

Strengthening Child-Friendly Volunteer through Training of Trainers: An Adult Education Approach

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Abstract: Strengthening Child-Friendly Volunteer through Training of Trainers: An Adult Education Approach. Objective: Strengthening human resources is an effort carried out with the aim of regenerating and continuity of resources so that they can be utilized optimally in the future. **Method:** This research using participatory action research method using an adult education approach. Implementation of research consists of the following process stages, namely: making preparations, carrying out training activities, carrying out evaluations, and follow-up development. **Finding:** The village officials which is focused on helping the village to continue to be consistent in carrying out activities for the community. FGD analysis of the needs of the target group which is a follow-up to socialization activities. Preparation of child-friendly village development carried out by researchers through the delivery of material as well as discussion activities guided to analyze the response of child-friendly village managers in identifying problems and obstacles still being faced as well as actions taken in the context of developing child-friendly villages. **Conclusion:** The village government is encouraged to support child-friendly village managers in carrying out activities such as preparing open land to facilitate child-friendly activities.

Keywords: adult learning, child-friendly, volunteer, training for trainer.

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■ INTRODUCTION

Banjarharjo is one of the villages in Kalibawang District, Kulon Progo Regency, Yogyakarta Special Region. Banjarharjo Village is 2 km south of Kalibawang District and 37 km north of the capital city of Kulonprogo. Banjarharjo Village is geographically located at coordinates 07°39'57" LS-7°42'32" LS and 110°13'42" BT-110°16'15" BT (Putri, 2019). The area of Banjarharjo Village is 1,234.27 Ha. Banjarharjo Village is divided into 22 dukuhans, and consists of 102 RTs and 46 RWs. 70% of this area consists of hills, with the dominant crops being durian, cloves, and dragon fruit. The

population of Banjarharjo Village is 7,062 people, consisting of 3,458 men and 3,604 women. Based on this data, the total population of the child category with an age range of 0-18 years is 1,636 people (Putri, 2019). Banjarharjo Kapanewon Kalibawang subdistrict is one of the 4 subdistricts selected to be a DRPPA (Women Friendly and Child Care Village) model in the Special Region of Yogyakarta.

As recommended by the Minister of PPPA, villages must integrate gender and child-friendly perspectives in all governance and development. Villages according to Law No. 22 of 1999 and Law No. 5 of 1979 a legal community unit that

has the authority to regulate and manage the interests of local communities based on recognized origins and customs and has the right to organize its household about the Republic of Indonesia (Merriam & Brockett, 1997). Child-friendly villages (DRA) are village development that unite the commitment and resources of the village government, community, and business world to fulfill children's rights, protect children's families from acts of violence, exploitation, and abuse, listen to children's opinions, which are planned consciously, systematically comprehensive and sustainable (Monica Laksono et al., 2023). The objectives of implementing the child-friendly village program based on Law No. 40 of 2011 include: (1) building government, community, and business world initiatives in responding to children's aspirations; (2) increasing understanding for child stakeholders in the field of fulfilling children's participation rights (3) providing space and opportunities for children to express their aspirations, needs, and desires relating to children and their environment; (4) building facilities and infrastructure for developing children's abilities, interests, talents and potential; (5) accelerate the process of developing children's welfare, protection and growth and development; and (6) encouraging an increase in the potential of human resources, finance, infrastructure, methods, and technology in involving children at every stage of development related to the needs, interests, and desires of children (Seddighi et al., 2023).

Ten indicators for creating a women-friendly and child-caring village, namely: (1) Organizing women and children in the village; (2) Villages have disaggregated data containing women and children; (3) There is a policy in the village that regulates the implementation of DRPPA; (4) The existence of financial financing in the village to realize DRPPA (5) The percentage of women's representation in village government; (6) Percentage of female entrepreneurs in the village;

(7) There are no working children; (8) There is no violence against women and children in the village; (9) Increasing the role of mothers and families in child care and education; and (10) Absence of child marriage (Wibisana et al., 2020). Achieving the indicators above is of course not only the responsibility of the village (Ajambo et al., 2022). However, synergy and collaboration must be built together with community leaders, religious leaders, and volunteers (Ottley et al., 2022). DRPPA is a village that integrates gender perspectives and children's rights into the governance of village government, and village development, as well as coaching and empowering village communities, which is carried out in a planned, comprehensive, and sustainable manner (Setiawan et al., 2019).

