

## ***Abstract***

*This study aims to analyze the effectiveness of competency-based training programs organized by BLKPP in the first batch of 2023 towards reducing the number of unemployed. The analysis used in this research is effectiveness analysis, delphi analysis and Strength, Weakness, Opportunities, and Treaths (SWOT). The data used is primary data with 62 respondents from trainees and 10 respondents from experts. The data used in this study came from questionnaires given to participants and experts related to the training. The results showed that the implementation of the first batch of competency-based training program in 2023 was effective and the vocational training implemented was sustainable and revelant with the labor market.*

*Keywords: Training, Unemployment, Effectiveness, Delphi, SWOT*