Analysis Of Projected Employment Opportunities In The Productive Age Population In Malang City

Muhammad Syafiq[1*], Jimmi Febri Verdiyanata[2]

[1] Master of Accounting Study Program, Economics and Business, Brawijaya University, Malang, Indonesia
[2] Management Study Program, Economics and Business, Widyagama University, Malang, Indonesia

Abstract

Malang City is a reflection of economic and social dynamics in society, especially in the context of employment opportunities. The abstract aims to analyze factors influencing employment opportunities in Malang City and propose strategies for improvement. Through descriptive and comparative analysis methods using data from Badan Pusat Statistik and relevant research, fluctuations in the labor market concerning education, employment-population ratio, and self-employed workforce proportion are examined. Results indicate significant fluctuations in employment due to external factors like the COVID-19 pandemic and economic recovery policies. Strategic measures suggested include curriculum revamps, enhancing vocational education quality, and digital infrastructure development to align skills with market demands. Collaboration among government, industry, and educational institutions is proposed to create new job opportunities. Integrating inclusive, sustainable, and participatory strategies could foster a more inclusive economic environment, providing broader employment opportunities for Malang City residents amidst globalization and increasing competition.

1.Introduction

In the era of globalization and increasingly fierce competition, education stands as the primary key to unlocking a plethora of job opportunities. It serves as the cornerstone of human capital development, equipping individuals with the requisite skills, knowledge, and competencies vital for navigating the complexities of the modern labor market. Moreover, economic development emerges as the fundamental basis for achieving social welfare, constituting the primary goal of development policy. By elevating people's living standards and fostering high levels of employment opportunities, it is envisaged that income inequality within a region can be mitigated. However, despite the centrality of education and economic development, the persistently high unemployment rates underscore the multifaceted challenges inherent in labor market dynamics. The burgeoning workforce, coupled with inadequate labor absorption, often leads to imbalances within the labor market, thereby impeding regional development and even national economic growth (Pratama & Hadiyanti, 2020). Consequently, addressing employment issues assumes paramount significance in endeavors aimed at enhancing community welfare and fostering sustainable economic growth. Notably, employment opportunities emerge as the linchpin in economic development efforts, particularly amidst the escalating influx of workers from year to year across diverse regions.

In Malang City, akin to many other locales, data pertaining to job seekers stratified by educational attainment provides crucial insights into the intricacies of the job market dynamics

and the attendant challenges encountered by aspirants in aligning their career pursuits with their educational backgrounds. Education emerges as a pivotal determinant influencing employment opportunities, shaping workforce participation, and job attainment trajectories (Fachrizal et al., 2021). Furthermore, the heterogeneity of economic sectors across each sub-district in Malang City underscores the varying opportunities and competitions confronting local job seekers vis-à-vis their counterparts from outside the city (Zubaidy & Waseso, 2018).

The literature review accompanying the research endeavor encompasses a comprehensive synthesis of theoretical frameworks, empirical studies, and policy analyses pertinent to the nexus between education, economic development, and employment opportunities. Engbom (2022) provides empirical evidence illustrating how job mobility fosters wage growth over the life cycle, underscoring the pivotal role of labor market fluidity in driving human capital accumulation. Conversely, lower labor market mobility is associated with diminished wage growth and aggregate labor productivity relative to the United States. OECD (2020) contributes extensive data and research shedding light on labor markets, human capital, income inequality, and social capital, enriching the understanding of labor market dynamics and their implications for economic development. Mehta and Awasthi (2019) offer insights into the urban labor market dynamics in India, particularly in the informal sector, highlighting poor working conditions and the imperative of social protection for vulnerable workers. Additionally, the World Bank's literature review (2018) delves into the relationship between human capital and economic growth, elucidating the returns on human capital and their multifaceted impacts on development.

