

Collaboration of Vocational Training Institutions to Improve Vocational Students' Career Development Planning

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Abstract

Addressing the pressing need for a proficient and operational labour force poses a formidable obstacle for the education sector in Indonesia. Examples of vocational schools are required so that the currently constructed education system can function to its fullest capacity as a force of expert professionals capable of producing graduates with career maturity. The objective is to instill confidence in graduates so that they are prepared to embark on professional careers equipped with the knowledge and abilities gained throughout their vocational education. Methodology investigation This methodology employs a qualitative descriptive approach, investigates phenomena or symptoms in depth, and provides a response to the research subject. Methodological Approach The compilation of data consists of documentation, interviews, and observation. This study found that career growth stages indicate professional status. Career development phases help people identify their life purpose. The career development stages are: First, first career, when someone enters an institution. Individuals try to determine their abilities and interests. Second, mid-career, when information and career guidance training lead to job changes. The third final career, where a person can be effective with a goal-oriented career, has long-term planning. There are two techniques for executing student career development programmes: comprehensive and approach.

Keywords: Collaboration, Plan Career, Development Potency.

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Introduction

Adolescence is a transition period from child to adult. As individuals who are undergoing a transition process, adolescents have developmental tasks that lead to their readiness to meet the demands and expectations of their role as adults. Future or career orientation is one of the phenomena of cognitive development that occurs during adolescence (Rijal, 2017) . Career is an integration of work in a person's life that considers a person's life journey, as well as influencing other aspects of life such as psychological, sociological and economic. Careers can develop better because they are also accompanied by good knowledge or educational preparation as well. Schools as educational institutions are tasked with carrying out educational processes and teaching and learning processes in an effort to make the nation's life more intelligent, also assisted by several existing services (Rahmat, 2019) .

Schools as formal educational institutions are expected to be able to provide guidance so that students' abilities increase. Guidance is assistance given to students so that with their potential they are able to develop themselves optimally, by understanding themselves, understanding the environment, overcoming obstacles and determining a better future (Kholik, 2017) .

In this case, the guidance provided by the school is considered as a provision to develop students' abilities to become skilled figures in every ability. Basically, school is a place for students to learn and develop many things so that they will become successful people in the future. One type of education in Indonesia is vocational schools. Vocational schools have specific goals compared to other secondary schools. According to Law Number 20 of 2003 concerning the National Education System, it is stated that vocational schools are education that prepares students to be able to work in certain fields (Nur, 2014) .

One of the goals is to produce graduates who have competencies that meet the demands of the business and industrial world, both nationally and globally. Facing the demand for a workforce that is trained and ready to work is a tough challenge for education in Indonesia (Septian Ginanjar Prihantoro & Hadi, 2016) . From this perspective, vocational schools occupy a strategic position in preparing a trained and work-ready workforce. Apart from that, vocational schools must also be able to guide students so that they do not make wrong decisions in the world of their next career or the world of work. However, in reality not all vocational schools are able to implement educational programs that can support this, this is why our vocational schools are not yet able to prepare a workforce that is trained and ready to work (Franita, 2016) .

According to data from the Central Statistics Agency (BPS), the Open Unemployment Rate (TPT) for Vocational High Schools (SMK) is still the highest. The figure reached 11.13% as of August 2021.10 As reported by kumparan.com, the impact of unemployment among students graduating from vocational schools is due to the lack of optimal guidance services, which has an impact on students' unpreparedness in understanding the importance of a career. This is emphasized for schools to be able to optimize guidance services to students in order to achieve optimal graduate outcomes as well. Due to events like the ones above, vocational schools are needed that can be used as examples so that the education system that has been built at this time can play its maximum role in creating school graduates who have career maturity. So the current bad unemployment rate will not have an effect on other things (Camartya & Achmad, 2022) .

Due to events like the ones above, vocational schools are needed that can be used as examples so that the education system that has been built at this time can play its maximum role in creating school graduates who have career maturity. So the current bad unemployment rate will not have an effect on other things. There is one school in Cirebon Regency, namely State Vocational High School (SMKN) 1 Jamblang which applies the creativity of students' talents in achieving future dreams. Of course, by carrying out supervision and coaching through career guidance which is routinely carried out once a week. The hope is that students will be able to look forward to a bright future with the talents they have. The aim is to motivate graduates so that they are confident in their abilities and ready to have a career in the world of work armed with the skills they acquired during their vocational education

Method

Qualitative research methods are used in research conducted by the author. This is because this research functions to provide an explanation of the causes of phenomena that occur in certain cases by prioritizing objectivity, systematic and systemic in depth (Zuriah, 2009) . This type of qualitative research is descriptive, namely research that explains phenomena or symptoms in detail and provides a response to the research subject. The research method uses observation and interview techniques which are the main data collected during the research. The observation used by researchers is open observation. Open observation is an observation between respondents and researchers in the midst of ongoing activities.

Meanwhile, the interviews used were direct interviews with respondents (Darmadi, 2013) . The location of the research carried out by researchers was at Jamblang 1 State Vocational School, Cirebon Regency. The objects of the research were 3 informants of class XII students main And informant supporter namely 1 BK teacher, and BAAK. Data analysis used by researchers is data reduction, data presentation and verification (Martono, 2016) . Technique data analysis with triangulation technique.

Result and Discussion

Understanding Management

Management comes from the word to manage, which means to organize/manage. Management is a series of activities consisting of planning, implementation, supervision and control to achieve a certain goal. According to Ricky W. Griffin, quoted by Endin Nasrudin, management is defined as a process of planning, organizing, coordinating and controlling to achieve targets effectively and efficiently. Effective means that goals can be achieved according to planning, while efficient means that the tasks carried out are carried out correctly, organized and according to schedule. From the definitions above, it can be concluded that management is a process of effective and efficient resource activities to achieve certain goals using management principles including planning, organizing, implementing and controlling.

