



THE EFFECTIVENESS OF THE YOUTH ENTREPRENEURSHIP AND EMPLOYMENT SUPPORT SERVICES (YESS) PROGRAM IN EMPOWERING YOUNG FARMERS IN KARANG BINTANG DISTRICT, TANAH BUMBU REGENCY

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Abstract

The limited young generation who are interested and interested in becoming farmers is a major problem in the agricultural sector in Indonesia. The Indonesian government and the International Fund for Agricultural Development (IFAD) have agreed to support and implement the Youth Entrepreneurship and Employment Development Program in the agricultural sector through the Youth Entrepreneurship and Employment Support Services (YESS) program. This program will help increase the number of young farmers to become entrepreneurs in the agricultural sector and work in the agricultural sector, including in Karang Bintang District as one of the loci for implementing the YESS program in Tanah Bumbu Regency. This research aims to analyze the effectiveness of the YESS program in empowering young farmers in Karang Bintang District, Tanah Bumbu Regency and to determine the factors that hinder the effectiveness of the YESS program in empowering young farmers in Karang Bintang District, Tanah Bumbu Regency. The research approach used is a qualitative approach. The type of research is descriptive qualitative, while the analysis technique involves collecting data, reducing data, presenting data and drawing conclusions. There are two sources of data in this research, namely primary data and secondary data. Data collection methods are observation, interviews and documentation. Based on the results of research on the effectiveness of the Youth Entrepreneurship and Employment Support Services (YESS) Program in empowering young farmers in Karang Bintang District, Tanah Bumbu Regency, it has been effective because all indicators of effectiveness have been achieved including program success, target accuracy, satisfaction with the program, level of input and output and achievements program objectives.

Keywords: Effectiveness, Employment Support Service, YESS, Youth Entrepreneurship.

INTRODUCTION

The limited young generation who are interested and interested in becoming farmers is a major problem in the agricultural sector in Indonesia (Arvianti et al., 2019; Nugroho & Waluyati, 2018). The existence of farmers is the main subject who will run agricultural businesses (Nuryanti & Swastika, 2011; Herdini & Masduki, 2021). If there are no farmers, the existence of natural resources and other potential will be in vain (Purba et al., 2023; Ilham, 2008). Based on BPS data in 2021, there are only 2.7 million young farmers in Indonesia aged 20-39 years, this number is around 8% of the 33.4 million farmers in Indonesia, this shows that more than 90% of farmers in Indonesia include old farmers (BPS, 2021).

The lack of young workers in the agricultural sector is due to the loss of desire and interest in working in the agricultural sector even though they come from farming families (Susilowati, 2016; Susanti, 2012). There are many reasons why young people are not very interested in working in agriculture, namely that the majority of agriculture in Indonesia still uses traditional methods and only a small portion uses technology (Arvianti et al., 2019; Rahmat, 2021). Apart from that, compared to other jobs, farming is a last resort because it does not provide good results, has high business risks, and has insufficient profits (Nugroho & Waluyati, 2018; Salamah, 2021). On the other hand, the culture of society, especially the younger generation, is increasingly abandoning agricultural activities because they believe that agriculture does not provide much real hope for their future (Maihani et al., 2021; Wibowo, 2020).

The Indonesian government and the International Fund for Agricultural Development (IFAD) have agreed to support and implement the Youth Entrepreneurship and Employment Development Program in the agricultural sector through the Youth Entrepreneurship and Employment Support Services (YESS) program. This program will help increase the number of young farmers or farmers who are starting from scratch in their agricultural business (Rachmawati & Gunawan, 2020).

The YESS program is run as a pilot project to help young people and farmers in rural areas get back on their feet (Rukka et al., 2023). This is done by providing professional facilities in the agricultural sector (Bawono, 2018; Asaad, 2011). To achieve this goal, the YESS Program activities consist of four parts, namely helping rural youth find work, helping rural youth start their own businesses, providing access to capital to rural youth, and ensuring rural youth are in an environment that supports them (Susilowati, 2016; Pratiwi et al., 2022).

The planning and implementation of YESS activities involves various government institutions, business actors and related social institutions, from the central, provincial and district levels, even to sub-district and village levels. The main target of the YESS Program is the young generation aged 17 to 39 years. Implementation of the YESS Program began in 2020 until now, and is only implemented in four provinces in Indonesia, namely West Java, East Java, South Sulawesi and South Kalimantan. Tanah Bumbu Regency itself is one of the YESS Program implementing areas in South Kalimantan Province apart from Tanah Laut Regency and Banjar Regency.

