

THE ROLE OF EDUCATION AND TRAINING IN THE DEVELOPMENT OF YOUNG ENTREPRENEURS

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Abstract

Education and training in the field of entrepreneurship are still considered to play an important role in strengthening the spirit of the young entrepreneur. The important role of education and training for the growth of entrepreneurial spirit. Various literature explains that the possession of entrepreneurial spirit is not merely due to an innate factor so that it automatically inherits in one's self, but can be formed and prepared through educational and training activities, so that one can become a tough entrepreneur. Therefore, to this day, various institutions of formal education have taught entrepreneurial education designed to equip young entrepreneurs so that they can become a successful entrepreneur. The research techniques that will be applied in this study include literature studies and library research, in which researchers use a range of literary sources to gather data for their investigations and employ a qualitative methodology due to the fact that the data generated by these sources takes the form of words or descriptions. The definition of young entrepreneurship, the function of education in fostering youth entrepreneurship, the function of training in fostering youth business development, and the connection between education and training in fostering young enterprise development are all covered in this study.

Keywords: Role, education and training, development, young entrepreneurs.

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INTRODUCTION

Human resources are one of the most important factors in the development of a country. There is a lot of potential in man to realize his role as an adaptive and transformative social being, capable of managing himself and all the potential in nature towards achieving the well-being of life. SDM occupies such an important position in development, which requires us to optimize its role as one of the driving agents, including driving development in developing countries like Indonesia. According to Adu et al (2020) Indonesia is rich in human resources in terms of quantity is a great opportunity in accelerating development. However, the increase in the number of SDMs that are not in line with the quality they have, provides their own challenges that ultimately create problems. According to data from the World Bank in 2018, Indonesian human resources ranked 87th out of 157 countries. Therefore, the still low quality of SDM is one of the reasons why unemployment, poverty, crime is still a collaborative problem that Indonesia is experiencing today.

As low-quality SDM causes a variety of issues, SDM development emerges as a potential solution that should gradually be able to stifle the issues at hand. The process of developing SDM involves raising the caliber of human resources to make them into an important source of development capital. In order to develop the level of skills, attitudes, and values that enable him to be an effective and effective participant, Soelaman Joesoef defines non-formal education as any opportunity where there is directed communication outside of the school and a person acquires information, knowledge, training, or guidance according to the age level and needs of life.

One form of non-formal education is entrepreneurial education and training that takes place outside of formal education. Education and training is the creation of an environment in which human resources can acquire or learn attitudes, abilities, expertise, knowledge and behaviour related to their work, which is expected to improve the quality of human resources themselves. From the outcome of the learning process, training is the process of giving or enhancing abilities and skills as well as instilling or adapting attitudes to the SDM or a process that helps to correct shortcomings in its past performance. (Adekiya & Ibrahim, 2016).

The need for education and training is vital, including in the field of entrepreneurship, given the role of an entrepreneur is also important in the development of the country. However, the interest rate of the Indonesian public in becoming an entrepreneur is still low (Ahmad et al, 2023). Some of the following things are believed to be strong reasons why entrepreneurship is less

developed in Indonesia: (1) the influence of the traditional mindset, which holds that parents want their kids to attend school, graduate quickly, become public servants or BUMNs, establish a household, have kids, pursue a career to the pinnacle, and then enjoy retirement in the good old days; (2) a lack of motivation and enthusiasm, as there are few sources of encouragement to start their own business, including parents, teachers, lecturers, the government, academics, public figures, and so forth. Based on Astamoen's exposure, the number of entrepreneurs still counting a small one is due to the minimal entrepreneurial mindset that individuals have. The tendency to find a job is greater than opening up jobs for yourself and others. However, 2% of the population must be employed in order for a nation to be classified as developed, and in Indonesia, the typical person prefers to work as a civil servant over an entrepreneur.

Through entrepreneurial education and training, entrepreneurship is expected to be able to arouse the spirit of enterprise, self-employment, career and the development of the national economy (K Biney, 2023).

Alongside the swift advancement of information and technology comes the rise of globalization. Because competitiveness is the key to success in the face of globalization, all nations must be able to compete in order to succeed (Galvao et al, 2020). Thus, entrepreneurs are expected to be able to play a major role in the face of the current of globalization. Entrepreneurs are “pioneers in business, innovators, risk-bearers, who have a vision for the future, and have the excellence in performing in the field of business”. Entrepreneurs perform their functions to innovate and combine and like to experiment to do something new beyond the power of others. Entrepreneurs are the main players in the development of the economy of a country and therefore an entrepreneur needs to develop a preparedness in entrepreneurship.