Governor Yogyakarta expressed his highest appreciation to the PPPA Ministry for the selection of DIY represented by Kulon Progo and Sleman Regency, as one of the 33 provinces and 71 districts/cities that became the DRPPA model for the year 2021-2022. That, DIY has hope through the vision of developing a cultured and self-sufficient prime family to create the human dignity of Jogja, the glory of the human dignity of Jogja is the main purpose of regional development about the privilege of province. He added that the concept means that human development does not only focus on aspects of cognition but also character and behavior which then creates a person who is fair in thought and action among others. This matter came to the attention of the Regent of Kulon Progo continues to strive to create child-friendly villages that are gender-responsive, as well as friendly towards fulfilling children's rights and child protection starting from the Regional Medium Term Development Plan (RPJMD), Regional Government Work Plan (RKPD), as well as policies in the form of Regional Regulations (Perda) and Regent Regulations (Perbup) (Firmansyah et al., 2022).

This achievement certainly requires efforts to strengthen synergy and build commitment to accelerate the implementation of Women-Friendly and Child-Care Villages in the region. The Kulon Progo Regency Government through the Regional Development Planning Agency (Bappeda) also coordinates with the Ministry of PPPA (UNICEF, 2008). This aims to build stakeholder understanding of DRPPA as an effort to optimize village development, which integrates PPPA priority issues (Permana et al., 2024). Apart from that, another aim is to realize an agreement for steps to accelerate the implementation of DRPPA in the regions (Presiden Republik Indonesia, 2014). Universities that also have a share in carrying out scientific development take part in this through PPM activities (Menteri Pendidikan dan Kebudayaan Republik Indonesia, 2012). PPM is one of the real activities of Higher Education in making efforts to increase human resources through various activities by the determined professional fields (Akadiati et al., 2021).

A form of implementation of child-friendly village management can be done by strengthening human resources through Outbound Training of Trainers as one form of approach in adult education (Ministry of Education and Culture, B.P, 2014). Human resources are an important component that provides a positive impact and acts as a potential solution to sustainable development by collecting, storing, and reporting workforce data (Tursunbayeva, 2019). Human resource issues are a concern for society and policymakers, so strong governance and leadership capacity are needed (McQuide et al., 2023). Apart from that, the crisis condition for quality human resources further complicates existing problems (Wu et al., 2017). Increasingly sophisticated developments require the readiness of human resources to be increasingly responsive to the environment (Aditya, 2023). Therefore, human resources need training in the form of

Training Trainers as an effective solution in dealing with problems that occur (Krisnaningsih et al., 2023; Mandasari et al., 2022).

Strengthening human resources through the Training of Trainers can be carried out for children and adults through an approach to adult education (Presiden Republik Indonesia, 2014). Child is someone who is not yet 18 (eighteen) years old, including children who are still in the womb (Ministry of Education and Culture, B.P, 2014). Meanwhile, children's rights are part of human rights which must be guaranteed, protected, and fulfilled by parents, society, government, and the state (Law Number 23, 2002). Strengthening human resources can be driven by the principles of continuous organizational development, the existence of potential human resources, the provision of clear rewards and punishments, according to the needs of the organization concerned, as well as the development of the times and modern information technology (Hia & Ndraha, 2024). Training of Trainers is a series of training for advanced trainers to introduce new trainers (Model Pengembangan Program Desa Ramah Anak 2014., 2014). Training of Trainers through outbound activities is a training method in the open air through live games that emphasizes developing skills in the field of organizational management and self-development to increase motivation, self-confidence, creative thinking, a sense of togetherness, mutual trust, and refreshment in solving strengths. bureaucracy (Illeris, 2009; Kusuma, 2018). Therefore, the research carried out aims to focus on strengthening management as a form of follow-up so that child-friendly villages continue to be sustainable, exist, and have a positive impact (Ministry of Education and Culture, B.P, 2014).