Tanah Bumbu Regency is an agricultural area. This characteristic can at least be seen from the large amount of agricultural land use which reaches more than 30 percent. In fact, more than 40 percent of Tanah Bumbu residents depend on this sector for their fate. Apart from that, the agricultural sector is a sector that still supports the economy in Tanah Bumbu with the second largest contribution (16.59 percent) to Tanah Bumbu's 2021 GRDP after the mining sector.

Based on data on the achievements of the YESS program in Tanah Bumbu Regency in 2021-2022, the total number of Prospective Beneficiaries (CPM) / Beneficiaries (PM) is 2,694 people, consisting of 1,473 men and 1,221 women. The number of PMs was 1,696 people consisting of 53.1% (900 people) men and 46.9% (796 people) women, the highest age range of beneficiaries was 20-24 years old (26.9%), but the range Other ages, namely 25-29 and 30-34 years, are also high. Meanwhile, there are 998 CPM/beneficiaries in Tanah Bumbu Regency who have not received intervention from the YESS program. One of the sub-districts in Tanah Bumbu Regency that has potential and is the target of the YESS program is Karang Bintang Sub-district.

Karang Bintang District has a vulnerable population aged 20-39 years as many as 4,966 people spread across 11 villages with agricultural products in the form of vegetables, fruit and biopharma crops. Vegetable Crop Production Results will be 523 quintals in 2022 and 623 quintals in 2020, while annual fruit production will be 394 quintals and annual fruit 144 quintals in 2022. Biopharmaceutical crop production will be 83 kg in 2022 (15 kg in 2020, (Karang Bintang District in Figures 2021 and 2023).

Karang Bintang District not only has potential in horticultural agriculture but also has potential in the livestock sub-sector, this can be seen from the data on the population of large livestock (cows, buffalo) of 1,091, while there are 565 small livestock such as goats and pigs in 2022, an increase of 9.07% compared to 2020 which was only 518 individuals. Meanwhile, poultry livestock such as chickens and ducks were 105,224 in 2020, while in 2022 there were around 123,560, this shows an increase of 18,316 or 17.40% compared to 2020. Likewise with the amount of production in the smallholder plantation sub-sector such as palm oil, coconut and rubber, namely 15,410 tons in 2020, increased to 15,445 tons, although the increase was not significant (Tanah Bumbu Regency in Figures 2012 and 2023).

Karang Bintang District is one of the potential targets for implementing the YESS program from 12 sub-districts in Tanah Bumbu Regency. In 2021, Karang Bintang District has data on the number of Prospective Beneficiaries (CPM) of 232 people, of this number around 162 people have become Beneficiaries (PM) who were intervened by the YESS program either through training (Star Up, BMP, Financial Literacy, Business Proposal), assistance and through Competitive Grants, there are 70 PMs who have not yet been intervened. Based on data on the achievements of the YESS program in Karang Bintang District, of the 162 Beneficiaries (PM) of the YESS program, 35 are millennial farmers who already have businesses.

Based on the description of the conditions and assumptions above, the author is interested in conducting research on the effectiveness of the Youth Entrepreneurship and Employment Support Services (YESS) Program in Empowering Young Farmers in Karang Bintang District, Tanah Bumbu Regency.

RESEARCH METHODS

Research Approach

The research approach used is a qualitative approach. Qualitative research methods are research methods based on philosophy that are used to research scientific conditions (experiments) where the researcher is the instrument, data collection techniques and qualitative analysis emphasize meaning (Sugiyono, 2018). The appropriate approach in this research is a qualitative approach because this research wants to know the effectiveness of the Youth Entrepreneurship and Employment Support Services (YESS) program in empowering young farmers in Karang Bintang District, Tanah Bumbu Regency.

Time and Place of Research

The time required to carry out this research is \pm 4 months, namely from September to December 2023, research activities start from research preparation, data collection in the field, data processing and preparation of research results reports. The research was carried out in the Karang Bintang District, Tanah Bumbu Regency, South Kalimantan Province.

Data Type

The type of data collected is divided into primary data and secondary data. Primary data is data obtained directly from data sources, in this case data obtained from observations and in-depth interviews with facilitators, mobilizers, beneficiaries of the yess program and other sources in Karang Bintang District, Tanah Bumbu Regency. Secondary Data is data obtained through documentation and literature studies related to research objectives and other sources deemed relevant to this research.