RESEARCH METHOD

Because the data produced in this research will be in the form of words or descriptions, a qualitative approach will be employed in the research methodology, which is a library study or literary study. Researchers will draw from a variety of literature to acquire research data. Similar or relevant studies are used in the research for this study.

Research done by researchers through the collection of several books and journals pertaining to the issues and goals of the study is called a literature study. By using this strategy, different theories that are pertinent to the issue being addressed or researched can be made visible and used as a point of

reference while discussing the findings of the research. A literature assessment on the importance of education and training in the development of young entrepreneurs can come from a number of sources, including national and international periodicals, databases, textbooks, and handbooks.

RESULT AND DISCUSSION

Definition of Young Entrepreneur

The development of entrepreneurship is more aimed at the entrepreneur to have superior characteristics in improving the quality of his life through the company he runs. (Baxter et al, 2014).

An entrepreneur is described as a man who dares to take risks on a decision made. Entrepreneur itself comes from two basic words: hero and endeavour, hero is meant as a fighter or brave, while the word enterprise has meaning in the form of doing an activity to be achieved. In other words, an entrepreneur is someone who can fight for something at all risks so that it can be achieved. Entrepreneurship can be an option for the younger generation to participate in advancing the Indonesian economy. (Miswanto & Riana, 2021). As a successful entrepreneur you must be able to have good skills and communication, experience, relationships and have a leader's soul. The younger generation is a young entrepreneur who has started his business from an early age.

According to the Law No. 40 of 2009 on Youth, a young entrepreneur is a person between the ages of 16-35 who engages in entrepreneurial activities or has a leadership spirit in organizing the factors of production, capital, experience and skills in order to carry out production for profit. According to Hamburg (2014) a young entrepreneur is a role capable of changing his creativity to get a chance in creating a new enterprise. Another study by Jakubczak (2015) also explains that there are several roles that young entrepreneurs play in improving the economy, namely:

1. Have a role in the soul to be a leader
2. Have a part in the spirit of the decision maker
3. Role as a connection between people with an organization or even a relationship with other parties to establish a good relationship interaction.

As a young entrepreneur you must be able to understand every aspect that happens when developing a business (Rewah, 2018). Irawan and Mulyadi (2016) argue that there are three aspects of skills as a young entrepreneur, among others:

1. From the point of view of management, this skill is a skill that has been applied on a daily basis, where there are activities of planning and supervision, conducting organizational, processing activities, and identifying people or customers, as a form of solution in the problems faced so that the enterprise is run to survive.
2. From the perspective of entrepreneurship, the skills given such as activities in planning a business, see the opportunities available, and analyze the environment around it to develop a business.
3. In terms of maturity, this personal consciousness is able to recognize the weaknesses of what has been, find out how to overcome such problems to improve his ability in good entrepreneurial success.

Other research from Nyamu, C.T (2015) suggests that there are characteristics of a young entrepreneur, namely as follows:

1. Have the nature of liking change and challenges to continue to exist in the future.
2. Self-confidence from interests, talents and potential to be able to develop.
3. Responsibility from high self-awareness to complete tasks as an entrepreneur.
4. Take initiative in making good decisions and have the courage to control yourself not to be influenced by any circumstances.
5. Dare to take risks and be able to anticipate business problems that occur

The Role of Education in Young Entrepreneurial Development

Education plays a crucial role in forming young entrepreneurs, because it not only equips them with academic knowledge, but also develops the skills and attitudes needed to become successful entrepreneurs in this modern era (Wanidison & Shaddiq, 2021).

1. **Increased Entrepreneurship Knowledge and Skills:**
Young entrepreneurs who receive an education are equipped with the fundamental skills needed to comprehend several facets of entrepreneurship, such as marketing, financial management, business strategy, and business planning. These abilities are essential for creating and managing their own company.
2. **Development of Creative and Innovative Thinking Abilities:**
Education must stimulate and develop creative and innovative thinking abilities. It gives young entrepreneurs the courage to think beyond conventional boundaries, find new solutions, and identify opportunities amidst challenges.

3. **Empowerment Through Soft Skills:**
Education must also focus on developing soft skills, including leadership, communication, cooperation and mental resilience. These skills are fundamental in building strong business relationships and overcoming obstacles that may arise.
4. **Introduction to Technology and Innovation:**
Given the increasingly important role of technology in the business world, education needs to ensure that young entrepreneurs understand the latest technological developments and are able to integrate them into their business strategies.
5. **Connection with the World of Business and Industry:**
Effective education must facilitate direct connections with the world of business and industry. Through internships, guest lectures, and partnerships with companies, young entrepreneurs can gain practical insight and build valuable networks.
6. **Focus on Developing an Entrepreneurial Spirit:**
Education must encourage and develop an entrepreneurial spirit from an early age. This involves learning through experience, support for experimentation, and an understanding that failure is part of the learning process.
7. **Increased Economic and Social Awareness:**
Education must increase young entrepreneurs' awareness of economic and social issues. They need to understand the impact their business has on society and the environment and consider sustainability in every business decision.