Nevertheless, despite advancements in comprehending employment dynamics, notable gaps persist in the extant literature, particularly concerning localized contexts such as Malang City. A scarcity of empirical investigations focusing on the nuanced interplay between education, economic development, and employment opportunities within the city underscores the exigency for targeted research endeavors. Existing studies often offer broad-brush analyses or concentrate on macro-level indicators, thereby neglecting the granular nuances characterizing urban labor markets. Moreover, the evolving economic structures, technological disruptions, and socio-cultural dynamics necessitate ongoing scholarly inquiry to capture emerging trends and inform evidence-based policy formulation. Pratama & Hadiyanti, (2020) seek to address these lacunae by undertaking a comprehensive examination of employment opportunities within Malang City, leveraging a multidimensional approach. By synthesizing insights from education, economic development, and labor market dynamics, the study endeavors to unravel the determinants shaping employment trajectories and identify pathways for enhancing job prospects. Furthermore, adopting a localized approach facilitates a nuanced understanding of the socio-economic contours unique to Malang City, thereby enriching scholarly discourse and facilitating contextually relevant policy interventions.

At its core, the research aims to elucidate the intricate interplay between education, economic development, and employment opportunities within Malang City. Specifically, it seeks to: (1) Analyze the factors influencing employment opportunities in the city, with a particular focus on the role of education in shaping workforce participation and job attainment. (2) Identify key challenges and barriers faced by job seekers in accessing employment opportunities commensurate with their educational backgrounds. (3) Propose strategic interventions and policy recommendations to foster inclusive growth, address structural inequities, and enhance the quality and relevance of education to labor market demands.

Drawing on seminal works in labor economics, human capital theory, and regional development, the literature review contextualizes the research within broader theoretical debates and empirical findings. Furthermore, hypotheses derived from the literature review offer testable propositions aimed at elucidating causal relationships and predicting outcomes within the specific context of Malang City. Through rigorous empirical inquiry and hypothesis testing, the research endeavors to generate robust evidence and contribute to advancing theoretical understandings of urban labor markets and human capital dynamics. The findings are anticipated to make significant contributions to academic scholarship, policy discourse, and practical interventions, ultimately catalyzing positive socio-economic change and enhancing the well-being of residents within Malang City and beyond. The measurement of Financial Literacy in creative

industry startups in Malang City demonstrates a significant level of understanding of financial aspects among business practitioners. This opens up opportunities for enhancing financial skills and knowledge to support the growth and sustainability of businesses in the creative sector. With increasing awareness of the importance of financial literacy, significant opportunities arise for the creation of new job opportunities in Malang City, particularly in finance, business management, and financial consulting to support the growth of startups and other creative enterprises (Iswari & Dewi, 2021).

2. Methods

The research methodology employed in this study adopts a qualitative approach aimed at comprehensively exploring and understanding the intricacies of the job market, particularly focusing on employment opportunities and the influencing factors within Malang City. The primary data sources utilized include statistical data obtained from the Central Statistics Agency, encompassing information on employment opportunities, the working population ratio, the proportion of self-employed individuals, and those free from family obligations spanning from 2018 to 2023. To ensure a rigorous analysis, the data undergoes descriptive and comparative analysis methods. These methods involve scrutinizing the statistical trends and patterns observed in the dataset, utilizing techniques such as trend analysis, comparative analysis between different years, and examining correlations between variables. Additionally, relevant research studies are consulted to provide context and enrich the analysis. While the sampling method may not be applicable in this study due to the utilization of secondary statistical data, it is important to note that the data collection process involves gathering information from reliable sources such as the Central Statistics Agency to ensure data accuracy and validity. Moreover, specific statistical metrics, such as employment-population ratios and proportions of self-employed workers, are carefully analyzed to discern their implications on the job market dynamics in Malang City. For instance, changes in these metrics over the study period are examined to identify trends and potential factors influencing employment opportunities. However, it is crucial to acknowledge potential limitations or challenges encountered during the data collection or analysis process. One limitation could be the availability and reliability of the data, as statistical datasets may be subject to errors or inconsistencies. Additionally, the qualitative analysis approach may face challenges in interpreting complex datasets and identifying underlying patterns accurately. In conclusion, employing a qualitative approach in this study enables a comprehensive analysis of the job market dynamics in Malang City, facilitating the identification of trends, patterns, and influencing factors. Despite potential limitations, rigorous data analysis and thoughtful interpretation contribute to the formulation of relevant policy recommendations aimed at enhancing employment opportunities and community welfare within the region.

