**Model of Capacity Building for Civil Servants Through Integrative Education and Training**

**(Case Study: In The Yogyakarta Provincial Education and Training Agency**

Kurnia Nur Fitriana1, Lena Satlita2, dan Francisca Winarni3

Public Administration Department, Faculty of Social Science, Yogyakarta State University

1[kurnianurfitriana@uny.ac.id](mailto:kurnianurfitriana@uny.ac.id), 2[lensa@uny.ac.id](mailto:lensa@uny.ac.id), dan 3francisca\_winarni@uny.ac.id

The paper is a working paper as dissemination of preliminary research findings aimed at explaining the human resource development model through the implementation of integrative education and training at the Yogyakarta Provincial Education and Training Agency. The development of civil servants was still carried out conventionally in the form of tutorials in the classroom, intensive guidance, and offline learning processes. This has an impact on achieving non-optimal participant outcomes and long-term stagnation in developing the professional capacity of civil servants. The research method uses research and development through qualitative analysis techniques with the steps: (1) identification of potential and problems, (2) data collection, (3) designing a model, (4) model validation, (5) model revision, (6) ) limited product trials, (7) product revisions, (8) trial use, (9) final revisions, and (10) dissemination. Data collection techniques through observation, interviews, focus group discussions, and documentation. Data analysis techniques used in this study are qualitative analysis techniques include data unit processing, data reduction, data categorization, checking data validity and data interpretation. Meanwhile, data validation in this research through triangulation techniques of research data sources and triangulation of data collection techniques. This research is oriented to produce an integrated model of civil servants development as the initial findings of the study because it is not yet at the stage of applying the model widely. The results showed that the model of human resource development through the implementation of integrated training and education for civil servants at the Yogyakarta Provincial Education and Training Agency had provided innovations in training material content that adopted local content from the Yogyakarta Province inclusively, integratively and according to the skills needs of participants. Training materials in capacity building for civil servants become more dynamic and focus on developing the capacity of individual civil servants inclusively so that participants are given greater space for interaction and self-actualization in understanding the material and completing their tasks both offline and online. Contribution of the results of this study can provide recommendations for the development model of human resource development for state civil society to relevant stakeholders.

Keywords: human resource management, capacity development models of civil servants, education and training