Education has a central role in forming young entrepreneurs who are ready to face challenges in the ever-changing business world. By designing a curriculum that includes these aspects, we can ensure that every individual who passes through the education system has a solid foundation for achieving success in the world of entrepreneurship. Thus, education is the key to forming future business leaders who are innovative, brave and sustainable (Maina, 2014).

The Role of Training in Young Entrepreneur Development

The entrepreneurial spirit can be awakened through learning and training. All of this is done so that they can change their mindset so that after graduating they can already plan what business they will start, not what job

they will look for. This is useful for awakening the souls of entrepreneurs who are great and tough and can withstand the pressures of running a business that will be started (Olugbola, 2017).

Entrepreneurs are people who create prosperity for others, find new ways to use resources, reduce waste, and open up jobs that they enjoy (Papagiannis, 2018). The word entrepreneurship itself is the equivalent of the French word entrepreneur, which has been known since the 17th century. Cantillon believes that an entrepreneur is an incubator of new ideas, who always tries to use resources optimally to achieve the highest commercial level. Basically, entrepreneurship aims to achieve innovative business and active synergy in the business world. Meanwhile, the benefits for someone to become an entrepreneur include the following:

1. Provide opportunities and freedom to control your own destiny.
2. Provide opportunities to make changes.
3. Provide opportunities to reach your full potential.
4. Have the opportunity to achieve optimal profits
5. Get the chance to participate actively in society and be acknowledged for their accomplishments.

Provide yourself the chance to accomplish something you enjoy and grow to appreciate doing it.

Employee attitudes, behaviors, abilities, and knowledge are all intended to be improved and developed through training in accordance with the company's goals. Training is a complement to education with the aim of increasing knowledge and skills so that HR performance becomes more effective and efficient (Din et al, 2016).

The aim of youth entrepreneurship training according to research by Gwija et al (2014) is

1. Encourage and inspire young people to pursue careers in entrepreneurship
2. Gain expertise in creating networks for commercial partnerships, production, marketing, and governance.
3. Foster the growth of youthful entrepreneurial skills in an endeavor to encourage youth entrepreneurship.

Youth Entrepreneurship Training is an activity to increase entrepreneurial expertise, abilities and skills so that young people recognize, are interested in and become entrepreneurs. Training helps young people to recognize their own strengths and weaknesses so that they are able to optimize

their advantages in their environment by becoming a vehicle for improving the productive economy (Hasan et al, 2017). M Saygin (2020) states that entrepreneurship is the ability to create something new (creative) and make something different (innovative) which is used as an opportunity to create added value for goods/services which is carried out with the courage to face risks towards success. Meanwhile, an entrepreneur is a person who carries out the process, creating prosperity, wealth and added value, through exploring and hatching ideas, combining resources and making them a reality.

So an entrepreneur is a person who is creative and innovative and is able to make things happen to improve the welfare of himself and society. Obstacles to empowering youth entrepreneurship come from external factors in the form of a lack of entrepreneurship guidance from the government and internal factors from the youth themselves such as a lack of motivation in self-development so that entrepreneurial mentality, knowledge, abilities, skills and skills in entrepreneurship have not been achieved. Youth Entrepreneurship Training is an activity to increase entrepreneurial expertise, abilities and skills so that young people recognize, are interested in and become entrepreneurs. Training helps young people to recognize their own strengths and weaknesses so that they are able to optimize their advantages in their environment by becoming a vehicle for improving the productive economy. All tasks requested by the instructor (individually or in groups) must be fulfilled as part of the process of achieving graduate competency (Rosyandi et al, 2019).

The objectives of Youth Entrepreneurship Training, among others

1. Preparing young people who have potential as entrepreneurs.
2. Train youth in improving their spirit, attitudes, knowledge and skills so that they have entrepreneurial competence.
3. Train young people to be able to set up businesses by taking advantage of opportunities that exist at certain times and in certain areas (Sidharta et al, 2017).