3. Results and Discussion
Results

Based on data analysis from the Badan Pusat Statistik Kota Malang for the last five years, it can be seen that the dynamics of the job market in Malang City are reflected in the number of job seekers according to education level. Significant fluctuations are seen in elementary and middle school graduates, which indicates changes in educational participation patterns or economic dynamics that influence interests and employment opportunities for these graduates. Despite this, there is a steady increase in the number of job seekers graduating from vocational schools and universities, indicating the importance of adapting educational curricula to the needs of the job market. In addition, data on the ratio of working population and the ratio of employment opportunities to population also provide an overview of the potential for recovery in the Malang City job market after the decline that occurred due to the COVID-19 pandemic. However, this increase requires further analysis to understand the contributing factors and plan strategic steps to support economic growth and create more job opportunities for the productive age population in the future.

The proportion of self-employed workers and non-family workers in employment opportunities also shows significant changes. Even though there was an increase in 2022, it

decreased again in 2023. This decrease was caused by a decrease in the number of casual workers, which indicates the need for a holistic strategy to support various types of workforce. Overall, this data analysis provides a deep understanding of the dynamics of the job market in Malang City and provides an important basis for formulating appropriate policies to improve the quality of life and welfare of Malang City residents as a whole.

Job opportunities in Malang City refer to the availability of job positions and career opportunities for residents in the area. Malang City, as one of the education and tourism centers in East Java, offers various job opportunities in different sectors. Starting from the tourism industry, education, trade, to the manufacturing and technology sectors, job opportunities in Malang City are quite varied. In addition, with economic development and the growth of creative industries, there are also many job opportunities in the arts and culture sector, as well as information and communication technology. Thus, job opportunities in Malang City not only offer extensive employment opportunities, but also allow for diverse career development according to individual interests and skills.
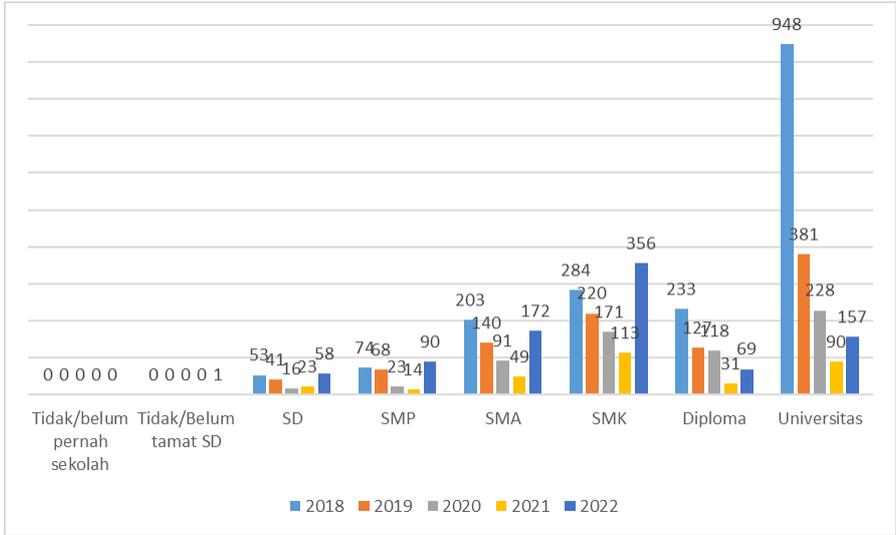

Figure 1. Registered Job Seekers by Education
Source: Malang City Central Statistics Agency, 2023

Based on the level of basic education in Malang City, it can be seen that the number of job seekers from elementary school graduates has fluctuated quite significantly from year to year (see Figure 1). Although there was a drastic decline from 2018 to 2020. According to Ningsih (2021) , the Covid-19 pandemic caused differences between job seekers before and during the pandemic in Malang City. The PSBB policy was implemented to control the spread of the virus, influencing the dynamics of the job market by limiting economic activity. However, there will be a quite sharp increase in 2022. This could indicate changes in educational participation patterns or economic dynamics that influence interest and job opportunities for elementary school graduates in Malang City. Data on job seekers from junior high school graduates also shows quite large fluctuations from year to year. Although the numbers tended to be stable at the beginning of the period, there was a fairly drastic decline in 2021 before surging again in 2022. This phenomenon may reflect challenges in creating job opportunities that match the qualifications of junior high school graduates, as well as changes in job market needs which have an impact on interest and educational participation.

