

# Upcycling Training As Upcycle Community Skills Improvement Efforts

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## ABSTRACT

Upcycling training is held to provide knowledge and skills. Training is given at Trawas Trashion Carnival (TTC) because it requires knowledge and skills to do upcycling on clothing waste. Participants have no educational background or skills in fashion, so skills that are not required can make patterns and sewing. The purpose of this study was to determine the implementation of the training, product results, and participant responses. This type of research is descriptive research. The research subjects were 20 members of Trawas Trashion Carnival (TTC). Data collection methods used were observation and questionnaire methods. The results of the study showed that the average training performance was 4.6 which was very good. The activity of trainees on average of 4.3 is very good. Product yields with very good value, 43.75%. The response of the trainees received a percentage of 73.3% with a good category. The results of the study stated that the implementation of the training, the results of the training, and the response of trainees based on the activities of the instructors and the activities of the trainees in every aspect were very good.

**Keywords:** Skills Upgrading, Upcycle Community, Upcycling Training

## 1. INTRODUCTION

Development aims to form an empowered society (has power, strength, and ability). Community empowerment, one of which is providing training according to needs. The training was conducted as an effort to increase knowledge and skills. Especially facing new conditions. Not only does training affect improving efficiency and effectiveness, but training is expected to provide benefits in improving skills. Optimizing human resources becomes the main focus of the organization in improving skills. Training is a training activity to gain independence or skills. The training activities are carried out to produce changes in the behavior of the people who follow the training, in the form of increased knowledge, skills, skills and changes in attitudes and behavior. Participants are given knowledge, skills, and attitudes in a short time without having to be tiered or continuous. According to Artasasmita, training is an educational activity that is carried out intentionally, organized and systematically outside the school system to share and improve a certain knowledge and skills with learning citizens in a relatively short time by prioritizing practice rather than theory, in order to gain knowledge, attitudes and skills

in understanding and carry out certain work in an efficient and effective manner [1].

The development and implementation of training programs aimed at increasing the use of core penal practices by community supervisors is the focus of this review. The results of the training support the further use of the training program and emphasize the benefits to public safety and financial savings that can result from the good implementation [2]. Research on the lack of management competence causes difficulties in attracting, maintaining, and leading small businesses. New approaches to training and learning are used to overcome obstacles and bring small businesses to the business community [3].

Training at the Trawas Trashion Carnival community is urgently needed. Trawas Trashion Carnival is an organization that engages in recycling/goods and fashion. This organization has 58 members, using dry rubbish (inorganic) combined with other materials to make clothes or costumes that are attractive and more beautiful to look at. The activities of this organization provide members with training in making carnival clothing. Trawas Trashion Carnival has constraints in upcycling apparel to be created into a

carnival fashion because Trawas Trashion Carnival members do not have an educational background or skills in the field of fashion so that the competence needed to make a fashion, especially upcycling used clothing. Members of the Trawas Trashion Carnival also do not have sewing skills, so every making of clothing is left to a third party. The training conducted is not optimal, due to the lack of competent instructors.

Some upcycling research is a matter of recycling in Malaysia, due to low awareness among the public. The study was conducted by empowering women who live at home to survive in their own social and ecological environment. Women become active participants in community development activities. The results showed that motivating, and providing employment opportunities to improve the economy [4]. Subsequent upcycle research focuses on the promotion of "3R" s - reducing, reusing and recycling. The 3R approach is first applied in each country. In East Asia, waste management will be achieved well if it has resources. Waste that cannot be processed in one country, will be processed effectively in other countries [5]

The research aims to analyze the innovative ways in which upcycling designers based in the UK are reinventing discarded materials. The practical implications of this research use a production approach that directly addresses waste. Training is conducted in industry and can offer jobs [6]. Research on post-consumer textiles is analyzed in global challenges, aiming to develop and use commercially viable, yet ethical and sustainable strategies in an industrial fashion. The company has emerged in the United Kingdom, has successfully succeeded in creating fashion styles that are relevant to the style and are commercially successful in the field of textile material waste. The benefits of improving these companies are not only environmental but also economic and social, thus creating a sustainable and innovative business model for the UK.

From some of these studies, there has been no research on upcycling training in communities that deal with waste. Therefore, research on upcycling training is needed as an effort to improve the upcycling community's appearance.

## **1.1. Literature Review**

### **1.1.1. Training**

Training is the process by which people achieve certain abilities to help achieve organizational goals. Training is more likely to be short-term oriented, training affects performance, and if the training carried out by the company is successful then employee performance will increase by itself [7]. Training is a learning process that emphasizes practice more than theories carried out by someone who works or a group of work units using an

adult learning approach (andragogy) that aims to improve work skills and skills.

