



Development of Skills Training Program with Decoupage Technique in Elderly Friendly Cempaka School

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ABSTRACT

The skills training program at the Elderly Friendly Cempaka School is incomplete and has not been systematically arranged in accordance with the program components that refer to the rules of Community Education and Permendikbud. In addition, the training program has not been supported by sufficient funds due to the limited school budget so that the continuity of the training program is not carried out according to a predetermined schedule. The purpose of this research is to develop a skills program for the elderly with the Decoupage technique. The method used is Research and Development (R&D) with the PPE (Planning, Production, and Evaluation) model. The developed training program consists of components of program identity, objectives, methodology, materials, scenarios, and activity evaluation. The results of expert judgment regarding the skills training program with the Decoupage technique are very feasible to be used in the skills training program at the Elderly Friendly Cempaka School seen from the complete and structured program components and tailored to the characteristics and needs of the training target, namely the elderly. The results of the validation of the skills program material with the Decoupage technique received very feasible criteria both in terms of the accuracy of the content of the material, the presentation of material that is communicative and makes it easier for elderly participants, and is equipped with supporting material presentation.

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1. INTRODUCTION

Sekolah Lansia is a program facilitated by the government through the Population, Family Planning and Family Development (KKBPK) Program in the field of education ([Widyaningsih, et al., 2022](#)). There are currently 35 elderly schools in West Java. One of them is the Cempaka Elderly Friendly School located in Tanimulya Village, West Bandung Regency. Cempaka Elderly Friendly School has been running since 2021 with activities held once a month with a learning time of 1 year. The program of activities carried out is very diverse, one of which is through skills training. The implementation time is once a month with a duration of 60 minutes depending on the availability of the speaker or instructor. One of the skills training that has been carried out is making ecoprints.

Based on the interview conducted with the school principal, information was obtained that the school has a limited budget because the school does not charge a penny to elderly participants so that if the school wants to carry out a skills program, so the school does not carry out skills training at every meeting because skills programs often incur large costs. If the school wants to carry out skills training, the entire cost is borne by the speaker. A solution is needed so that the skills program can continue to run. The use of used goods can be used to reduce large costs. One example of the utilization of used goods can be implemented through the Decoupage technique. The elderly experience decreased bone density and decreased muscle strength so that this affects the physical activity of the elderly which is decreasing over time (Pudjiastuti & Budi in [Purnama & Suhada, 2019](#)). Most of the elderly only do light activities in their daily lives ([Purnama & Suhada, 2019](#)). Decoupage is a craft technique that is suitable for the elderly because it is one of the activities of making crafts that is very easy to work on and does not require too long processing time so that the elderly can follow the skills program well.

Decoupage is an art of cutting and pasting images on certain media so that it can produce a work similar to a painting ([Ariska, 2021](#)). Decoupage has various motifs similar to paintings so that Decoupage can attract the attention of many people. Decoupage functions as a decoration for objects with plain surfaces. There are two types of Decoupage, namely flat Decoupage and 3D Decoupage. Decoupage with a flat type is 2D Decoupage while 3D Decoupage is Decoupage which is made into 3 dimensions so that the final result looks to have volume.

Elderly skills carried out through crafts or art creations can encourage the elderly to develop problem-solving skills in managing themselves daily ([Aryani et al., 2023](#)). Art creation activities can also improve the quality of life and provide a pleasant and meaningful experience ([Moerdisuroso et al., 2018](#)). Skills in making crafts can foster self-efficacy or self-confidence that once decreased or even disappeared in the elderly ([Aziz et al., 2021](#)). In addition, these activities reduce the sense of dependence of the elderly on others and try to help themselves before asking for help from others. ([Wulandari et al., 2023](#)).

Based on the description that has been presented, the skills program at the Elderly Friendly Cempaka School needs to be developed. Program development is a planned and comprehensive change to design an activity that is expected to increase its effectiveness.

Program development is expected to facilitate the training process to be carried out so that the program can run clearly, structured, and as expected.

One of the activities that can be carried out is through training. Training is a learning experience designed to help trainees master competencies that trainees did not previously have. The implementation of the training program is expected to increase the knowledge and skills of the elderly at the Elderly Friendly Cempaka School.