Career Development Overview

According to Rivai, quoted by Serlly, career development is the process of increasing an individual's abilities which is achieved in order to achieve the desired career. According to Wahyudi, quoted by Serlly, career development is defined as every individual who is active in an organization who will receive a number of expectations for the sacrifices they have made in their activities. It can be concluded that career development is an individual action with all the sacrifices that have been made to achieve a better career.

According to Gladding, individual career development goes through five stages. The first is the growth stage (age birth-14 years), the second is the exploration stage (age 14-24 years), the third is the stabilization stage (age 24-44 years), the fourth is the maintenance stage (age 44-64 years), and the fifth is the decline stage (age 64-late age). In adolescence, career development is in the exploration stage. According to the Big Indonesian Dictionary, exploration is a form of field exploration with the aim of gaining more knowledge about a situation. In general, the main task of this stage is a general exploration of the world of work and specifically of your preferred career.

Stages of Individual Career Development

Career development stages are a way to position where an individual is in their professional life. Career development stages are important for individuals to find the purpose of their life in the future. According to Henry Simamora quoted by Serlly, the stages of career development are as follows: Early career, the first stage in which an individual enters an institution. The individual tries to get an idea of the skills and interests he has. Mid-career, the stage where individuals will experience transition changes in their careers, due to the acquisition of information and career guidance training that they have received. Final career, the stage where individuals can be productive with career commitments that have become their goals, and also have long-term planning.

Strategic Implementation of Student Career Guidance Programs

The student career guidance service program does not escape strategic planning. Strategy is planning in the form of an implementation tool used to achieve long-term goals. According to Mrs. Nining, the Counseling Guidance teacher explained two strategies in implementing career development

programs for students, namely a comprehensive strategy and an approach strategy for students. The explanation is as follows:

A comprehensive Strategy is a strategy intended for everyone involved in career development, including the BK team and students. According to Fuad and Caraka, student career development strategies include assessment, leadership, support systems, and collaboration. Comprehensive strategy as a continuous process between the education implementation team and students. As for the application of career guidance, SMKN 1 Jombang has carried out a comprehensive strategy as follows:

Assessment is an effort to obtain data or information. The data or information that BKK needs in the assessment process is collecting student data regarding their interests, talents, potential and careers of interest. Assessment is a strategy for implementing career development through career guidance services. BK will distribute and collect interest questionnaires which contain identity and also a statement of wishes after becoming a graduate what kind of career they will pursue. The purpose of collecting questionnaires is a process of finding out how much students want their next career. The main objective of this career assessment is to provide valid and reliable measurements, in order to obtain accurate data regarding the career development program environment.

Leadership, in the overall strategy, is defined as a leader who can provide direction to all people involved in the program so that they carry out their duties and functions and maintain relevance and encourage all related development programs. Support system, is a tool used to facilitate the running of activities. In this case, the meaning of the support system is adequate facilities and infrastructure. In carrying out the career development program, it has quite complete facilities and infrastructure. Starting from the BK work unit space and the complete facilities available to develop students' careers, this is proven by the evaluation results which do not show weaknesses in the infrastructure.

Collaboration, is a process of cooperation between one party and another that is mutually beneficial. BK has a team created to make student career development a success. The duties of each individual in the team are in accordance with the work instructions that have been created and directed by the BK Coordinator. Approach Strategies to students, in the Career Guidance Module, strategies for developing students' careers at school consist of two types of approach techniques, group and individual approaches. Group approach strategies are mentioned such as study packages, career days, unit teaching, home rooms, field trips, lectures from resource persons, work training and curricular activities. Meanwhile, individual activities can be carried out through personal counseling. This theory is in accordance with the strategy carried out in managing student career development through the BK program at SMKN 1 Jombang which has an approach by providing opportunities for all students to carry out career-related counseling both individually and in groups.

For the group approach of the BKK work unit in socializing career understanding, this is done by visiting all classes or study groups. In this activity, specialization questionnaires will also be distributed as a planning stage for the program that will be given by BK in grade 11. Later, students will have their abilities measured by taking part in the program. practice skills and also Field Work Practices (PKL), PKL is also one way to develop students' careers because in PKL activities students can measure the abilities that students have acquired and also of course students gain new knowledge from the companies they place during PKL, From the existing documentation, career development can also be obtained from industrial visits. Industrial visits are one of the students' strategic approaches to understanding and developing careers. 60 Industrial visits will help students prepare for the real world. Students will gain a lot of knowledge and skills after seeing how great the companies they visit are standing, making it a good experience to help students in the future.

Conclusion

Collaboration was built by the BKK team from the school with LPK officially. LPK provides outreach to class XII students to improve information services related to career development at school. BK

students and teachers can increase their understanding of future life by planning a good career and considering wisely and with the right information. Guidance and LPK teachers assist students in pursuing internship options in Japan. With various considerations regarding costs, language courses and mental readiness, students receive gradual guidance from career services and LPK follows up with an official MOU. Career service activities at SMK N 1 Kedawung are carried out in a programmed and planned manner through university days. Univ Day activities are an agenda for findings between universities in Indonesia, both public and private. In 2024, Univ Day will be attended by PTN, namely UNNES and UPI. PTS UI BBC, UNU Cirebon, UMC, UNTAG, Polindra, and STIE Yasmi, STAIC, STAI Bobos. Univ day activities are an effort by guidance and counseling teachers to help students plan their careers and choose their future lives. Apart from the MOU with PTN and PTS SMK N 1 Jombang collaborates with several companies in Jakarta and surrounding areas.

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