According to Marzuki, training is teaching or giving experience to someone to develop behavior (knowledge, skills, attitudes) to achieve something desired [8]. According to Friedman and Yarbrough, Training is a learning effort organized by organizations (government agencies, non-governmental organizations, companies, etc.) to meet needs or to achieve organizational goals [9].

According to Edwin B. Flippo, as quoted by Kamil revealed that "Training is the act of increasing the knowledge and skills of an employee for doing a particular job" (training is an act of increasing the knowledge and skills of an employee to carry out certain occupations). According to Simamora, as quoted by Kamil defines training as a series of activities designed to enhance the skills, knowledge, experience, or change in an individual's attitude [10].

The principles of training according to Hamali are: 1) Exercise is only done with a view to training skills. Training is not done on understanding/understanding, attitudes, and appreciation. 2) Participants realize that exercise is meaningful for their lives. 3) Exercise must be done on things that have been obtained by participants, for example, Memorandum facts and skills just learned. 4) Exercise functions as a diagnosis through the reproduction of attempts at reading many times, making corrections to the errors that arise. Exercise is also self-Guidance and develops understanding and control. 5) The exercise is carried out with the following stages: first, the exercise is to get accuracy, then the balance between the two is sought. 6) The exercises are divided into several short training periods, for example, exercises for mastery exercises for recording learning outcomes. 7) Training activities must be lively, interesting and fun. 8) Exercise should not be considered as a part-time effort to be done casually incidentally. 9) Practice can achieve progress thanks to perseverance and high discipline. 10) Exercises carried out are more successful, if the elements of emotion are reduced as much as possible"[10]

According to Procton and Thornton quoted by Anwar, states that: "Skills training includes sequential events or continuous processes with strengths and limits that can be determined. According to him, there are nine training steps, namely: (1) determining training needs, (2) instructing methods, (3) preparing work training programs, (4) training evaluation design, (5) steps before training, ( 6) instructions, (7) steps after the exercise, (8) feedback from the results of the exercise, and (9) management evaluation[11].

### **1.2. Upcycling skills**

Skills are the ability to use reason, thoughts, ideas, and creativity in doing, changing or making things more meaningful so as to produce a value from the work. In this research, what is meant by skills is skills that can be trained so that they can do something, without training

and creativity, and the mind cannot produce a specific or skilled skill. Skills are not talents that can be obtained without going through a process.

Upcycling is an existing strategy that applies to the production of fashion, with materials that are discarded, used to be designed and manufactured high-value products. Upcycling enables the option of increasing the economy where used clothing and textiles are used in the production of newly designed fashion products. Contributing to a circular economy [12]. Upcycling seeks to provide a transitional solution to the problem of textile waste, by optimizing the useful life of products disposed of inefficient systems, due to technological developments. As a design-based waste solution, upcycled mode production utilizes textile waste to create products with higher retail value than recycled goods creating products with higher retail value than traditional recycled goods.

Upcycling of clothes can be done in 3 ways: 1) change the entire clothes so that a new design is created. 2) combining 2 outfits into 1 outfit without eliminating new design features 3) embellishing clothing.

**1.1.3. The response**

The response is the reinforcement of behavior that can increase the likelihood of a repeat of that behavior [13]. Response comes from the word response, which means a reply or response (reaction). Response is a psychological term used to name reactions to stimuli received by the five senses. The things that support and underlie the size of response are attitude, perception, and participation. The response is preceded by a person's attitude. Attitude is a tendency or willingness to behave when faced with a certain stimulus. In general, it can be said that three factors influence a person's response, namely: the person concerned, the target response in the form of objects or events, situation factors. The participants 'responses were shown from the participants' learning outcomes, that is, positive responses that could be seen from the learning outcomes improved on the understanding of the material delivered by the instructor, because they were happy to take part in the training, then the negative responses were marked from the results that declined or could not understand the material and the instructor.