■ METHOD

This research uses a qualitative approach with participatory action research methods. The research object focuses on village development

efforts. The subjects of this research were volunteers in a village that is friendly to women and cares for children. Determining research subjects used purposive sampling technique. There are several considerations used in determining these subjects, namely that they have reached adulthood and have been involved in the process of establishing a village friendly to women and children. Several phases of the activity's implementation have been carried out in accordance with the adult target population. In order for every activity to be guided by and built upon the idea of adult learning (Mgaya, 2023). The consequences then follow as viewpoints on adult education, beginning with preparation, carrying out, and assessing (Knowles, M.S., Holton III, E. F., & Swanson, 2005). The data collection process uses interview, observation and documentation techniques. The research instrument is a researcher assisted by interview, observation and documentation guidelines (Sugiyono, 2018). Source triangulation techniques and techniques are used to validate the data. Data analysis uses qualitative descriptive analysis. Starting from data reduction, data presentation then ending with drawing conclusions (Creswell, 2008).

■ **RESULT AND DISCUSSION**

Socialization with Village Officials

In particular, child-friendly village managers must continue to be consistent in carrying out activities for the community by the goals of child-friendly villages. This service activity was carried out by the plan that had been prepared, the service team carried out outreach to the Banjarharjo sub-district officials, then continued with discussions to analyze needs and ended with the implementation and evaluation of the activities. Based on outreach activities with village officials, apart from getting permission and very good acceptance, our service team also obtained some initial data relating to the history and conditions

of child-friendly villages in the Banjarharjo sub-district. This activity was carried out on May 9 2023 at the Banjarharjo village sub-district. Some of the initial information we obtained included child-friendly villages are initiated by NGOs that are carrying out activities in the village which are then communicated to the women and child protection service. At that time he represented Kulon Progo as a pilot; currently, the driving spirit is decreasing, which has an impact on child-friendly activities which seem only temporary; there are several groups in existence, so support is sometimes not truly targeted to needs; another phenomenon is that people in villages have the character of never being satisfied with the village government; regarding child care, there is still much that is not based on science but is based on experience and culture/surrounding environment; there are SAPA volunteers who focus on children who also coordinate with DP3A. The follow-up to this socialization supports the stages that the service team will carry out, namely needs analysis with the target group. So, with the permission of village officials, the service team then held discussions with child-friendly village managers regarding their institutions to find problems as material for study, of course not only focusing on children but also parents.

This activity was carried out based on the results of previous research which had been carried out with a focus on child-friendly villages. The service team wants to carry out scientific development activities based on the results of analysis from previous research (Monk, 2023). Based on the results of the preliminary study, the service team found that there were still several obstacles in efforts to develop child-friendly villages (Wulan & Fridani, 2021). This was discovered by the service team based on examining the research results. From this analysis, the team found that several child-friendly villages are pilots in the Special Region of Yogyakarta (Sclar & Mosler, 2022). One of the model child-

friendly villages is the child-friendly village in Banjarharjo, Kalibawang, and Kulonprogo villages (Carvalho et al., 2024). Determining the location is the first step for the service team to search for in-depth data regarding activities in child-friendly villages (Johnson & Rogers, 2023). After carrying out an initial visit, the service team found that there were still no forms of activities carried out on a sustainable basis in Banjarharjo village (McAdams et al., 2022). Therefore, the service team decided to carry out this service activity in Banjarharjo village (Saindya et al., 2023).