Furthermore, data on job seekers from high school, vocational school, diploma and university graduates shows interesting trends along with changes from year to year. Although there are fluctuations in the number of job seekers from each level of education, in general there is a stable increase from 2018 to 2022, especially among vocational and university graduates. Based on research conducted by Sari, (2016) regarding school strategies to increase employment opportunities for Malang City Vocational School graduates, it was found that implementing strategies that focus on improving practical skills, collaborating with local industry, and developing soft skills holistically can significantly increase employment opportunities for

vocational school graduates. This shows the important role of schools in preparing students not only academically, but also practically and socially to enter the world of work. This indicates the need to adapt the education curriculum to the needs of the job market and the importance of developing skills and competencies that are relevant to industrial demands and technological developments.

Thus, analysis of data on job seekers according to education in Malang City provides a deeper understanding of the dynamics of the job market and the challenges faced by job seekers from various levels of education. This information is an important basis for formulating education policies and workforce training programs that can produce graduates who are ready to compete and develop in the ever-changing world of work. There is other supporting data that shows residents who have worked in the last six years. With this information, it can be concluded that of the population who are already working, there are still many residents who hope to have job opportunities.
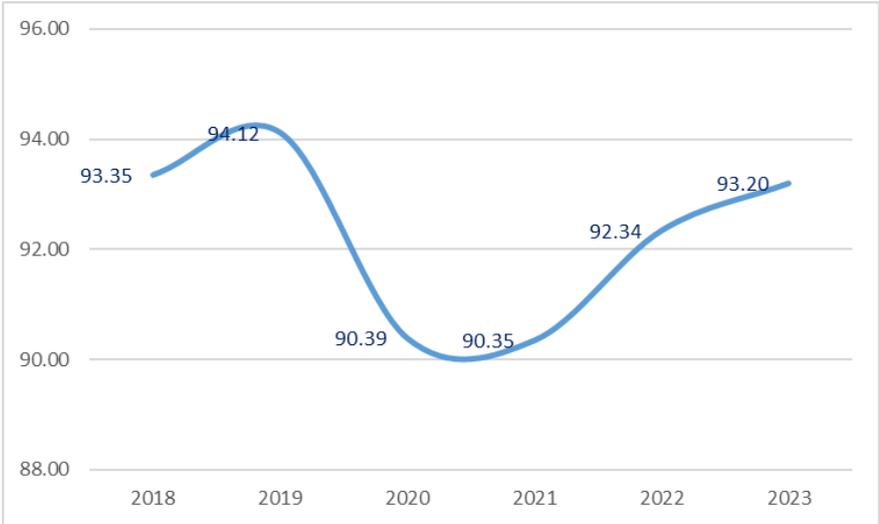

Figure 2. Working Population Ratio 2018-2023 (%)
Source: Malang City Central Statistics Agency, 2023

The working population ratio is calculated by comparing the number of working people with the labor force, then multiplying by 100 percent. The labor force refers to the population aged 15 years and over who are divided into two categories: those who are employed and those who are not employed or unemployed. After experiencing a decline in 2020 and 2021 due to the economic contraction triggered by the COVID-19 pandemic, the ratio of people working again will increase in 2022 and 2023, reaching 92.34 percent and 93.20 percent respectively. The increase in the working population ratio in 2022 is largely due to a decrease in the number of workers in Malang City, while in 2023, this increase is due to growth in the number of working residents.

