, where there is a beach which is dealing directly with Darwin in Australia. In addition, eligible for the Airport built in geographically can bridge the connection between Darwin and East Timor Kupang.

“Therefore, there needs to be a system modernisation of planting pattern and harvest produce, so that barriers could be overcome time. So it is with marketing programs with results of plant products that have been processed.” (Participant, Weiwiku, 2017)

Basically this village community is in need of a structured training and ongoing compliance with the objective conditions of natural resources as well as human resources. A variety of training instead of never done, however, to note is how future training this training could grow, adding and improving skills and results in the field of animal husbandry, agriculture, Tourism, aquaculture in particular coastal areas including the processing of agricultural, fishery and livestock with the post harvest patterns that could increase the value of selling. Furthermore, the program of appropriate technology can be

applied here, because there is still a village or hamlet the people consuming this brackish water, so the need for engineering engineering in implementing Technology where brackish water can be fresh water. Thus, residents who had been drinking brackish water can be resolved including a water supply for the plantations. As long as this pattern of farming in this area using the traditional cropping system in dry field, rainwater and some irrigation. Meanwhile, in the sandy soil of the majority geographically.

➤ *Wesey Village*

Wesey Village geographically is one of the villages Weiliman, district and subdistrict relic in Malacca. The characteristics of its territory almost similar with other sub-district, where rainfall is rare. The majority of the livelihood of the villagers is farming and Wesey berkembun. They are usually planted corn, beans, and aleurites moluccana gardening. In addition, they also planted yams, bananas, rice (paddy rainwater), green beans. Whereas plants that grow around the House though Wesey villagers not cultivated but grows in almost all of the grounds of the House residents are kukui, acid. Meanwhile, crop harvest usually correspond with the seasons. For example, the Pecan crop in a year the village produces approximately 10 Wesey tons in the form of seed still hasn't been peeled. The process of harvesting the seeds of pecans to the buyer is through a 3-time stripping and draining. Stripping the outer seed first is then dried and afterwards the skin after peeling the outer skin and then dried and the last is a thin skin peeling stick in Pecan fruit and then dried.

“And after that the seed was hit with a rock (traditionally). Therefore from 3 kg seeds there is skin and after going through the process of drying and peeling will then be generated about 1 kg beans Pecans ready for sale”. (Participant, 2017)

The family average have 2 hectare of land and less harvest once a year 2-3 tons of beans Pecans that have not been peeled and regarding the number of harvest season will be very dependent and when rare rain then the results are less good. There's a middleman who come to purchase the crops. There hasn't been any group that formed in the structure is clear, so the usual mutual work experienced by their respective families for mutual please help if there are villagers who need help. Joint business group does not yet exist but there are Gapoktan. Ijon (someone who has much money) done given the will so the urgency of the needs the money to meet the needs of daily living. And usually the Pecan seeds 1000 will be exchanged for 1 kg of rice. Ijon will not play prices.

“If the price per kilo of contents Pecan at this time valued at IDR 12,000,-and when there are still leather valued at IDR 2,500,-then by the time borrow money at pengijon then they also equally good price grab it first or later. (Participant, 2017)

Harvesting green beans 1 x 1 year while for growing vegetables can not be done because the average village water supply shortages. Unless what is adjacent to sources of water, though not in the sense of abundance but there is

around the water source can be used for watering the plants planted vegetables. But in a larger scale cultivation vegetable soup has not been made by the villagers because of a water shortage. Although in fact the village has about 4 Wesley water sources. Water sources in some areas of village is located either at the bottom or the top of the village. As for the water in the bottom can not be streamed to the top because there is still no environmentally friendly technology able to move water in houses. While the farms, many of which kept the cows, goats, pigs and dogs also exists regarding poultry e.g. chicken there are also kept. The amount of ownership of animals that are cultivated are not the same. Meanwhile, the training of what ever is done, the average memeberi the answer there has never been a training and how to cultivate or enhance added value over the natural resources that exist, for example, the results of the harvest Pecans, bananas, yams and other such It is with the biogas animal droppings. Training is expected to start in the morning from 8 a clock to 12 a clock and better work directly in field (practice) and not too much theory and convoluted.