2. METHODS

The method used in the research is Research and Development (R&D) with the PPE Model. The selection of the PPE model (Planning, Production, Evaluation) is in accordance with the research objectives, namely to develop a skills training program with Decoupage techniques at the Elderly Friendly Cempaka School. A total of 4 people were involved in this study as sources of research data consisting of the principal and administrators of the Elderly Friendly Cempaka School. The data collection technique was done through expert judgment.

3. RESULTS AND DISCUSSION

Based on the results of the needs analysis obtained through interviews with the principal, information was obtained that skills training activities with Decoupage techniques were needed by elderly people at school so that the skills program could continue to run. So the researcher made the development of a training program through the skill of making Decoupage products. The program developed is very relevant to the conditions of schools that need programs by reducing the budget issued by schools. The results of the development of a skills training program with Decoupage techniques are as follows:

3.1 Program Identity

- a. Program Name: Decoupage Technique Skills Training
- b. Activity Location: Elderly Friendly Cempaka School, Tanimulya Village
- c. Target of the Program: Elderly at the Elderly Friendly Cempaka School
- d. Training Materials: Decoupage
- e. Implementation Time: 60 minutes
- f. Meetings: 3 meetings

3.2 Training Program Objectives

The general objective for this program is to develop knowledge and skills related to Decoupage crafts. While the specific objectives in this program are as follows:

- a. Gain experience in making Decoupage crafts.
- b. Knowing the tools and materials to make Decoupage crafts.
- c. Knowing the stages of making Decoupage crafts.
- d. Produce Decoupage craft products.

3.3 Training Program Methodology

- a. Approach: Individual and group
- b. Methods: Lecture, demonstration and experimentation, and discussion

- c. Media: Realia media (examples of products, tools, and materials)

3.4 Training Materials

- a. Decoupage art knowledge
- b. Making Decoupage craft products with plastic media.
- c. Making Decoupage craft products with glass media.

3.5 Training Scenario

- a. Introduction
- b. Core Activities
- c. Closing Activities

3.6 Training Evaluation

The evaluation used in this program is a participatory assessment which is carried out to determine the involvement of participants in training activities. Based on the results of expert judgment on the development of training programs to improve family welfare through making various culinary catfish, the results are shown in **Table 1**.

Table 1. Expert judgment results

No	Komponen Program	Hasil Validasi	
		Presentase	Kriteria
1	Identitas Program	100%	Sangat Layak
2	Tujuan Program	80%	Layak
3	Metodologi Program	80%	Layak
4	Materi Program	100%	Sangat Layak
5	Skenario Program	80%	Layak
6	Evaluasi	80%	Layak
7	Struktur kebahasaan	80%	Layak
Hasil		85,7%	Sangat Layak

The identity of the skills training program with Decoupage technique has several components which include the name of the program, objectives, location, time, and meetings to be held. Based on the validation results, the program identity obtained 100% with a statement that it was feasible to be implemented into the skills training program. The objectives of the skills training program with the Decoupage technique are divided into 2, namely general goals and specific goals that are in accordance with the needs of the elderly. The results of expert judgment obtained that the evaluation of training program activities has been deemed feasible to implement because the formulated program objectives must contain learner components and behaviors that are learning outcomes.

The methodology of the training program has been designed in accordance with the targets of the Elderly Friendly Cempaka School. The approach used in the training program is through individual and group approaches. The individual and group approaches that the researchers designed are considered feasible to use. Irmawita argues that the individual approach is used with the aim that the instructor knows the abilities of each participant.

Meanwhile, the group approach aims to create a closer emotional bond with each other and to develop a conducive and effective learning process (Irmawita, 2018).

The findings of the expert judgment of the program methodology obtained a percentage of 80% with a feasible description. The methods used in making skills training programs with Decoupage techniques are lectures, demonstrations and experiments, and discussions. The use of the lecture method is more flexible and does not spend much time explaining the material. The demonstration method can make participants clearly understand the material and process of making Decoupage because participants see the process directly. Meanwhile, demonstration and experimentation methods can increase the effectiveness of the learning that is carried out. The discussion method is applied with the aim of increasing student motivation in learning and students who are usually passive are able to actively participate in learning.

The media chosen by the researcher to be applied to the skills training program with the Decoupage technique is realia media. Realia media is used as a tool to show Decoupage products to trainees so that elderly participants can know the real form of Decoupage products using their senses. In line with Astuti *et al.* (2021) opinion that realia media can give real meaning to something that was previously only drawn abstractly with words or visuals because the shape of realia media will not change and will remain the same as the actual object (Astuti *et al.*, 2021).