Based on data from job seekers and those who have previously worked in Malang City, it shows that job opportunities are very influential and are one of the things that are expected for job seekers to immediately get the desired job opportunities, especially if you look at the proportion in Malang City which is very large because Malang City is one of the an opportunity for job seekers that is in great demand.
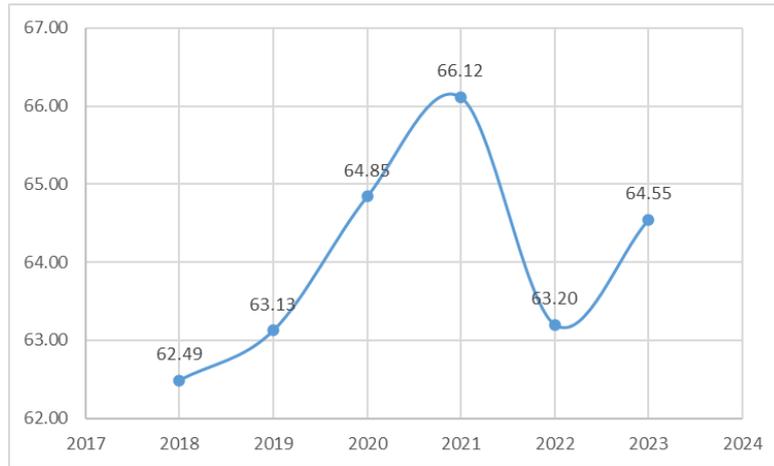
Figure 3. Ratio of Job Opportunities to Malang City Population

Source: Malang City Central Statistics Agency, 2023

The ratio of employment opportunities to the population aged 15 years and over in Malang City is calculated by dividing the number of employment opportunities by the total population aged 15 years and over, then multiplying by 100 percent, in accordance with the definition in Government Regulation Number 33 of 2013 concerning Expansion of Employment Opportunities. Even though there has been an increase in 2020 and 2021, the employment opportunity ratio shows a decrease in 2022. This decrease is caused by a decrease in the number of working people along with a decrease in the number of the workforce. On the contrary, in 2020 and 2021, this ratio increased due to an increase in the number of working people in line with an increase in the number of the workforce. However, in 2023, the employment opportunity ratio for the population aged 15 years and over will again increase to 64.55 percent. This increase is 1.35 percentage points from 2022. This increase is due to an increase in the number of job opportunities in 2023 which reached 428,699, an increase from 418,158 in 2022.

This indicates the potential for recovery in the Malang City job market after the decline that occurred in previous year. According to Urwaningseh, (2010)) the causes of this increase in employment opportunities need to be analyzed further to understand the factors that contribute to these changes, as well as to plan strategic steps to support economic growth and create more employment opportunities for the productive age population in the future. .
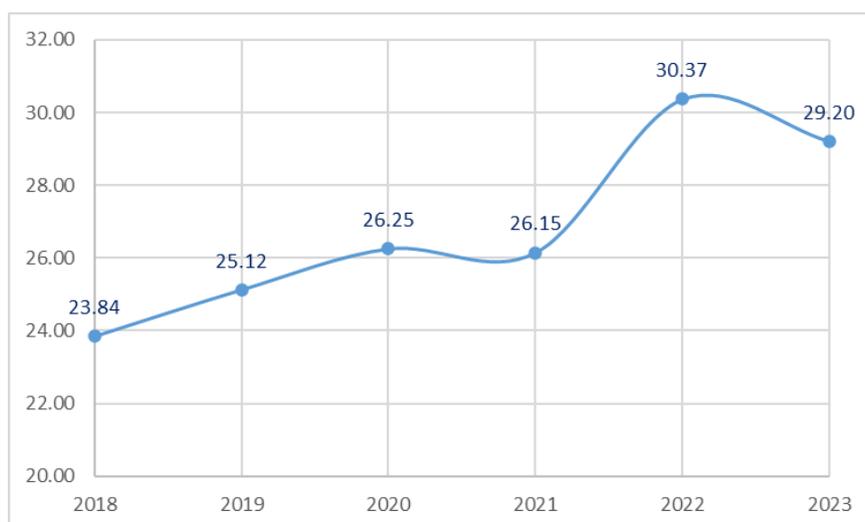

Figure 4. Proportion of Self-Employed Workers and Independent Family

Workers to Total Employment Opportunities

Source: Malang City Central Statistics Agency, 2023

The proportion of self-employed workers and non-family workers in employment opportunities showed an increase in 2022, reaching 30.37 percent, from previously only 26.15 percent in 2021. However, this figure decreased again in 2023 to 29.20 percent . This decrease was caused by a decrease in the number of casual workers in 2023, which reached 12,663 people, compared to the previous year which reached 15,761 people.