Analysis of Target Group Needs

This activity is a follow-up activity to the socialization activity with Banjarharjo village officials. This activity was carried out on Monday 29 May 2023. This FGD was attended by village officials, heads of 22 hamlets, and also 12 SAPA volunteers. As for the results of this discussion, the service team obtained several things that will be used as a basis for implementing activities. Indirectly, parents do not realize that in one day they commit violence at least 15 times, both physically and non-physically, from the time the child wakes up until he falls asleep. Various cases of violence against both women and children have an impact on children's growth and development. The phenomenon of violence and forms of resistance as well as policies will continue to compete if many cases emerge that encourage the emergence of various protection activities. This reminds us that it is important to create a conducive environment which needs to be pursued by various parties. In 2021, the Banjarhajo sub-district will become one of the model villages for being child-friendly. Banjarharjo village has 4 pillars which are the main assessment in determining a child-friendly village. All activities related to child-friendly villages are facilitated by the ministry. The activities that have been carried out in the last two years are still related to

socialization, forming friendly volunteers, forming children's forums and women's empowerment groups. And what will be done closest to the ministry is the establishment of a SAPA Volunteer smart home that focuses on literacy and empowerment. So in general, the implementation of child-friendly villages is still limited to the activities of the ministry. However, indirectly several activities/events in the village are aimed at protecting women and children.

Following up and remembering that the village is child-friendly, Duwet village initiated a child-friendly mosque. This is considering the condition that from a religious perspective, it is to teach children to be obedient in worship and on the other hand to provide understanding to children not to be too noisy as well as understanding to parents in reminding children at the mosque to remain calm. Since Banjarharjo was declared a child-friendly village, not many parents, especially parents, really understand what a child-friendly village is. So not much has been done by parents at home specifically to support this realization. Proposing: socialization to re-educate residents in each hamlet. There are no routine activities carried out by volunteers in each hamlet. Not many schools in Banjarharjo village provide education aimed at child-friendly villages. Characteristics of children who cannot be separated from the influence of gadgets. In other words, parents and the environment have tried, but other influences come from using gadgets. Banjarharjo village is currently a drug-prone village, a phenomenon because Banjarharjo village is a quiet village but is still a target for this. And in quotation marks the targets are children.

From the results of discussions on the conditions of child-friendly villages in Banjarhajo village, child-friendly village managers are aware of the need to be able to encourage strengthening SAPA volunteers through deepening the concept of child-friendly villages. The results of the analysis that we use as a basis for carrying out

community service activities are that there has been no effort made by child-friendly village managers to develop child-friendly villages (Fedai Kayin et al., 2023). One of the information obtained from village officials is that there is still a lack of initiative from child-friendly village managers (Cheung et al., 2024). So that activities related to child-friendly villages still involve activities organized by the PPA Service (Neuenschwander et al., 2024). Next, the service team carried out in-depth discussion activities again through direct discussions with child-friendly village managers (Clifford et al., 2024). The results of the discussion show that child-friendly village managers can understand the potential and needs of child-friendly villages (Hauser-Oppelmayer & Korac, 2024). However, the obstacle in fulfilling these needs comes from the lack of support and encouragement to carry out activities in child-friendly villages (Parviainen et al., 2022). Based on Paulo Freire's theory of human development, child-friendly village managers are classified as having naive awareness because they are already able to understand semi-intransitive awareness, because people at this level of awareness can become subjects capable of dialogue with others, but have not yet reached the stage of understanding reality in true act of knowing (Foteva et al., 2023). They can understand the problems they are experiencing, but they tend to underestimate them and do not examine them carefully. Thus, naive awareness is awareness in which people believe that an event that occurs in their life is caused by themselves (Smeplass, 2023). So, in this case, society places humans as the root cause of problems. Naive awareness was born from the liberal education paradigm (Sandow et al., 2022). Naive awareness explains that people who have this awareness can understand the social problems that occur in their environment but cannot fully provide solutions. This awareness is often hampered by matters related to regulations in society (Susanto, 2022).