The average graduate education elementary, despite who graduated from junior high school or high school. Management training also need Business village. Manage the training, taking care of the cooperative, for mothers need the existence of training processing the harvest (post-harvest) to add the value of selling produce, for example, bananas, manioc, Pecans. Yarn dyed the training so that the colour is more varied and durable or lasting for as it still uses yarn dyeing materials traditionally weave (soaked in bark). So it is with the cultivation of medicinal plants or healthy pharmacies at home or page of each citizen. Training for young teens, graduate school or drop out include the workshop of the motor. Toddler health, nutrition is no good, bad nutrition and less. The health of baby control exist and implemented on every 13th of the health of baby control, both toddlers and the elderly. Health workers there are village midwives, polindes exists and the scales used are the scales dacin. Means of education ranging from low level education until higher education

➤ *Oekmurak Village*

The village is inhabited by Oekmurak is 197 family majority citizens farmed. Twice a year, seasonal farming harvest. The commodity that is planted green beans, tobacco, corn, coconut, banana and plantain or gepok aceh, tobacco and asem. While the livestock is kept cows, pigs, goats and poultry.

They also exploit the fruit of the asem are taken from the forest for sale. Banana deep fried or boiled only for family consumption. Coconut in addition taken make cooking also made the traditional cooking oil and enough to meet the needs of his own family. While the tobacco at the time of harvest is done in a group (assisted) and the result for the owner of the land, so when planting singly but when harvesting assisted in mutual group. During this planting are hereditary, and the results are for sale and some are kept to meet the kebutuh eat everyday, so from the time kewaktu and because it still does not yet have the knowledge and tools that support food processing results harvest so bernila

sell high (value added). Really hope of training which can be enabled and memandirikan so that the villagers could be more prosperous. Ongoing training with the reliable motivators so it can change the mind set of the citizens of mengeai processing of natural potential. People hope the existence of an increase in skills, abilities and knowledge that facilitated and guided for the sake of prosper his life.

“The estate also needs training on how to cultivate the good, including skills for mothers because weaving craftsmen during these results in woven worked traditionally this is only worn on its own. So the need for training of dyed yarn, pattern and motif training making the typical village and more so the quality increases and worth are sold in order to improve the welfare of the family.” (Participant, 2017)

Transport, electricity networks badly needed the villagers. Community education 60 percent and the rest is elementary school, junior high school, senior high school and Degree. In the village there is one elementary, one high school, therefore there is distance. Because so few high school students there, he lived in a dormitory of Rinhat. Salt water it felt when far from the sea.

IV. DISCUSSION

Roger Kaufman and Fenwick w. English (1979) defines a search needs to be a formal process to determine the gap between output and the impact that real output and the desired impact, then put a row of This gap in the scale of priorities, and then choose the most important things to solved the problem. From the results above, researchers found some training tailored to the required gap community East Nusa Tenggara. They need immersion training threads, food processing training cattle, and engineering service motorcycles Analysis results based on the data in the Malacca East Nusa Tenggara province, the potential of the County are: animal husbandry (Cows), dry land Farming (corn), Marine, industrial (salt, cloth weaving), tourismof the potentialities of the recommended training needs issues are:

➤ *Farming: training to make a Food Beef Cattle*

This training gave knowledge to the community in order to make food the cows with ease and good utilization of waste agriculture and plantations as fodder can be done through improving the quality of agricultural and plantation waste through fermentation technology and production of feed supplementation, complete (complete feed).

➤ *Agriculture : Training to Hybrid Maize Cultivation*

Provide practical knowledge of planting and nurturing of corn hybrids. Through these activities the local community can feel the practical uses of corn, they can make it as the main ingredient in livestock feed. Training program the corn in Malacca is very suitable, given the natural conditions that support and strongly support the productivity of local farmers.

➤ *Training to Management Clean Water*

Through this training, participants are trained to understand how to do the maintenance operations of installation management of clean water effectively and

efficiently, so that it can be used properly in accordance with its functions, so that an industry can providing clean water in sufficient quantities and quality are maintained.

➤ *Fisheries: Training to Fish Farming and Milkfish Cultivation*

This training programme aims to improve knowledge, skills and attitudes of the fish farmers banding until the extent of her life will also be more increases. Intensification of cultivation effort needs to be done because of the low productivity of traditional cultivation way milkfish.

➤ *Maritime: Training Management*

Empowering farmers salt to be able to utilize one of its natural resources, namely to cultivate sea water becomes salt with good quality. The training will be carried out this screw filter technology developed methods in the method geomembran will get a quality standard salt SNI (Standard of Indonesia) and the resulting salt production will increase.