A brief overview of the dynamics of the job market and trends in job opportunities in Malang City over the last few years. Analysis of this data provides valuable insights to understand changes in workforce structure and the challenges faced in creating broader and more inclusive employment opportunities for society. Through an in-depth understanding of the factors that influence employment opportunities, it is hoped that appropriate policies can be formulated to improve the quality of life and welfare of the residents of Malang City as a whole.

Discussion

The job market in Malang City, like in many other areas, is a reflection of the economic dynamics and social developments that occur in a society. In the era of globalization and increasingly fierce competition, employment opportunities for people of productive age are the key to improving overall welfare and quality of life. By paying attention to data from the Malang City Central Statistics Agency for the last few years, we can carry out an in-depth analysis of the factors that influence employment opportunities as well as strategies that can be implemented to increase employment opportunities for the people of Malang City. From the general overview of the data, it can be seen that there are significant fluctuations in the number of job seekers from various levels of education. It can be seen that elementary and middle school graduates experience quite large fluctuations, while high school, vocational, diploma and university graduates show a stable increase Wahyu Ningsih, (2021). Notably, while elementary and middle school graduates experience fluctuations, vocational schools and universities show a consistent upward trend in job seekers, highlighting the importance of aligning educational curricula with evolving job market demands. These findings resonate with research which suggests that education level moderates the effect of market and technology orientation on entrepreneurship orientation in SMEs, underscoring the importance of education in enhancing entrepreneurial prospects. Additionally, integrating insights from Situmorang et al., (2019) study on the feasibility of Malang City as a college town reveals the potential for educational institutions to drive economic and social growth. Sudikno's findings confirm Malang's suitability as a higher education hub, further emphasizing the significance of education in fostering economic development. Furthermore, research on the impact of job fairs on unemployment reduction offers valuable insights into strategies for mitigating unemployment through job search behavior. This aligns with the discussion on the potential for education to enhance job market prospects, as evidenced by fluctuations in job seekers' levels across education levels.

Moreover, exploring the implementation of public services malls in Malang City, as discussed in the research by Budi, (2017) sheds light on the role of public services in addressing socio-economic changes and meeting community needs. By considering the findings of these studies alongside the analysis of employment opportunities in Malang City, policymakers can develop comprehensive strategies that leverage education, job fairs, and public services to bolster employment prospects and promote inclusive economic growth. This indicates the need to adapt the education curriculum to the needs of the job market and the importance of developing skills and competencies that are relevant to industrial demands and technological developments. Therefore, strategic steps in the education sector such as curriculum revolution, improving the quality of vocational education, and strengthening industrial internship programs can be a solution to improve the quality of graduates and their relevance to the world of work by providing job opportunities.

Data on the working population ratio shows that Malang City experienced a decline in 2020 and 2021 due to the economic contraction triggered by the COVID-19 pandemic. However, in 2022 and 2023, there will be a significant increase. This indicates the potential for recovery in the Malang City job market after the decline that occurred in the previous year. The factors that contributed to this increase need to be analyzed further, but it can be assumed that economic

recovery policies, support for affected sectors, and adaptation to new conditions are some of the factors that played a role in this increase. According to Ginting, (2021), expanding job opportunities for fresh graduates during the COVID-19 pandemic requires an active role from the government. Inclusive strategies such as digital skills training, incentives for companies to recruit fresh graduates, and development of digital infrastructure can increase job market access. The government can also facilitate internship programs and collaborate with the private sector to create new job opportunities. These steps are important to overcome the economic challenges faced by the younger generation, strengthen the country's economic resilience, and accelerate post-pandemic economic recovery. Therefore, strategic steps such as economic stimulus, skills training programs according to market needs, and support for small and medium businesses can help accelerate economic recovery and increase employment opportunities for the people of Malang City.