**2. METHOD**

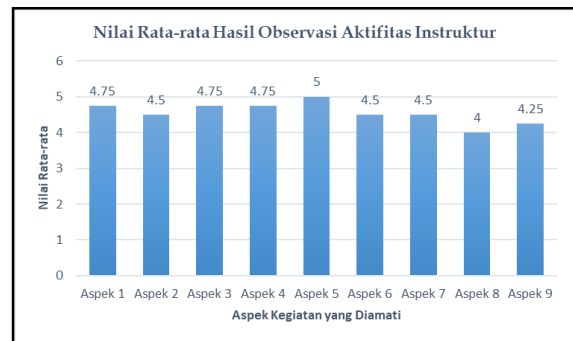
This type of research is descriptive. The object of research is the implementation of the training, participant response and the results of the training. The training material is upcycling the wedding dress and making choker accessories, shoulder pad according to the used wedding dress. The research subjects were

training participants. The object of research is the result of training or goods produced from training. There are 20 research subjects. The data collection method uses a questionnaire and observation. An observer in the training is the management of Trawas Trashion Carnival, as many as 3 people. Data collection was carried out during the training to find out the training implementation. To find out the response to the training is taken at the end of the training. The results of the training products are assessed when the participants make the product and when the product is finished as a whole.

**3. RESULT AND DISCUSSION**

**3.1. Implementation of Training**

The training was carried out with a very good average category. It can be seen in Figure 1. The objectives of the study were very well conveyed, participants were very well motivated, explained the training material very well, demonstrated the steps of making upcycling very well, guided the training to analyze upcycling very well, cut the material very well, sewed with well, putting up sequins well, and getting the job done really well. It can be categorized as the implementation of skills to get very good grades.



**Figure 1** the average value of the results of observations of structured activity

**3.2. Training Participants Activities**

Participants read the material very well, listened and watched very well, were very enthusiastic about making upcycling, made upcycling very systematically, and repaired it very well if there were mistakes and deficiencies in making products. Overall, the activities of the trainees were very good. Sanjaya said the participants' activities could be seen in the involvement of the trainees during the training. Can be seen in Figure 2.

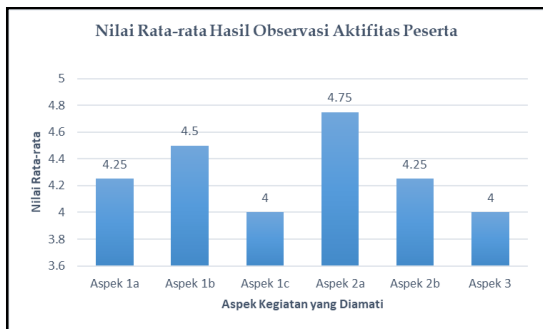


Figure 2 The involvement of the trainees during the training

### 3.3. Training Product Results

The upcycling product produced by the participants is very good. It can be seen in Figure 3. Based on the diagram of the above training results it can be described that there are 31.25% of trainees who score between 61-70 with quite good categories, 43.75% of trainees who score 71-80 with good categories, and there are 25% of trainees who score between 81-100 in the excellent category. The total amount is 100%.

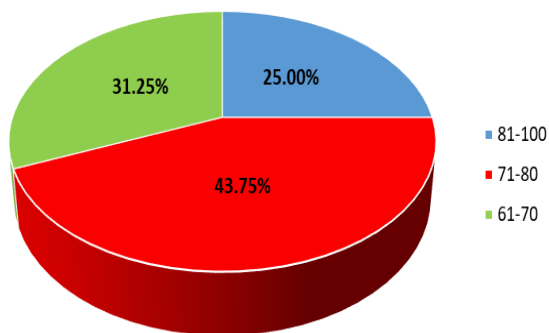


Figure 3 The upcycling product produced by the participants

### 3.4. Training Participant Responses

Analysis of the data about participants' responses to the training can be seen in Figure 4. Participants benefited from training 100%, interest in material 87.5% use of language 81.25% training media helped 75% understanding of material 68.75%. Participants still have difficulty in understanding the material. It can be seen that the trainees have a positive response to upcycling training. Overall participants responded, according to Sobur that the response is a reply or response or stimulation received by the five senses after getting a treatment.

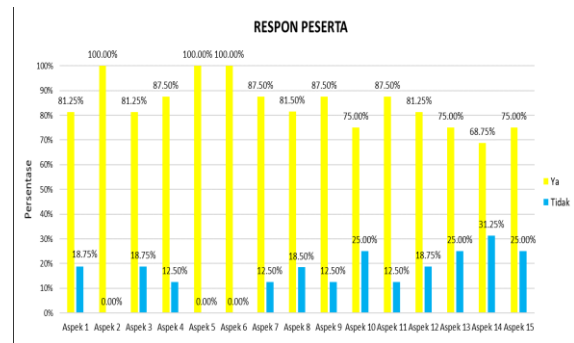


Figure 4 Analysis of the data about participants' responses to the training

## 4. CONCLUSION

The upcycling training at Trawas Trashion Carnival (TTC) as seen from the instructor's activities was carried out very well. The participants did very well, the products produced by the participants were quite good, while the response of the trainees to the training received a good category.

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