Young entrepreneur training seeks to increase the resilience of small businesses to the economic crisis or open a business with relatively small capital, is flexible and absorbs a large workforce. The growth of young entrepreneurs on a small scale can reduce dependence on the formal work sector by opening up entrepreneurial opportunities, in terms of ease of licensing, capital and management training. The creativity process can also be explored by cultivating the courage to realize all existing ideas. The objectives of young entrepreneur training according to Trisetyanto et al (2019), include:

1. Preparing young entrepreneurs who are tough and have life skills.
2. Train young entrepreneurs to have business competency in increasing entrepreneurial knowledge and skills.
3. Develop youth resources who are able to create job opportunities for themselves and others.

The Relationship between Education and Training in Young Entrepreneurial Development

The English term "entrepreneurship" is equivalent to "entrepreneurship." Agus Wibowo defines entrepreneurship education as an endeavor to absorb the spirit and mindset of entrepreneurship via educational institutions as well as other institutions like coaching, training, and so forth." According to Lo Choi Tung, "the process of transmitting entrepreneurial knowledge and skills to students to help them exploit a business opportunity" is what entrepreneurship education is all about. The success of entrepreneurship education can be seen from whether the entrepreneur has high independence, has high creativity, dares to take risks, is action oriented, has high leadership character, has entrepreneurial skills, understands entrepreneurial concepts and has a hardworking character (Henry et al. al, 2017).

The reason for the importance of entrepreneurship education in Indonesia begins with looking at the reality of Indonesia's low quality conditions. Therefore, it is necessary to instill entrepreneurial values in Indonesia's young generation so that they are able to become new entrepreneurs who are able to contribute to economic development in order to achieve the country's goals. This is consistent with a comment by Buchari Alma, who said that a country can grow economically if two percent of its people are entrepreneurs.

Entrepreneurial skills training as one of the coaching programs to gain knowledge and interest in entrepreneurship is to enable prisoners to socialize with other prisoners while undergoing skills and also as a provision in the process of reintegration with society. Skills development can be carried out optimally by collaborating with third parties, both government agencies and private parties, who can provide knowledge and skills guidance that is useful in society (Jakubczak, 2015).

Apart from that, it is hoped that quality human resources will be able to develop and are one of the main assets in exploring and developing all the potential that exists in a country. It is evident that the Unitary State of the

Republic of Indonesia's leadership has given education a lot of thought. The National Education System Article 3 of Law No. 20 of 2003 outlines the regulations governing this step. It reads as follows: "National education functions to develop abilities and shape the nation's character and civilization which is useful in order to make the nation's life more intelligent, aimed at developing the potential of students so that they become students who rhyme, fear God, have noble character, be healthy, knowledgeable, creative, independent and be a democratic and responsible citizen."

Three forms of education—formal, informal, and non-formal—can be used to meet these national education goals. Non-formal education is education that takes place in the community, such as LPK and courses, while formal education takes place in schools. Informal education is education that takes place in the family setting. Non-formal education in a society has an important function in developing the community's economy, so non-formal education needs to be developed alongside formal education. In the context of sustainable economic development, by looking at the target group, non-formal education plays a role in empowering disadvantaged members of society as well as those who are fortunate, workers and those who will work. Baxter et al, (2014). Economic development, which is defined by an increase in employment opportunities that can generate income but are not accessible to all societal levels due to limitations in knowledge, attitude, mentality, health, and capital ownership, is one factor contributing to the emergence of disadvantaged communities.

Until now, education and training in the field of entrepreneurship is still considered to play an important role in strengthening the entrepreneurial spirit of young people. Various literature explains the important role of education and training for the growth of entrepreneurial spirit. Various literature explains that having an entrepreneurial spirit is not simply due to innate or hereditary factors so that it is automatically attached to a person, but can be formed and prepared (made) through education and training activities, so that a person can become a strong entrepreneur. Therefore, to date, various formal educational institutions teach entrepreneurship education which is designed to equip young entrepreneurs so that they can become successful entrepreneurs in the future (Sudarwati, 2018).

CONCLUSION

Programs for entrepreneurship education and training can help to develop and enhance poor entrepreneurial mindsets. It is envisaged that entrepreneurship education and training will be able to reawaken the spirit of independence, work, and economic development for the country. It is also hoped that entrepreneurship education and training will be able to produce creative entrepreneurs who can create jobs and help reduce never-ending unemployment.

Young people's entrepreneurial spirit is still seen to be strengthened by education and training in the field of entrepreneurship. The significance that education and training have in fostering an entrepreneurial spirit.

Various literature explains that having an entrepreneurial spirit is not simply due to innate factors so that it is automatically inherent in a person, but can be formed and prepared through education and training activities, so that a person can become a strong entrepreneur. Therefore, to date, various formal educational institutions teach entrepreneurship education which is designed to equip young entrepreneurs so that they can become successful entrepreneurs in the future.

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