Preparation of Child-Friendly Village Development

The results of obtaining information regarding the development of child-friendly villages in Banjarharjo Subdistrict were obtained from village officials, PPA offices and facilitators, hamlet heads, and child-friendly village managers. The activity was carried attended by 45 participants from 2 representatives from each hamlet in Banjarharjo village. This activity began with the delivery of material regarding the concept of child-friendly villages and the importance of developing child-friendly villages. After delivering the material, the activity continued with a discussion guided which aims to see the response from child-friendly village managers to identify problems and obstacles that are still being faced as well as actions they want to take in the context of developing child-friendly villages in Banjarharjo village. After the discussion was divided into small groups, the participants expressed the results of the discussion enthusiastically.

The existence of non-formal education has a role in human development efforts. Because the level of awareness in a society has several levels, non-formal education seeks to increase the level of awareness in that society, through facilitating needs and encouraging people to find the best solutions for problems and things they need (Greeson et al., 2024). In the same context as this community service activity, the service team encourages the community to raise the problems they are facing. We continue to communicate these efforts to the village government so that the village government is encouraged to provide support for child-friendly village activities (Jailobaeva et al., 2023).

The selection of Training Trainers is intended to help improve skills as trainers for facilitators and child-friendly village cadres in Banjarharjo Village. The Training of Trainers method can provide convenience for the succession of managers where regeneration will continue to occur so that human resource problems have the

potential to be resolved directly and indirectly (Nurdyastuti et al., 2018). Training of Trainers provides training to office holders, child-friendly village trainers, tour guides, and village cadres on how to manage and develop child-friendly villages to make them better and continue for a certain time (Rifai, 2013). In addition, the Training of Trainers aims to encourage synergy between universities doing service and village community leaders to provide literacy and education for child-friendly village development so that it can run and provide benefits as an effective solution for the needs of local communities by applicable laws and regulations (Krisnaningsih et al., 2023).

After the activities were carried out, the service team also carried out evaluation activities which aimed to determine the success of the activities provided, especially for child-friendly village managers in Banjarharjo village. The evaluation is carried out through observations, interviews, and filling out questionnaires. The results of the evaluation carried out by the service team can be seen from the activity participants who have planned activities that will be carried out after receiving activities from the service team. On the other hand, participants began to actively seek support from the village government. In line with this, the village government also said that there would be a special budget that would be provided for the development of child-friendly villages in the coming year (Davis et al., 2021). Apart from that, the village government also supports the provision of village facilities which will begin to be developed next year, namely the creation of a green park for child-friendly village activities (Henning-Pugh et al., 2023).

Carrying out this activities certainly cannot be separated from the positive things that support the activities (Sapsađlam & Eryđlmaz, 2024). This is support from the village government starting from acceptance, and trust to support during the implementation of activities (McPherson et al., 2022). Apart from that, the

people of Banjarharjo village are very cooperative in carrying out activities. So that the material presented is well understood. However, on the other hand, the service team has not been able to provide this material optimally to the larger community in terms of quantity, only being able to provide it to 2 representatives of the productive community for each hamlet. It is hoped that the hamlet representatives can convey and spread the enthusiasm for developing child-friendly villages (Liu & Ren, 2023).

■ CONCLUSION

Community consistency in implementing a program initiated by the government is still a challenge for Banjarharjo village. This is the result of a preliminary study conducted by the service team. However, this does not support the opinion that this is due to a lack of public awareness. Based on the results of the Focus Group Discussion (FGD) conducted by the service team, the people of Banjarharjo village are quite aware of the obstacles they face. This is part of the service team's efforts to reinforce with encouragement efforts to develop child-friendly villages. The results of this service activity are that the village government is encouraged to support child-friendly village managers in carrying out activities such as preparing open land to facilitate child-friendly activities, child-friendly village managers who come from young groups are starting to have the enthusiasm to form children's forums and create collaboration between the government, villages and academics in developing child-friendly villages.

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