



Competency Gap (Calibri Light size 16)

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Abstract:

This research is motivated by the increasing gap between the competence of graduates and the needs of the world of work, as well as the inequality of access and quality of education, especially in Online learning and pedagogies which is still dominated by theoretical approaches. (Calibri Light size 10)

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INTRODUCTION (Calibri Light size 12)

In the era of globalization and technological advancement, the problems faced by the education sector are increasingly complex and require serious attention (Al'Alim et al., 2023; Muhdar et al., 2023).

RESEARCH METHOD (Calibri Light size 12)

This study uses a qualitative research design with a case study approach. The choice of this design is based on the need to understand the phenomenon of education in depth in a specific context, i.e. in schools that have limited access to educational resources.

RESULT AND DISCUSSION (Calibri Light size 12)

Result

Qualitative Results

The Gap between Graduate Competencies and the Needs of the World of Work

The gap between graduate competencies and the needs of the world of work in this study is defined as a mismatch between the abilities that students have after completing their education and the skills needed by the world of work, especially in the aspects of practical skills, communication, and problem-solving.

Discussion (Calibri Light size 12)

The results of this study show that there is a gap between the competence of graduates and the needs of the world of work, which is in line with various literature that highlights the phenomenon of mismatch between educational output and industry demands (Nasution et al., 2025; Rasmitadila et al., 2025; Riyadi).

CONCLUSION (Calibri Light size 12)

This study emphasizes that the main problems in education lie in the gap between the competence of graduates and the needs of the world of work, inequality of access to education, and the limited implementation of learning innovations, which overall shows the dominance of theoretical approaches over the development of practical skills.

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