The results of the expert judgment of the program material obtained a percentage of 100% with a description of feasible. The material in the development of skills training programs at the Elderly Friendly Cempaka School has 3 subjects, namely knowledge of the art of Decoupage and making Decoupage products with plastic media and making Decoupage products with glass media. Decoupage was chosen as the training material because it adapts to the school's limited budget. In addition, Decoupage was chosen by considering the physical condition of the elderly and their declining memory. In line with the opinion of Pudjiastuti and Budi that there is a decrease in bone density and a decrease in muscle strength so that this affects the physical activity of the elderly which is decreasing over time. Most of the elderly only do light activities in their daily lives (Purnama & Suhada, 2019).

The activity scenario was formulated by adjusting the needs and conditions during the activity process. The scenario consists of introduction, core activities, and closing activities. The introduction and closing activities are given 10-15 minutes while the core activities are 30-45 minutes so that the core activities can last longer so that in its implementation both instructors and participants are not in a hurry to complete the core activities. The results of expert judgment obtained that the training program activity scenario has been deemed feasible to implement because it is in accordance that the core activities in the scenario must take 70-80% of the specified time.

The evaluation used in this program is a participatory assessment in which the assessment is carried out to determine the extent of participant involvement in training activities. The results of expert judgment obtained that the evaluation of training program activities has been deemed feasible to be implemented in the skills training program with the Decoupage

technique because it is in line with the statement that this assessment is carried out because the assessment is not only focused on learning outcomes, but also on the learning process.

The participatory evaluation in the decoupage technique skills training program aims to assess the extent of participant engagement in the learning process, not merely the final outcomes. This approach aligns with the principles of Participatory Curriculum Development (PCD), where trainers and stakeholders collaborate to design training programs that are relevant and meaningful to participants. A study by Belita et al. (2020) shows that PCD can enhance motivation and a sense of ownership over the training program, making it more relevant and transformative. In the context of decoupage technique training, the application of participatory evaluation enables participants to actively engage in the evaluation process, thereby improving their overall understanding and skills.

Furthermore, the PCD approach emphasizes the importance of adult learning principles (andragogy), which include flexibility, autonomy, and diverse learning styles. Training programs designed with these principles in mind—such as asynchronous online modules, practical activities, discussion forums, and quizzes—can support the transfer of knowledge into real-world practice (Bryan et al., 2009; Knowles et al., 2015). Thus, participatory evaluation in the decoupage technique training not only assesses learning outcomes but also strengthens the learning process itself, making it more effective and sustainable.

Overall, the results of expert judgment on the development of skills training programs with Decoupage techniques obtained an average result of 85.7%, which means that it is very feasible to use and can be implemented in skills training activities at the Elderly Friendly Cempaka School. One of the benefits obtained through skills training is to hone the motor skills of the elderly which can foster self-confidence, make the elderly live more independently, and increase the productivity of the elderly so that it can be useful for the surrounding environment.

The expert judgment results on the development of a decoupage technique skills training program yielded an average score of 85.7%, indicating that the program is highly feasible for implementation at the Elderly Friendly Cempaka School. This high feasibility suggests that the training program is well-designed to meet the needs of older adults. Engaging in such creative activities can significantly enhance motor skills, which are crucial for maintaining independence in daily life. A study by Sarmah et al. (2024) demonstrated that structured functional training programs, including activities like decoupage, effectively improve leg strength, balance, and overall physical fitness in the elderly, thereby supporting their autonomy and reducing the risk of falls.

Beyond physical benefits, participation in skills training programs can also bolster psychological well-being among older adults. Engaging in creative and skill-based activities fosters a sense of accomplishment and self-worth. According to Zhu et al. (2025), such engagement enhances self-esteem by promoting self-efficacy and social participation. Therefore, implementing the decoupage skills training program not only addresses physical health but also contributes to the mental and emotional well-being of the elderly, making it a comprehensive approach to active aging.

4. CONCLUSION

The skills training program with the Decoupage technique obtained achievements in the very feasible category. This result implies that the training program developed is very feasible to be implemented in elderly training activities by making adjustments to the target conditions and the local environment.

AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. Authors confirmed that the paper was free of plagiarism.

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