According to Putra & Arka, (2016) his research includes an in-depth understanding of the relationship between factors such as open unemployment rates, job opportunities, and education levels and poverty levels at the district/city level. Analysis of employment opportunities can provide insight into the dynamics of the labor market in the area, as well as the implications for the socio-economic conditions of the local community. In Malang City, looking at the data on the ratio of employment opportunities to population aged 15 years and over, it can be seen that Malang City experienced a decline in 2022 before experiencing an increase again in 2023. This shows that there are complex dynamics in the Malang City job market which are influenced by various economic, social and policy factors. Therefore, holistic and integrated strategies need to be implemented to increase employment opportunities for the productive age population. This includes government policies that support investment and growth in potential sectors, infrastructure development that supports economic growth, as well as training and job placement programs that are in line with market needs.

Through data on the proportion of self-employed workers and family-free workers to total employment opportunities, it can be seen that there will be an increase in 2022 before decreasing again in 2023. According to Hellen et al., (2017) states that investment, labor and government spending have a significant impact on economic growth and employment opportunities. The results of analytical research in Malang City show that increasing investment and employment contribute positively to economic growth, while government spending also plays an important role. The interaction between these three factors also influences employment opportunities. These findings emphasize the need for policy coordination to encourage inclusive economic growth and expand employment opportunities for the community.

Thus, data analysis regarding employment opportunities in the productive age in Malang City provides valuable insight for the formulation of sustainable development policies and strategies. By paying attention to the trends and challenges faced, targeted and integrated strategic steps need to be taken to create job opportunities (Djunaedi, 2009). Thus, something needs to be done that is broader and more inclusive for the people of Malang City.

To increase employment opportunities for the people of Malang City, the proposed strategic steps must be inclusive and sustainable. First, strengthening cooperation between government, industry and educational institutions is very important. Internship programs and collaboration with local industry can provide opportunities for graduates to gain work experience that meets market needs. Apart from that, vocational education that is integrated with the industrial world can increase the relevance of the skills possessed by job seekers. Second, the importance of developing economic sectors that have the potential to create new jobs. For example, developing the tourism sector, information technology and creative industries can provide wider employment opportunities for the people of Malang City. This requires investment in infrastructure, tourism promotion, and support for startups and creative industry players. Third, the need for policies that support social and economic inclusion. According to Agustina et al., (2023) In facing challenges and employment opportunities with changes in the structure of the workforce, steps are needed to protect informal and vulnerable workers and provide wider access to employment opportunities. These include skills training programs, a strong social safety net, and anti-discrimination policies in the workplace. Fourth, implement environmentally friendly and sustainable policies. Increased awareness of the importance of environmental sustainability

has driven the growth of the green and environmentally friendly sector. By encouraging investment in renewable energy, waste management and sustainable agriculture, new jobs can be created that contribute to sustainable development. Lastly, the importance of advocacy and community participation in formulating policies. Involving various stakeholders in the planning and decision-making process can ensure that the policies implemented take into account the needs and aspirations of society at large.

By integrating these various strategic steps, it is hoped that an inclusive, sustainable economic environment can be created and provide wider employment opportunities for the people of Malang City. In the context of globalization and increasingly fierce competition, efforts to increase employment opportunities must be a top priority in Malang City's development agenda for a better future.

4. Conclusion

The analysis of job market dynamics in Malang City, drawing upon data from the Badan Pusat Statistik Kota Malang spanning the past five years, reveals notable trends and fluctuations, underscoring the necessity for tailored interventions to confront challenges and bolster employment opportunities across varying education levels and workforce segments. These insights underscore the imperative of aligning educational curricula with industry demands, fostering collaborative endeavors between educational institutions and industries, and implementing inclusive policies aimed at fostering economic growth and enhancing the welfare of Malang City residents. Despite facing a decline attributed to economic contraction amid the COVID-19 pandemic, Malang City exhibits promising signs of recovery in subsequent years, with the reinforcement of economic recovery policies and adaptation to new circumstances emerging as pivotal factors. To expand employment opportunities, active governmental involvement is imperative, necessitating inclusive strategies such as digital skills training, incentives for companies, and the development of digital infrastructure. Furthermore, the significant impact of investment, employment, and government spending on economic growth and employment opportunities underscores the need for policy coordination aimed at fostering inclusive economic growth and widening employment avenues. Proposed strategic steps encompass strengthening cooperation between government, industry, and educational institutions, nurturing potential economic sectors, implementing policies fostering social and economic inclusion, promoting environmentally sustainable practices, and advocating for community involvement in policy formulation. In essence, the holistic and integrated development imperative for Malang City encompasses various facets ranging from educational reforms to policy coordination and community engagement, aspiring to establish the city as a hub of sustainable growth and prosperity.