➤ *Tourism: Training of Tourist Guide*

The purpose of this training was as an attempt to produce human resources professional and competent in the field of Scouting tours and was able to explain products tourism in Malacca District East Nusa Tenggara, also providing excellent service against the domestic and foreign countries.

➤ *Training in weaving Looms*

This training aims to provide knowledge and information on ways to improve the quality of the resulting weaving products. The program is also a training program that emphasizes the importance of maintaining the quality of thought of weaving in the interest and desire of the market, so that the participants are expected to be weaving a consistent and keep the quality as well as full of prudence in the work of weaving products loom later results.

➤ *Training of village financial management*

The goals expected from these financial training activities are to improve the skills and knowledge of the financial manager of the village clerk. Implementing the financial governance of the village can be optimized and can be accounted for properly.

➤ *Training cooperative loan*

Support advances in the development of the economy of Indonesia especially in sectors save loan, especially in villages, regions lagging East Nusa Tenggara.

➤ *Cashier training cooperative loan*

The efforts of improving the quality of human resources of the Cooperative Loan especially the cashier as well as provide insight into the standards of competency to Cooperative managers in particular Cashier, credit cooperatives and Cooperative financial services through implementation of competency-based training activities to the next prepared tested competence.

➤ *Motorcycle mechanic training*

The beginner of motorcycle mechanic training, courses and training program able to produce a mechanical novice motorcycle. This training program designed to equip

learners to have mastery of factual knowledge, ability to work, as well as having the rights and responsibilities in the field of caring for the motor/engine systems, the following power mover system, brake, the frame and suspension, wheels and tires, as well as electricity in order to maintain the condition of the motorcycle to fit with standard specifications.

➤ *Entrepreneurial training/marketing*

The production and marketing of cassava. This training aims to optimize the production of cassava processed to increase the people's income. The program is also a training programed to solve the problems concerning the processing of cassava processed into high quality light with a selling price of that promise. As well as providing views to the community about how to market their product to be produced.

➤ *Empowerment of village community*

Improve the knowledge, attitudes, skills, and behavior and community organizers apparatus of Government villages, so being able to empower and build the self and make the environment independently. The training will be of great help in improving the resilience of the economy of the village community, creating a powerful community, which has a superior quality and acts as the main actors of development, education and training certainly is a major key in it. The draft community empowerment training development is expected to contribute to increased high and welfare of villagers.

➤ *Training managers and educators/tutors early childhood education*

Capacity building training for managers and educators/tutors provides major boost in stock/strengthen the institutional status and the existence of which in the end became supported power against recognition and continuity of the institution as well as the provision of essential learning in the old standard still accommodate the increased values of characters, as well as awareness of the surrounding environment as a necessity of local elementary school. Based on data results in East Nusa Tenggara, the problem needs a social innovation that are recommended are: A change of mindset and Open to change Assessment needs a model offered by Burton & Merrill (1991) has a four-phase Model of Burton and Merrill was the model of training/learning needs assessment-oriented instructional goals, and this orientation is considered to have specifications for practical decision-making and accurately in order to achieve the objectives of the organization. It wants researchers developed next. Because of the results the citizens in East Nusa Tenggara need purpose. Through a search model of this need, Rossett (2009) shown direction and the term drivers. The refers to the direction or objectives of the Organization in performing. The Organization's goal is to be expected, based on the expected performance with the performance of the current. The areas of East Nusa Tenggara indicate that local governments also expect maximum training results so as to materialize the gap. In this case, optimal performance is compared to the actual performance. While the term driver, referring to factors that inhibit and support performance. Causes, obstruction,

obstacles are examples of equation terms from the drivers. Drivers include knowledge, skills, attitudes, motivation, environment, equipment, processes, and benefits. For that TNA is very useful for the local Government of East Nusa Tenggara and the public so that in future the training can be realized and good management.

V. CONCLUSION

In any event in order to Search the training needs of coastal communities East Nusa Tenggara is done must be accompanied by surveillance and precision as well as a cross-check to do stages of preparation, preparation to reporting. This is to avoid the emergence of errors and irregularities that may occur. Coordination, participation, the role of s as well, and the support of all parties concerned in each of the stages to be aware and can be ensured. East Nusa Tenggara immersion training threads, food processing training cattle, and engineering service motorcycles Analysis results based on the data in the Malacca East Nusa Tenggara province, the potential of the County are: animal husbandry (Cows), dry land Farming (corn), Marine, industrial (salt, cloth weaving), tourism of the potentialities of the recommended training needs issues.

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