Data Collection Technique

Data collection in this research used interview, observation and documentation techniques. Observation activities in this research went directly to the field to observe the implementation of the YESS program in Karang Bintang District, Tanah Bumbu Regency. The interview method used is a semi-structured interview to find problems openly. Informants are interviewed to ask for their opinion regarding the problem being researched. Researchers searched for and studied documents during research into the effectiveness of the YESS program in empowering young farmers in Karang Bintang District.

Data Analysis Technique

Data analysis in this research uses the Miles and Huberman Model, namely data collection, data reduction, data presentation, and drawing conclusions. Data obtained from facilitators and mobilizers who were responsible for implementing the YESS Program in Karang Bintang District, Tanah Bumbu Regency were in the form of interviews and documents related to this research. In the data reduction stage, researchers visited the location directly and saw firsthand how effective the implementation of the YESS program was in Karang Bintang District, Tanah Bumbu Regency. Furthermore, the presentation of data is intended to make it easier for researchers to see the overall picture or certain parts of the research, determine meaningful patterns and provide the possibility of drawing conclusions. At each stage in the process, conclusions are drawn to obtain the validity of the data by examining all the data.

RESULTS AND DISCUSSION

Effectiveness of the Youth Entrepreneurship and Employment Support Service (YESS) Program

The Youth Entrepreneurship and Employment Support Service (YESS) program is a program that aims to produce millennial farmers by involving stakeholders from the center to the regions (Adiwijaya, 2023). Each stakeholder has duties and functions that are responsible for the implementation of this program in accordance with the stated objectives (Arifudin, 2022). This program involves the Ministry of Agriculture, Provincial Government, Regency Government, District Government and other stakeholders. The target of this program is people aged 17-39 years.

Based on research conducted several days in Karang Bintang District and other places, researchers will describe the research results to answer the problems that have been previously

formulated. The results of interviews with several informants regarding the effectiveness of the Youth Entrepreneurship and Employment Support Service (YESS) Program in Karang Bintang District are as explained below.

The first process is socialization, after that collecting data on potential beneficiaries and verifying the data by looking at age and sub-district origin (KTP must be Karang Bintang Sub-district).

Another thing conveyed by Mr Andi Arianto as facilitator of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District was: *"Socialization is usually carried out at the beginning of the year, to be precise in January, February, March (quarter). For socialization itself through the village office or the general public, such as company events opening training, such as Arutmin yesterday opening hydroponic training, there the target is for word of mouth socialization. Meanwhile, through friends or the community or PMs who have intervened, they can spread the word 'there is a millennial farmer program', so that relatives or neighbors can take part in the YESS program, especially millennial farmers. "Continue to say that the most frequent uln during the following months, on average, they were told by word of mouth from the community that there was a millennial farmer program, one of the programs of which had grant funds, to be able to help with business capital". (interview, 25 November 2023)*

From this statement, the facilitator held outreach at the beginning of the year, namely in January, February and March or in the first quarter. Socialization is usually carried out at the village office or held to coincide with events attended by the general public, such as when PT. Arutmin conducts hydroponic training. The method is person to person, it can also be through beneficiaries or friends who have been intervened in by the YESS program. The delivery is by offering a program for millennial farmers who have a superior program, namely grant funds, to help with business capital, so that people are interested in taking part in the YESS program.

After going through program outreach, millennial farmers who wish to take part in the Youth Entrepreneurship and Employment Support Service (YESS) program will have their data entered into the YESS program's MIS (Management Information System) as a condition for participating in this program. MIS YESS contains data on potential beneficiaries and beneficiaries of the YESS program, as stated by Mr. Andi Arianto as Facilitator in Karang Bintang District, namely: *"KTP must be Karang Bintang/domiciled in the Karang Bintang District area, aged 17-35 years, vulnerable to poverty/maximum expenditure of 2.5 million/month, there is an interest/desire to work in the agricultural sector or have a business in the agricultural sector". (interview, 16 November 2023)*

Based on this statement, the requirements to take part in this program are residents of Karang Bintang District, aged 17-35 years, vulnerable to poverty, and interested in working in the agricultural sector or owning a business in the agricultural sector.