5.References

Agustina, R., Nur'aini, S., Nazla, L., Hanapiah, S., & Marlina, L. (2023). ERA DIGITAL: TANTANGAN DAN PELUANG DALAM DUNIA KERJA. *Journal of Economics and Business*, *1*(1), 1–8.

Budi, P. (2017). Traditional Market Traders And Local Institutions In Malang City. *Traditional Market Traders and Local Institutions in Malang City*, *9*(30), 18–21.

Djunaedi, M. H. (2009). Analisis Proyeksi Kesempatan Kerja Dan Produktivitas Tenaga Kerja Di Kabupaten Lombok Barat 2010–2025. *Jurnal Ekonomi Pembangunan*, *7*(2), 113–124.

Fachrizal, F., Zamzami, Z., & Safri, M. (2021). Analisis pengaruh jumlah tenaga kerja, tingkat pendidikan dan investasi terhadap pertumbuhan ekonomi melalui kesempatan kerja di Provinsi Jambi. *Paradigma*, *16*(1 (202), 167–190.

Ginting, M. L. B. (2021). Perluasan Kesempatan Kerja Bagi Freshgraduate di Masa Pandemi Covid-19, Apa Peran Pemerintah? *Jurnal Ketenagakerjaan*, *16*(2), 150–159.

Hellen, H., Mintarti, S., & Fitriadi, F. (2017). Pengaruh investasi dan tenaga kerja serta pengeluaran pemerintah terhadap pertumbuhan ekonomi serta kesempatan kerja. *Inovasi: Jurnal*

Ekonomi, Keuangan, Dan Manajemen, *13*(1), 28–38.

Iswari, H. R., & Dewi, D. C. (2021). PENGUKURAN FINANCIAL LITERACY STARTUP INDUSTRI KREATIF DI KOTA MALANG. *Conference on Innovation and Application of Science and Technology (CIASTECH)*, 59–66.

Pratama, D. R., & Hadiyanti, S. U. E. (2020). Pengaruh Produk Domestik Regional BrutoTerhadap Kesempatan Kerja Di Provinsi Kalimantan Timur. *Borneo Studies and Research*, *1*(2), 800–805.

Putra, I., & Arka, S. (2016). Analisis Pengaruh Tingkat Pengangguran Terbuka, Kesempatan Kerja, Dan Tingkat Pendidikan Terhadap Tingkat Kemiskinan Pada Kabupaten/Kota Di Provinsi Bali. *EP Unud*, *7*(3), 416–444.

Sari, V. (2016). *School strategy to increase employment opportunities for graduates of SMK Negeri 4 Malang City.*

Situmorang, R., Antariksa, S., & Wicaksono, A. D. (2019). The feasibility of Malang city as college town. *International Journal of Science and Technology Research*, *8*(12), 2835–2839.

Urwaningseh, W. A. (2010). *Analisis Pencari Kerja Menurut Kelompok Umur, Tingkat Pendidikan dan Kelompok Kerja di Kabupaten Kudus. semarang*. Fakultas Matematika dan Ilmu Pengetahuan Alam Universitas Negeri Semarang

Wahyu Ningsih, F. A. (2021). Analisis Perbedaan Pencari Kerja dan Lowongan Kerja Sebelum dan Pada Saat Pandemi Covid-19 di Kota Malang. *JREI (Journal of Regional Economics Indonesia)*, *2*(1), 42–56.

Zubaidy, A., & Waseso, Y. H. W. (2018). Analisis Angka Tenaga Kerja Kota Malang Tahun 2018. *Pangripta Jurnal Ilmiah Kajian Perencanaan Pembangunan*, *1*(2), 146–162.