Ms Suryani as a mobilizer in Karang Bintang District also conveyed the form of mobilizer assistance to potential beneficiaries, namely: *"A form of assistance from the mobilizer to the CPM, after the CPM data is input by the facilitator via MIS YESS, the mobilizer also verifies the data through his account, if the CPM data does not match then the mobilizer has the right to return it to the facilitator's account again or to the facilitator's MIS". (interview, 25 November 2023)*

From this statement, the mobilizer's assistance to potential beneficiaries during the data input and verification process is that after the prospective beneficiary data has been input by the facilitator via MIS, the mobilizer also verifies the data through his account. When the

prospective beneficiary's data does not match, the mobilizer has the right to return it to the facilitator's account or facilitator's MIS.

After passing data verification, beneficiaries will receive training as initial knowledge to become millennial farmers. There is several training provided to beneficiaries, as conveyed by Mrs. Suryani as the mobilizer of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District, namely: *"The Yess Program training is divided into 3 categories: the first is self-management training consisting of 4 types: BMP training (business motivation), Start Training (to determine business choices), Financial Literacy, and Business proposals; second Advanced Training (training and practice); thirdly, Smart farming (training with high technology) is always held outside the area. "The self-management training can be attended by every millennial farmer, as long as it is registered, except for smart farming, in Karang Bintang District itself, no one has participated in smart farming". (interview, 15 November 2023)*

Based on the statement from the Youth Entrepreneurship and Employment Support Service (YESS) program mobilizer in Karang Bintang District, there are 4 types of training that are most often participated in by millennial farmers in Karang Bintang District, namely business motivation or BMP with the aim of providing motivation regarding current agricultural business opportunities. The next step is start-up training which aims to make farmers independent so they can make their own business choices. Then there is financial literacy training which aims to provide knowledge about good financial management. The final training is a business proposal with the aim of providing beneficiaries with an understanding of how to prepare a business proposal that can be submitted to obtain grant funds. Furthermore, there is advanced training with the aim of increasing farmers' knowledge of their business because it is accompanied by practice.

One form of the Youth Entrepreneurship and Employment Support Service (YESS) program is mentoring, as stated by Mrs. Suryani as a mobilizer in Karang Bintang District, namely: *"Assistance to the PM is provided by facilitators and mobilizers, yes, but there are levels. If there is a problem, we will come down ma'am, continue to connect to the SKPD, what programs are there in the SKPD that can be accessed by our farmers, and it doesn't rule out the possibility that mobilizers will also come down ma'am, right now it's the HK season because it's impossible for there to be twenty people in one sub-district. "But the facilitator alone is the one who accompanies because not all farmers can make proposals, the mobilizer plays a role there, but helps accompany them when in the field, for example they can also monitor business". (interview, 15 November 2023)*

Based on this delivery, assistance to beneficiaries, in this case millennial farmers, is carried out by facilitators. Assistance is provided by mobilizers when problems arise or more to connect SKPD programs that can be accessed by beneficiaries. However, it does not rule out the possibility that mobilizers will also come directly, especially during the HK season, if there are 20 farmers who apply for HK in one sub-district, it is impossible for them to be accompanied by only one facilitator, with the limited number of facilitators, mobilizers will come directly to accompany them in the field in making business proposals and even monitoring the development of millennial farmer businesses.

A continuation of the business proposal training, namely competitive grants, this part of the Youth Entrepreneurship and Employment Support Service (YESS) program aims to provide funding assistance to beneficiaries. As said by Mrs. Suryani as mobilizer of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District, namely: *"Competitive grants are a very popular program at YESS ma'am, because the financial*

assistance provided is only for those who require only providing a report once a month, given independently or individually or per person. "The competitive grant is 50%:50% because there is competition in it, yesterday at Karang Bintang we submitted 7 people, but 3 people passed, ma'am, and the three people who passed varied in their efforts". (interview, 15 November 2023)

Based on this statement, this competitive grant program is the favorite of the Youth Entrepreneurship and Employment Support Service (YESS) program because the financial assistance is obtained free of charge, after receiving the HK you are only required to report progress once a month. The maximum percentage for passing this program is only 50% because there is competition among the beneficiaries of this program. Competitive grants received in Karang Bintang District are divided into three categories, namely grants for start-up businesses amounting to 10 million, developing categories amounting to 25 million and advanced categories amounting to 50 million. In 2023, Karang Bintang District proposed 7 HK recipients but only 3 people passed and met the requirements with varying types of businesses.

Then it was also conveyed by Mr. Andi Arianto as facilitator of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District regarding the recipients of competitive grant benefits, namely: *"Recipients of competitive grants in Karang Bintang with developing business types received funding of 25 million for 1 person and 1 person for an advanced business of 50 million. The number of grant recipients in 2020 was 7 people, in 2021 only 2 people and in 2023 there were 3 people. In Karang Bintang there is a pilot or local champion named Anton ma'am, in the fruit business ma'am, he got 50 million twice out. On average, those who receive the benefits are growing, but have not advanced because marketing is uncertain and problems in the form of pests. Meanwhile, in the category of livestock business which is quite advanced, only one person named Mba Ratna has a goat farming business. "In Karang Bintang, the majority of livestock businesses are active, but many do not qualify". (interview, 16 November 2023)*

Based on the statement above, the beneficiaries of the competitive grant program in Karang Bintang District received a developing type grant with an amount received of 25 million, only one person received an advanced grant of 50 million. The number of HK recipients until 2023 is 12 people, with details in 2021 there are 7 people, in 2022 there are 2 people and in 2023 there are 3 people. In Karang Bintang District, there is a beneficiary who has become a model or local champion named Mr. Anton Laras Tri Anggoro with an orange fruit cultivation business covering an area of 1 hectare, receiving funds of 50 million with two stages of disbursement. These local champions are usually invited for motivational guidance to provide understanding and motivation to potential beneficiaries because they have been deemed successful through the Youth Entrepreneurship and Employment Support Service (YESS) program. From his statement, it is also known that recipients of competitive grant funds, especially horticultural agriculture, are still hampered by uncertain marketing of harvests and pests that attack crops. Of the several HK recipients in livestock business, there is one who is said to be quite advanced named Mrs. Ratna with a goat breeding business.

Also conveyed by Mrs. Balitri as a beneficiary of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District regarding competitive grants, namely: *"Receiving funds in 2022, 70% can ask again to get the remaining 30%, 70% feel that it is enough to develop the business, before receiving HK the number of polybags was only around 1,000, now it is around 2,500". (interview, 16 November 2023)*

Based on this submission, competitive grant funds were obtained in 2022 amounting to 70% or 7 million phase I disbursements. Then they were offered the remaining 30% of the funds but were not taken because they felt that the funds already received were sufficient for business development. His celery business has also developed after receiving grant funds. Initially, the planting media was only around 1,000 polybags, now it is around 2,500 polybags.

The final program from the Youth Entrepreneurship and Employment Support Service (YESS) is a certified internship, as stated by Mrs. Suryani as mobilizer in Karang Bintang District, namely: *"There are two types of apprenticeship, domestic and foreign. Domestically from 2020 to 2022, 2023 for abroad. "For the internship, the link was sent to CPM and then the CPM filled it in. For Karang Bintang itself, there were those who passed the selection for internships to Taiwan".* (interview, 15 November 2023)

Based on this statement, certified internships are divided into domestic and international internships. The internship registration process is conveyed by the mobilizer via a link sent to potential beneficiaries and then filled in by themselves. In Karang Bintang District, in 2023 there will be those who pass the overseas certified internship selection, their internship destination is Taiwan.

Domestic certified internships are targeted at several places, as stated by Mr. Andi Arianto as facilitator of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District, namely: *"Our target is ruminant cattle farming companies, cooperatives, P4S Sekar Rahayu Agung horticultural company".* (interview, 16 November 2023)

Based on this statement, the target of the facilitators themselves is local companies or cooperatives. In Tanah Bumbu Regency there are 4 cultivation sites available, namely: PT Buana Karya Bhakti (oil palm plantations), Sekar Rahayu Cooperative (ruminant cattle farming) and P4S Sekar Rahayu Agung which operates in the field of horticultural agriculture.

Delivered by Mr. Windi as a YESS beneficiary who took part in a domestic certified internship at the Sekar Rahayu Cooperative (ruminant cattle farm), namely: *"Yes, I took part in a domestic apprenticeship, of course the benefits are increased experience, experience in managing animal feed, procedures for providing healthy feed, etc".* (interview, 25 November 2023)

From this presentation, the benefit gained from taking part in domestic apprenticeship is increasing experience. Experience in managing animal feed and how to provide healthy feed.

Factors Inhibiting the Implementation of the Youth Entrepreneurship and Employment Support Service (YESS) Program in Karang Bintang District

The implementation of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District certainly has inhibiting factors that influence the running of this program. One theory that can be used to identify inhibiting factors is the theory from Anne Both and Firdausy, namely economic factors (capital and mastery of technology), socio-cultural factors (low skills and education, limited job opportunities and cultural poverty), geographic and environmental factors such as (limited natural resources, disease and lack of fertile land, weather) and physical personal factors such as (age, gender, and health) (Fianingsih, 2020). However, in this study the researchers only found 3 inhibiting factors, namely economic factors, socio-cultural factors and geographic and environmental factors.

1) Economic Factors

In carrying out this program, the capital factor is very important for the business activities of millennial farmers because generally these millennial farmers are vulnerable to poverty, so capital is very influential in starting a business or in developing the business scale of millennial farmers, therefore, apart from competitive grants, access to capital, such as KUR, must be continued efforts and funding schemes through CSR.

Mastery of technology is also very influential in running a business, Appropriate Technology (TTG) training is still very limited, even though appropriate technology is technology that suits farmers' needs, is simple and can answer farmers' problems and does not damage the environment, thus producing added value from an economic aspect. and environmental aspects.

Apart from that, mastery of digital technology is also quite influential, because the YESS program has developed several supporting applications so that millennial farmers can access and utilize the YESS program optimally simply through their respective gadgets. Every Wednesday, the South Kalimantan YESS program via zoom meeting has an agenda to discuss various topics related to the implementation of the YESS program. The process of registering potential beneficiaries until they become beneficiaries goes through online registration which requires mastery of technology. Mastery of technology is also required for marketing YESS program products online, financial management also requires mastery of technology.

Digital technology is an effort to educate millennial farmers to be more modern (Utami, 2020; Arvianti et al., 2022). In line with this, the results of the 2023 phase I agricultural census carried out by BPS Tanah Bumbu Regency on farmers aged 19-39 years and farmers aged 39 years and over in Karang Bintang District who use digital technology (digital technology includes the use of agricultural tools and machines, modern digital (machinery), use of the internet/smartphone/information technology, use of drones, and/or use of artificial intelligence that of the 3,210 farmers in Karang Bintang District, 1,500 people use digital technology, namely farmers aged 40 years and over, while farmers aged 19 -39 years old who use digital technology are 391 people and there are 277 farmers aged 19-39 years who have not used digital technology.

2) Socio-Cultural Factors

One factor that also influences the course of this program is the level of expertise and education. How quickly or slowly knowledge is absorbed from training, mentoring or internships is influenced by these factors. For example, in dealing with pests, the level of education or expertise makes it quicker for someone to put into practice the knowledge gained during the Youth Entrepreneurship and Employment Support Service (YESS) program process.

3) Geography and Environmental Factors

Important factors that influence this program are geographic and environmental factors such as weather. This weather greatly influences the growth and development of commodities planted by beneficiaries, especially millennial farmers whose business activities are horticultural farming, such as when the El Nino phenomenon of drought occurred in Karang Bintang District. The stock of water used in farming becomes limited, plants become stunted, watering plants using PDAM water becomes damaged, so that some farmers postpone starting to seed again. Likewise, during the rainy season, it causes flooding. These weather changes affect the farming of YESS program recipients, making reporting of business progress from beneficiaries to facilitators late.

CONCLUSSION

The implementation of the Youth Entrepreneurship and Employment Support Service (YESS) program in Karang Bintang District has been effective. The success of the program has been successful because knowledge has increased, the grant funds received are sufficient for business development and are able to provide understanding through domestic certified internships, and some have even passed the selection for internships abroad, namely in Taiwan. The success of the target, it was right on target, from the 5 recipients interviewed aged from 19 years to 28 years or millennial farmers, it opened up employment opportunities and provided additional work. Satisfaction with the program, from beneficiaries, mobilizers and even agricultural instructors, has greatly helped both financially and knowledge-wise. Input and output, farmers are independent in determining the type of business, there are beneficiaries who become local champions, pass the internship selection to Taiwan, the commodities planted increase and the harvest increases if the weather is normal. Achieving the goal, this activity was achieved because it was able to create young farmers or millennial farmers, but it was less than optimal due to limited mobilizers or facilitators in the field who supervise potential beneficiaries and the limited number of Competitive Grant recipients. There are three inhibiting factors in this study, namely economic factors, socio-cultural factors, and geographic and environmental factors.

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